



# **Annual Registration Statement / Annual Report**

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

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

**BANGKOK AVIATION FUEL SERVICES PCL.**

Fiscal Year End 31 December 2025



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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

|                                               | 2023         | 2024         | 2025         |
|-----------------------------------------------|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 3,074,046.45 | 3,506,956.90 | 3,707,477.68 |
| Service income (Thousand baht)                | 2,651,406.00 | 3,123,399.03 | 3,288,169.98 |
| Sales of electricity (Thousand baht)          | 322,069.87   | 264,115.74   | 261,592.60   |
| Sales Income (Thousand baht)                  | 2,897.56     | 63,212.36    | 70,578.96    |
| Other income (Thousand baht)                  | 97,673.02    | 56,229.77    | 87,136.14    |

|                                   | 2023   | 2024   | 2025   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Service income (%)                | 86.25  | 89.06  | 88.69  |
| Sales of electricity (%)          | 10.48  | 7.53   | 7.06   |
| Sales Income (%)                  | 0.09   | 1.80   | 1.90   |
| Other income (%)                  | 3.18   | 1.60   | 2.35   |

By Geographical Area or Market

|                                               | 2023         | 2024         | 2025         |
|-----------------------------------------------|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 3,074,046.45 | 3,506,956.90 | 3,707,477.68 |
| Domestic (Thousand baht)                      | 3,042,401.91 | 3,476,370.48 | 3,672,998.23 |
| International (Thousand baht)                 | 31,644.54    | 30,586.42    | 34,479.45    |
| Japan (Thousand baht)                         | 31,644.54    | 0.00         | 0.00         |
| Other countries (Thousand baht)               | 0.00         | 30,586.42    | 34,479.45    |

|                                   | 2023   | 2024   | 2025   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%)                      | 98.97  | 99.13  | 99.07  |
| International (%)                 | 1.03   | 0.87   | 0.93   |
| Japan (%)                         | 100.00 | 0.00   | 0.00   |
| Other countries (%)               | 0.00   | 100.00 | 100.00 |

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

|                                                  | 2023      | 2024      | 2025      |
|--------------------------------------------------|-----------|-----------|-----------|
| Total other income (Thousand baht)               | 97,673.02 | 56,229.77 | 87,136.14 |
| Other income from operations (Thousand baht)     | 67,179.04 | 40,796.10 | 44,288.18 |
| Other income not from operations (Thousand baht) | 30,493.98 | 15,433.67 | 42,847.96 |
| Insurance Compensation (Thousand baht)           | 0.00      | 0.00      | 17,500.00 |
| Other (Thousand baht)                            | 30,493.98 | 15,433.67 | 25,347.96 |

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

|                                 | 2023      | 2024      | 2025      |
|---------------------------------|-----------|-----------|-----------|
| Share of profit (Thousand baht) | -3,636.79 | -4,186.24 | -6,940.33 |

## 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)           | 2023   | 2024   | 2025     |
|----------------------------------|--------|--------|----------|
| R&D expenses in the past 3 years | 454.96 | 560.61 | 1,586.03 |

# 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)**

### Climate change risk

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- ESG risk
- Climate change and disasters

#### Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment

#### Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Legal risk

#### Financial Risk

- Insufficient sources of funding
- Liquidity risk

- Income volatility

## **Social and community risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers
- Damage to company image and reputation
- ESG risk

Operational Risk

- Impact on the environment
- Impact on human rights

Compliance Risk

- Legal risk

Financial Risk

- Income volatility

## **Human rights infringement risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Damage to company image and reputation
- ESG risk

#### Operational Risk

- Systems or internal control system
- Human error in business operations
- Loss or damage from non-compliance of partners or counterparties
- Impact on human rights

#### Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Legal risk

#### **Occupational health and safety risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

#### Strategic Risk

- Government policy
- Damage to company image and reputation
- ESG risk
- Climate change and disasters

#### Operational Risk

- Systems or internal control system
- Human error in business operations
- Safety, occupational health, and working environment
- Climate change and disasters
- Pandemic risk

#### Compliance Risk

- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Legal risk

#### Corruption Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Damage to company image and reputation

##### Operational Risk

- Systems or internal control system
- Human error in business operations
- Loss or damage from non-compliance of partners or counterparties
- Corruption

