



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

B.GRIMM POWER PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : 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

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

	2022	2023	2024
Total revenue from operations (Thousand baht)	62,395,265.03	57,115,007.86	55,853,023.06
Electricity sales EGAT (Thousand baht)	42,531,063.74	35,993,116.10	36,025,259.16
Electricity sales IUs – Thailand (Thousand baht)	12,933,654.97	14,669,745.97	12,828,306.85
Electricity sales IUs – Vietnam (Thousand baht)	1,541,972.98	1,478,546.90	1,597,168.45
Electricity sales PEA / MEA / Rooftop (Thousand baht)	1,052,793.47	1,136,512.11	1,204,238.48
Electricity sales EDL (Thousand baht)	450,086.17	310,737.46	313,629.44
Electricity sales EVN (Thousand baht)	2,131,581.79	2,165,402.45	2,162,764.15
Electricity sales EDC (Thousand baht)	163,700.73	161,377.79	158,891.30
Electricity Sales to PG&E – United States of America (Thousand baht)	0.00	0.00	62,074.32
Steam sales (Thousand baht)	1,026,058.67	1,046,876.76	1,025,310.30
Demineralised water sales (Thousand baht)	47,894.12	1,639.37	40.78
Other (Thousand baht)	516,458.39	151,052.95	475,339.85

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Electricity sales EGAT (%)	68.16	63.02	64.50
Electricity sales IUs – Thailand (%)	20.73	25.68	22.97
Electricity sales IUs – Vietnam (%)	2.47	2.59	2.86
Electricity sales PEA / MEA / Rooftop (%)	1.69	1.99	2.16
Electricity sales EDL (%)	0.72	0.54	0.56

Electricity sales EVN (%)	3.42	3.79	3.87
Electricity sales EDC (%)	0.26	0.28	0.28
Electricity Sales to PG&E - United States of America (%)	0.00	0.00	0.11
Steam sales (%)	1.64	1.83	1.84
Demineralised water sales (%)	0.08	0.00	0.00
Other (%)	0.83	0.26	0.85

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	62,395,265.03	57,115,007.86	55,853,023.06
Domestic (Thousand baht)	57,690,499.62	52,873,347.02	51,512,172.52
International (Thousand baht)	4,704,765.41	4,241,660.84	4,340,850.54
Laos (Thousand baht)	450,086.17	310,737.46	313,791.87
Vietnam (Thousand baht)	3,673,554.77	3,643,949.35	3,762,456.50
Cambodia (Thousand baht)	166,250.65	163,908.86	158,891.30
United States of America (Thousand baht)	0.00	0.00	62,074.32
South Korea (Thousand baht)	236,553.75	120,545.44	38,850.00
Philippines (Thousand baht)	178,320.07	2,519.73	4,786.55

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	92.46	92.57	92.23
International (%)	7.54	7.43	7.77
Laos (%)	9.57	7.33	7.23

Vietnam (%)	78.08	85.91	86.68
Cambodia (%)	3.53	3.86	3.66
United States of America (%)	0.00	0.00	1.43
South Korea (%)	5.03	2.84	0.89
Philippines (%)	3.79	0.06	0.11

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	851,897.29	1,113,517.98	1,170,175.89
Other income from operations (Thousand baht)	362,701.10	945,200.86	1,140,561.87
Interest income (Thousand baht)	201,062.71	586,205.89	944,412.24
Insurance claim, net (Thousand baht)	69,940.16	255,068.61	120,179.13
Gain from disposal assets (Thousand baht)	1,835.67	18,454.61	310.95
Others (Thousand baht)	89,862.56	85,471.75	75,659.55
Other income not from operations (Thousand baht)	489,196.19	168,317.12	29,614.02
Gain on sales of SPP retired power plant (Thousand baht)	0.00	168,317.12	29,614.02
Gain on reversal of long-term borrowing from dissolution of ABPIF (Thousand baht)	489,196.19	0.00	0.00

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

	2022	2023	2024
Share of profit (Thousand baht)	-172,085.91	93,158.27	40,286.29

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)	2022	2023	2024
R&D expenses in the past 3 years	274,533.79	145,038.47	89,587,439.00

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)

