

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BANPU POWER PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023

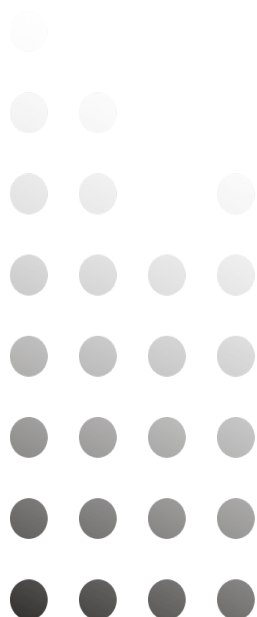


Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	5
Sustainable Development	11
Corporate Governance	
Corporate Governance Policy	16
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	17
Performance Report on Corporate Governance	26

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : BANPU POWER PUBLIC COMPANY LIMITED

Symbol : BPP

Address : 26th Floor, Thanapoon Tower, 1550 New Petchburi Road, Makkasan
Sub-district, Ratchathewi District

Province : Bangkok

Postcode : 10400

Business : The Company is a multinational holding company engaging in
generation and distribution of electricity and other related
businesses.

Registration Number : 0107558000385

Telephone : 0-2007-6000

Website : www.banpupower.com

Email : info@banpupower.co.th

Total Shares Sold (shares)

Common Stock : 3,047,731,700

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	6,784,498.00	24,501,208.00	30,443,044.00
Electricity (Thousand baht)	2,819,284.00	19,955,784.00	25,962,392.00
Steam (Thousand baht)	3,507,090.00	4,031,060.00	3,922,958.00
Other (Thousand baht)	458,124.00	514,364.00	557,694.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Electricity (%)	41.55	81.45	85.28
Steam (%)	51.69	16.45	12.89
Other (%)	6.75	2.10	1.83

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	6,784,498.00	24,501,208.00	30,443,044.00
Domestic (Thousand baht)	0.00	0.00	0.00
International (Thousand baht)	6,784,498.00	24,501,208.00	30,443,044.00
United States of America (Thousand baht)	672,520.00	17,584,541.00	23,988,488.00
China (Thousand baht)	6,111,978.00	6,916,667.00	6,454,556.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	0.00	0.00	0.00
International (%)	100.00	100.00	100.00
United States of America (%)	9.91	71.77	78.80
China (%)	90.09	28.23	21.20

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	1,491,956.00	1,419,802.00	1,266,491.00
Other income from operations (Thousand baht)	458,124.00	514,364.00	557,694.00
Revenue from hot water, cold water, and others (Thousand baht)	458,124.00	514,364.00	557,694.00
Other income not from operations (Thousand baht)	1,033,832.00	905,438.00	708,797.00
Interest Income (Thousand baht)	381,457.00	357,266.00	246,158.00
Management Fee Income (Thousand baht)	203,280.00	243,710.00	184,788.00
Subsidy Income (Thousand baht)	138,181.00	126,538.00	89,811.00
Pipeline connecting fee income (Thousand baht)	128,000.00	87,449.00	64,979.00
Other income (Thousand baht)	182,914.00	90,475.00	123,061.00

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

	2021	2022	2023
Share of profit (Thousand baht)	2,974,494.00	6,349,725.00	5,009,296.00

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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	N/A	N/A	N/A

Remark : Collaborating closely with Banpu Group and partners specializing in each business, BPP conducts research and development to innovate new products, enhance operational efficiency, and expand development to create business opportunities and ensure stability in the future.

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)

New Business and Technology Investment Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Policies or international agreements related to business operations
- Changes in technologies
- New business risk

Operational Risk

- Delays in the development of future projects
- Business operations that have no commercial results

Risk in Investment and Achieving Business Growth as Targeted

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations

- Changes in technologies
- Business operations of partners in the supply chain
- Economic risk

Risk in human resources management and competency development to facilitate future growths

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Damage to company image and reputation

Risk in Power Plant Operation

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Loss or damage from non-compliance of partners or counterparties
- Business operations that have no commercial results

Risk in Power Merchant Markets

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Climate change and disasters

Financial Risk

- Income volatility

Risk in Safety, occupational health, environmental and social

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

- Safety, occupational health, and working environment

Natural Disaster Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Cybersecurity and Personal Data Protection Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Value Chain Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Foreign Exchange Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

Interest Rate Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

Risk from Relevant Legal, Regulatory, and Policy Changes

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance

Goeconomic Confrontations Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Policies or international agreements related to business operations
- Changes in technologies
- Economic risk

Compliance Risk

- Change in laws and regulations

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

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.banpupower.com/wp-content/uploads/2021/05/Sustainable-Development-Policy_BPP.pdf

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.banpupower.com/sustainability/environment/?lang=th>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	1,000,722.24	815,756.60	442,297.06
Gasoline (Litres)	29,798.02	26,747.13	194,878.21
Fuel oil (Litres)	0.00	0.00	53,486.37
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	51,603,274,460.70
LPG (Kilograms)	0.00	0.00	51,892.96

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	1,678,740.98	1,599,611.40	1,651,788.57

Remark : 1. Consolidated Temple power plant data since 2023
2. Environmental performance data is undergoing a data assurance process by external consultant.

