



# **Annual Registration Statement / Annual Report**

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

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

**BANGKOK AVIATION FUEL SERVICES PCL.**

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 : BANGKOK AVIATION FUEL SERVICES PCL.

Symbol : BAFS

Address : 171/2 Kamphaeng Phet 6 Road, Sub-District Don Mueang, Khet Don Mueang

Province : Bangkok

Postcode : 10210

Business : Storage and Aircraft Refuelling Services

Registration Number : 01075-38000-487

Telephone : 0-2834-8900

Fax (if applicable) : 0-2834-8999

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

Email : -

#### Total Shares Sold (shares)

Common Stock : 637,496,153

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) | 1,664,119.52 | 2,334,331.27 | 3,074,046.45 |
| Service income (Thousand baht)                | 1,346,901.09 | 1,852,113.51 | 2,651,406.00 |
| Sales (Thousand baht)                         | 0.00         | 10,624.55    | 2,897.56     |
| Sales of electricity (Thousand baht)          | 270,338.92   | 331,638.26   | 322,069.87   |
| Other income (Thousand baht)                  | 46,879.51    | 139,954.95   | 97,673.02    |

|                                   | 2021   | 2022   | 2023   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Service income (%)                | 80.94  | 79.34  | 86.25  |
| Sales (%)                         | 0.00   | 0.45   | 0.09   |
| Sales of electricity (%)          | 16.24  | 14.21  | 10.48  |
| Other income (%)                  | 2.82   | 6.00   | 3.18   |

#### By Geographical Area or Market

|   | 2021         | 2022         | 2023         |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 1,664,119.52 | 2,334,331.27 | 3,074,046.45 |
| Domestic (Thousand baht)                      | 1,664,119.52 | 2,283,976.18 | 3,042,401.91 |
| International (Thousand baht)                 | 0.00         | 50,355.09    | 31,644.54    |
| Japan (Thousand baht)                         | 0.00         | 50,355.09    | 31,644.54    |

|                                   | 2021   | 2022   | 2023   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%)                      | 100.00 | 97.84  | 98.97  |
| International (%)                 | 0.00   | 2.16   | 1.03   |
| Japan (%)                         | 0.00   | 100.00 | 100.00 |

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

|  | 2021      | 2022       | 2023      |
|--|-----------|------------|-----------|
| Total other income (Thousand baht)               | 46,879.51 | 139,954.93 | 97,673.03 |
| Other income from operations (Thousand baht)     | 46,586.00 | 139,945.15 | 92,523.48 |
| Other income not from operations (Thousand baht) | 293.51    | 9.78       | 5,149.55  |

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

|                                 | 2021      | 2022      | 2023      |
|---------------------------------|-----------|-----------|-----------|
| Share of profit (Thousand baht) | -9,193.22 | -4,238.06 | -3,636.79 |

## 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 | 1,058.11 | 454.96 |

# 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.bafsthai.com/th/sustainability/sustainability-management/policies>

### 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.bafsthai.com/th/sustainability/environmental/integrated-environmental-management-system>

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

###### • Electricity consumption

|  | 2021         | 2022         | 2023         |
|--|--------------|--------------|--------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 3,964,114.00 | 4,674,783.00 | 5,535,369.00 |

##### Water management

###### • Water consumption

|                                       | 2021      | 2022      | 2023      |
|---------------------------------------|-----------|-----------|-----------|
| Total water withdrawal (Cubic meters) | 23,107.00 | 16,367.00 | 20,017.00 |



## Waste management

### • Waste from operations

|  | 2021            | 2022             | 2023             |
|--|-----------------|------------------|------------------|
| Non-hazardous waste (Kilograms)          | 1,010.00        | 11,095.75        | 16,495.94        |
| Hazardous waste (Kilograms)              | 2,565.00        | 3,580.00         | 6,540.00         |
| <b>Total waste generated (Kilograms)</b> | <b>3,575.00</b> | <b>14,675.75</b> | <b>23,035.94</b> |

## Greenhouse gas management

### • Greenhouse gas emissions

|   | 2021            | 2022            | 2023        |
|---|-----------------|-----------------|-------------|
| Total GHG emissions target (Metric tonnes of carbon dioxide equivalent) | N/A             | N/A             | N/A         |
| Scope 1 (Tons of carbon dioxide equivalents)                            | 808.00          | 1,200.00        | N/A         |
| Scope 2 (Tons of carbon dioxide equivalents)                            | 1,982.00        | 2,187.00        | N/A         |
| Scope 3 (Tons of carbon dioxide equivalents)                            | 495.00          | 1,807.00        | N/A         |
| <b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b> | <b>3,285.00</b> | <b>5,194.00</b> | <b>0.00</b> |

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

Third-party verification : Yes

Name of verifying organization : ECEE COMPANY 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://sites.google.com/bafsgroup.com/bafs-sr2024/home/human-rights>

Company human right guideline : Employee Rights, Child Labor, 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)         | 383        | 371        | 402        |
| Number of female employees (Persons)       | 83         | 109        | 125        |
| <b>Total number of employees (Persons)</b> | <b>466</b> | <b>480</b> | <b>527</b> |

##### • Employee remuneration

|                              | 2021 | 2022 | 2023 |
|------------------------------|------|------|------|
| Employee remuneration (baht) | 0.00 | 0.00 | 0.00 |

