



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SKY TOWER 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 : SKY TOWER PUBLIC COMPANY LIMITED

Symbol : STOWER

Address : No.247 Romklow Road, Saensaeab, Minburi

Province : Bangkok

Postcode : 10510

Business : Design and supply high-voltage transmission tower and telecommunication tower, substation steel structure, and telecommunication towers for lease in oversea.

Registration Number : 0107548000129

Telephone : 0-2543-9020-8

Fax (if applicable) : 0-2543-9029

Website : www.skytower.co.th

Email : info@skytower.co.th

Total Shares Sold (shares)

Common Stock : 3,697,375,325

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)	360,088.92	187,293.13	418,151.14
Electricity and Telecom Business (Thousand baht)	116,482.91	81,721.05	225,718.27
Sale of Industrial goods (Thousand baht)	9,219.95	10,756.77	15,518.92
Overseas Telecom Business (Thousand baht)	213,410.83	80,797.54	129,377.98
Other (Thousand baht)	20,975.23	14,017.77	47,535.97

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Electricity and Telecom Business (%)	32.35	43.63	53.98
Sale of Industrial goods (%)	2.56	5.74	3.71
Overseas Telecom Business (%)	59.27	43.14	30.94
Other (%)	5.83	7.48	11.37

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	360,088.92	187,293.13	418,151.14
Domestic (Thousand baht)	146,678.09	106,495.59	288,773.16
International (Thousand baht)	213,410.83	80,797.54	129,377.98
Philippines (Thousand baht)	213,410.83	80,797.54	129,377.97
Other countries (Thousand baht)	0.00	0.00	0.01

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	40.73	56.86	69.06
International (%)	59.27	43.14	30.94
Philippines (%)	100.00	100.00	100.00
Other countries (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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

	2022	2023	2024
Share of profit (Thousand baht)	0.00	0.00	0.00

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies
- ESG risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Safety, occupational health, and working environment

Compliance Risk

- Change in laws and regulations
- Corporate Governance

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://skytower.co.th/sustainability-policy>
(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://skytower.co.th/environmental-policy-th/>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Water Management,
Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	9,861.45	7,885.46	9,079.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	213,594.00	243,886.00	281,078.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	732,000.00	1,005,525.00	1,053,000.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	21,085.00	27,013.00	27,329.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	326,790.00	141,110.00	33,720.00
Hazardous waste (Kilograms)	193,220.00	234,460.00	239,750.00
Total waste generated (Kilograms)	520,010.00	375,570.00	273,470.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	0.00	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	0.00	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	0.00	N/A	N/A

Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

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://skytower.co.th/human-rights-policy-th/>

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)	136	111	89
Number of female employees (Persons)	49	44	35
Total number of employees (Persons)	185	155	124

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	56,847,493.28	51,919,111.25	55,858,323.50

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Employee development and training expenses (baht)	198,998.00	322,762.00	161,742.00

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	6	0	4
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	9.19	13.55	28.23

• **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://skytower.co.th/corporate-governance/governance-policy>

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

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	9	100.00
Number of male directors	5	55.56
Number of female directors	4	44.44
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	3	33.33

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. NUTAVOOT PONGSIRI Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Newly appointed director to replace ex-director	23 Dec 2024	Strategic Management, Risk Management, Audit, Business Administration, Engineering

2.	<p>Ms. LAPHASSARIN KRAIWONGWANITRUNG</p> <p>Gender: Female</p> <p>Age: 40 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>Vice Chairman (Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	8 Oct 2024	<p>Business Administration, Accounting, Finance, Corporate Management, Strategic Management</p>
3.	<p>Mr. RONNACHIT MAHATTANAPREUT</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	28 Apr 2022	<p>Accounting, Business Administration, Economics, Finance, Risk Management</p>
4.	<p>Mrs. PIMSIRI PINROD</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Additional and newly-appointed directors</p>	17 Apr 2024	<p>Business Administration, Law, Accounting, Risk Management, Internal Control</p>
5.	<p>Mr. POONPAT LOHARJUN</p> <p>Gender: Male</p> <p>Age: 36 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Additional and newly-appointed directors</p>	17 Apr 2024	<p>Business Administration, Data Management, Engineering, Risk Management, Strategic Management</p>

