



# **Annual Registration Statement / Annual Report**

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

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

**ALT TELECOM PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : ALT TELECOM PUBLIC COMPANY LIMITED

Symbol : ALT

Address : 52/1 Moo 5 Bangkruay – Sai Noi road, Bang Sithong sub-district,  
Bang Kruay district

Province : Nonthaburi

Postcode : 11130

Business : ALT is a company in comprehensive telecommunication business  
which divided into 3 core businesses;

1. business providing digital and renewable energy  
infrastructure planning and  
construction services and Telecom Turnkey Site Solutions,  
Digital and renewable energy infrastructure building  
services and Other services
2. Distribution business in the telecommunications, digital  
and renewable energy segments and Fiber optic cable, Telecom  
shelter and Rapid Deployment Unit (RDU), Electricity meters,  
digital and renewable energy equipment, Antenna and other  
telecommunications equipment, Solar Cell and Other
3. Business of renting or servicing digital and renewable  
energy infrastructure

Registration Number : 0107558000440

Telephone : 0-2863-8999

Fax (if applicable) : -

Website : [www.alt.co.th](http://www.alt.co.th)

Email : [ir@alt.co.th](mailto:ir@alt.co.th)

#### Total Shares Sold (shares)

Common Stock : 1,132,227,419

Preferred Stock : 0



## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,072.64	1,148.27	1,466.54
Group 1 Business providing digital and renewable energy infrastructure planning and construction ser (Thousand baht)	675.78	587.54	342.78
Group 2 Distribution business in the telecommunications and renewable energy segments (Thousand baht)	63.19	96.08	508.99
Group 3 Business of renting or servicing digital infrastructure (Thousand baht)	333.67	464.65	614.77

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Group 1 Business providing digital and renewable energy infrastructure planning and construction ser (%)	63.00	51.17	23.37
Group 2 Distribution business in the telecommunications and renewable energy segments (%)	5.89	8.37	34.71
Group 3 Business of renting or servicing digital infrastructure (%)	31.11	40.47	41.92

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,072.64	1,148.27	1,466.54
Domestic (Thousand baht)	1,072.64	1,148.27	1,466.54
International (Thousand baht)	0.00	0.00	0.00

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

Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

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

	2021	2022	2023
Total other income (Thousand baht)	27.41	22.91	24.88
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	27.41	22.91	24.88

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

	2021	2022	2023
Share of profit (Thousand baht)	-18.06	-12.17	9.41

## 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)	2021	2022	2023
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)**

### 2.2.1 Risks to the Company's operations

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Changes in technologies
- Reliance on large customers or few customers

Financial Risk

- Liquidity risk

### Operational results did not meet the set targets

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Other

### Risks from the limit of the Telecommunications market growth

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Other

### **Risks from slowing economic conditions**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Economic risk

### **Risk of human resource management to accommodate business growth and change**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

### **Risk from climate change**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters

### **Risk of non-compliance with regulations in conducting business**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Corporate Governance

### **Corruption Risks**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Corruption

#### Cybersecurity Risks

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Information security and cyber-attack

### Risk to Securities Holder (2.2.2)

#### Risk from return rate

**Risk Management Measures:** Yes

#### Related Risk Topics

- Return from investment of securities holder

### Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

none

**Risk Management Measures:** No

#### Related Risk Topics

- Other

# 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://alt.co.th/wp-content/uploads/2024/03/ESG-Policy-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-R.01\\_21-2-66\\_Final.pdf](https://alt.co.th/wp-content/uploads/2024/03/ESG-Policy-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-R.01_21-2-66_Final.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://alt.co.th/wp-content/uploads/2024/03/E-Policy1-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1-R.00\\_23-02-2565-1.pdf](https://alt.co.th/wp-content/uploads/2024/03/E-Policy1-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1-R.00_23-02-2565-1.pdf)

Company environmental guideline : Electricity 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

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	1,711.90	2,431.08
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)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	393,384.00	436,629.20	548,663.96

**Water management**

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	3,964.00	2,888.94	3,571.00

**Waste management**

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	364.00	661.00	963.00
Hazardous waste (Kilograms)	0.00	0.00	0.00
<b>Total waste generated (Kilograms)</b>	<b>364.00</b>	<b>661.00</b>	<b>963.00</b>

**Greenhouse gas management**

• **Greenhouse gas emissions**

	2021	2022	2023
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Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	3,594.00	2,875.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	5.00	145.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	184.00	235.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	3,405.00	2,982.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>3,594.00</b>	<b>3,362.00</b>

• **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://alt.co.th/wp-content/uploads/2024/03/S-Policy4\\_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2-%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%8A%E0%B8%99-R.01\\_23-02-2565.pdf](https://alt.co.th/wp-content/uploads/2024/03/S-Policy4_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2-%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%8A%E0%B8%99-R.01_23-02-2565.pdf)