##### • Employee development and training

|   | 2021         | 2022         | 2023          |
|---|--------------|--------------|---------------|
| Average employee training hours (Hours / Person / Year) | 18.00        | 18.49        | 31.25         |
| Employee development and training expenses (baht)       | 1,752,442.71 | 2,903,785.99 | 10,280,486.17 |

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

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

|  |   |   |   |
|--|---|---|---|
| Total number of lost time injury incidents by employees<br>(Cases) | 0 | 0 | 2 |
|--|---|---|---|

• **Employee retention**

|  | 2021 | 2022 | 2023 |
|--|------|------|------|
| Percentage of employees who voluntarily resigned (%) | 6.01 | 6.04 | 5.69 |

• **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.bafsthai.com/th/corporate-governance/corporate-governance-of-the-company>

#### 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         | 15                | 100.00         |
| Number of male directors          | 11                | 73.33          |
| Number of female directors        | 4                 | 26.67          |
| Number of executive directors     | 2                 | 13.33          |
| Number of non-executive directors | 13                | 86.67          |
| Number of independent directors   | 6                 | 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. PALAKORN SUWANRATH<br>Gender: Male<br>Age: 75 years old<br>Highest level of education:<br>Master's degree<br>Major: Master of Arts in<br>International Affairs Southeast<br>Asia Studies<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the board<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 20 Apr 2007               | Corporate Management,<br>Strategic Management, Human<br>Resource Management,<br>Governance/ Compliance,<br>Energy & Utilities |

|    |  |  |             |   |
|----|--|--|-------------|---|
| 2. | <p>M.R. SUPADIS DISKUL</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Community and Regional Planning</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director<br/>(Executive)</p> <p>Director type: Re-elected as director</p> | 30 Dec 1983 | <p>Governance/ Compliance, Sustainability, Corporate Management, Risk Management, Strategic Management, Information &amp; Communication Technology, Human Resource Management, Petrochemicals &amp; Chemicals, Energy &amp; Utilities</p>             |
| 3. | <p>M.L. NATHASIT DISKUL</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Commerce in International Business</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>       | <p>Director<br/>(Executive)</p> <p>Director type: Re-elected as director</p> | 11 Nov 2021 | <p>Economics, Commerce, Risk Management, Sustainability, Governance/ Compliance, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Human Resource Management, Corporate Management, Negotiation, Information &amp; Communication Technology</p> |
| 4. | <p>Ms. CHOOSRI KIETKAJORNKUL</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                        | <p>Director<br/>(Non-executive)</p> <p>Director type: Original director</p>  | 11 Nov 2021 | <p>Accounting, Corporate Management, Human Resource Management, Strategic Management, Finance, Energy &amp; Utilities</p>   |
| 5. | <p>Mrs. WADEERAT CHAROENCOOP</p> <p>Gender: Female</p> <p>Age: 49 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<br/>(Non-executive)</p> <p>Director type: Original director</p>  | 29 Apr 2021 | <p>Finance, Corporate Management, Human Resource Management, Strategic Management, Energy &amp; Utilities</p>   |



|    |  |   |             |  |
|----|--|---|-------------|--|
| 6. | <p>Mr. PUTTIPONG PRASARTTONG-OSOTH</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                              | <p>Director (Non-executive)</p> <p>Director type: Original director</p>                               | 8 Aug 2018  | Accounting, Corporate Management, Human Resource Management, Strategic Management  |
| 7. | <p>Ms. PAWEENA JARIYATHITIPONG</p> <p>Gender: Female</p> <p>Age: 46 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: Newly appointed director to replace ex-director</p> | 10 Aug 2023 | Business Administration, Economics, Marketing, Accounting, Finance, Sustainability, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management   |
| 8. | <p>Mr. SONGPON THEPNUMSOMMANUS</p> <p>Gender: Male</p> <p>Age: 50 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)</p> <p>Director type: Re-elected as director</p>                          | 10 Nov 2022 | Petrochemicals & Chemicals, Energy & Utilities, Marketing, Digital Marketing, Corporate Management   |
| 9. | <p>Mr. WARAKORN KOSOLPISITKUL</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master Degree in Business Administration (MBA)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director (Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p> | 9 Nov 2023  | Business Administration, Economics, Finance & Securities, Commerce, Marketing, Accounting, Finance, Sustainability, Data Management, Corporate Management, Strategic Management, Risk Management, Leadership, Petrochemicals & Chemicals |

|     |   |   |             |   |
|-----|---|---|-------------|---|
| 10. | Mr. NOPPORN WONGSATITPORN<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Master of Science in Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes             | Director<br>(Non-executive)<br><br>Director type: Newly appointed director to replace ex-director                       | 27 Feb 2023 | Business Administration, Accounting, Economics, Sustainability, Energy & Utilities, Petrochemicals & Chemicals, Leadership, Corporate Management  |
| 11. | Mrs. KANNIKA NGAMSOPEE<br>Gender: Female<br>Age: 67 years old<br>Highest level of education: Master's degree<br>Major: Accounting, Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes                       | Director<br>(Non-executive, Independent director)<br><br>Director type: Re-elected as director                          | 16 Dec 2021 | Accounting, Law, Corporate Management, Human Resource Management, Strategic Management, Audit, Risk Management, Finance, Governance/ Compliance   |
| 12. | Mr. MAS TANYONGMAS<br>Gender: Male<br>Age: 57 years old<br>Highest level of education: Doctoral degree<br>Major: Political Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes                                  | Director<br>(Non-executive, Independent director)<br><br>Director type: Re-elected as director                          | 1 Sep 2022  | Corporate Management, Strategic Management, Economics, Energy & Utilities, Governance/ Compliance, Banking, Commerce, Information & Communication Technology, IT Management, Project Management |
| 13. | Mr. PATIPARN SUKORNDHAMAN<br>Gender: Male<br>Age: 62 years old<br>Highest level of education: Master's degree<br>Major: Master of Business Administration (Finance)<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive, Independent director)<br><br>Director type: Newly appointed director to replace ex-director | 1 Apr 2023  | Business Administration, Corporate Management, Strategic Management, Risk Management, Economics, Petrochemicals & Chemicals, Accounting, Finance, Sustainability, Leadership                    |