6.	Mr. POLPONG JIRAPHAN Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	13 Aug 2024	Business Administration, IT Management, Digital Marketing, Engineering, Corporate Management
7.	Ms. YUWAMON MALAI Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	8 Oct 2024	Accounting, Risk Management, Audit, Budgeting, Internal Control
8.	Mr. UKRIS APHIRATIMAI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	23 Dec 2024	Economics, Accounting, Finance, Risk Management, Business Administration
9.	Mrs. RUNGNAPA SUWANNACHART Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	23 Dec 2024	Marketing, Corporate Management, Risk Management, Business Administration, Human Resource Management

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

General information	Position	Tenure	Replacement Director
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1.	Mr. THANATIP UPATISING Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)	Date position was assumed: 13 Aug 2021 Date directorship ended: 14 Nov 2024	Mr. NUTAVOOT PONGSIRI Date position was assumed: 23 Dec 2024
2.	Mr. THEERACHAI LEENABANCHONG Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)	Date position was assumed: 26 Feb 2019 Date directorship ended: 1 Nov 2024	Mr. UKRIS APHIRATIMAI Date position was assumed: 23 Dec 2024
3.	Mr. PIANCHAI THAWORN RAT Gender: Male Age: 66 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 17 Dec 2015 Date directorship ended: 6 Aug 2024	Mr. POLPONG JIRAPHAN Date position was assumed: 13 Aug 2024
4.	Mr. NATHEE NAKTNASUKANJN Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Oct 2016 Date directorship ended: 17 Apr 2024	Mrs. PIMSIRI PINROD Date position was assumed: 17 Apr 2024
5.	Mr. SURAPONG SAE YONG Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 14 Aug 2019 Date directorship ended: 20 Dec 2024	Mrs. RUNGNAPA SUWANNACHART Date position was assumed: 23 Dec 2024

6.	Ms. WANNA MALUENGNON Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 28 Oct 2021 Date directorship ended: 14 Aug 2024	Ms. YUWAMON MALAI Date position was assumed: 8 Oct 2024
7.	Mr. PORNTHEP JARUKIJKHAJORN Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 28 Apr 2022 Date directorship ended: 17 Apr 2024	Mr. POONPAT LOHARJUN Date position was assumed: 17 Apr 2024
8.	Mr. CHALOTHORN LEELAMALI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 11 Aug 2022 Date directorship ended: 17 Jul 2024	Ms. LAPHASSARIN KRAIWONGWANITRUNG Date position was assumed: 13 Aug 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	: 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. Ms. YUWAMON MALAI [1] Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	8 Oct 2024	Accounting, Risk Management, Audit, Budgeting, Internal Control
2. Mrs. PIMSIRI PINROD [1] Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	17 Apr 2024	Business Administration, Law, Accounting, Risk Management, Internal Control
3. Mr. POLPONG JIRAPHAN [1] Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	13 Aug 2024	Business Administration, IT Management, Digital Marketing, Engineering, Corporate Management

[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. Ms. WANNA MALUENGNON [1] Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 28 Oct 2021 Date directorship ended: 14 Aug 2024	Ms. YUWAMON MALAI Date position was assumed: 8 Oct 2024
2. Mr. PIANCHAI THAWORN RAT [1] Gender: Male Age: 66 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 17 Dec 2015 Date directorship ended: 6 Aug 2024	Mr. POLPONG JIRAPHAN Date position was assumed: 13 Aug 2024
3. Mr. NATHEE NAKTNASUKANJN [1] Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 25 Oct 2016 Date directorship ended: 17 Apr 2024	Mrs. PIMSIRI PINROD Date position was assumed: 17 Apr 2024

[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
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1.	Mr. RONNACHIT MAHATTANAPREUT Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Mar 2022
2.	Mr. Chayapong Choonak Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2022
3.	Ms. LAPHASSARIN KRAIWONGWANITRUNG Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	13 Nov 2024
4.	Mr. UKRIS APHIRATIMAI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Dec 2024
5.	Mr. POONPAT LOHARJUN Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Apr 2024

6.	Mrs. RUNGNAPA SUWANNACHART Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Dec 2024
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List of executive committee members who resigned/vacated their position during the year

