



# **Annual Registration Statement / Annual Report**

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

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

**BCPG PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	5
Sustainable Development	10
<b>Corporate Governance</b>	
Corporate Governance Policy	15
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	16
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 : BCPG PUBLIC COMPANY LIMITED

Symbol : BCPG

Address : M Tower, 12th floor, 2098 Sukhumvit Road, Phrakaonong Tai,  
Phrakanong

Province : Bangkok

Postcode : 10260

Business : The Company's business is to generate and sell electricity from  
clean energy as well as investing in companies that generate and  
sell electricity from clean energy.

Registration Number : 0107559000095

Telephone : 023358999

Fax (if applicable) : 023358900

Website : [www.bcpvggroup.com](http://www.bcpvggroup.com)

Email : [ir@bcpvggroup.com](mailto:ir@bcpvggroup.com)

#### Total Shares Sold (shares)

Common Stock : 2,995,759,339

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)	4,740,558.74	7,589,381.08	5,332,972.16
Income according to the basic electricity tariff (Thousand baht)	907,414.11	1,029,403.76	1,154,131.57
Revenue from Adder (Thousand baht)	2,157,378.06	1,889,024.94	1,111,460.19
Income according to the electricity purchase rate in the form of Feed in Tariff (Thousand baht)	1,557,997.31	2,426,201.33	2,191,110.90
Revenue from tank terminal and seaport (Thousand baht)	0.00	0.00	504,997.00
Service income (Thousand baht)	46,009.86	60,558.63	69,756.04
Investment income (Thousand baht)	48,974.34	137,640.28	237,426.79
Other income (Thousand baht)	22,785.06	2,046,552.14	64,089.67

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Income according to the basic electricity tariff (%)	19.14	13.56	21.64
Revenue from Adder (%)	45.51	24.89	20.84
Income according to the electricity purchase rate in the form of Feed in Tariff (%)	32.87	31.97	41.09
Revenue from tank terminal and seaport (%)	0.00	0.00	9.47
Service income (%)	0.97	0.80	1.31
Investment income (%)	1.03	1.81	4.45
Other income (%)	0.48	26.97	1.20

**By Geographical Area or Market**

	2021	2022	2023
Total revenue from operations (Thousand baht)	4,740,558.74	7,589,381.08	5,332,972.16
Domestic (Thousand baht)	3,266,721.00	3,206,121.00	3,079,052.00
International (Thousand baht)	1,473,837.74	4,383,260.08	2,253,920.16

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	68.91	42.24	57.74
International (%)	31.09	57.76	42.26

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

	2021	2022	2023
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**

	2021	2022	2023
Share of profit (Thousand baht)	599,981.39	129,664.96	251,769.28

**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
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R&D expenses in the past 3 years	N/A	N/A	N/A
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# Risk Management



# Risk Management

## Risk Factors (2.2)

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

**Changes in government policies relating to renewable energy**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Changes in technologies

**Unable to implement a new project as planned**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Government policy
- Policies or international agreements related to business operations

Operational Risk

- Systems or internal control system
- Delays in the development of future projects

Compliance Risk

- Laws and regulations is not favorable for doing business

### **Low efficiency in the power generation process**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Systems or internal control system
- Climate change and disasters
- Other

Financial Risk

- Other

### **Delayed development and construction of the power plant projects**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Systems or internal control system
- Business operations that have no commercial results
- Other

### **Personnel recruitment and development**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations
- Delays in the development of future projects

### **Fluctuation of exchange rates and interest rates**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

Financial Risk

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

### **Downgrading the credit rating of the countries of investment**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

Financial Risk

- Default on payment or exchange of goods

### **Share profit and dividend payment of the joint venture do not meet the target**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Fluctuation in return on assets or investment

### **Seasonal fluctuations or natural disaster**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Safety, occupational health, and working environment

- Climate change and disasters
- Impact on the environment

#### **Complaints from the community**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

Compliance Risk

- Violations of laws and regulations

#### **Incomplete compliance with relevant laws and regulations**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

Compliance Risk

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

#### **Cyber threats and personal data protection**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system

- Information security and cyber-attack

### **Corruption risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

#### Strategic Risk

- Damage to company image and reputation

#### Operational Risk

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

# 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.bcpvggroup.com/th/sustainability/policy>

### 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.bcpvggroup.com/th/sustainability/sustainability-policy-framework>

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)	N/A	0.00	0.00
Diesel (Litres)	N/A	55,677.25	49,423.84
Gasoline (Litres)	N/A	41,045.81	47,373.15
Fuel oil (Litres)	N/A	0.00	0.00
Crude oil (Barrels)	N/A	0.00	0.00
Natural gas (Standard cubic feet)	N/A	0.00	0.00
LPG (Kilograms)	N/A	0.00	0.00