|     |   |   |             |   |
|-----|---|---|-------------|---|
| 14. | Mr. PACHARA<br>YUTIDHAMMADAMRONG<br>Gender: Male<br>Age: 76 years old<br>Highest level of education:<br>Bachelor's degree<br>Major: LL.B., Barrister at Law<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 8 Apr 2009  | Law, Audit, Strategic<br>Management, Human Resource<br>Management, Corporate<br>Management  |
| 15. | Mr. PIPAT PURNANANDA<br>Gender: Male<br>Age: 75 years old<br>Highest level of education:<br>Master's degree<br>Major: Master of Arts (Economics)<br>Thai nationality: Yes<br>Residing in Thailand: Yes            | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 17 Apr 2013 | Commerce, Finance,<br>Governance/ Compliance,<br>Audit, Strategic Management,<br>Human Resource Management,<br>Corporate Management, Risk<br>Management |

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

| General information   | Position   | Tenure  | Replacement Director   |
|---|--|---|--|
| 1. Mr. VISUT MONTRIWAT<br>Gender: Male<br>Age: 77 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director) | Date position was<br>assumed:<br>9 Nov 2006<br><br>Date directorship<br>ended:<br>1 Apr 2023  | Mr. PATIPARN SUKORNDHAMAN<br>Date position was assumed:<br>1 Apr 2023    |
| 2. Mr. NITINAI SIRISMATTHAKARN<br>Gender: Male<br>Age: 52 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes       | Director<br>(Non-executive)                          | Date position was<br>assumed:<br>9 Nov 2016<br><br>Date directorship<br>ended:<br>20 Apr 2023 | Ms. PAWEENA JARIYATHITIPONG<br>Date position was assumed:<br>10 Aug 2023 |

|    |   |                             |  |  |
|----|---|-----------------------------|--|--|
| 3. | Mr. KONGSIAM CHINWANNO<br>Gender: Male<br>Age: 55 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive) | Date position was assumed:<br>26 Apr 2018<br>Date directorship ended:<br>31 Aug 2023 | Mr. WARAKORN KOSOLPISITKUL<br>Date position was assumed:<br>9 Nov 2023 |
| 4. | Mr. ONG-ARTPAN POSRI<br>Gender: Male<br>Age: 52 years old<br>Highest level of education:<br>Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes             | Director<br>(Non-executive) | Date position was assumed:<br>11 Nov 2021<br>Date directorship ended:<br>20 Feb 2023 | Mr. NOPPORN WONGSATITPORN<br>Date position was assumed:<br>27 Feb 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. PACHARA YUTIDHAMMADAMRONG<br>Gender: Male<br>Age: 76 years old<br>Highest level of education: Bachelor's degree<br>Major: LL.B., Barrister at Law<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the audit committee<br>(Non-executive, Independent director)<br><br>Director type: Original director               | 13 May 2009               | Law, Audit, Strategic Management, Human Resource Management, Corporate Management   |
| 2. Mr. PIPAT PURNANANDA [1]<br>Gender: Male<br>Age: 75 years old<br>Highest level of education: Master's degree<br>Major: Master of Arts (Economics)<br>Thai nationality: Yes<br>Residing in Thailand: Yes     | Audit committee<br>(Non-executive, Independent director)<br><br>Director type: Original director                               | 8 May 2013                | Commerce, Finance, Governance/ Compliance, Audit, Strategic Management, Human Resource Management, Corporate Management, Risk Management        |
| 3. Mrs. KANNIKA NGAMSOPEE [1]<br>Gender: Female<br>Age: 67 years old<br>Highest level of education: Master's degree<br>Major: Accounting, Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes     | Audit committee<br>(Non-executive, Independent director)<br><br>Director type: Newly appointed director to replace ex-director | 9 Nov 2023                | Accounting, Law, Corporate Management, Human Resource Management, Strategic Management, Audit, Risk Management, Finance, Governance/ Compliance |

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

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

| General information  | Position  | Tenure   | Replacement Director  |
|--|---|--|---|
| 1. Mr. VISUT MONTRIWAT [1]<br>Gender: Male<br>Age: 77 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes                           | Audit committee<br>(Non-executive,<br>Independent director) | Date position was assumed:<br>9 Nov 2006<br>Date directorship ended:<br>1 Apr 2023 | Mr. PATIPARN SUKORNDHAMAN<br>Date position was assumed:<br>1 Apr 2023 |
| 2. Mr. PATIPARN SUKORNDHAMAN [1]<br>Gender: Male<br>Age: 62 years old<br>Highest level of education: Master's degree<br>Major: Master of Business Administration (Finance)<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive,<br>Independent director) | Date position was assumed:<br>1 Apr 2023<br>Date directorship ended:<br>9 Nov 2023 | Mrs. KANNIKA NGAMSOPEE<br>Date position was assumed:<br>9 Nov 2023    |