#### Compliance Risk

- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance
- Legal risk

#### Financial Risk

- Liquidity risk
- Income volatility

## **Risk to Securities Holder (2.2.2)**

**Risks to investors that may result in not receiving dividends**

**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.bafsthai.com/storage/document/sustainability/sustainability-management/20221220-bafs-sustainability-th.pdf>  
(if applicable)

### 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>  
(if applicable)

Company environmental guideline : Electricity 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

|                   | 2023       | 2024       | 2025       |
|-------------------|------------|------------|------------|
| Diesel (Litres)   | 578,899.41 | 662,276.57 | 659,260.36 |
| Gasoline (Litres) | 5,582.13   | 7,563.95   | 9,497.75   |
| LPG (Kilograms)   | 1,056.00   | 1,020.00   | 1,296.00   |

###### • Electricity consumption

|                                                                        | 2023         | 2024         | 2025         |
|------------------------------------------------------------------------|--------------|--------------|--------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 5,535,369.00 | 6,068,151.00 | 5,380,357.00 |

## Water management

### • Water consumption

|                                       | 2023      | 2024      | 2025      |
|---------------------------------------|-----------|-----------|-----------|
| Total water withdrawal (Cubic meters) | 20,017.00 | 28,195.00 | 27,065.00 |

## Waste management

### • Waste from operations

|                                          | 2023             | 2024             | 2025             |
|------------------------------------------|------------------|------------------|------------------|
| Non-hazardous waste (Kilograms)          | 16,498.00        | 22,095.00        | 20,487.00        |
| Hazardous waste (Kilograms)              | 6,540.00         | 7,699.00         | 7,405.00         |
| <b>Total waste generated (Kilograms)</b> | <b>23,038.00</b> | <b>29,794.00</b> | <b>27,892.00</b> |

## Greenhouse gas management

### • Greenhouse gas emissions

|                                                                         | 2023            | 2024            | 2025            |
|-------------------------------------------------------------------------|-----------------|-----------------|-----------------|
| Scope 1 (Tons of carbon dioxide equivalents)                            | 1,753.00        | 2,172.00        | 2,076.00        |
| Scope 2 (Tons of carbon dioxide equivalents)                            | 2,369.00        | 2,595.00        | 2,472.00        |
| Scope 3 (Tons of carbon dioxide equivalents)                            | 2,204.00        | 2,010.00        | 1,951.00        |
| <b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b> | <b>6,326.00</b> | <b>6,777.00</b> | <b>6,499.00</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://www.bafsthai.com/storage/document/sustainability/sustainability-management/human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, 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

|                                            | 2023       | 2024       | 2025       |
|--------------------------------------------|------------|------------|------------|
| Number of male employees (Persons)         | 402        | 414        | 417        |
| Number of female employees (Persons)       | 125        | 133        | 137        |
| <b>Total number of employees (Persons)</b> | <b>527</b> | <b>547</b> | <b>554</b> |

##### • Employee remuneration

|                              | 2023           | 2024           | 2025           |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 501,298,531.70 | 541,790,464.46 | 562,511,849.63 |

##### • Employee development and training

|                                                         | 2023          | 2024         | 2025         |
|---------------------------------------------------------|---------------|--------------|--------------|
| Average employee training hours (Hours / Person / Year) | 31.25         | 55.73        | 50.18        |
| Employee development and training expenses (baht)       | 10,280,486.17 | 8,430,439.27 | 3,280,728.98 |

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

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
|--|------|------|------|

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

• **Employee retention**

|                                                      | 2023 | 2024 | 2025 |
|------------------------------------------------------|------|------|------|
| Percentage of employees who voluntarily resigned (%) | 5.69 | 4.39 | 1.99 |

• **Significant labor dispute**

|                           | 2023 | 2024 | 2025 |
|---------------------------|------|------|------|
| 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/storage/document/cg/bafs-cg-th.pdf>