General information		Position	Tenure	Replacement Director
1.	Mr. Pisit Hanvinyanan Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 17 Mar 2023 Date directorship ended: 16 Jul 2023	No replacement director
2.	Mr. THEERACHAI LEENABANCHONG Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	Date position was assumed: 13 Aug 2019 Date directorship ended: 1 Nov 2024	Ms. LAPHASSARIN KRAIWONGWANITRUNG Date position was assumed: 13 Nov 2024
3.	Mr. SURAPONG SAE YONG Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 9 Jul 2019 Date directorship ended: 20 Dec 2024	Mrs. RUNGNAPA SUWANNACHART Date position was assumed: 23 Dec 2024

4.	Mr. PORNTHEP JARUKIJKHAJORN Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 18 Mar 2022 Date directorship ended: 17 Apr 2024	Mr. POONPAT LOHARJUN Date position was assumed: 14 May 2024
5.	Mr. CHALOTHORN LEELAMALI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 11 Aug 2022 Date directorship ended: 17 Jul 2024	Ms. LAPHASSARIN KRAIWONGWANITRUNG Date position was assumed: 13 Aug 2024

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mrs. PIMSIRI PINROD	Chairman
	Mr. POLPONG JIRAPHAN	Member
	Mr. UKRIS APHIRATIMAI	Member
	Mr. PIANCHAI THAWORN RAT	Chairman
	Mr. THEERACHAI LEENABANCHONG	Member
	Mr. NATHEE NAKTNASUKANJN	Member
Risk Management Committee	Mrs. PIMSIRI PINROD	Chairman
	Ms. YUWAMON MALAI	Member
	Mr. UKRIS APHIRATIMAI	Member
	Mr. NATHEE NAKTNASUKANJN	Chairman
	Mr. THEERACHAI LEENABANCHONG	Member
	Ms. WANNA MALUENGNON	Member

Remark : List of members of the Nomination and Remuneration Committee who resigned or left their positions during the year:

- 1.Mr.Pianchai Thawornrat, Chairman of the Nomination and Remuneration Committee, resigned effective August 6, 2024.
- 2.Dr.Nathee Naktnasukanjn, Member of the Nomination and Remuneration Committee, resigned effective April 17, 2024.
- 3.Mr.Theerachai Leenabanchong, Member of the Nomination and Remuneration Committee, resigned effective November 1, 2024.

List of members of the Risk Management Committee who resigned or left their positions during the year:

- 1.Dr.Nathee Naktnasukanjn, Chairman of the Risk Management Committee, resigned effective April 17, 2024.
- 2.Ms.Wanna Maluengnon, Member of the Risk Management Committee, resigned effective August 14, 2024.

3.Mr.Theerachai Leenabanchong, Member of the Risk Management Committee, resigned effective November 1, 2024.

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	: None
Sub-committees responsible for corporate sustainability development	: None

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. Attaporn Panyawanich Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Communication Arts	Director Purchasing and Logistics Department	1 Jul 1998	Procurement, Business Administration, Industrial Materials & Machinery, Steel, Transportation & Logistics
2. Mr. Chayapong Choonak Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering	Sales Director	17 Apr 2024	Engineering, Industrial Materials & Machinery, Steel, Negotiation, Project Management
3. Mr. SURAPONG SAE YONG Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Economics	Deputy Managing Director	14 Aug 2019	Economics, Business Administration, Transportation & Logistics, Procurement, Corporate Management
4. Mr. Eakarat Apiwattanaporn [1][2] Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Finance	Deputy Managing Director	19 Jun 2024	Finance, Accounting, Engineering, Business Administration, Finance & Securities
5. Mr. CHALOTHORN LEELAMALI [1][2] Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Senior Deputy Managing Director, Finance and Accounting	11 Aug 2022	Economics, Business Administration, Accounting, Finance