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

#### Executive Committee

##### List of executive committee members

| General information  | Position                            | Date position was assumed |
|--|-------------------------------------|---------------------------|
| 1. M.R. SUPADIS DISKUL<br>Gender: Male<br>Age: 74 years old<br>Highest level of education: Master's degree<br>Major: Master of Community and Regional Planning<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the executive committee | 8 May 2013                |

|    |   |  |                    |
|----|---|--|--------------------|
| 2. | <p>M.L. NATHASIT DISKUL</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Commerce in International Business</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                                      | <p>Member of the executive committee</p> | <p>27 Feb 2019</p> |
| 3. | <p>Mr. Jaksanit Kritsaadjai</p> <p>Gender: Male</p> <p>Age: 43 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Commerce (Finance)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>  | <p>Member of the executive committee</p> | <p>11 Nov 2021</p> |
| 4. | <p>Mr. Id Sukapattae</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor of Science Department of Industrial Physics and Medical Devices</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>1 Jul 2022</p>  |
| 5. | <p>Mr. Jade Tupiya</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Commerce (Marketing)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>   | <p>Member of the executive committee</p> | <p>1 Jul 2022</p>  |
| 6. | <p>Ms. Yuphadee Tongaroonsri</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>   | <p>Member of the executive committee</p> | <p>22 Mar 2017</p> |

|    |   |                                   |             |
|----|---|-----------------------------------|-------------|
| 7. | Mr. Gritt Madisara<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Master of Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes                              | Member of the executive committee | 1 Mar 2020  |
| 8. | Mr. Aniruth Boonyatirana<br>Gender: Male<br>Age: 59 years old<br>Highest level of education: Master's degree<br>Major: Master of Science Program in Renewable Energy<br>Thai nationality: Yes<br>Residing in Thailand: Yes            | Member of the executive committee | 1 Jun 2018  |
| 9. | Mr. Nattapol Narkuam<br>Gender: Male<br>Age: 56 years old<br>Highest level of education: Bachelor's degree<br>Major: Bachelor of Industrial Technology (Mechanical Engineering)<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Member of the executive committee | 15 Jul 2021 |

## Other sub-committees

### Sub-committees information

| Name of sub-committees                        | List of directors    | Position |
|---|----------------------|----------|
| Nominating and Corporate Governance Committee | Mr. PIPAT PURNANANDA | Chairman |
|   | M.R. SUPADIS DISKUL  | Member   |
|   | M.L. NATHASIT DISKUL | Member   |
|   | Mr. MAS TANYONGMAS   | Member   |



|                                    |                               |          |
|------------------------------------|-------------------------------|----------|
| Corporate Sustainability Committee | M.R. SUPADIS DISKUL           | Chairman |
|                                    | M.L. NATHASIT DISKUL          | Member   |
|                                    | Mr. Id Sukapattee             | Member   |
|                                    | Mr. Jade Tupiya               | Member   |
|                                    | Ms. Yuphadee Tongaroonsri     | Member   |
|                                    | Mr. Gritt Madisara            | Member   |
|                                    | Mr. Aniruth Boonyatirana      | Member   |
|                                    | Mr. Nattapol Narkuam          | Member   |
|                                    | Mr. Noppadon Musigavatee      | Member   |
|                                    | Mr. Pich Phanomvan Na Ayudhya | Member   |
| Remuneration Committee             | Mr. PACHARA YUTIDHAMMADAMRONG | Chairman |
|                                    | Mr. PATIPARN SUKORNDHAMAN     | Member   |
|                                    | M.R. SUPADIS DISKUL           | Member   |
|                                    | M.L. NATHASIT DISKUL          | Member   |
| Risk Management Committee          | Mr. PIPAT PURNANANDA          | Chairman |
|                                    | Mr. MAS TANYONGMAS            | Member   |
|                                    | M.R. SUPADIS DISKUL           | Member   |
|                                    | M.L. NATHASIT DISKUL          | Member   |
|                                    | Mr. Jaksanit Kritsaadjai      | Member   |
| Investment Committee               | Mr. PATIPARN SUKORNDHAMAN     | Chairman |
|                                    | M.R. SUPADIS DISKUL           | Member   |
|                                    | M.L. NATHASIT DISKUL          | Member   |
|                                    | Mr. MAS TANYONGMAS            | Member   |
|                                    | Mrs. WADEERAT CHAROENCOOP     | Member   |
|                                    | Mr. Jaksanit Kritsaadjai      | Member   |