#### 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          | 12                | 80.00          |
| Number of female directors        | 3                 | 20.00          |
| 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. M.R. Supadis Diskul<br>Gender: Male<br>Age: 76 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 board (Executive)<br><br>Director type: Original director | 30 Dec 1983               | Business Administration, Energy & Utilities, Insurance, Sustainability, IT Management |

|    |                                                                                                                                                                                                                                            |                                                                                  |             |                                                                                                                   |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------|
| 2. | <p>M.L. Nathasit Diskul</p> <p>Gender: Male</p> <p>Age: 44 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: Original director</p>          | 11 Nov 2021 | <p>Economics, Energy &amp; Utilities, Negotiation, Public Administration, Strategic Management</p>                |
| 3. | <p>Mr. Nitus Voraphonpiput</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                     | <p>Director<br/>(Non-executive)</p> <p>Director type: Original director</p>      | 8 May 2024  | <p>Public Administration, Corporate Management, Energy &amp; Utilities, Engineering, Governance/ Compliance</p>   |
| 4. | <p>Mrs. Wadeerat Charoencoop</p> <p>Gender: Female</p> <p>Age: 51 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>Business Administration, Energy &amp; Utilities, Corporate Management, Finance, Accounting</p>                 |
| 5. | <p>Mr. Puttipong Prasarttong-Osoth</p> <p>Gender: Male</p> <p>Age: 60 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<br/>(Non-executive)</p> <p>Director type: Re-elected as director</p> | 8 Aug 2018  | <p>Business Administration, Corporate Management, Accounting, Human Resource Management, Strategic Management</p> |

|    |                                                                                                                                                                                                                                                                              |                                                                                     |             |                                                                                                                           |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------|
| 6. | <p>Ms. Paweena Jariyathitipong</p> <p>Gender: Female</p> <p>Age: 48 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)</p> <p>Director type: Original director</p>      | 10 Aug 2023 | <p>Business Administration, Strategic Management, Engineering, Corporate Management, Marketing</p>                        |
| 7. | <p>Mr. Songpon Thepnumsommanus</p> <p>Gender: Male</p> <p>Age: 52 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)</p> <p>Director type: Original director</p>      | 10 Nov 2022 | <p>Business Administration, Marketing, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Corporate Management</p>   |
| 8. | <p>Mr. Warakorn Kosolpisitkul</p> <p>Gender: Male</p> <p>Age: 59 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)</p> <p>Director type: Original director</p>      | 9 Nov 2023  | <p>Petrochemicals &amp; Chemicals, Business Administration, Energy &amp; Utilities, Marketing, Governance/ Compliance</p> |
| 9. | <p>Mr. Nopporn Wongsatitporn</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Science in Management University of Surrey, Guildford</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p> | 27 Feb 2023 | <p>Business Administration, Petrochemicals &amp; Chemicals, Economics, Energy &amp; Utilities, Accounting</p>             |

|     |                                                                                                                                                                                                                                     |                                                                                                           |             |                                                                                                            |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------------|------------------------------------------------------------------------------------------------------------|
| 10. | <p>Mrs. Kannika Ngamsopee</p> <p>Gender: Female</p> <p>Age: 69 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>      | 16 Dec 2021 | <p>Business Administration, Audit, Governance/ Compliance, Accounting, Law</p>                             |
| 11. | <p>Mr. Mas Tanyongmas</p> <p>Gender: Male</p> <p>Age: 59 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: Original director</p>      | 1 Sep 2022  | <p>Business Administration, Strategic Management, Governance/ Compliance, Economics, Banking</p>           |
| 12. | <p>Mr. Varah Sucharitakul</p> <p>Gender: Male</p> <p>Age: 61 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: Re-elected as director</p> | 8 May 2024  | <p>Business Administration, Engineering, Finance &amp; Securities, Commerce, Governance/ Compliance</p>    |
| 13. | <p>Mr. Grisada Boonrach</p> <p>Gender: Male</p> <p>Age: 68 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>      | 1 Sep 2024  | <p>Business Administration, Audit, Public Administration, Corporate Management, Governance/ Compliance</p> |

|     |                                                                                                                                                                                           |                                                                                                                                  |            |                                                                                                           |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------|
| 14. | Mr. Suthiphon Thaveechaiyagarn<br>Gender: Male<br>Age: 65 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Law<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Newly<br>appointed director to<br>replace ex-director | 1 Aug 2025 | Business Administration,<br>Audit, Law, Governance/<br>Compliance                                         |
| 15. | Mr. Patiparn Sukorndhaman<br>Gender: Male<br>Age: 64 years old<br>Highest level of education:<br>Master's degree<br>Major: Finance<br>Thai nationality: Yes<br>Residing in Thailand: Yes  | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Newly<br>appointed director to<br>replace ex-director | 1 Nov 2025 | Business Administration,<br>Accounting, Finance,<br>Governance/ Compliance,<br>Petrochemicals & Chemicals |

