



# **Annual Registration Statement / Annual Report**

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

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

**B.GRIMM POWER 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 : B.GRIMM POWER PUBLIC COMPANY LIMITED

Symbol : BGRIM

Address : 5 Krungthepkreetha Road, Huamark, Bangkok

Province : Bangkok

Postcode : 10240

Business : A holding company holding shares in other companies of which the core business is generation and sale of electricity and steam and related business in Thailand and other countries.

Registration Number : 0107559000427

Telephone : 0-2710-3400

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

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

#### Total Shares Sold (shares)

Common Stock : 2,606,900,000

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)	46,628,329.05	62,395,265.03	57,115,007.86
Electricity sales EGAT (Thousand baht)	29,766,266.64	42,531,063.74	35,993,116.10
Electricity sales IUs – Thailand (Thousand baht)	10,778,911.25	12,933,654.97	14,669,745.97
Electricity sales IUs – Vietnam (Thousand baht)	1,347,606.17	1,541,972.98	1,478,546.90
Electricity sales PEA / MEA / Rooftop (Thousand baht)	876,574.70	1,052,793.47	1,136,512.11
Electricity sales EDL (Thousand baht)	376,650.22	450,086.17	310,737.46
Electricity sales EVN (Thousand baht)	2,257,060.70	2,131,581.79	2,165,402.45
Electricity sales EDC (Thousand baht)	151,622.39	163,700.73	161,377.79
Steam sales (Thousand baht)	799,239.47	1,026,058.67	1,046,876.76
Demineralised water sales (Thousand baht)	45,162.69	47,894.12	1,639.37
Other (Thousand baht)	229,234.82	516,458.39	151,052.95
	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Electricity sales EGAT (%)	63.84	68.16	63.02
Electricity sales IUs – Thailand (%)	23.12	20.73	25.68
Electricity sales IUs – Vietnam (%)	2.89	2.47	2.59
Electricity sales PEA / MEA / Rooftop (%)	1.88	1.69	1.99
Electricity sales EDL (%)	0.81	0.72	0.54
Electricity sales EVN (%)	4.84	3.42	3.79

Electricity sales EDC (%)	0.33	0.26	0.28
Steam sales (%)	1.71	1.64	1.83
Demineralised water sales (%)	0.10	0.08	0.00
Other (%)	0.49	0.83	0.26

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	46,628,329.05	62,395,265.03	57,115,007.86
Domestic (Thousand baht)	42,318,346.53	57,690,499.62	52,873,347.02
International (Thousand baht)	4,309,982.52	4,704,765.41	4,241,660.84
Laos (Thousand baht)	459,432.14	450,086.17	310,737.46
Vietnam (Thousand baht)	3,604,666.86	3,673,554.77	3,643,949.35
Cambodia (Thousand baht)	153,947.99	166,250.65	163,908.86
South Korea (Thousand baht)	0.00	236,553.75	120,545.44
Philippines (Thousand baht)	91,935.53	178,320.07	2,519.73

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	90.76	92.46	92.57
International (%)	9.24	7.54	7.43
Laos (%)	10.66	9.57	7.33
Vietnam (%)	83.64	78.08	85.91
Cambodia (%)	3.57	3.53	3.86
South Korea (%)	0.00	5.03	2.84

Philippines (%)	2.13	3.79	0.06
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#### Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	187,907.20	851,897.29	1,113,517.98
Other income from operations (Thousand baht)	187,907.20	362,701.10	945,200.86
Interest income (Thousand baht)	115,117.40	201,062.71	586,205.89
Insurance claim, net (Thousand baht)	0.00	69,940.16	255,068.61
Gain from disposal assets (Thousand baht)	2,375.53	1,835.67	18,454.61
Others (Thousand baht)	70,414.27	89,862.56	85,471.75
Other income not from operations (Thousand baht)	0.00	489,196.19	168,317.12
Gain on sales of SPP retired power plant (Thousand baht)	0.00	0.00	168,317.12
Gain on reversal of long-term borrowing from dissolution of ABPIF (Thousand baht)	0.00	489,196.19	0.00