#### **Roles of Sub-committees**

|   |   |
|---|---|
| Sub-committees responsible for risk management                      | : Risk Management Committee                     |
| Sub-committees responsible for nomination                           | : Nominating and Corporate Governance Committee |
| Sub-committees responsible for remuneration                         | : Remuneration Committee                        |
| Sub-committees responsible for corporate governance                 | : Nominating and Corporate Governance Committee |
| Sub-committees responsible for corporate sustainability development | : Corporate 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. M.L. NATHASIT DISKUL<br>Gender: Male<br>Age: 42 years old<br>Highest level of education: Master's degree<br>Major: Commerce in International Business   | PRESIDENT   | 1 Sep 2021                | Economics, Commerce, Risk Management, Sustainability, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Human Resource Management, Corporate Management, Negotiation, Information & Communication Technology   |
| 2. Mr. Jaksanit Kritsaadjai [1]<br>Gender: Male<br>Age: 43 years old<br>Highest level of education: Master's degree<br>Major: Master of Commerce (Finance) | Vice President,<br>Corporate Accounting & Finance and Chief Financial Officer | 1 Sep 2021                | Banking, Finance & Securities, Property Fund & REITs, Tourism & Leisure, Transportation & Logistics, Accounting, Finance, Fund Management, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Business Administration, Budgeting, Engineering, Change Management, Governance/ Compliance, Energy & Utilities, Economics, Corporate Social Responsibility, Sustainability |

|    |   |  |            |  |
|----|---|--|------------|--|
| 3. | <p>Mr. Kanit Seetong</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>                                  | <p>Suvarnabhumi Aviation Refuelling Director</p> | 1 Apr 2016 | <p>Automotive, Tourism &amp; Leisure, Marketing, Corporate Social Responsibility, Strategic Management, Risk Management, Governance/ Compliance, Leadership, Business Administration, Sustainability, Budgeting</p>  |
| 4. | <p>Mr. Chakri Tepkasetkul</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Commerce in Management Information System</p> | <p>Marketing &amp; IT Director</p>               | 1 Jul 2022 | <p>Economics, Data Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Marketing, IT Management, Data Analysis, Negotiation, Governance/ Compliance</p>   |
| 5. | <p>Ms. Suwanna Faktim</p> <p>Gender: Female</p> <p>Age: 40 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p>   | <p>Suvarnabhumi Airport Depot Director</p>       | 1 Sep 2022 | <p>Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Audit, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance</p> |
| 6. | <p>Ms. Theerata Thornjaroensri [2]</p> <p>Gender: Female</p> <p>Age: 49 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>                  | <p>Corporate Accounting Director</p>             | 1 Oct 2021 | <p>Accounting, Budgeting, Business Administration, Economics, Commerce, Finance, Internal Control, Governance/ Compliance, Audit, Strategic Management, Risk Management</p>  |
| 7. | <p>Ms. Rawinda Punnahitanon</p> <p>Gender: Female</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p>   | <p>Corporate Finance Director</p>                | 1 Jan 2022 | <p>Finance, Human Resource Management, Business Administration, Finance &amp; Securities, Insurance, Risk Management, Budgeting, Fund Management, Data Analysis</p>  |

|     |   |  |            |   |
|-----|---|--|------------|---|
| 8.  | <p>Mrs. Jirapat Charoenbhantraks</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p>                              | <p>People Affairs</p> <p>Director</p>                          | 1 Sep 2016 | Human Resource Management, Procurement, Corporate Management, Budgeting, Home & Office Products, Insurance, Governance/ Compliance  |
| 9.  | <p>Mrs. Parndao Sukhyanga</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration</p>                     | <p>Corporate Governance and Administration</p> <p>Director</p> | 1 Jan 2023 | Banking, Law, Business Administration, Corporate Social Responsibility, Risk Management, Governance/ Compliance, Sustainability, Corporate Management, Leadership, Strategic Management   |
| 10. | <p>Mr. Surapong Thananurakwong</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Accountancy (Financial Accounting)</p>       | <p>Internal Audit</p> <p>Director</p>                          | 1 Jul 2023 | Accounting, Audit, Internal Control, Corporate Management, Procurement, Human Resource Management, Business Administration, Finance, Data Analysis, Negotiation, Risk Management, Budgeting, Governance/ Compliance, Strategic Management, Leadership |
| 11. | <p>Ms. Katecharin Khangrit</p> <p>Gender: Female</p> <p>Age: 40 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Engineering (Safety Engineering)</p>           | <p>Quality Safety Health and Environment</p> <p>Director</p>   | 1 Jan 2023 | Energy & Utilities, Risk Management, Corporate Social Responsibility, Human Resource Management, Change Management, Leadership, Audit, Insurance, Sustainability, Budgeting, Corporate Management   |
| 12. | <p>Ms. Panita Promnart</p> <p>Gender: Female</p> <p>Age: 40 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration (Strategic Management)</p> | <p>Strategy and Sustainability</p> <p>Director</p>             | 1 Jan 2023 | Business Administration, Marketing, Corporate Social Responsibility, Sustainability, Strategic Management, Risk Management, Audit, Budgeting, Change Management, Data Management, Data Analysis, Leadership   |

|     |  |   |            |   |
|-----|--|---|------------|---|
| 13. | <p>Ms. Yuphadee Tongaroonsri</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Management</p>                                  | <p>Don Mueang and Regional Airport Director</p> | 5 Nov 2015 | <p>Petrochemicals &amp; Chemicals, Audit, Budgeting, Energy &amp; Utilities, Business Administration, Human Resource Management, Sustainability, Change Management, Risk Management, Strategic Management, Governance/ Compliance, Corporate Management, Leadership</p>       |
| 14. | <p>Mr. Nattapol Narkuam</p> <p>Gender: Male</p> <p>Age: 56 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor of Industrial Technology (Mechanical Engineering)</p> | Technical Director                              | 1 Oct 2012 | <p>Automotive, Industrial Materials &amp; Machinery, Petrochemicals &amp; Chemicals, Steel, Construction Materials, Construction Services, Procurement, Engineering, Design, Leadership, Budgeting</p>  |
| 15. | <p>Mr. Gritt Madisara</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration</p>                              | Advisor to Executive Chairman                   | 1 Mar 2020 | <p>Automotive, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Information &amp; Communication Technology, Sustainability, IT Management, Project Management, Engineering, Leadership, Business Administration</p>  |
| 16. | <p>Mr. Jade Tupiya</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Commerce (Marketing)</p>                                    | Advisor to Executive Chairman                   | 1 Jul 2022 | <p>Marketing, Leadership, Negotiation, Transportation &amp; Logistics, Business Administration, Accounting, Finance, Data Analysis, Project Management, Corporate Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Change Management</p> |