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

| General information                                                                                                                                                                                                                                   | Position                                                          | Tenure                                                                                    | Replacement Director                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| 1. Mr. PALAKORN SUWANRATH<br>Gender: Male<br>Age: 77 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) | Date position was<br>assumed:<br>20 Apr 2007<br>Date directorship<br>ended:<br>1 Aug 2025 | Mr. Suthiphon<br>Thaveechaiyagarn<br>Date position was assumed:<br>1 Aug 2025 |
| 2. Mr. PIPAT PURNANANDA<br>Gender: Male<br>Age: 77 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)              | Date position was<br>assumed:<br>17 Apr 2013<br>Date directorship<br>ended:<br>1 Nov 2025 | Mr. Patiparn Sukorndhaman<br>Date position was assumed:<br>1 Nov 2025         |

## Other Information pertaining to committees

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

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

| General information |                                                                                                                                                                                                                                         | Position                                                                                                                                  | Date position was assumed | Experience and expertise                                                                            |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-----------------------------------------------------------------------------------------------------|
| 1.                  | <p>Mrs. Kannika Ngamsopee [1]</p> <p>Gender: Female</p> <p>Age: 69 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>               | 1 Sep 2024                | Business Administration, Audit, Governance/ Compliance, Accounting, Law                             |
| 2.                  | <p>Mr. Grisada Boonrach [1]</p> <p>Gender: Male</p> <p>Age: 68 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>                               | 1 Sep 2024                | Business Administration, Audit, Public Administration, Corporate Management, Governance/ Compliance |
| 3.                  | <p>Mr. Suthiphon Thaveechaiyagarn [1]</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>               | <p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p> | 1 Nov 2025                | Business Administration, Audit, Law, 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. PIPAT PURNANANDA [1]<br>Gender: Male<br>Age: 77 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 | Audit committee<br>(Non-executive,<br>Independent director) | Date position was<br>assumed:<br>8 May 2013<br>Date directorship<br>ended:<br>1 Nov 2025 | Mr. Suthiphon Thaveechaiyagarn<br>Date position was assumed:<br>1 Nov 2025 |

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

#### Executive Committee

##### List of executive committee members

| General information                                                                                                                                                                                                        | Position                               | Date position<br>was assumed |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|------------------------------|
| 1. M.R. Supadis Diskul<br>Gender: Male<br>Age: 76 years old<br>Highest level of education: Master's<br>degree<br>Major: Master of Community and Regional<br>Planning<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the<br>executive committee | 8 May 2013                   |
| 2. M.L. Nathasit Diskul<br>Gender: Male<br>Age: 44 years old<br>Highest level of education: Master's<br>degree<br>Major: Commerce in International<br>Business<br>Thai nationality: Yes<br>Residing in Thailand: Yes       | Member of the<br>executive committee   | 7 May 2019                   |

|    |                                                                                                                                                                                                                                          |                                          |                    |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|--------------------|
| 3. | <p>Mr. Jaksanit Kritsaadjai</p> <p>Gender: Male</p> <p>Age: 45 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>7 May 2022</p>  |
| 4. | <p>Mr. Id Sukapatttee</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</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: 56 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: No</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: 52 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. | <p>Mr. Chakri Tepkasetkul</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                      | <p>Member of the executive committee</p> | <p>1 Apr 2024</p>  |

|    |                                                                                                                                                                                                                                       |                                   |             |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------------|
| 8. | Mr. Nipat Boonsri<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes                                                   | Member of the executive committee | 1 Apr 2024  |
| 9. | Mr. Nattapol Narkuam<br>Gender: Male<br>Age: 58 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 |
|-----------------------------------------------|--------------------------|----------|
| Remuneration Committee                        | Mr. Varah Sucharitakul   | Chairman |
|                                               | Mr. Grisada Boonrach     | Member   |
|                                               | M.L. Nathasit Diskul     | Member   |
|                                               | M.R. Supadis Diskul      | Member   |
| Nomination and Corporate Governance Committee | Mr. Mas Tanyongmas       | Member   |
|                                               | M.L. Nathasit Diskul     | Member   |
|                                               | Mr. PIPAT PURNANANDA     | Chairman |
| Risk Management Committee                     | Mr. Mas Tanyongmas       | Member   |
|                                               | M.L. Nathasit Diskul     | Member   |
|                                               | Mr. Jaksanit Kritsaadjai | Member   |
|                                               | Mr. PIPAT PURNANANDA     | Chairman |
|                                               | M.R. Supadis Diskul      | Member   |