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

	2021	2022	2023
Share of profit (Thousand baht)	44,055.28	-172,085.91	93,158.27

## 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	180,607.39	274,533.79	145,038.47

# 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)

Safety, Occupational Health, Environment and Society

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- ESG risk
- Climate change and disasters

Operational Risk

- Safety, occupational health, and working environment
- Impact on the environment
- Pandemic risk

Compliance Risk

- Change in laws and regulations

Corporate Governance

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Compliance Risk

- Change in laws and regulations

- Laws and regulations is not favorable for doing business
- Corporate Governance

## Climatic Change

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- 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

#### Operational Risk

- Delays in the development of future projects
- Climate change and disasters
- Impact on the environment

#### Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

#### Financial Risk

- Fluctuation in return on assets or investment

## Cyber Security

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Changes in technologies
- Damage to company image and reputation

#### Operational Risk

- Systems or internal control system
- Information security and cyber-attack

#### Compliance Risk

- Violations of laws and regulations
- Corporate Governance

### Data Security 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

##### Compliance Risk

- Violations of laws and regulations
- Corporate Governance

## Risk to Securities Holder (2.2.2)

#### **Securities Holders' Investments Risks**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Return from investment of securities holder

#### **Risks from Major Shareholders with more than 50.0 percent Shareholding Proportion**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Return from investment of securities holder

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.bgrimpower.com/th/sustainability/sustainability-overview/sustainability-strategy-and-governance>

Remark : For more details, please refer to 56-1 One Report 2023 on Sustainability Journey topic, page 118 onwards (Download: <https://www.bgrimpower.com/storage/download/sustainability-report/2023/20240322-bgrim-one-report-2023-en.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.bgrimpower.com/storage/content/sustainability/society/occupational-health-and-safety/20230420-bgrim-occupational-health-safety-and-environment-policy-th.pdf>

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)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00

Natural gas (Standard cubic feet)	105,564,921,365.07	96,312,764,006.83	96,061,729,653.00
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)	5,361,000.00	79,542,000.00	17,257,000.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	629,460,000.00	673,380,000.00	598,690,000.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,776,130.00	2,215,040.00	2,134,660.00
Hazardous waste (Kilograms)	122,776.00	210,560.00	672,910.00
<b>Total waste generated (Kilograms)</b>	<b>1,898,906.00</b>	<b>2,425,600.00</b>	<b>2,807,570.00</b>

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Scope 1 (Tons of carbon dioxide equivalents)	5,582,993.00	5,158,001.00	5,155,400.00
Scope 2 (Tons of carbon dioxide equivalents)	4,536.00	5,629.00	6,239.00
Scope 3 (Tons of carbon dioxide equivalents)	1,363,397.00	1,323,795.00	1,258,414.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>6,950,926.00</b>	<b>6,487,425.00</b>	<b>6,420,053.00</b>

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

Third-party verification : Yes

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



## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.bgrimmpower.com/storage/content/sustainability/society/human-rights/20230425-bgrim-human-rights-policy-th.pdf>

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

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

#### Information about employees

##### • Total number of employees

	2021	2022	2023
Number of male employees (Persons)	741	808	847
Number of female employees (Persons)	308	353	374
<b>Total number of employees (Persons)</b>	<b>1,049</b>	<b>1,161</b>	<b>1,221</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,487,716,544.00	1,423,290,313.00	1,752,261,829.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	35.00	43.00	38.00
Employee development and training expenses (baht)	8,467,443.00	19,050,695.00	14,620,254.00

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

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	3	0	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	4.86	7.24	5.00