6.	Mr. PORNTHEP JARUKIJKHAJORN Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Economics	Deputy Managing Director of Operations and Sales	28 Apr 2022	Economics, Business Administration, Engineering, Strategic Management, Project Management
7.	Mr. THEERACHAI LEENABANCHONG Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer	9 Jul 2019	Marketing, Business Administration, Strategic Management, Corporate Management, Data Analysis
8.	Ms. Orn-in Sangthong Gender: Female Age: 46 years old Highest level of education: Bachelor's degree Major: Business Administration	Director (Corporate Communication)	7 Aug 2015	Business Administration, Media & Publishing, Tourism & Leisure, Information & Communication Technology, IT Management
9.	Ms. Suda Thongtawat [2] Gender: Female Age: 46 years old Highest level of education: Bachelor's degree Major: Accounting	Director of Accounting and Finance	5 Apr 2022	Accounting, Finance, Data Analysis, Risk Management, Budgeting

[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) : 89

Number of female employees (persons) : 35

Total number of employees (persons) : 124

Employee Remuneration

Total employee remuneration : 55,858,323.50

Provident fund

Total number of employees (persons)	: 124
Number of employees contributing to the PVD (persons)	: 83
Percentage of employees who are members (%)	: 66.94

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. RONNACHIT MAHATTANAPREUT Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 28 Apr 2022	Accounting, Business Administration, Economics, Finance, Risk Management

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. NUTAVOOT PONGSIRI Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 23 Dec 2024	Strategic Management, Risk Management, Audit, Business Administration, Engineering

2.	Ms. LAPHASSARIN KRAIWONGWANITRUNG Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 8 Oct 2024	Business Administration, Accounting, Finance, Corporate Management, Strategic Management
3.	Mr. POLPONG JIRAPHAN Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Engineering 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: 13 Aug 2024	Business Administration, IT Management, Digital Marketing, Engineering, Corporate Management
4.	Ms. YUWAMON MALAI Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Accounting 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: 8 Oct 2024	Accounting, Risk Management, Audit, Budgeting, Internal Control
5.	Mr. UKRIS APHIRATIMAI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 23 Dec 2024	Economics, Accounting, Finance, Risk Management, Business Administration
6.	Mrs. RUNGNAPA SUWANNACHART Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 23 Dec 2024	Marketing, Corporate Management, Risk Management, Business Administration, Human Resource Management

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. PIMSIRI PINROD Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Additional and newly-appointed directors	Date position was assumed: 17 Apr 2024	Business Administration, Law, Accounting, Risk Management, Internal Control
2. Mr. POONPAT LOHARJUN Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	Date position was assumed: 17 Apr 2024	Business Administration, Data Management, Engineering, Risk Management, Strategic Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. NUTAVOOT PONGSIRI	Chairman of the board	Non-participating
Ms. LAPHASSARIN KRAIWONGWANITRUNG	Vice Chairman	Non-participating
Mr. RONNACHIT MAHATTANAPREUT	Director	Non-participating
Mrs. PIMSIRI PINROD	Director	Participating
Mr. POONPAT LOHARJUN	Director	Non-participating
Mr. POLPONG JIRAPHAN	Director	Participating
Ms. YUWAMON MALAI	Director	Non-participating
Mr. UKRIS APHIRATIMAI	Director	Non-participating
Mrs. RUNGNAPA SUWANNACHART	Director	Non-participating

Mr. THANATIP UPATISING	Chairman of the board	Non-participating
Mr. THEERACHAI LEENABANCHONG	Vice Chairman	Non-participating
Mr. PIANCHAI THAWORN RAT	Director	Non-participating
Mr. NATHEE NAKTNASUKANJN	Director	Non-participating
Mr. SURAPONG SAE YONG	Director	Non-participating
Ms. WANNA MALUENGNON	Director	Non-participating
Mr. PORNTHEP JARUKIJKHAJORN	Director	Non-participating
Mr. CHALOTHORN LEELAMALI	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 8

Date of AGM meeting : 17 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. NUTAVOOT PONGSIRI (Chairman of the board)	-	0/0	Non-participating	Did not hold the meeting
2.	Ms. LAPHASSARIN KRAIWONGWANITRUNG (Vice Chairman)	-	3/3	Non-participating	Did not hold the meeting
3.	Mr. RONNACHIT MAHATTANAPREUT (Director)	-	8/8	Participating	Did not hold the meeting