|                                                         |                                 |          |
|---------------------------------------------------------|---------------------------------|----------|
| Corporate Sustainability Committee                      | M.L. Nathasit Diskul            | Member   |
|                                                         | Mr. Id Sukapatttee              | Member   |
|                                                         | Mr. Jade Tupiya                 | Member   |
|                                                         | Ms. Yuphadee Tongaroonsri       | Member   |
|                                                         | Mr. Chakri Tepkasetkul          | Member   |
|                                                         | Mr. Nipat Boonsri               | Member   |
|                                                         | Mr. Nattapol Narkuam            | Member   |
|                                                         | Mr. Noppadon Musigavatee        | Member   |
|                                                         | Mr. Pich Phanomvan Na Ayudhya   | Member   |
|                                                         | Mr. Jaksanit Kritsaadjai        | Member   |
|                                                         | M.R. Supadis Diskul             | Chairman |
|                                                         |                                 |          |
| Investment Committee                                    | Mr. Varah Sucharitakul          | Chairman |
|                                                         | Mr. Mas Tanyongmas              | Member   |
|                                                         | Mrs. Wadeerat Charoencoop       | Member   |
|                                                         | M.L. Nathasit Diskul            | Member   |
|                                                         | Mr. Jaksanit Kritsaadjai        | Member   |
| Nomination and Corporate Governance Committee (Special) | Mr. Grisada Boonrach            | Chairman |
|                                                         | Mr. Puttipong Prasarttong-Osoth | Member   |
|                                                         | Mrs. Wadeerat Charoencoop       | Member   |

Remark : 1. Mr. Pipat Purnananda ended his tenure as Chairman of the Nomination and Corporate Governance Committee and Chairman of the Risk Management Committee, effective 1 November 2025.

2. M.R. Supadis Diskul ended his tenure as Chairman of the Corporate Sustainability Committee, effective 1 August 2025.

3. Mr. Jaksanit Kritsaadjai ended his tenure as member of the Risk Management Committee, effective 1 September 2025.

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

|                                                                     |                                                 |
|---------------------------------------------------------------------|-------------------------------------------------|
| Sub-committees responsible for risk management                      | : Risk Management Committee                     |
| Sub-committees responsible for nomination                           | : Nomination and Corporate Governance Committee |
| Sub-committees responsible for remuneration                         | : Remuneration Committee                        |
| Sub-committees responsible for corporate governance                 | : Nomination 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. Mr. Nattapol Narkuam<br>Gender: Male<br>Age: 58 years old<br>Highest level of education: Bachelor's degree<br>Major: Bachelor of Industrial Technology (Mechanical Engineering) | Technical Director                                                         | 1 Oct 2012                | Automotive, Construction Materials, Procurement, Engineering, Design                         |
| 2. Ms. Yuphadee Tongaroonsri<br>Gender: Female<br>Age: 52 years old<br>Highest level of education: Master's degree<br>Major: Master of Management                                  | Don Mueang and Regional Airport Director                                   | 5 Nov 2015                | Petrochemicals & Chemicals, Audit, Human Resource Management, Risk Management, Data Analysis |
| 3. Mr. Kanit Seetong<br>Gender: Male<br>Age: 55 years old<br>Highest level of education: Master's degree<br>Major: Business Administration                                         | Suvarnabhumi Aviation Refuelling Director                                  | 1 Apr 2016                | Automotive, Tourism & Leisure, Marketing, Leadership, Business Administration                |
| 4. Mr. Jaksanit Kritsaadjai [1]<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Master's degree<br>Major: Master of Commerce (Finance)                         | Vice President, Corporate Accounting & Finance and Chief Financial Officer | 1 Sep 2021                | Banking, Finance & Securities, Accounting, Finance, Budgeting                                |
| 5. Ms. Theerata Thornjaroensri [2]<br>Gender: Female<br>Age: 51 years old<br>Highest level of education: Master's degree<br>Major: International Business & Entrepreneurship       | Corporate Accounting Director                                              | 1 Oct 2021                | Accounting, Budgeting, Business Administration, Data Analysis, Data Management               |