Steam (Metric tonnes)	N/A	0.00	0.00
Coal (Metric tonnes)	N/A	0.00	0.00

Remark : Information under verification

#### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	3,058,511.22	3,180,744.77	3,078,644.41

Remark : Information under verification

### Water management

#### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	39,513.00	31,910.00	36,192.00

### Waste management

#### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	38,400.00	30,661.04	33,031.00
Hazardous waste (Kilograms)	5,266,920.00	286,160.00	0.00
Remark : In 2023, there has been no operation to dispose of old and deteriorated solar panels into landfills.			
<b>Total waste generated (Kilograms)</b>	<b>5,305,320.00</b>	<b>316,821.04</b>	<b>33,031.00</b>

### Greenhouse gas management

#### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A



Scope 1 (Tons of carbon dioxide equivalents)	80.00	255.00	252.00
Scope 2 (Tons of carbon dioxide equivalents)	1,416.00	1,419.00	1,374.00
Scope 3 (Tons of carbon dioxide equivalents)	2,206.00	151.00	144.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>3,702.00</b>	<b>1,825.00</b>	<b>1,770.00</b>

• **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.bcpvggroup.com/storage/document/cg/bcpvg-cg-human-rights-management-th.pdf>

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

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

#### Information about employees

##### • Total number of employees

	2021	2022	2023
Number of male employees (Persons)	67	61	65
Number of female employees (Persons)	51	57	64
<b>Total number of employees (Persons)</b>	<b>118</b>	<b>118</b>	<b>129</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	356,000,000.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	34.00	34.00	30.00
Employee development and training expenses (baht)	1,704,211.00	3,758,983.00	3,181,741.17

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

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

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	22.03	15.50

• **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.bcpgroup.com/th/corporate-governance/corporate-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, Corporate Governance of Subsidiaries and Associated Companies

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure  
and Significant Information Regarding  
the Board of Directors, Subcommittees,  
Management,  
Employee and Other Information

## Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	1	8.33
Number of non-executive directors	11	91.67
Number of independent directors	8	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. Pichai Chunhavajira Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	25 Mar 2016	Accounting, Petrochemicals & Chemicals, Energy & Utilities, Finance, Leadership

2.	General Kanit Sapitaks Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	25 Mar 2016	Human Resource Management, Leadership
3.	Mr. Thammayot Srichuai Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	1 Nov 2018	Risk Management, Energy & Utilities, Engineering
4.	Mr. Thaworn Ngamganokwan Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	1 Jul 2019	Risk Management, Audit, Internal Control
5.	General Sakda Niemkham Gender: Male Age: 64 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: Original director	1 Jul 2019	Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership, Audit, Internal Control



6.	Police General Visanu Prasattongsoth Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	1 Feb 2022	Risk Management, Accounting, Finance, Corporate Management
7.	Mr. Niwat Adirek Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	1 Feb 2022	Corporate Management, Energy & Utilities, Engineering, Business Administration, Human Resource Management, Sustainability, Corporate Social Responsibility, Leadership, Strategic Management, Governance/ Compliance
8.	General Ongard Pongsakdi Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Master's Degree of Arts, Army Command and General Staff College Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	7 Apr 2022	Human Resource Management, Corporate Social Responsibility, Sustainability, Risk Management, Governance/ Compliance
9.	Mr. Suthep Wongvorazathe Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director)  Director type: Additional and newly-appointed directors	10 Apr 2023	Business Administration, Economics, Finance & Securities, Finance, Audit, Energy & Utilities, Internal Control, Human Resource Management

10.	Police Lieutenant General Chaiwat Chotima Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	10 Apr 2023	Energy & Utilities, Internal Control, Human Resource Management, Corporate Management
11.	Ms. Phatpuree Chinkulkitnivat Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	17 Oct 2023	Business Administration, Economics, Finance & Securities, Finance, Accounting, Leadership, Budgeting
12.	Ms. Salagjit Pongsirichan Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	21 Nov 2023	Business Administration, Law, Accounting, Finance, Audit, Internal Control

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

General information	Position	Tenure	Replacement Director
1. Mrs. Vilai Chattanrassamee Gender: Female Age: 70 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Mar 2016 Date directorship ended: 10 Apr 2023	Mr. Suthep Wongvorazathe Date position was assumed: 10 Apr 2023

2.	Mr. Surin Chiravisit Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Nov 2021 Date directorship ended: 10 Apr 2023	Police Lieutenant General Chaiwat Chotima Date position was assumed: 10 Apr 2023
3.	Mr. Chaiwat Kovavisarach Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive)	Date position was assumed: 9 Apr 2019 Date directorship ended: 1 Oct 2023	Ms. Phatpuree Chinkulkitnivat Date position was assumed: 17 Oct 2023
4.	Mr. Theeraj Athanavanich Gender: Male Age: 58 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: 7 Apr 2022 Date directorship ended: 12 Apr 2023	Ms. Salagjit Pongsirichan Date position was assumed: 21 Nov 2023

## Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

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

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

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Thaworn Ngamganokwan Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Additional and newly-appointed directors	18 Apr 2023	Risk Management, Audit, Internal Control
2. General Sakda Niemkham Gender: Male Age: 64 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	18 Apr 2023	Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership, Audit, Internal Control
3. Ms. Salagjit Pongsirichan [1] Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	21 Nov 2023	Business Administration, Law, Accounting, Finance, Audit, Internal Control

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

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

General information	Position	Tenure	Replacement Director
1. Mr. Theeraj Athanavanich [1] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 19 Apr 2022 Date directorship ended: 12 Apr 2023	Ms. Salagit Pongsirichan Date position was assumed: 21 Nov 2023

[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
Corporate Governance and Sustainable Development Committee	General Ongard Pongsakdi	Chairman
	General Sakda Niemkham	Member
	Mr. Niwat Adirek	Member
Enterprise-wide Risk Management Committee	Police General Visanu Prasattongsoth	Chairman
	Mr. Thammayot Srichuai	Member
	Mr. Thaworn Ngamganokwan	Member
	Mr. Niwat Adirek	Member
Investment Committee	Mr. Thammayot Srichuai	Chairman
	Ms. Phatpuree Chinkulkitnivat	Member
	Mr. Niwat Adirek	Member
Nomination and Remuneration Committee	General Kanit Sapitaks	Chairman
	General Ongard Pongsakdi	Member
	Mr. Suthep Wongvorazathe	Member
	Police Lieutenant General Chaiwat Chotima	Member

#### Roles of Sub-committees

Sub-committees responsible for risk management : Enterprise-wide 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	: Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development Committee

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Niwat Adirek Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	1 Feb 2022	Corporate Management, Energy & Utilities, Engineering, Business Administration, Human Resource Management, Sustainability, Corporate Social Responsibility, Leadership, Strategic Management, Governance/ Compliance
2. Mrs. Saowapap Sumeksri [1] Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President Finance and Accounting	1 Oct 2022	Business Administration, Accounting, Finance, Fund Management, Data Analysis, Budgeting

3.	Ms. Sattaya Mahattanaphanij Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Corporate Excellence	1 Jan 2018	Business Administration, Finance & Securities, Energy & Utilities, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Data Management, Corporate Management, Leadership, Governance/ Compliance, Budgeting
4.	Mr. Charnvit Trangadisaiikul Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Investment	1 Feb 2023	
5.	Mr. Kongkiat Kanjanapan Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Economics	Executive Vice President, Finance and Accounting	1 Jul 2022	Business Administration, Economics, Finance & Securities, Energy & Utilities, Finance, Data Analysis, Budgeting
6.	Mr. Chatchai Loybundit Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President of Investment	1 Jul 2022	Business Administration, Energy & Utilities, Data Analysis

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### Remuneration policy for executives

Remuneration policy for executives : Yes

## Remuneration

	2021	2022	2023
Total executive remuneration (baht)	103,000,000.00	101,300,000.00	105,000,000.00

## Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 65

Number of female employees (persons) : 64

**Total number of employees (persons)** : 129

#### Employee Remuneration

Total employee remuneration : 356,000,000.00

#### Provident fund

Total number of employees (persons) : 129

Number of employees contributing to the PVD (persons) : 122

Percentage of employees who are members (%) : 94.57



# Performance Report on Corporate Governance

## Performance Report on Corporate Governance

### Summary of Director Performance (8.1)

#### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

##### List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Police Lieutenant General Chaiwat Chotima Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Political Science 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: 10 Apr 2023	Energy & Utilities, Internal Control, Human Resource Management, Corporate Management
2. Ms. Phatpuree Chinkulkitnivat Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 17 Oct 2023	Business Administration, Economics, Finance & Securities, Finance, Accounting, Leadership, Budgeting
3. Ms. Salagjit Pongsirichan Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 21 Nov 2023	Business Administration, Law, Accounting, Finance, Audit, Internal Control