Company human right guideline : Employee Rights, Child Labor, 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)	192	168	151
Number of female employees (Persons)	127	136	134
Total number of employees (Persons)	319	304	285

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	196,490,297.00	157,922,189.00	169,287,925.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	17.57	18.61	20.56
Employee development and training expenses (baht)	2,391,179.00	995,692.00	1,114,155.62

• Health, safety and work environment



	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	0	0	0

• Employee retention

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	0.00	25.33	21.40

• 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	: <a href="https://alt.co.th/wp-content/uploads/2024/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.04_22-02-2567_Final.pdf">https://alt.co.th/wp-content/uploads/2024/03/G-Policy2_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5-R.04_22-02-2567_Final.pdf</a>

### 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
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## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct	: Yes
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#### 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
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**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	7	77.78
Number of female directors	2	22.22
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	6	66.67

#### 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. ANANT VORATITIPONG Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy (Information and Communication Technology, for Education) Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	10 Nov 2015	IT Management, Digital Marketing, Leadership, Information & Communication Technology

2.	<p>Mrs. PREEYAPORN TANGPAOSAK</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	10 Nov 2015	<p>Strategic Management, Data Management, Change Management, IT Management, Project Management, Marketing, Digital Marketing, Data Analysis, Negotiation, Leadership, Information &amp; Communication Technology</p>
3.	<p>Ms. PREEYAPUN BHUWAKUL</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Education</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	10 Nov 2015	<p>Strategic Management, Change Management, Human Resource Management, IT Management, Project Management, Procurement, Leadership, Information &amp; Communication Technology, Data Management, Risk Management, Budgeting, Marketing, Transportation &amp; Logistics</p>
4.	<p>GEN. SITTISAK TAYPARSIT</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Educational Counselling Psychology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	10 Nov 2015	<p>Risk Management, IT Management, Audit, Data Analysis, Internal Control, Leadership, Budgeting</p>
5.	<p>Mr. PANIT PUJINDA</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	10 Nov 2015	<p>Data Management, Risk Management, IT Management, Project Management, Negotiation, Internal Control, Leadership, Engineering, Information &amp; Communication Technology</p>

6.	Mr. SUCHART LAOPREEDA Gender: Male Age: 62 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: Original director	10 Nov 2015	Fund Management, Risk Management, Data Management, IT Management, Budgeting, Audit, Finance, Accounting, Leadership, Information & Communication Technology, Economics
7.	Mr. CHIRASIL CHAYAWAN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	26 Apr 2017	Strategic Management, Data Management, Risk Management, Project Management, Data Analysis, Leadership, Engineering, Information & Communication Technology
8.	Mr. NIRUN WONGCHANGLOR Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Additional and newly-appointed directors	26 Apr 2022	Information & Communication Technology, Accounting, Finance, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Change Management, Leadership, Risk Management, Audit, Budgeting
9.	Mr. PICHIT SATAPATTAYANONT Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	8 Aug 2023	Business Administration, Information & Communication Technology, Marketing, Data Analysis, IT Management, Project Management, Engineering, Corporate Management, Negotiation, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting

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

General information	Position	Tenure	Replacement Director
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1.	Mr. PYUT BHUWAKULWONG	Director (Executive)	Date position was assumed: 19 Mar 2002	Mr. PICHIT SATAPATTAYANONT Date position was assumed: 8 Aug 2023
	Gender: Male			
	Age: 63 years old			
	Highest level of education: Bachelor's degree		Date directorship ended: 7 Aug 2023	
	Major: Political Science			
	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



## 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. GEN. SITTISAK TAYPARSIT [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Educational Counselling Psychology Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	10 Nov 2015	Risk Management, IT Management, Audit, Data Analysis, Internal Control, Leadership, Budgeting
2. Mr. PANIT PUJINDA [1] Gender: Male Age: 51 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	10 Nov 2015	Data Management, Risk Management, IT Management, Project Management, Negotiation, Internal Control, Leadership, Engineering, Information & Communication Technology
3. Mr. SUCHART LAOPREEDA [1] Gender: Male Age: 62 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: Original director	10 Nov 2015	Fund Management, Risk Management, Data Management, IT Management, Budgeting, Audit, Finance, Accounting, Leadership, Information & Communication Technology, Economics

[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. Mrs. PREEYAPORN TANGPAOSAK Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	10 Nov 2015
2. Mr. PYUT BHUWAKULWONG Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	10 Nov 2015
3. Ms. PREEYAPUN BHUWAKUL Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Education Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Nov 2015
4. Mr. Somboon Setsuntipong Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Feb 2017