|     |  |                               |            |   |
|-----|--|-------------------------------|------------|---|
| 17. | Mr. Id Sukapattee<br>Gender: Male<br>Age: 49 years old<br>Highest level of education: Bachelor's degree<br>Major: Bachelor of Science Department of Industrial Physics and Medical Devices | Advisor to Executive Chairman | 1 Jul 2022 | Information & Communication Technology, IT Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Sustainability, Budgeting, Business Administration, Design, Internal Control, Project Management, Procurement                                |
| 18. | Mr. Aniruth Boonyatirana<br>Gender: Male<br>Age: 59 years old<br>Highest level of education: Master's degree<br>Major: Master of Science Program in Renewable Energy                       | Advisor to Executive Chairman | 1 Jun 2018 | Automotive, Energy & Utilities, Sustainability, Project Management, Corporate Management, Engineering, Strategic Management, Risk Management, Budgeting, Steel, Business Administration, Audit, Governance/ Compliance, Industrial Materials & Machinery  |
| 19. | Mrs. Mayuree Nalinwong<br>Gender: Female<br>Age: 60 years old<br>Highest level of education: Master's degree<br>Major: Business Administration   | Consultant to President       | 1 Jul 2023 | Energy & Utilities, Accounting, Finance, Fund Management, Procurement, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Business Administration, Food & Beverage, Finance & Securities, Paper & Printing Materials, Packaging, Law, Sustainability, Human Resource 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 : No

## Remuneration

|                                     | 2021          | 2022          | 2023          |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 60,821,827.30 | 71,915,817.35 | 87,266,170.11 |

## 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) : 402

Number of female employees (persons) : 125

**Total number of employees (persons)** : 527

#### Employee Remuneration

Total employee remuneration : 0.00

#### Provident fund

Total number of employees (persons) : 527

Number of employees contributing to the PVD (persons) : 469

Percentage of employees who are members (%) : 88.99



# 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. M.R. SUPADIS DISKUL<br>Gender: Male<br>Age: 74 years old<br>Highest level of education: Master's degree<br>Major: Master of Community and Regional Planning<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Executive)<br><br>Director type: Re-elected as director     | Date position was assumed:<br>30 Dec 1983 | Governance/ Compliance, Sustainability, Corporate Management, Risk Management, Strategic Management, Information & Communication Technology, Human Resource Management, Petrochemicals & Chemicals, Energy & Utilities             |
| 2. M.L. NATHASIT DISKUL<br>Gender: Male<br>Age: 42 years old<br>Highest level of education: Master's degree<br>Major: Commerce in International Business<br>Thai nationality: Yes<br>Residing in Thailand: Yes       | Director<br>(Executive)<br><br>Director type: Re-elected as director     | Date position was assumed:<br>11 Nov 2021 | Economics, Commerce, Risk Management, Sustainability, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Human Resource Management, Corporate Management, Negotiation, Information & Communication Technology |
| 3. Mr. SONGPON THEPNUMSOMMANUS<br>Gender: Male<br>Age: 50 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes           | Director<br>(Non-executive)<br><br>Director type: Re-elected as director | Date position was assumed:<br>10 Nov 2022 | Petrochemicals & Chemicals, Energy & Utilities, Marketing, Digital Marketing, Corporate Management   |

|    |  |   |  |  |
|----|--|---|--|--|
| 4. | <p>Mrs. KANNIKA NGAMSOPEE</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting, Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p> | <p>Date position was assumed:</p> <p>16 Dec 2021</p> | <p>Accounting, Law, Corporate Management, Human Resource Management, Strategic Management, Audit, Risk Management, Finance, Governance/ Compliance</p>   |
| 5. | <p>Mr. MAS TANYONGMAS</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Doctoral 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: Re-elected as director</p> | <p>Date position was assumed:</p> <p>1 Sep 2022</p>  | <p>Corporate Management, Strategic Management, Economics, Energy &amp; Utilities, Governance/ Compliance, Banking, Commerce, Information &amp; Communication Technology, IT Management, Project Management</p> |

