



# **Annual Registration Statement / Annual Report**

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

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

**GUNKUL ENGINEERING PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2024



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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 : GUNKUL ENGINEERING PUBLIC COMPANY LIMITED

Symbol : GUNKUL

Address : No.548 One City Centre Building (OCC), 44th Floor, Phloen Chit Road, Lumpini, Pathum Wan

Province : Bangkok

Postcode : 10330

Business : Energy and utilities

Registration Number : 0107552000146

Telephone : 0-2242-5800

Fax (if applicable) : ๒๒๒

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

Email : [comsec@gunkul.com](mailto:comsec@gunkul.com)

#### Total Shares Sold (shares)

Common Stock : 8,882,530,974

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	9,515,104.19	7,737,126.74	9,731,237.11
Revenue from sale (Thousand baht)	1,829,215.92	1,827,653.93	2,344,381.45
Revenue from sale of electricity (Thousand baht)	3,448,852.40	2,306,759.30	2,178,516.71
Revenue from construction and rendering services (Thousand baht)	1,776,254.89	2,109,354.03	3,735,777.74
Interest income from finance lease (Thousand baht)	0.00	373,902.27	388,691.33
Revenue from sale of assets under finance lease (Thousand baht)	451,367.25	987,572.42	803,471.22
Revenue from extra profit (Thousand baht)	1,948,753.63	0.00	143,014.19
Other (Thousand baht)	60,660.10	131,884.79	137,384.47

  

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sale (%)	19.22	23.62	24.09
Revenue from sale of electricity (%)	36.25	29.81	22.39
Revenue from construction and rendering services (%)	18.67	27.26	38.39
Interest income from finance lease (%)	0.00	4.83	3.99
Revenue from sale of assets under finance lease (%)	4.74	12.76	8.26
Revenue from extra profit (%)	20.48	0.00	1.47
Other (%)	0.64	1.70	1.41

**By Geographical Area or Market**

	2022	2023	2024
Total revenue from operations (Thousand baht)	9,515,104.19	7,737,126.74	9,731,237.11
Domestic (Thousand baht)	7,986,994.00	6,281,819.00	8,306,333.77
International (Thousand baht)	1,528,110.19	1,455,307.74	1,424,903.34

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	83.94	81.19	85.36
International (%)	16.06	18.81	14.64

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

	2022	2023	2024
Total other income (Thousand baht)	60,660.10	131,884.79	137,384.47
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	60,660.10	131,884.79	137,384.47

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

	2022	2023	2024
Share of profit (Thousand baht)	510,642.43	1,019,491.85	807,041.20

**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)	2022	2023	2024
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R&D expenses in the past 3 years	0.00	16,265.35	21,548.76
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# 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)**

### Strategic Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers
- Competition risk
- New business risk
- Other

### Operational Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Human error in business operations
- Delays in the development of future projects
- Climate change and disasters
- Other

### Financial Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

## Financial Risk

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

## Regulatory Risk

**Risk Management Measures:** Yes

### Related Risk Topics

## Compliance Risk

- Change in laws and regulations
- Other

## Social and Environment Risk

**Risk Management Measures:** Yes

### Related Risk Topics

## Operational Risk

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

## Emerging Risk

**Risk Management Measures:** Yes

### Related Risk Topics

## Strategic Risk

- Changes in technologies

## Operational Risk

- Information security and cyber-attack
- Other

## Compliance Risk

- Violations of laws and regulations

## Risk to Securities Holder (2.2.2)

**The risk that investors will not receive the expected return on investment**

**Risk Management Measures:** Yes

### **Related Risk Topics**

- Return from investment of securities holder

**The risk that investors will not receive expected dividend**

**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.gunkul.com/storage/document/cg/sustainable-development-policy-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.gunkul.com/storage/document/cg/environment-and-climate-change-management-policy-th.pdf>  
(if applicable)