|     |                                                                                                                                                                          |                                                |            |                                                                                                                       |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------|
| 6.  | Ms. Rawinda Punnahitanon<br>Gender: Female<br>Age: 55 years old<br>Highest level of education: Master's degree<br>Major: Finance                                         | Corporate Finance<br>Director                  | 1 Jan 2022 | Finance, Human Resource Management, Business Administration                                                           |
| 7.  | Mr. Chakri Tepkasetkul<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Master's degree<br>Major: Master of Commerce in Management Information System | Business Development and Marketing<br>Director | 1 Jul 2022 | IT Management, Business Administration, Information & Communication Technology, Digital Marketing, Project Management |
| 8.  | Mr. Jade Tupiya<br>Gender: Male<br>Age: 56 years old<br>Highest level of education: Master's degree<br>Major: Master of Commerce (Marketing)                             | Advisor to Executive Chairman                  | 1 Jul 2022 | Marketing, Negotiation, Transportation & Logistics, Business Administration, Energy & Utilities                       |
| 9.  | Mr. Id Sukapattee<br>Gender: Male<br>Age: 51 years old<br>Highest level of education: Bachelor's degree<br>Major: Science                                                | Advisor to Executive Chairman                  | 1 Jul 2022 | Engineering, Leadership, Strategic Management, Risk Management, Business Administration                               |
| 10. | Ms. Suwanna Faktim<br>Gender: Female<br>Age: 42 years old<br>Highest level of education: Bachelor's degree<br>Major: Science                                             | Suvarnabhumi Airport Depot Director            | 1 Sep 2022 | Petrochemicals & Chemicals                                                                                            |
| 11. | Ms. Panita Promnart<br>Gender: Female<br>Age: 42 years old<br>Highest level of education: Master's degree<br>Major: Business Administration                              | Strategy and Sustainability<br>Director        | 1 Jan 2023 | Business Administration, Corporate Social Responsibility, Sustainability, Strategic Management, Risk Management       |

|     |                                                                                                                                                    |                                                                             |            |                                                                                                 |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|------------|-------------------------------------------------------------------------------------------------|
| 12. | Ms. Katecharin Khangrit<br>Gender: Female<br>Age: 42 years old<br>Highest level of education: Master's degree<br>Major: Safety Engineering         | Quality Safety Health and Environment<br>Director                           | 1 Jan 2023 | Energy & Utilities, Risk Management, Change Management, Budgeting, Corporate Management         |
| 13. | Mr. Anawat Kiatfuengfoo<br>Gender: Male<br>Age: 35 years old<br>Highest level of education: Master's degree<br>Major: Human Resource Management    | People Affairs<br>Director                                                  | 1 Mar 2024 | Human Resource Management, Corporate Management, Leadership                                     |
| 14. | Ms. Prapaporn Proybamrung<br>Gender: Female<br>Age: 56 years old<br>Highest level of education: Master's degree<br>Major: Economics                | Internal Audit<br>Director                                                  | 1 Mar 2024 | Business Administration, Internal Control, Governance/ Compliance, Risk Management, Accounting  |
| 15. | Mr. Nipat Boonsri<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering                      | Advisor to Executive Chairman                                               | 1 Apr 2024 | Engineering, Risk Management                                                                    |
| 16. | Mr. Gritt Madisara<br>Gender: Male<br>Age: 48 years old<br>Highest level of education: Master's degree<br>Major: Master of Business Administration | BAFS Group Academy<br>Director                                              | 1 Apr 2024 | Business Administration, Insurance, Petrochemicals & Chemicals, Engineering, Project Management |
| 17. | Mr. Wirun Suwanno<br>Gender: Male<br>Age: 47 years old<br>Highest level of education: Master's degree<br>Major: Law                                | Corporate Governance and Administration/<br>Corporate Secretary<br>Director | 1 Jun 2024 | Law, Corporate Social Responsibility, Governance/ Compliance                                    |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Employees (7.5)

### Information about company employees

#### Employees

|                                            |              |
|--------------------------------------------|--------------|
| Number of male employees (persons)         | : 417        |
| Number of female employees (persons)       | : 137        |
| <b>Total number of employees (persons)</b> | <b>: 554</b> |