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Suthep Wongvorazathe Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director)  Director type: Additional and newly-appointed directors	Date position was assumed: 10 Apr 2023	Business Administration, Economics, Finance & Securities, Finance, Audit, Energy & Utilities, Internal Control, Human Resource Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. Pichai Chunhavajira	Chairman of the board	Non-participating
General Kanit Sapitaks	Director	Non-participating
Mr. Thammayot Srichuai	Director	Non-participating
Mr. Thaworn Ngamganokwan	Director	Participating
General Sakda Niemkham	Director	Participating
Police General Visanu Prasattongsoth	Director	Non-participating
Mr. Niwat Adirek	Director	Non-participating
General Ongard Pongsakdi	Director	Participating
Mr. Suthep Wongvorazathe	Vice Chairman	Non-participating
Police Lieutenant General Chaiwat Chotima	Director	Non-participating
Ms. Phatpuree Chinkulkitnivat	Director	Non-participating
Ms. Salagjit Pongsirichan	Director	Participating
Mrs. Vilai Chattanrassamee	Director	Non-participating
Mr. Surin Chiravisit	Director	Non-participating

Mr. Chaiwat Kovavisarach	Vice Chairman	Non-participating
Mr. Theeraj Athanavanich	Director	Non-participating

## Directors' performance assessment

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

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

### Meeting attendance of the board of directors

Number of board meetings (times) : 13

Date of AGM meeting : 7 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. Pichai Chunhavajira (Chairman of the board)	-	13/13	Participating	Did not hold the meeting
2. General Kanit Sapitaks (Director)	-	12/13	Participating	Did not hold the meeting
3. Mr. Thammayot Srichuai (Director)	-	13/13	Participating	Did not hold the meeting
4. Mr. Thaworn Ngamganokwan (Director)	-	13/13	Participating	Did not hold the meeting
5. General Sakda Niemkham (Director)	-	13/13	Participating	Did not hold the meeting
6. Police General Visanu Prasattongosoth (Director)	-	13/13	Participating	Did not hold the meeting

7.	Mr. Niwat Adirek (Director)	-	13/13	Participating	Did not hold the meeting
8.	General Ongard Pongsakdi (Director)	-	13/13	Participating	Did not hold the meeting
9.	Mr. Suthep Wongvorazathe (Vice Chairman)	-	9/9	Non-participating	Did not hold the meeting
10.	Police Lieutenant General Chaiwat Chotima (Director)	-	9/9	Non-participating	Did not hold the meeting
11.	Ms. Phatpuree Chinkulkitnivat (Director)	-	2/2	Non-participating	Did not hold the meeting
12.	Ms. Salagjit Pongsirichan (Director)	-	1/1	Non-participating	Did not hold the meeting
13.	Mrs. Vilai Chattanrassamee (Director)	10 Apr 2023	4/4	Participating	Did not hold the meeting
14.	Mr. Surin Chiravisit (Director)	10 Apr 2023	4/4	Participating	Did not hold the meeting
15.	Mr. Chaiwat Kovavisarach (Vice Chairman)	1 Oct 2023	9/10	Participating	Did not hold the meeting
16.	Mr. Theeraj Athanavanich (Director)	12 Apr 2023	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
1.	Mr. Pichai Chunhavajira (Chairman of the board)	-	937,500.00	2,020,710.00	No
2.	General Kanit Sapitaks (Director)	-	795,000.00	1,616,568.00	No
3.	Mr. Thammayot Srichuai (Director)	-	993,750.00	1,616,568.00	No
4.	Mr. Thaworn Ngamganokwan (Director)	-	1,210,000.00	1,616,568.00	No
5.	General Sakda Niemkham (Director)	-	1,083,666.67	1,616,568.00	No
6.	Police General Visanu Prasattongosoth (Director)	-	900,000.00	1,479,271.00	No

7.	Mr. Niwat Adirek (Director)	-	1,020,000.00	1,479,271.00	No
8.	General Ongard Pongsakdi (Director)	-	832,500.00	1,191,389.00	No
9.	Mr. Suthep Wongvorazathe (Vice Chairman)	-	826,416.66	0.00	No
10.	Police Lieutenant General Chaiwat Chotima (Director)	-	576,000.00	0.00	No
11.	Ms. Phatpuree Chinkulkitnivat (Director)	-	149,516.00	0.00	No
12.	Ms. Salagjit Pongsirichan (Director)	-	111,667.00	0.00	No
13.	Mrs. Vilai Chattanrassamee (Director)	10 Apr 2023	351,667.00	1,616,568.00	No
14.	Mr. Surin Chiravisit (Director)	10 Apr 2023	328,333.00	1,616,568.00	No
15.	Mr. Chaiwat Kovavisarach (Vice Chairman)	1 Oct 2023	738,750.00	1,818,640.00	No
16.	Mr. Theeraj Athanavanich (Director)	12 Apr 2023	316,000.00	1,191,389.00	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) : 13

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. Thaworn Ngamganokwan (Chairman of the audit committee)	-	9/9
2.	General Sakda Niemkham (Audit committee)	-	9/9
3.	Ms. Salagjit Pongsirichan (Audit committee)	-	1/1
4.	Mr. Theeraj Athanavanich (Audit committee)	12 Apr 2023	4/4