5.	Mr. PICHIT SATAPATTAYANONT Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Feb 2019
6.	Mrs. Samorn Deeseng Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Feb 2017
7.	Mr. Pairoj Rujirawanich Gender: Male Age: 54 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Feb 2022
8.	Mr. Itthipol Phumsorn Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Feb 2022

**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
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1.	Mr. PYUT BHUWAKULWONG	Vice-chairman of the	Date position was	No replacement director
	Gender: Male	executive committee	assumed:	
	Age: 63 years old		10 Nov 2015	
	Highest level of education:		Date directorship	
	Bachelor's degree		ended:	
	Major: Political Science		7 Aug 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination Compensation and Corporate Governance	Mr. SUCHART LAOPREEDA	Chairman
	Ms. PREEYAPUN BHUWAKUL	Member
	Ms. Natika Praduttanachote	Member
Risk Management Committee	Mr. NIRUN WONGCHANGLOR	Chairman
	Mr. SUCHART LAOPREEDA	Member
	Mr. PANIT PUJINDA	Member
	Mr. CHIRASIL CHAYAWAN	Member
	Mrs. PREEYAPORN TANGPAOSAK	Member
	Ms. PREEYAPUN BHUWAKUL	Member
	Mr. PICHIT SATAPATTAYANONT	Member
Executive Of Director Committee	Mrs. PREEYAPORN TANGPAOSAK	Chairman
	Ms. PREEYAPUN BHUWAKUL	Member
	Mr. PICHIT SATAPATTAYANONT	Member
	Mr. Somboon Setsuntipong	Member
	Mrs. Samorn Deeseng	Member
	Mr. Pairoj Rujirawanich	Member
	Mr. Itthipol Phumsorn	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination Compensation and Corporate Governance
Sub-committees responsible for remuneration	: Nomination Compensation and Corporate Governance

Sub-committees responsible for corporate governance

: Nomination Compensation and Corporate Governance

Sub-committees responsible for corporate sustainability development

: Nomination Compensation and Corporate Governance

## 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. Mrs. PREEYAPORN TANGPAOSAK Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration	CHAIRMAN OF THE EXECUTIVE BOARD	10 Nov 2015	Strategic Management, Data Management, Change Management, IT Management, Project Management, Marketing, Digital Marketing, Data Analysis, Negotiation, Leadership, Information & Communication Technology
2. Mr. Somboon Setsuntipong [1] Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration	Vice President of Finance and Accounting	16 Jun 2016	Property Fund & REITs, Fund Management, Data Management, IT Management, Budgeting, Project Management, Finance, Negotiation, Banking, Finance & Securities, Information & Communication Technology, Leadership, Accounting, Data Analysis, Audit
3. Ms. PREEYAPUN BHUWAKUL Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Education	Vice President of Marketing and Corporate Administration	10 Nov 2015	Strategic Management, Change Management, Human Resource Management, IT Management, Project Management, Procurement, Leadership, Information & Communication Technology, Data Management, Risk Management, Budgeting, Marketing, Transportation & Logistics

4.	Mr. Pairoj Rujirawanich Gender: Male Age: 54 years old Highest level of education: Below a bachelor's degree Major: Engineering	Vice President of Operations	25 Jan 2016	Strategic Management, Data Management, Change Management, Corporate Management, Project Management, Budgeting, Marketing, Data Analysis, Negotiation, Transportation & Logistics, Electronic Components, Engineering, Information & Communication Technology
5.	Mrs. Preeyaporn Tangpaosak Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration	Vice President of Business Development (Acting)	10 Nov 2015	Business Administration, Information & Communication Technology, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Digital Marketing, Negotiation, Project Management, Corporate Management, Leadership, Strategic Management, Change Management, Risk Management, Budgeting, Governance/ Compliance

[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)	23.27	19.83	22.50

## 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) : 151

Number of female employees (persons) : 134

**Total number of employees (persons)** : 285

#### Employee Remuneration

Total employee remuneration : 169,287,925.00

#### Provident fund

Total number of employees (persons) : 285

Number of employees contributing to the PVD (persons) : 205

Percentage of employees who are members (%) : 71.93

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
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1.	Ms. Chatchawan Bhamalsoot	chatchawan_bha@alt.co.th	02-8638999
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• **Company secretary**

General information	Email	Telephone
1. Ms. Tanyaporn Malila	tanyaporn_m@alt.co.th	02-8638999

• **Head of internal audit**

General information	Email	Telephone
1. Mr. Supoj Pannoi	pannoi_ten@amtaudit.com	02-184-1846

• **Head of compliance unit**

General information	Email	Telephone
1. Mr. Supot Pannoi	pannoi_ten@amtaudit.com	02-184-1846