• **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://www.bgrimpower.com/storage/content/corporate-governance/download/corporate-governance/20231221-bgrim-corporate-governance-policy-th.pdf">https://www.bgrimpower.com/storage/content/corporate-governance/download/corporate-governance/20231221-bgrim-corporate-governance-policy-th.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	10	100.00
Number of male directors	5	50.00
Number of female directors	5	50.00
Number of executive directors	1	10.00
Number of non-executive directors	9	90.00
Number of independent directors	6	60.00

#### 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. Khunying SUCHADA KIRANANDANA Gender: Female Age: 77 years old Highest level of education: Doctoral degree Major: Statistics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	11 Nov 2020	Economics, Food & Beverage, Property Development, Commerce, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Statistics, Data Analysis, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Energy & Utilities

2.	<p>Mr. PAKORN THAVISIN</p> <p>Gender: Male</p> <p>Age: 84 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the board (Non-executive)</p> <p>Director type: Original director</p>	24 Feb 2022	<p>Finance &amp; Securities, Property Development, Finance, Commerce, Energy &amp; Utilities, Corporate Social Responsibility, Sustainability, Audit, Governance/ Compliance, Leadership</p>
3.	<p>Mrs. ANCHALEE CHAVANICH</p> <p>Gender: Female</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	19 Jul 2017	<p>Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Commerce, Transportation &amp; Logistics, Corporate Social Responsibility, Sustainability, Engineering, Leadership, Audit, Internal Control, Governance/ Compliance</p>
4.	<p>Mr. ANUSORN SANGNIMNUAN</p> <p>Gender: Male</p> <p>Age: 69 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>	19 Jul 2017	<p>Petrochemicals &amp; Chemicals, Property Development, Energy &amp; Utilities, Commerce, Information &amp; Communication Technology, Corporate Social Responsibility, Sustainability, Engineering, Leadership, Risk Management, Audit, Governance/ Compliance</p>
5.	<p>Ms. CAROLINE LINK</p> <p>Gender: Female</p> <p>Age: 41 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 (Non-executive)</p> <p>Director type: Re-elected as director</p>	19 Jul 2017	<p>Food &amp; Beverage, Personal Products &amp; Pharmaceuticals, Insurance, Automotive, Industrial Materials &amp; Machinery, Property Development, Energy &amp; Utilities, Commerce, Health Care Services, Tourism &amp; Leisure, Electronic Components, Marketing, Finance, Corporate Social Responsibility, Sustainability, Human Resource Management, Brand Management, Corporate Management, Leadership, Governance/ Compliance, Law</p>

6.	<p>Mrs. KATEVALEE NAPASAB</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	19 Jul 2017	<p>Economics, Property Development, Energy &amp; Utilities, Commerce, Law, Accounting, Finance, Corporate Social Responsibility, Sustainability, Governance/ Compliance</p>
7.	<p>Mr. SOMKIAT SIRICHATCHAI</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	1 Jan 2018	<p>Insurance, Energy &amp; Utilities, Risk Management, Governance/ Compliance, Banking, Transportation &amp; Logistics, Human Resource Management, Corporate Social Responsibility, Sustainability, IT Management, Engineering, Finance &amp; Securities, Finance, Leadership</p>
8.	<p>Mrs. SUNEE SORNCHAITANASUK</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Communication Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	26 Apr 2018	<p>Petrochemicals &amp; Chemicals, Property Development, Energy &amp; Utilities, Commerce, Accounting, Finance, Corporate Social Responsibility, Sustainability, Audit, Governance/ Compliance, Tourism &amp; Leisure, Leadership, Risk Management</p>
9.	<p>Mr. FELIX DANAI LINK</p> <p>Gender: Male</p> <p>Age: 40 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Commercial and Residential Real Estate Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	22 Apr 2021	<p>Property Development, Energy &amp; Utilities, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Tourism &amp; Leisure, Leadership</p>