#### Employee Remuneration

|                             |                  |
|-----------------------------|------------------|
| Total employee remuneration | : 562,511,849.63 |
|-----------------------------|------------------|

#### Provident fund

|                                                       |         |
|-------------------------------------------------------|---------|
| Total number of employees (persons)                   | : 554   |
| Number of employees contributing to the PVD (persons) | : 535   |
| Percentage of employees who are members (%)           | : 96.57 |

# 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. Puttipong Prasarttong-Osoth<br>Gender: Male<br>Age: 60 years old<br>Highest level of education: Bachelor's degree<br>Major: Accounting<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>8 Aug 2018  | Business Administration, Corporate Management, Accounting, Human Resource Management, Strategic Management |
| 2. Mr. Nopporn Wongsatitporn<br>Gender: Male<br>Age: 48 years old<br>Highest level of education: Master's degree<br>Major: Master of Science in Management University of Surrey, Guildford<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>27 Feb 2023 | Business Administration, Petrochemicals & Chemicals, Economics, Energy & Utilities, Accounting             |
| 3. Mr. Varah Sucharitakul<br>Gender: Male<br>Age: 61 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, Independent director)<br><br>Director type: Re-elected as director | Date position was assumed:<br>8 May 2024  | Business Administration, Engineering, Finance & Securities, Commerce, Governance/ Compliance               |

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

| General information                                                                                                                                                                           | Position                                                                                                                         | Date position was assumed                   | Experience and expertise                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| 1. Mr. Suthiphon Thaveechaaiyagarn<br>Gender: Male<br>Age: 65 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Law<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Newly<br>appointed director to<br>replace ex-director | Date position was<br>assumed:<br>1 Aug 2025 | Business Administration,<br>Audit, Law, Governance/<br>Compliance                                         |
| 2. Mr. Patiparn Sukorndhaman<br>Gender: Male<br>Age: 64 years old<br>Highest level of education:<br>Master's degree<br>Major: Finance<br>Thai nationality: Yes<br>Residing in Thailand: Yes   | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Newly<br>appointed director to<br>replace ex-director | Date position was<br>assumed:<br>1 Nov 2025 | Business Administration,<br>Accounting, Finance,<br>Governance/ Compliance,<br>Petrochemicals & Chemicals |

Development of directors over the past year

| List of directors               | Position              | Participated in director development program |
|---------------------------------|-----------------------|----------------------------------------------|
| M.R. Supadis Diskul             | Chairman of the board | Participating                                |
| M.L. Nathasit Diskul            | Director              | Participating                                |
| Mr. Nitus Voraphonpiput         | 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. Varah Sucharitakul         | Director | Participating |
| Mr. Grisada Boonrach           | Director | Participating |
| Mr. Suthiphon Thaveechaiyagarn | Director | Participating |
| Mr. Patiparn Sukorndhaman      | 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 : 30 Apr 2025

EGM meeting : No

| List of directors                                 | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings             |
|---------------------------------------------------|------------------|-------------------------|---------------|--------------------------|
| 1. M.R. Supadis Diskul<br>(Chairman of the board) | -                | 6/6                     | Participating | Did not hold the meeting |
| 2. M.L. Nathasit Diskul<br>(Director)             | -                | 6/6                     | Participating | Did not hold the meeting |
| 3. Mr. Nitus Voraphonpiput<br>(Director)          | -                | 6/6                     | Participating | Did not hold the meeting |
| 4. Mrs. Wadeerat Charoencoop<br>(Director)        | -                | 6/6                     | Participating | Did not hold the meeting |