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

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Fuel consumption

	2022	2023	2024
Diesel (Litres)	236,701.03	679,919.28	374,412.90
Gasoline (Litres)	107,268.21	337,509.68	133,099.27
Natural gas (Standard cubic feet)	226.75	344.43	220.99
LPG (Kilograms)	0.00	15.00	0.00

###### • Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	4,225,136.47	3,837,076.52	3,573,383.86

## Water management

### • Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	60,918.87	44,183.07	38,999.72

## Waste management

### • Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	245,410.00	33,370.00	132,900.00
Remark :	It only covers the waste generated from the renewable energy electricity production process and the high-voltage electrical equipment manufacturing process.		
Hazardous waste (Kilograms)	7,880.00	18,420.00	25,090.00
Remark :	It only covers the waste generated from the renewable energy electricity production process and the high-voltage electrical equipment manufacturing process.		
<b>Total waste generated (Kilograms)</b>	<b>253,290.00</b>	<b>51,790.00</b>	<b>157,990.00</b>
Remark :	It only covers the waste generated from the renewable energy electricity production process and the high-voltage electrical equipment manufacturing process.		

## Greenhouse gas management

### • Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	1,092.00	2,707.00	1,439.00
Remark :	In 2022, the organization's greenhouse gas emissions covered the headquarters, the energy business group, and the engineering and turnkey business group. In 2023 and 2024, the organization's greenhouse gas emissions covered the headquarters, the energy business group, the engineering and turnkey business group, and the high-voltage electrical equipment business group.		
Scope 2 (Tons of carbon dioxide equivalents)	1,439.00	1,874.00	1,750.00
Remark :	In 2022, the organization's greenhouse gas emissions covered the headquarters, the energy business group, and the engineering and turnkey business group. In 2023 and 2024, the organization's greenhouse gas emissions covered the headquarters, the energy business group, the engineering and turnkey business group, and the high-voltage electrical equipment business group.		
Scope 3 (Tons of carbon dioxide equivalents)	2,914.00	9,053.00	25,552.00

Remark :	In 2022, the organization's greenhouse gas emissions covered the headquarters, the energy business group, and the engineering and turnkey business group.		
	In 2023 and 2024, the organization's greenhouse gas emissions covered the headquarters, the energy business group, the engineering and turnkey business group, and the high-voltage electrical equipment business group.		
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>5,445.00</b>	<b>13,634.00</b>	<b>28,741.00</b>

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

Third-party verification : Yes

Name of verifying organization : Bureau verification (Thailand) Co., Ltd.

## 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.gunkul.com/storage/document/cg/human-rights-policy-th.pdf>

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

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2022	2023	2024
Number of male employees (Persons)	739	713	687
Number of female employees (Persons)	480	457	453
<b>Total number of employees (Persons)</b>	<b>1,219</b>	<b>1,170</b>	<b>1,140</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	0.00	478,608,899.00	518,496,549.00

Remark : Total compensation of employees, excluding the total compensation of executives

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	5.61	8.09	13.28
Employee development and training expenses (baht)	1,200,000.00	3,630,000.00	3,690,000.00

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



	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	4	2	5

• Employee retention

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	17.80	27.09	25.00

• Significant labor dispute

	2022	2023	2024
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.gunkul.com/storage/document/cg/corporate-governance-policy-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	12	100.00
Number of male directors	7	58.33
Number of female directors	5	41.67
Number of executive directors	5	41.67
Number of non-executive directors	7	58.33
Number of independent directors	6	50.00

#### 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. GUNKUL DHUMRONGPIYAWUT Gender: Male Age: 70 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	10 Aug 2009	Energy & Utilities, Negotiation, Leadership, Business Administration, Engineering

2.	<p>Mr. CHONGRAK RARUEYSONG</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	3 Jul 2015	Data Analysis, Audit, Internal Control, Governance/ Compliance, Economics
3.	<p>Mrs. PANARAT PANMANEE</p> <p>Gender: Female</p> <p>Age: 76 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Accounting</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>	20 Apr 2018	Accounting, Finance, Data Analysis, Audit, Budgeting
4.	<p>Mr. TARAKORN ANGPUBATE</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</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>	20 Apr 2018	Finance, Marketing, Data Analysis, Risk Management, Audit
5.	<p>Ms. SOMCHINT PILOUK</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	3 Aug 2023	Engineering, Audit, Data Analysis, Internal Control, Corporate Social Responsibility