10. Mr. HARALD LINK	Director	19 Jul 2017	Economics, Food & Beverage,
Gender: Male	(Executive)		Fashion, Home & Office
Age: 68 years old			Products, Personal Products &
Highest level of education:	Director type: Original		Pharmaceuticals, Insurance,
Honorary degree	director		Automotive, Industrial
Major: Management			Materials & Machinery,
Thai nationality: Yes			Petrochemicals & Chemicals,
Residing in Thailand: Yes			Steel, Property Development,
			Energy & Utilities, Commerce,
			Health Care Services, Tourism
			& Leisure, Transportation &
			Logistics, Information &
			Communication Technology,
			Marketing, Finance,
			Accounting, Corporate Social
			Responsibility, Human
			Resource Management,
			Sustainability,
			Procurement, Digital
			Marketing, Brand Management,
			Negotiation, Project
			Management, Corporate
			Management, Change
			Management, Leadership,
			Strategic Management, Risk
			Management, Governance/
			Compliance, Budgeting

## 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.	<p>Mrs. ANCHALEE CHAVANICH</p> <p>Gender: Female</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	9 Nov 2018	<p>Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Commerce, Transportation &amp; Logistics, Corporate Social Responsibility, Sustainability, Engineering, Leadership, Audit, Internal Control, Governance/ Compliance</p>
2.	<p>Mr. ANUSORN SANGNIMNUAN</p> <p>Gender: Male</p> <p>Age: 69 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	19 Jul 2017	<p>Petrochemicals &amp; Chemicals, Property Development, Energy &amp; Utilities, Commerce, Information &amp; Communication Technology, Corporate Social Responsibility, Sustainability, Engineering, Leadership, Risk Management, Audit, Governance/ Compliance</p>
3.	<p>Mrs. SUNEI SORNCHAITANASUK [1]</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Communication Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	26 Apr 2018	<p>Petrochemicals &amp; Chemicals, Property Development, Energy &amp; Utilities, Commerce, Accounting, Finance, Corporate Social Responsibility, Sustainability, Audit, Governance/ Compliance, Tourism &amp; Leisure, Leadership, Risk Management</p>

[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
Nomination and Compensation Committee	Mr. SOMKIAT SIRICHATCHAI	Chairman
	Ms. CAROLINE LINK	Member
	Khunying SUCHADA KIRANANDANA	Member
	Mrs. KATEVALEE NAPASAB	Member
Corporate Governance and Sustainability Committee	Mr. ANUSORN SANGNIMNUAN	Chairman
	Mr. SOMKIAT SIRICHATCHAI	Member
	Mrs. ANCHALEE CHAVANICH	Member
	Mrs. SUNE SORNCHAITANASUK	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: Corporate Governance and Sustainability Committee
Sub-committees responsible for nomination	: Nomination and Compensation Committee
Sub-committees responsible for remuneration	: Nomination and Compensation Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability 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. HARALD LINK Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Management	PRESIDENT	15 Dec 2020	Economics, Food & Beverage, Fashion, Home & Office Products, Personal Products & Pharmaceuticals, Insurance, Automotive, Industrial Materials & Machinery, Petrochemicals & Chemicals, Steel, Property Development, Energy & Utilities, Commerce, Health Care Services, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Marketing, Finance, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting
2. Mr. Peradach Patanachan Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Law	Senior Executive Vice President - Corporate Legal and North Asia Plus Region, the Philippines, and Cambodia Business	1 Mar 2007	Energy & Utilities, Law, Corporate Social Responsibility, Sustainability, Negotiation, Project Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance

3.	<p>Ms. Porn-tip Tangpong-bundit [2]</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p>	<p>Executive Vice President Financial &amp; Accounting Hub</p>	1 Jan 2014	<p>Energy &amp; Utilities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Analysis, Governance/ Compliance</p>
4.	<p>Mr. Nopadej Karnasuta</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p>	<p>Senior Executive Vice President - Investment, Innovation and Sustainability, and Thailand and Malaysia Region Business</p>	30 Mar 2015	<p>Economics, Banking, Finance &amp; Securities, Energy &amp; Utilities, Commerce, Finance, Accounting, Corporate Social Responsibility, Sustainability, Project Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting</p>
5.	<p>Ms. Siri-wong Bor-vorn-boon-rutai [1]</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p>	<p>Executive Vice President Finance and Accounting</p>	27 Apr 2017	<p>Finance &amp; Securities, Banking, Energy &amp; Utilities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Procurement, Data Analysis, Project Management, Statistics, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting</p>
6.	<p>Mr. Cherdchai Yiwlek</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p>	<p>Executive Vice President Business Service and Project Development</p>	23 Apr 2021	<p>Energy &amp; Utilities, Corporate Social Responsibility, Sustainability, Engineering, Leadership, Risk Management, Governance/ Compliance</p>
7.	<p>Mr. Don Tayatan</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Executive Vice President Customer Relations and Operation Management</p> <p>2</p>	23 Apr 2021	<p>Energy &amp; Utilities, Corporate Social Responsibility, Sustainability, Engineering, Risk Management, Governance/ Compliance, Project Management, Negotiation</p>

8.	Mr. Saroche Arunpairojkul	Executive Vice President Customer Relations and Operation Management	1 Jan 2023	Energy & Utilities, Corporate Social Responsibility, Sustainability, Engineering, Leadership, Project Management, Risk Management, Governance/ Compliance
	Gender: Male			
	Age: 54 years old			
	Highest level of education: Bachelor's degree	1		
	Major: Engineering			

[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)	165,207,391.00	98,662,027.00	103,907,585.00

### 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) : 847

Number of female employees (persons) : 374

**Total number of employees (persons) : 1,221**

## Employee Remuneration

Total employee remuneration : 1,752,261,829.00

## Provident fund

Total number of employees (persons) : 1,221

Number of employees contributing to the PVD (persons) : 980

Remark : The total of provident fund members covers employees under B.Grimm Power and its subsidiaries in Thailand

Percentage of employees who are members (%) : 80.26

Remark : In 2023, the percentage of employees who were members of the provident fund among the total number of employees affiliated with both B.Grimm Power and its subsidiaries in Thailand (based on a total of 1,002 people), was 97.80 percent.

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

##### • Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Porntip Tangpongbundit	porntip.t@bgrimmpower.com	

##### • Company secretary

General information	Email	Telephone
1. Ms. Chortip Thamvaranon	choatip.t@bgrimmpower.com	027103162

##### • Head of internal audit

General information	Email	Telephone
1. Mr. Thanakrit Likitwong	thanakrit.l@bgrimmpower.com	

• Head of investor relations

General information	Email	Telephone
1. Mrs. Solaya Na Songkhla	solaya.n@bgrimpower.com	027103528

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Mr. Boonlert Kamolchanokkul Email: boonlert. kamolchanokkul@pwc.com Telephone: -	12,825,000.00	Details: PricewaterhouseCoopers ABAS Limited and PricewaterhouseCoopers Tax and Legal Consultants Limited Total service fee (baht): 3,330,000.00



# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

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

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

##### • List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Ms. CAROLINE LINK Gender: Female Age: 41 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 19 Jul 2017	Food & Beverage, Personal Products & Pharmaceuticals, Insurance, Automotive, Industrial Materials & Machinery, Property Development, Energy & Utilities, Commerce, Health Care Services, Tourism & Leisure, Electronic Components, Marketing, Finance, Corporate Social Responsibility, Sustainability, Human Resource Management, Brand Management, Corporate Management, Leadership, Governance/ Compliance, Law
2. Mr. SOMKIAT SIRICHATCHAI Gender: Male Age: 59 years old Highest level of education: Master's 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: 1 Jan 2018	Insurance, Energy & Utilities, Risk Management, Governance/ Compliance, Banking, Transportation & Logistics, Human Resource Management, Corporate Social Responsibility, Sustainability, IT Management, Engineering, Finance & Securities, Finance, Leadership