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	8,370,311.00	6,311,413.16	23,300,573.87

Remark : 1. Consolidated Temple power plant data since 2023
2. Environmental performance data is undergoing a data assurance process by external consultant.

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	5,293,353.00	4,792,425.00	12,509,536.00

Remark : 1. Consolidated Temple power plant data since 2023
2. Environmental performance data is undergoing a data assurance process by external consultant.

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	777,581,000.00	792,467,000.00	744,046,670.00
Remark : 1. Consolidated Temple power plant data since 2023 2. Environmental performance data is undergoing a data assurance process by external consultant.			
Hazardous waste (Kilograms)	176,000.00	116,000.00	163,440.00
Remark : 1. Consolidated Temple power plant data since 2023 2. Environmental performance data is undergoing a data assurance process by external consultant.			
Total waste generated (Kilograms)	777,757,000.00	792,583,000.00	744,210,110.00
Remark : 1. Consolidated Temple power plant data since 2023 2. Environmental performance data is undergoing a data assurance process by external consultant.			

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	4,078,954.00	3,962,781.00	8,938,714.88
Scope 1 (Tons of carbon dioxide equivalents)	3,633,788.00	3,566,217.00	6,123,953.46
Remark :	1. Consolidated Temple power plant data since 2023 2. Environmental performance data is undergoing a data assurance process by external consultant.		
Scope 2 (Tons of carbon dioxide equivalents)	7,402.00	3,667.00	10,045.05
Remark :	1. Consolidated Temple power plant data since 2023 2. Environmental performance data is undergoing a data assurance process by external consultant.		
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Remark :	Data collection system under standardization		
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	3,641,190.00	3,569,884.00	6,133,998.51
Remark :	1. Consolidated Temple power plant data since 2023 2. Environmental performance data is undergoing a data assurance process by external consultant.		

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : LRQA Thailand

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.banpupower.com/sustainability/society/?lang=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

	2021	2022	2023
Number of male employees (Persons)	741	803	738
Number of female employees (Persons)	204	197	200
Total number of employees (Persons)	945	1,000	938

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	860,553,104.93	1,202,873,139.61	1,162,797,603.04

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	34.00	36.00	50.00
Employee development and training expenses (baht)	19,455,597.00	7,743,330.00	1,677,813.43

• Health, safety and work environment

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

Total number of lost time injury incidents by employees (Cases)	0	2	0
--	---	---	---

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	2.12	1.30	11.19

Remark : Total Employee Turnover

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : https://www.banpupower.com/wp-content/uploads/2023/06/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%A9%E0%B8%B1%E0%B8%97%E0%B8%A0%E0%B8%B4%E0%B8%9A%E0%B8%B2%E0%B8%A5%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%88%E0%B8%A3%E0%B8%B4%E0%B8%A2%E0%B8%98%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88_2566.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	10	100.00
Number of male directors	8	80.00
Number of female directors	2	20.00
Number of executive directors	3	30.00
Number of non-executive directors	7	70.00
Number of independent directors	5	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. NARIS CHAIYASOOT Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	4 Aug 2015	Economics, Accounting, Finance, Corporate Management, Strategic Management, Governance/ Compliance, Leadership, Risk Management

2.	Mr. CHANIN VONGKUSOLKIT Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	12 Dec 1996	Economics, Energy & Utilities, Mining, Accounting, Finance, Corporate Management, Leadership, Sustainability, Corporate Social Responsibility, Governance/ Compliance
3.	Mrs. SOMRUDEE CHAIMONGKOL Gender: Female Age: 62 years old Highest level of education: Honorary degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	30 Jul 2009	Economics, Energy & Utilities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership, Strategic Management, Risk Management, IT Management
4.	Mr. VORAVUDHI LINANANDA Gender: Male Age: 66 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	30 Jul 2009	Economics, Energy & Utilities, Sustainability, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management
5.	Mr. METEE AUAPINYAKUL Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Business, Engineering and Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	22 May 2015	Economics, Energy & Utilities, Accounting, Finance, Corporate Management, Engineering, Leadership, Corporate Social Responsibility, Sustainability