6.	<p>Pol.Maj.Gen Visit Sukarasep</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Public Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	24 Apr 2024	Human Resource Management, Corporate Social Responsibility, Sustainability, Law, Governance/ Compliance
7.	<p>Mr. Somchai Trairatanirom</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economic Policy</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	24 Apr 2024	Economics, Governance/ Compliance, Corporate Social Responsibility, Sustainability, Risk Management
8.	<p>Ms. SOPACHA DHUMRONGPIYAWUT</p> <p>Gender: Female</p> <p>Age: 58 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	10 Aug 2009	Human Resource Management, Negotiation, Corporate Management, Change Management, Business Administration
9.	<p>Mr. SOMBOON AUEATCHASAI</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	9 Jun 2010	Accounting, Corporate Management, Leadership, Strategic Management, Business Administration

10.	Ms. NARUECHON DHUMRONGPIYAWUT Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	10 Aug 2009	Energy & Utilities, Leadership, Strategic Management, Engineering, Business Administration
11.	Mrs. AREEWAN CHALOEMDAN Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	10 Aug 2009	Industrial Materials & Machinery, Negotiation, Accounting, Procurement, Business Administration
12.	Mr. CHALOEMPON SRICHAROEN Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	10 Aug 2009	Marketing, Procurement, Negotiation, Budgeting, Transportation & Logistics

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

General information	Position	Tenure	Replacement Director
1. GEN. TARNCHAIYAN SRISUWAN Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 18 Apr 2019  Date directorship ended: 24 Apr 2024	Pol.Maj.Gen Visit Sukarasep Date position was assumed: 24 Apr 2024



## 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 : No

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

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	Mr. CHONGRAK RARUEYSONG [1] Gender: Male Age: 71 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	3 Jul 2015	Data Analysis, Audit, Internal Control, Governance/ Compliance, Economics
2.	Mrs. PANARAT PANMANEE [1] Gender: Female Age: 76 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	14 May 2018	Accounting, Finance, Data Analysis, Audit, Budgeting
3.	Mr. TARAKORN ANGPUBATE [1] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	14 Dec 2020	Finance, Marketing, Data Analysis, Risk Management, Audit

4.	Ms. SOMCHINT PILOUK [1] Gender: Female Age: 63 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	3 Aug 2023	Engineering, Audit, Data Analysis, Internal Control, Corporate Social Responsibility
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[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. Ms. SOPACHA DHUMRONGPIYAWUT Gender: Female Age: 58 years old Highest level of education: Honorary degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	10 Aug 2009
2. Mr. SOMBOON AUEATCHASAI Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Aug 2009
3. Ms. NARUECHON DHUMRONGPIYAWUT Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Aug 2009

4.	<p>Mrs. AREEWAN CHALOEMDAN</p> <p>Gender: Female</p> <p>Age: 55 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>Member of the executive committee</p>	10 Aug 2009
5.	<p>Mr. CHALOEMPON SRICHAROEN</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	10 Aug 2009

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. TARAKORN ANGPUBATE	Chairman
	Ms. SOPACHA DHUMRONGPIYAWUT	Member
	Mr. Chanin Chaonirattisai	Member
Nomination and Remuneration Committee	Pol.Maj.Gen Visit Sukarasep	Chairman
	Mrs. Yaovanut Kwangsukstith	Member
	Mr. Theerapab Punyasakhon	Member
Good Corporate Governance and Sustainable Development Committee	Mr. Somchai Trairatanapirom	Chairman
	Mr. CHONGRAK RARUEYSONG	Member
	Ms. Sirada Jarutakanont	Member

### Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance

: Good Corporate Governance and Sustainable Development Committee

Sub-committees responsible for corporate sustainability development

: Good Corporate Governance and Sustainable Development 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. SOMBOON AUEATCHASAI Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Business Administration	Chief Executive Officer	5 Mar 2021	Accounting, Corporate Management, Leadership, Strategic Management, Business Administration
2. Ms. NARUECHON DHUMRONGPIYAWUT Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer - Sustainable Energy Business and Strategic Investment	5 Mar 2021	Energy & Utilities, Leadership, Strategic Management, Engineering, Business Administration
3. Mrs. AREEWAN CHALOEMDAN Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer, High Voltage Equipment Business	5 Mar 2021	Industrial Materials & Machinery, Negotiation, Accounting, Procurement, Business Administration
4. Mr. Chaisiri Wattanacharnnarong Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Engineering	Chief Operating Officer - Engineering and Turnkey Business	5 Mar 2021	Construction Services, Energy & Utilities, Project Management, Engineering, Design

5.	Mr. Thitipong Techaratanayuenyong [1] Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer	5 Mar 2021	Banking, Finance & Securities, Accounting, Finance, Negotiation
6.	Mr. Theerapab Punyasakhon Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Law	Chief Operating Officer – Business Support	5 Mar 2021	Law, Negotiation, Human Resource Management, Energy & Utilities, Data Analysis

[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

	2022	2023	2024
Total executive remuneration (baht)	104,699,565.00	106,166,230.67	94,364,458.75

### 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) : 687

Number of female employees (persons) : 453

**Total number of employees (persons)** : 1,140

## Employee Remuneration

**Total employee remuneration** : 518,496,549.00

Remark : Total compensation of employees, excluding the total compensation of executives

## Provident fund

**Total number of employees (persons)** : 1,140

**Number of employees contributing to the PVD (persons)** : 636

**Percentage of employees who are members (%)** : 55.79

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Suttirat Tangnorakul	suttirat@gunkul.com	

- Company secretary

General information	Email	Telephone
1. Ms. Chantira Jongjamareeseethong	chantra@gunkul.com	

- Head of internal audit

General information	Email	Telephone
1. Mr. Tanetsiri Farkmitr	tanetsiri.fak@gunkul.com	

• Head of compliance unit

General information	Email	Telephone
1. Mr. Kiatkhajorn Buasong	kiatkhajorn.bua@gunkul.com	

• Head of investor relations

General information	Email	Telephone
1. Mr. Thitipong Techaratanayuenyong	thitipong.tec@gunkul.com	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mrs. DUSSANEE YIMSUWAN Email: dussanee@kpmg.co.th Telephone: -</p> <p>2. Mrs. SOPHIT PROMPOL Email: sophit@kpmg.co.th Telephone: -</p> <p>3. Mrs. THANYALUX KEADKAEW Email: thanyalux@kpmg.co.th Telephone: -</p>	1,560,000.00	-



# 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. TARAKORN ANGPUBATE Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 20 Apr 2018	Finance, Marketing, Data Analysis, Risk Management, Audit
2. Mr. SOMBOON AUEATCHASAI Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 9 Jun 2010	Accounting, Corporate Management, Leadership, Strategic Management, Business Administration
3. Mrs. AREEWAN CHALOEMDAN Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 10 Aug 2009	Industrial Materials & Machinery, Negotiation, Accounting, Procurement, Business Administration

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

General information	Position	Date position was assumed	Experience and expertise
1. Pol.Maj.Gen Visit Sukarasep Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 24 Apr 2024	Human Resource Management, Corporate Social Responsibility, Sustainability, Law, Governance/ Compliance
2. Mr. Somchai Trairatanapirom Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Economic Policy Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 24 Apr 2024	Economics, Governance/ Compliance, Corporate Social Responsibility, Sustainability, Risk Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. GUNKUL DHUMRONGPIYAWUT	Chairman of the board	Participating
Mr. CHONGRAK RARUEYSONG	Director	Participating
Mrs. PANARAT PANMANEE	Director	Participating
Mr. TARAKORN ANGPUBATE	Director	Participating
Ms. SOMCHINT PILOUK	Director	Participating
Pol.Maj.Gen Visit Sukarasep	Director	Participating
Mr. Somchai Trairatanapirom	Director	Participating
Ms. SOPACHA DHUMRONGPIYAWUT	Director	Participating
Mr. SOMBOON AUEATCHASAI	Director	Participating