3.	Mrs. SUNE SORNCHAITANASUK	Director	Date position was assumed:	Petrochemicals & Chemicals,
	Gender: Female	(Non-executive,		Property Development, Energy
	Age: 61 years old	Independent director)	26 Apr 2018	& Utilities, Commerce,
	Highest level of education:			Accounting, Finance,
	Doctoral degree	Director type: Re-elected		Corporate Social
	Major: Communication Management	as director		Responsibility,
	Thai nationality: Yes			Sustainability, Audit,
	Residing in Thailand: Yes			Governance/ Compliance,
				Tourism & Leisure,
				Leadership, Risk Management

### Development of directors over the past year

List of directors	Position	Participated in director development program
Khunying SUCHADA KIRANANDANA	Director	Non-participating
Mr. PAKORN THAVISIN	Chairman of the board	Non-participating
Mrs. ANCHALEE CHAVANICH	Director	Participating
Mr. ANUSORN SANGNIMNUAN	Director	Participating
Ms. CAROLINE LINK	Director	Non-participating
Mrs. KATEVALEE NAPASAB	Director	Non-participating
Mr. SOMKIAT SIRICHATCHAI	Director	Participating
Mrs. SUNE SORNCHAITANASUK	Director	Participating
Mr. FELIX DANAI LINK	Director	Non-participating
Mr. HARALD LINK	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) : 15

Date of AGM meeting : 26 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Khunying SUCHADA KIRANANDANA (Director)	-	15/15	Participating	Did not hold the meeting
2. Mr. PAKORN THAVISIN (Chairman of the board)	-	14/15	Participating	Did not hold the meeting
3. Mrs. ANCHALEE CHAVANICH (Director)	-	14/15	Participating	Did not hold the meeting
4. Mr. ANUSORN SANGNIMNUAN (Director)	-	15/15	Participating	Did not hold the meeting
5. Ms. CAROLINE LINK (Director)	-	11/15	Participating	Did not hold the meeting
6. Mrs. KATEVALEE NAPASAB (Director)	-	11/15	Participating	Did not hold the meeting
7. Mr. SOMKIAT SIRICHATCHAI (Director)	-	15/15	Participating	Did not hold the meeting
8. Mrs. SUNEE SORNCHAITANASUK (Director)	-	15/15	Participating	Did not hold the meeting
9. Mr. FELIX DANAI LINK (Director)	-	13/15	Participating	Did not hold the meeting
10. Mr. HARALD LINK (Director)	-	15/15	Participating	Did not hold the meeting

## Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
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1.	Khunying SUCHADA KIRANANDANA (Director)	-	565,000.00	1,710,222.22	No
2.	Mr. PAKORN THAVISIN (Chairman of the board)	-	409,500.00	1,625,222.22	No
3.	Mrs. ANCHALEE CHAVANICH (Director)	-	1,306,250.00	2,207,972.22	No
4.	Mr. ANUSORN SANGNIMNUAN (Director)	-	1,300,000.00	2,177,722.22	No
5.	Ms. CAROLINE LINK (Director)	-	N/A	N/A	No
6.	Mrs. KATEVALEE NAPASAB (Director)	-	452,000.00	1,710,222.22	No
7.	Mr. SOMKIAT SIRICHATCHAI (Director)	-	807,250.00	1,960,472.22	No
8.	Mrs. SUNEE SORNCHAITANASUK (Director)	-	1,274,000.00	2,147,472.22	No
9.	Mr. FELIX DANAI LINK (Director)	-	N/A	N/A	No
10.	Mr. HARALD LINK (Director)	-	N/A	N/A	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) : 12

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. ANCHALEE CHAVANICH (Chairman of the audit committee)	-	12/12
2.	Mr. ANUSORN SANGNIMNUAN (Audit committee)	-	12/12
3.	Mrs. SUNEE SORNCHAITANASUK (Audit committee)	-	12/12