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

| General information                                   | Position   | Date position was assumed  | Experience and expertise  |
|---|--|----------------------------|---|
| 1. Ms. PAWEENA JARIYATHITIPONG                        | Director   | Date position was assumed: | Business Administration,  |
| Gender: Female  | (Non-executive)  |                            | Economics, Marketing,   |
| Age: 46 years old                                     |  | 10 Aug 2023                | Accounting, Finance,  |
| Highest level of education: Doctoral degree           | Director type: Newly appointed director to replace ex-director |                            | Sustainability, Corporate Management, Engineering,                            |
| Major: Engineering                                    |  |                            | Leadership, Strategic Management, Risk Management                             |
| Thai nationality: Yes                                 |  |                            |   |
| Residing in Thailand: Yes                             |  |                            |   |
| 2. Mr. WARAKORN KOSOLPISITKUL                         | Director   | Date position was assumed: | Business Administration,  |
| Gender: Male  | (Non-executive)  |                            | Economics, Finance & Securities, Commerce,                                    |
| Age: 57 years old                                     |  | 9 Nov 2023                 | Marketing, Accounting, Finance, Sustainability,                               |
| Highest level of education: Master's degree           | Director type: Newly appointed director to replace ex-director |                            | Data Management, Corporate Management, Strategic Management, Risk Management, |
| Major: Master Degree in Business Administration (MBA) |  |                            | Leadership, Petrochemicals & Chemicals  |
| Thai nationality: Yes                                 |  |                            |   |
| Residing in Thailand: Yes                             |  |                            |   |

|    |   |   |   |  |
|----|---|---|---|--|
| 3. | Mr. NOPPORN WONGSATITPORN<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Master of Science in Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes             | Director<br>(Non-executive)<br><br>Director type: Newly appointed director to replace ex-director                       | Date position was assumed:<br>27 Feb 2023 | Business Administration, Accounting, Economics, Sustainability, Energy & Utilities, Petrochemicals & Chemicals, Leadership, Corporate Management                             |
| 4. | Mr. PATIPARN SUKORNDHAMAN<br>Gender: Male<br>Age: 62 years old<br>Highest level of education: Master's degree<br>Major: Master of Business Administration (Finance)<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive, Independent director)<br><br>Director type: Newly appointed director to replace ex-director | Date position was assumed:<br>1 Apr 2023  | Business Administration, Corporate Management, Strategic Management, Risk Management, Economics, Petrochemicals & Chemicals, Accounting, Finance, Sustainability, Leadership |

#### Development of directors over the past year

| List of directors               | Position              | Participated in director development program |
|---------------------------------|-----------------------|--|
| Mr. PALAKORN SUWANRATH          | Chairman of the board | Participating                                |
| M.R. SUPADIS DISKUL             | Director              | Participating                                |
| M.L. NATHASIT DISKUL            | Director              | Participating                                |
| Ms. CHOOSRI KIETKAJORNKUL       | Director              | Participating                                |
| Mrs. WADEERAT CHAROENCOOP       | Director              | Participating                                |
| Mr. PUTTIPONG PRASARTTONG-OSOTH | Director              | Participating                                |
| Ms. PAWEENA JARIYATHITIPONG     | Director              | Participating                                |
| Mr. SONGPON THEPNUMSOMMANUS     | Director              | Participating                                |
| Mr. WARAKORN KOSOLPISITKUL      | Director              | Participating                                |
| Mr. NOPPORN WONGSATITPORN       | Director              | Participating                                |
| Mrs. KANNIKA NGAMSOPEE          | Director              | Participating                                |

|                               |          |                   |
|-------------------------------|----------|-------------------|
| Mr. MAS TANYONGMAS            | Director | Participating     |
| Mr. PATIPARN SUKORNDHAMAN     | Director | Participating     |
| Mr. PACHARA YUTIDHAMMADAMRONG | Director | Participating     |
| Mr. PIPAT PURNANANDA          | Director | Participating     |
| Mr. VISUT MONTRIWAT           | Director | Non-participating |
| Mr. NITINAI SIRISMATTHAKARN   | Director | Non-participating |
| Mr. KONGSIAM CHINWANNO        | Director | Non-participating |
| Mr. ONG-ARTPAN POSRI          | Director | Non-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) : 5

Date of AGM meeting : 25 Apr 2023

EGM meeting : No

| List of directors                                    | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings             |
|--|------------------|-------------------------|---------------|--------------------------|
| 1. Mr. PALAKORN SUWANRATH<br>(Chairman of the board) | -                | 5/5                     | Participating | Did not hold the meeting |
| 2. M.R. SUPADIS DISKUL<br>(Director)                 | -                | 5/5                     | Participating | Did not hold the meeting |
| 3. M.L. NATHASIT DISKUL<br>(Director)                | -                | 5/5                     | Participating | Did not hold the meeting |