Ms. NARUECHON DHUMRONGPIYAWUT	Director	Participating
Mrs. AREEWAN CHALOEMDAN	Director	Participating
Mr. CHALOEMPON SRICHAROEN	Director	Participating
GEN. TARNCHAIYAN SRISUWAN	Director	Participating

Remark : The training records of directors for the past year can be found in Attachment No. 1 of the 56-1 One Report.

## 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 : 24 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. GUNKUL DHUMRONGPIYAWUT (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. CHONGRAK RARUEYSONG (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mrs. PANARAT PANMANEE (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. TARAKORN ANGPUBATE (Director)	-	6/6	Participating	Did not hold the meeting
5.	Ms. SOMCHINT PILOUK (Director)	-	6/6	Participating	Did not hold the meeting
6.	Pol.Maj.Gen Visit Sukarasep (Director)	-	5/5	Participating	Did not hold the meeting
7.	Mr. Somchai Trairatanapirom (Director)	-	5/5	Participating	Did not hold the meeting

8.	Ms. SOPACHA DHUMRONGPIYAWUT (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. SOMBOON AUEATCHASAI (Director)	-	6/6	Participating	Did not hold the meeting
10.	Ms. NARUECHON DHUMRONGPIYAWUT (Director)	-	6/6	Participating	Did not hold the meeting
11.	Mrs. AREEWAN CHALOEMDAN (Director)	-	6/6	Participating	Did not hold the meeting
12.	Mr. CHALOEMPON SRICHAROEN (Director)	-	6/6	Participating	Did not hold the meeting
13.	GEN. TARNCHAIYAN SRISUWAN (Director)	24 Apr 2024	1/1	Participating	Did not hold the meeting

#### Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. GUNKUL DHUMRONGPIYAWUT (Chairman of the board)	-	125,000.00	750,000.00	No
2.	Mr. CHONGRAK RARUEYSONG (Director)	-	100,000.00	300,000.00	No
3.	Mrs. PANARAT PANMANEE (Director)	-	100,000.00	300,000.00	No
4.	Mr. TARAKORN ANGPUBATE (Director)	-	100,000.00	300,000.00	No
5.	Ms. SOMCHINT PILOUK (Director)	-	100,000.00	300,000.00	No
6.	Pol.Maj.Gen Visit Sukarasep (Director)	-	80,000.00	206,043.96	No
7.	Mr. Somchai Trairatanapirom (Director)	-	80,000.00	206,043.96	No
8.	Ms. SOPACHA DHUMRONGPIYAWUT (Director)	-	100,000.00	300,000.00	No
9.	Mr. SOMBOON AUEATCHASAI (Director)	-	140,000.00	350,000.00	No
10.	Ms. NARUECHON DHUMRONGPIYAWUT (Director)	-	100,000.00	300,000.00	N/A
11.	Mrs. AREEWAN CHALOEMDAN (Director)	-	100,000.00	300,000.00	No
12.	Mr. CHALOEMPON SRICHAROEN (Director)	-	100,000.00	300,000.00	No

13. GEN. TARNCHAIYAN SRISUWAN (Director)	24 Apr 2024	20,000.00	93,956.00	N/A
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## 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. CHONGRAK RARUEYSONG (Chairman of the audit committee)	-	5/5
2.	Mrs. PANARAT PANMANEE (Audit committee)	-	5/5
3.	Mr. TARAKORN ANGPUBATE (Audit committee)	-	5/5
4.	Ms. SOMCHINT PILOUK (Audit committee)	-	5/5