6.	Mr. YOKPORN TANTISAWETRAT Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	4 Aug 2015	Economics, Accounting, Finance, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control
7.	Mr. BUNDHIT EUA-ARPORN Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	4 Aug 2015	Energy & Utilities, IT Management, Corporate Social Responsibility, Sustainability, Corporate Management, Engineering, Leadership, Strategic Management
8.	Mr. KIRANA LIMPAPHAYOM Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Sociology Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	10 Apr 2020	Economics, Energy & Utilities, Accounting, Finance, Sustainability, Corporate Social Responsibility, IT Management, Corporate Management, Leadership, Strategic Management, Risk Management
9.	Ms. PATCHANITA THAMYONGKIT Gender: Female Age: 47 years old Highest level of education: Doctoral degree Major: Organic Chemistry Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	2 Apr 2021	Energy & Utilities, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership, Governance/ Compliance

10.	Mr. KIJJJA SRIPATTHANGKURA	Director	1 Apr 2022	Energy & Utilities, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management
	Gender: Male	(Non-executive,		
	Age: 63 years old	Independent director)		
	Highest level of education:			
	Bachelor's degree	Director type: Original		
	Major: Engineering	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Other Information pertaining to committees

The Chairman is an independent director : Yes

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

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

Remark : The chairman of the board of directors is an Independent Director.

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. YOKPORN TANTISAWETRAT [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	4 Aug 2015	Economics, Accounting, Finance, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control
2. Mr. NARIS CHAIYASOOT [1] Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	4 Aug 2015	Economics, Accounting, Finance, Corporate Management, Strategic Management, Governance/ Compliance, Leadership, Risk Management
3. Mr. BUNDHIT EUA-ARPORN Gender: Male Age: 58 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	4 Aug 2015	Energy & Utilities, IT Management, Corporate Social Responsibility, Sustainability, Corporate Management, Engineering, Leadership, Strategic Management

4.	Ms. PATCHANITA THAMYONGKIT	Audit committee	30 Apr 2021	Energy & Utilities, Corporate
	Gender: Female	(Non-executive,		Social Responsibility,
	Age: 47 years old	Independent director)		Sustainability, Corporate
	Highest level of education:			Management, Leadership,
	Doctoral degree	Director type: Original		Governance/ Compliance
	Major: Organic Chemistry	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mr. YOKPORN TANTISAWETRAT	Chairman
	Mr. NARIS CHAIYASOOT	Member
	Mr. BUNDHIT EUA-ARPORN	Member
	Ms. PATCHANITA THAMYONGKIT	Member
Compensation Committee	Mr. BUNDHIT EUA-ARPORN	Chairman
	Mr. KIJJA SRIPATTHANGKURA	Member
	Mr. METEE AUAPINYAKUL	Member
	Mrs. SOMRUEDEE CHAIMONGKOL	Member
Corporate Governance and Nomination Committee	Mr. NARIS CHAIYASOOT	Chairman
	Ms. PATCHANITA THAMYONGKIT	Member
	Mr. CHANIN VONGKUSOLKIT	Member
Environment, Social and Governance (ESG) Committee	Ms. PATCHANITA THAMYONGKIT	Chairman
	Mr. YOKPORN TANTISAWETRAT	Member
	Mr. KIJJA SRIPATTHANGKURA	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Audit Committee

Remark : The company established a risk management committee at the executive level by reporting to the Audit Committee on a quarterly basis.

Sub-committees responsible for nomination : Corporate Governance and Nomination Committee

Sub-committees responsible for remuneration	: Compensation Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Nomination Committee
Sub-committees responsible for corporate sustainability development	: Environment, Social and Governance (ESG) 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. KIRANA LIMPAPHAYOM Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Sociology	CHIEF EXECUTIVE OFFICER	10 Apr 2020	Economics, Energy & Utilities, Accounting, Finance, Sustainability, Corporate Social Responsibility, IT Management, Corporate Management, Leadership, Strategic Management, Risk Management
2. Mr. Teerapat Wongraveekul [1] Gender: Male Age: 37 years old Highest level of education: Master's degree Major: M.Sc. Entrepreneurship	Chief Financial Officer	1 Jul 2023	Business Administration, Economics, Finance & Securities, Energy & Utilities, Accounting, Finance, Engineering
3. Mr. Pilun Pochanart Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration (Executive)	Senior Vice President-Power Business China	10 Apr 2020	Business Administration, Energy & Utilities, Mining, Engineering, Leadership

4.	Dr. Pornpranod (Paul) Didsayabutra Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering	Senior Vice President-Power Business USA	1 Apr 2022	Business Administration, Energy & Utilities, Engineering, Corporate Management, Project Management
5.	Mrs. Bubpachart Meecharoen Gender: Female Age: 60 years old Highest level of education: Doctoral degree Major: Philosophy (E-Learning Methodology)	Senior Vice President-Power Business Vietnam	1 Jan 2023	Business Administration, Energy & Utilities, Accounting, Finance, Negotiation
6.	Mr. Issara Niropas Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President-Power Operations	1 Jan 2023	Business Administration, Energy & Utilities, Accounting, Engineering, Risk Management, Leadership