4.	Mrs. PIMSIRI PINROD (Director)	-	5/5	Non-participating	Did not hold the meeting
5.	Mr. POONPAT LOHARJUN (Director)	-	5/5	Non-participating	Did not hold the meeting
6.	Mr. POLPONG JIRAPHAN (Director)	-	3/3	Non-participating	Did not hold the meeting
7.	Ms. YUWAMON MALAI (Director)	-	2/2	Non-participating	Did not hold the meeting
8.	Mr. UKRIS APHIRATIMAI (Director)	-	0/0	Non-participating	Did not hold the meeting
9.	Mrs. RUNGNAPA SUWANNACHART (Director)	-	0/0	Non-participating	Did not hold the meeting
10.	Mr. THANATIP UPATISING (Chairman of the board)	14 Nov 2024	7/7	Participating	Did not hold the meeting
11.	Mr. THEERACHAI LEENABANCHONG (Vice Chairman)	1 Nov 2024	6/6	Participating	Did not hold the meeting
12.	Mr. PIANCHAI THAWORN RAT (Director)	6 Aug 2024	4/4	Participating	Did not hold the meeting
13.	Mr. NATHEE NAKTNASUKANJN (Director)	17 Apr 2024	3/3	Non-participating	Did not hold the meeting
14.	Mr. SURAPONG SAE YONG (Director)	20 Dec 2024	7/7	Participating	Did not hold the meeting
15.	Ms. WANNA MALUENGNON (Director)	14 Aug 2024	5/5	Participating	Did not hold the meeting
16.	Mr. PORNTHEP JARUKIKHAJORN (Director)	17 Apr 2024	3/3	Participating	Did not hold the meeting
17.	Mr. CHALOTHORN LEELAMALI (Director)	17 Jul 2024	4/4	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
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1.	Mr. NUTAVOOT PONGSIRI (Chairman of the board)	-	0.00	0.00	No
2.	Ms. LAPHASSARIN KRAIWONGWANITRUNG (Vice Chairman)	-	15,000.00	0.00	No
3.	Mr. RONNACHIT MAHATTANAPREUT (Director)	-	135,000.00	0.00	No
4.	Mrs. PIMSIRI PINROD (Director)	-	90,000.00	0.00	No
5.	Mr. POONPAT LOHARJUN (Director)	-	90,000.00	0.00	No
6.	Mr. POLPONG JIRAPHAN (Director)	-	54,000.00	0.00	No
7.	Ms. YUWAMON MALAI (Director)	-	36,000.00	0.00	No
8.	Mr. UKRIS APHIRATIMAI (Director)	-	0.00	0.00	No
9.	Mrs. RUNGNAPA SUWANNACHART (Director)	-	0.00	0.00	No
10.	Mr. THANATIP UPATISING (Chairman of the board)	14 Nov 2024	210,000.00	0.00	No
11.	Mr. THEERACHAI LEENABANCHONG (Vice Chairman)	1 Nov 2024	30,000.00	0.00	No
12.	Mr. PIANCHAI THAWORN RAT (Director)	6 Aug 2024	63,000.00	0.00	No
13.	Mr. NATHEE NAKTNASUKANJN (Director)	17 Apr 2024	45,000.00	0.00	No
14.	Mr. SURAPONG SAE YONG (Director)	20 Dec 2024	35,000.00	0.00	No
15.	Ms. WANNA MALUENGNON (Director)	14 Aug 2024	81,000.00	0.00	No
16.	Mr. PORNTHEP JARUKIKHAJORN (Director)	17 Apr 2024	15,000.00	0.00	No
17.	Mr. CHALOTHORN LEELAMALI (Director)	17 Jul 2024	20,000.00	0.00	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) : 8

List of directors		Termination date	Number of the audit committee meeting
1.	Ms. YUWAMON MALAI (Chairman of the audit committee)	-	2/2
2.	Mrs. PIMSIRI PINROD (Audit committee)	-	4/4
3.	Mr. POLPONG JIRAPHAN (Audit committee)	-	2/2
4.	Ms. WANNA MALUENGNON (Chairman of the audit committee)	14 Aug 2024	6/6
5.	Mr. PIANCHAI THAWORNROT (Audit committee)	6 Aug 2024	5/5
6.	Mr. NATHEE NAKTNASUKANJN (Audit committee)	17 Apr 2024	4/4