|     |                                                   |            |     |                   |                          |
|-----|---------------------------------------------------|------------|-----|-------------------|--------------------------|
| 5.  | Mr. Puttipong Prasarttong-Osoth<br>(Director)     | -          | 6/6 | Participating     | Did not hold the meeting |
| 6.  | Ms. Paweena Jariyathitipong<br>(Director)         | -          | 6/6 | Participating     | Did not hold the meeting |
| 7.  | Mr. Songpon Thepnumsommanus<br>(Director)         | -          | 6/6 | Participating     | Did not hold the meeting |
| 8.  | Mr. Warakorn Kosolpisitkul<br>(Director)          | -          | 5/6 | Participating     | Did not hold the meeting |
| 9.  | Mr. Nopporn Wongsatitporn<br>(Director)           | -          | 6/6 | Participating     | Did not hold the meeting |
| 10. | Mrs. Kannika Ngamsopee<br>(Director)              | -          | 6/6 | Participating     | Did not hold the meeting |
| 11. | Mr. Mas Tanyongmas<br>(Director)                  | -          | 6/6 | Participating     | Did not hold the meeting |
| 12. | Mr. Varah Sucharitakul<br>(Director)              | -          | 6/6 | Non-participating | Did not hold the meeting |
| 13. | Mr. Grisada Boonrach<br>(Director)                | -          | 6/6 | Non-participating | Did not hold the meeting |
| 14. | Mr. Suthiphon Thaveechaiyagarn<br>(Director)      | -          | 3/3 | Non-participating | Did not hold the meeting |
| 15. | Mr. Patiparn Sukorndhaman<br>(Director)           | -          | 2/2 | Non-participating | Did not hold the meeting |
| 16. | Mr. PALAKORN SUWANRATH<br>(Chairman of the board) | 1 Aug 2025 | 3/3 | Participating     | Did not hold the meeting |
| 17. | Mr. PIPAT PURNANANDA<br>(Director)                | 1 Nov 2025 | 4/4 | 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. | M.R. Supadis Diskul<br>(Chairman of the board) | -                | 180,000.00                  | 667,545.00                               | No                     |
| 2. | M.L. Nathasit Diskul<br>(Director)             | -                | 150,000.00                  | 592,545.00                               | No                     |

|     |                                                   |            |            |            |     |
|-----|---------------------------------------------------|------------|------------|------------|-----|
| 3.  | Mr. Nitus Voraphonpiput<br>(Director)             | -          | 150,000.00 | 511,218.00 | No  |
| 4.  | Mrs. Wadeerat Charoencoop<br>(Director)           | -          | 150,000.00 | 592,545.00 | No  |
| 5.  | Mr. Puttipong Prasarttong-Osoth<br>(Director)     | -          | 150,000.00 | 592,545.00 | No  |
| 6.  | Ms. Paweena Jariyathitipong<br>(Director)         | -          | 150,000.00 | 592,545.00 | No  |
| 7.  | Mr. Songpon Thepnumsommanus<br>(Director)         | -          | 150,000.00 | 592,545.00 | N/A |
| 8.  | Mr. Warakorn Kosolpisitkul<br>(Director)          | -          | 125,000.00 | 592,545.00 | No  |
| 9.  | Mr. Nopporn Wongsatitporn<br>(Director)           | -          | 150,000.00 | 592,545.00 | No  |
| 10. | Mrs. Kannika Ngamsopee<br>(Director)              | -          | 150,000.00 | 592,545.00 | No  |
| 11. | Mr. Mas Tanyongmas<br>(Director)                  | -          | 150,000.00 | 592,545.00 | No  |
| 12. | Mr. Varah Sucharitakul<br>(Director)              | -          | 150,000.00 | 511,218.00 | No  |
| 13. | Mr. Grisada Boonrach<br>(Director)                | -          | 150,000.00 | 437,515.00 | No  |
| 14. | Mr. Suthiphon Thaveechaiyagarn<br>(Director)      | -          | 75,000.00  | 150,000.00 | No  |
| 15. | Mr. Patiparn Sukorndhaman<br>(Director)           | -          | 50,000.00  | 136,880.00 | No  |
| 16. | Mr. PALAKORN SUWANRATH<br>(Chairman of the board) | 1 Aug 2025 | 105,000.00 | 663,817.00 | No  |
| 17. | Mr. PIPAT PURNANANDA<br>(Director)                | 1 Nov 2025 | 100,000.00 | 532,545.00 | 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. | Mrs. Kannika Ngamsopee<br>(Chairman of the audit committee) | -                | 5/5                                   |

|    |                                                     |            |     |
|----|-----------------------------------------------------|------------|-----|
| 2. | Mr. Grisada Boonrach<br>(Audit committee)           | -          | 5/5 |
| 3. | Mr. Suthiphon Thaveechaiyagarn<br>(Audit committee) | -          | 1/1 |
| 4. | Mr. PIPAT PURNANANDA<br>(Audit committee)           | 1 Nov 2025 | 4/4 |