|     |   |             |     |                   |                          |
|-----|---|-------------|-----|-------------------|--------------------------|
| 4.  | Ms. CHOOSRI KIETKAJORNKUL<br>(Director)       | -           | 4/5 | Participating     | Did not hold the meeting |
| 5.  | Mrs. WADEERAT CHAROENCOOP<br>(Director)       | -           | 5/5 | Participating     | Did not hold the meeting |
| 6.  | Mr. PUTTIPONG PRASARTTONG-OSOTH<br>(Director) | -           | 5/5 | Non-participating | Did not hold the meeting |
| 7.  | Ms. PAWEENA JARIYATHITIPONG<br>(Director)     | -           | 3/3 | Non-participating | Did not hold the meeting |
| 8.  | Mr. SONGPON THEPNUMSOMMANUS<br>(Director)     | -           | 5/5 | Participating     | Did not hold the meeting |
| 9.  | Mr. WARAKORN KOSOLPISITKUL<br>(Director)      | -           | 2/2 | Non-participating | Did not hold the meeting |
| 10. | Mr. NOPPORN WONGSATITPORN<br>(Director)       | -           | 5/5 | Participating     | Did not hold the meeting |
| 11. | Mrs. KANNIKA NGAMSOPEE<br>(Director)          | -           | 5/5 | Participating     | Did not hold the meeting |
| 12. | Mr. MAS TANYONGMAS<br>(Director)              | -           | 5/5 | Participating     | Did not hold the meeting |
| 13. | Mr. PATIPARN SUKORNDHAMAN<br>(Director)       | -           | 4/4 | Participating     | Did not hold the meeting |
| 14. | Mr. PACHARA YUTIDHAMMADAMRONG<br>(Director)   | -           | 5/5 | Participating     | Did not hold the meeting |
| 15. | Mr. PIPAT PURNANANDA<br>(Director)            | -           | 5/5 | Participating     | Did not hold the meeting |
| 16. | Mr. VISUT MONTRIWAT<br>(Director)             | 1 Apr 2023  | 1/1 | Non-participating | Did not hold the meeting |
| 17. | Mr. NITINAI SIRISMATTHAKARN<br>(Director)     | 20 Apr 2023 | 0/1 | Non-participating | Did not hold the meeting |
| 18. | Mr. KONGSIAM CHINWANNO<br>(Director)          | 31 Aug 2023 | 3/3 | Participating     | Did not hold the meeting |
| 19. | Mr. ONG-ARTPAN POSRI<br>(Director)            | 20 Feb 2023 | 0/0 | Non-participating | Did not hold the meeting |

## Remuneration for company directors

| List of directors |   | Termination date | Meeting allowance<br>(baht) | Other monetary<br>remuneration<br>(baht) | Other non-<br>monetary |
|-------------------|---|------------------|-----------------------------|--|------------------------|
| 1.                | Mr. PALAKORN SUWANRATH<br>(Chairman of the board) | -                | 150,000.00                  | 540,000.00                               | No                     |
| 2.                | M.R. SUPADIS DISKUL<br>(Director)                 | -                | 413,000.00                  | 1,309,135.00                             | No                     |
| 3.                | M.L. NATHASIT DISKUL<br>(Director)                | -                | 397,000.00                  | 1,279,135.00                             | No                     |
| 4.                | Ms. CHOOSRI KIETKAJORNKUL<br>(Director)           | -                | 80,000.00                   | 360,000.00                               | No                     |
| 5.                | Mrs. WADEERAT CHAROENCOOP<br>(Director)           | -                | 110,000.00                  | 360,000.00                               | No                     |
| 6.                | Mr. PUTTIPONG PRASARTTONG-OSOTH<br>(Director)     | -                | 146,000.00                  | 480,000.00                               | No                     |
| 7.                | Ms. PAWEENA JARIYATHITIPONG<br>(Director)         | -                | 60,000.00                   | 141,290.00                               | No                     |
| 8.                | Mr. SONGPON THEPNUSOMMANUS<br>(Director)          | -                | 100,000.00                  | 360,000.00                               | No                     |
| 9.                | Mr. WARAKORN KOSOLPISITKUL<br>(Director)          | -                | 20,000.00                   | 30,000.00                                | No                     |
| 10.               | Mr. NOPPORN WONGSATITPORN<br>(Director)           | -                | 100,000.00                  | 302,143.00                               | No                     |
| 11.               | Mrs. KANNIKA NGAMSOPEE<br>(Director)              | -                | 100,000.00                  | 412,000.00                               | No                     |
| 12.               | Mr. MAS TANYONGMAS<br>(Director)                  | -                | 235,000.00                  | 504,000.00                               | No                     |
| 13.               | Mr. PATIPARN SUKORNDHAMAN<br>(Director)           | -                | 160,000.00                  | 488,000.00                               | No                     |
| 14.               | Mr. PACHARA YUTIDHAMMADAMRONG<br>(Director)       | -                | 383,000.00                  | 1,609,135.00                             | No                     |
| 15.               | Mr. PIPAT PURNANANDA<br>(Director)                | -                | 385,500.00                  | 1,375,135.00                             | No                     |
| 16.               | Mr. VISUT MONTRIWAT<br>(Director)                 | 1 Apr 2023       | 195,500.00                  | 979,135.00                               | No                     |
| 17.               | Mr. NITINAI SIRISMATTHAKARN<br>(Director)         | 20 Apr 2023      | 0.00                        | 110,000.00                               | No                     |
| 18.               | Mr. KONGSIAM CHINWANNO<br>(Director)              | 31 Aug 2023      | 80,000.00                   | 262,000.00                               | No                     |
| 19.               | Mr. ONG-ARTPAN POSRI<br>(Director)                | 20 Feb 2023      | 0.00                        | 50,357.00                                | 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) : 5

| List of directors |  | Termination date | Number of the audit committee meeting |
|-------------------|--|------------------|---------------------------------------|
| 1.                | Mr. PACHARA YUTIDHAMMADAMRONG<br>(Chairman of the audit committee) | -                | 5/5                                   |
| 2.                | Mr. PIPAT PURNANANDA<br>(Audit committee)                          | -                | 5/5                                   |
| 3.                | Mrs. KANNIKA NGAMSOPEE<br>(Audit committee)                        | -                | 0/0                                   |
| 4.                | Mr. VISUT MONTRIWAT<br>(Audit committee)                           | 1 Apr 2023       | 2/2                                   |
| 5.                | Mr. PATIPARN SUKORNDHAMAN<br>(Audit committee)                     | 9 Nov 2023       | 3/3                                   |