• **Head of investor relations**

General information	Email	Telephone
1. Mr. Somboon Setsuntipong	somboon@alt.co.th	02-8638999

**Company's auditor**

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	<p>1. Ms. Nuntika Limviriyalers Email: Arsa.opassamrit@pwc.com Telephone: 023441000</p> <p>2. Mr. Paiboon Tunkoon Email: Arsa.opassamrit@pwc.com Telephone: 023441000</p> <p>3. Ms. Thitinun Vankeo Email: Arsa.opassamrit@pwc.com Telephone: 023441000</p>	1,758,750.00	-





# 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. ANANT VORATITIPONG Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy (Information and Communication Technology. for Education) 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: 10 Nov 2015	IT Management, Digital Marketing, Leadership, Information & Communication Technology
2. Mrs. PREEYAPORN TANGPAOSAK Gender: Female Age: 52 years old Highest level of education: Bachelor'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 Nov 2015	Strategic Management, Data Management, Change Management, IT Management, Project Management, Marketing, Digital Marketing, Data Analysis, Negotiation, Leadership, Information & Communication Technology
3. Mr. CHIRASIL CHAYAWAN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 26 Apr 2017	Strategic Management, Data Management, Risk Management, Project Management, Data Analysis, Leadership, Engineering, Information & Communication Technology

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PICHIT SATAPATTAYANONT Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 8 Aug 2023	Business Administration, Information & Communication Technology, Marketing, Data Analysis, IT Management, Project Management, Engineering, Corporate Management, Negotiation, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. NIRUN WONGCHANGLOR Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Additional and newly-appointed directors	Date position was assumed: 26 Apr 2022	Information & Communication Technology, Accounting, Finance, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Change Management, Leadership, Risk Management, Audit, Budgeting

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. ANANT VORATITIPONG	Chairman of the board	Non-participating
Mrs. PREEYAPORN TANGPAOSAK	Director	Participating
Ms. PREEYAPUN BHUWAKUL	Director	Participating
GEN. SITTISAK TAYPARSIT	Director	Non-participating
Mr. PANIT PUJINDA	Director	Non-participating

Mr. SUCHART LAOPREEDA	Director	Non-participating
Mr. CHIRASIL CHAYAWAN	Director	Non-participating
Mr. NIRUN WONGCHANGLOR	Director	Non-participating
Mr. PICHIT SATAPATTAYANONT	Director	Participating
Mr. PYUT BHUWAKULWONG	Director	Non-participating

### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

### Meeting attendance and remuneration to each Board member (8.1.2)

#### Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 26 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. ANANT VORATITIPONG (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2. Mrs. PREEYAPORN TANGPAOSAK (Director)	-	4/4	Participating	Did not hold the meeting
3. Ms. PREEYAPUN BHUWAKUL (Director)	-	4/4	Participating	Did not hold the meeting
4. GEN. SITTISAK TAYPARSIT (Director)	-	4/4	Participating	Did not hold the meeting
5. Mr. PANIT PUJINDA (Director)	-	4/4	Participating	Did not hold the meeting

6.	Mr. SUCHART LAOPREEDA (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. CHIRASIL CHAYAWAN (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. NIRUN WONGCHANGLOR (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. PICHIT SATAPATTAYANONT (Director)	-	1/4	Participating	Did not hold the meeting
10.	Mr. PYUT BHUWAKULWONG (Director)	7 Aug 2023	3/4	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
1.	Mr. ANANT VORATITIPONG (Chairman of the board)	-	200,000.00	0.00	No
2.	Mrs. PREEYAPORN TANGPAOSAK (Director)	-	0.00	0.00	No
3.	Ms. PREEYAPUN BHUWAKUL (Director)	-	0.00	0.00	No
4.	GEN. SITTISAK TAYPARSIT (Director)	-	150,000.00	0.00	No
5.	Mr. PANIT PUJINDA (Director)	-	150,000.00	0.00	No
6.	Mr. SUCHART LAOPREEDA (Director)	-	150,000.00	0.00	No
7.	Mr. CHIRASIL CHAYAWAN (Director)	-	150,000.00	0.00	No
8.	Mr. NIRUN WONGCHANGLOR (Director)	-	150,000.00	0.00	No
9.	Mr. PICHIT SATAPATTAYANONT (Director)	-	0.00	0.00	No
10.	Mr. PYUT BHUWAKULWONG (Director)	7 Aug 2023	0.00	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	GEN. SITTISAK TAYPARSIT (Chairman of the audit committee)	-	4/4
2.	Mr. PANIT PUJINDA (Audit committee)	-	4/4
3.	Mr. SUCHART LAOPREEDA (Audit committee)	-	4/4