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	56,507,928.00	84,429,019.90	63,916,033.86

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)	: 738
Number of female employees (persons)	: 200
Total number of employees (persons)	: 938

Employee Remuneration

Total employee remuneration	: 1,162,797,603.04
-----------------------------	--------------------

Provident fund

Total number of employees (persons)	: 938
Number of employees contributing to the PVD (persons)	: 37

Remark : Only employees in Thailand

Percentage of employees who are members (%)	: 3.94
---	--------

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. NARIS CHAIYASOOT Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 4 Aug 2015	Economics, Accounting, Finance, Corporate Management, Strategic Management, Governance/ Compliance, Leadership, Risk Management
2. Mrs. SOMRUEDEE CHAIMONGKOL Gender: Female Age: 62 years old Highest level of education: Honorary degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 30 Jul 2009	Economics, Energy & Utilities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership, Strategic Management, Risk Management, IT Management
3. Mr. KIRANA LIMPAPHAYOM Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Sociology Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 10 Apr 2020	Economics, Energy & Utilities, Accounting, Finance, Sustainability, Corporate Social Responsibility, IT Management, Corporate Management, Leadership, Strategic Management, Risk Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. NARIS CHAIYASOOT	Chairman of the board	Participating
Mr. CHANIN VONGKUSOLKIT	Director	Participating
Mrs. SOMRUEDEE CHAIMONGKOL	Director	Participating
Mr. VORAVUDHI LINANANDA	Director	Participating
Mr. METEE AUAPINYAKUL	Director	Participating
Mr. YOKPORN TANTISAWETRAT	Director	Participating
Mr. BUNDHIT EUA-ARPORN	Director	Participating
Mr. KIRANA LIMPAPHAYOM	Director	Participating
Ms. PATCHANITA THAMYONGKIT	Director	Participating
Mr. KIJJA SRIPATTHANGKURA	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) : 12

Date of AGM meeting : 3 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. NARIS CHAIYASOOT (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2.	Mr. CHANIN VONGKUSOLKIT (Director)	-	12/12	Participating	Did not hold the meeting
3.	Mrs. SOMRUEDEE CHAIMONGKOL (Director)	-	12/12	Participating	Did not hold the meeting
4.	Mr. VORAVUDHI LINANANDA (Director)	-	12/12	Participating	Did not hold the meeting
5.	Mr. METEE AUAPINYAKUL (Director)	-	12/12	Participating	Did not hold the meeting
6.	Mr. YOKPORN TANTISAWETRAT (Director)	-	12/12	Participating	Did not hold the meeting
7.	Mr. BUNDHIT EUA-ARPORN (Director)	-	12/12	Participating	Did not hold the meeting
8.	Mr. KIRANA LIMPAPHAYOM (Director)	-	12/12	Participating	Did not hold the meeting
9.	Ms. PATCHANITA THAMYONGKIT (Director)	-	12/12	Participating	Did not hold the meeting
10.	Mr. KIJJA SRIPATTHANGKURA (Director)	-	12/12	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. NARIS CHAIYASOOT (Chairman of the board)	-	713,900.00	3,325,445.00	Yes
2.	Mr. CHANIN VONGKUSOLKIT (Director)	-	354,200.00	519,200.00	Yes
3.	Mrs. SOMRUEDEE CHAIMONGKOL (Director)	-	0.00	519,200.00	Yes
4.	Mr. VORAVUDHI LINANANDA (Director)	-	0.00	519,200.00	Yes

5.	Mr. METEE AUAPINYAKUL (Director)	-	376,200.00	519,200.00	Yes
6.	Mr. YOKPORN TANTISAWETRAT (Director)	-	723,624.00	2,558,035.00	Yes
7.	Mr. BUNDHIT EUA-ARPORN (Director)	-	686,400.00	2,558,035.00	Yes
8.	Mr. KIRANA LIMPAPHAYOM (Director)	-	0.00	519,200.00	Yes
9.	Ms. PATCHANITA THAMYONGKIT (Director)	-	731,060.00	2,558,035.00	Yes
10.	Mr. KIJJJA SRIPATTHANGKURA (Director)	-	448,800.00	2,558,035.00	Yes

Remark : Other compensations

In addition to the above remuneration, each director received other benefits, including an annual medical check-up fee of THB 50,000, and fees for attending seminars held by the Thai Institute of Directors Association (IOD) and other related institutions as regulated by the Company.

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) : 10

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. YOKPORN TANTISAWETRAT (Chairman of the audit committee)	-	10/10
2.	Mr. NARIS CHAIYASOOT (Audit committee)	-	9/10
3.	Mr. BUNDHIT EUA-ARPORN (Audit committee)	-	10/10
4.	Ms. PATCHANITA THAMYONGKIT (Audit committee)	-	10/10