Safety, Occupational Health, Environment and Society
Risk Management Measures: Yes
Related Risk Topics
Strategic Risk
<ul style="list-style-type: none">• Government policy• ESG risk• Climate change and disasters
Operational Risk
<ul style="list-style-type: none">• Shortage or fluctuation in pricing of raw materials or productive resources• Safety, occupational health, and working environment• Climate change and disasters• Impact on the environment
Compliance Risk
<ul style="list-style-type: none">• Change in laws and regulations
Corporate Governance
Risk Management Measures: Yes
Related Risk Topics
Operational Risk
<ul style="list-style-type: none">• 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
- Income volatility

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

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

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

Risks from High Net Debt-to-Equity Ratio

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.bgrimmpower.com/th/sustainability/sustainability-overview/sustainability-strategy-and-governance>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.bgrimmpower.com/storage/content/sustainability/society/occupational-health-and-safety/bgrim-occupational-health-safety-and-environment-policy-th.pdf>
(if applicable)

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

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	284,732.00	226,677.00	285,024.00
Gasoline (Litres)	67,389.00	65,524.00	95,314.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	96,312,764,006.83	96,061,729,653.00	103,551,269,299.00

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

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	78,792,000.00	20,290,000.00	10,076,000.00

Remark : 1.Excluding electricity consumption from external sources.
2.Energy consumption data has been retrospectively updated since 2021.

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	673,368,792.00	598,681,278.00	603,456,289.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	258,204.00	160,467.00	269,090.00
Hazardous waste (Kilograms)	59,477.00	440,428.00	124,974.00
Total waste generated (Kilograms)	317,681.00	600,895.00	394,064.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	5,163,419.67	5,161,805.81	5,565,281.00

Scope 2 (Tons of carbon dioxide equivalents)	5,419.63	6,143.31	5,034.00
Scope 3 (Tons of carbon dioxide equivalents)	1,323,794.82	1,258,412.82	1,381,703.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	6,492,634.12	6,426,361.94	6,952,018.00

• **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

	2022	2023	2024
Number of male employees (Persons)	808	847	896
Number of female employees (Persons)	353	374	405
Total number of employees (Persons)	1,161	1,221	1,301

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	1,423,290,313.00	1,752,261,829.00	2,001,703,000.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	43.00	38.00	34.00
Employee development and training expenses (baht)	19,050,695.00	14,500,000.00	9,562,595.00

• Health, safety and work environment

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

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	7.24	5.00	6.15

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy	: Yes
Company website on corporate governance policy	: https://www.bgrimpower.com/storage/content/corporate-governance/download/corporate-governance/20231221-bgrim-corporate-governance-policy-th.pdf

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline	: Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies
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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: 78 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	15 Dec 2020	Accounting, Finance, Corporate Management, Leadership, Risk Management

2.	<p>Mr. PAKORN THAVISIN</p> <p>Gender: Male</p> <p>Age: 85 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: Re-elected as director</p>	24 Feb 2022	Finance, Energy & Utilities, Leadership, Sustainability, Risk Management
3.	<p>Mrs. ANCHALEE CHAVANICH</p> <p>Gender: Female</p> <p>Age: 74 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>	9 Sep 2016	Energy & Utilities, Engineering, Leadership, Risk Management, Sustainability
4.	<p>Mr. ANUSORN SANGNIMNUAN</p> <p>Gender: Male</p> <p>Age: 70 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: Re-elected as director</p>	9 Sep 2016	Energy & Utilities, Engineering, Risk Management, Corporate Management, Leadership
5.	<p>Ms. CAROLINE LINK</p> <p>Gender: Female</p> <p>Age: 42 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: Original director</p>	9 Sep 2016	Energy & Utilities, Leadership, Corporate Management, Sustainability, Human Resource Management

6.	<p>Mrs. SUNE SORNCHAITANASUK</p> <p>Gender: Female</p> <p>Age: 62 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: Original director</p>	26 Apr 2018	<p>Energy & Utilities, Accounting, Finance, Leadership, Human Resource Management</p>
7.	<p>Mr. FELIX DANAI LINK</p> <p>Gender: Male</p> <p>Age: 41 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: Re-elected as director</p>	22 Apr 2021	<p>Property Development, Energy & Utilities, Sustainability, Governance/ Compliance, Business Administration</p>
8.	<p>Mr. HARALD LINK</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	24 Feb 2022	<p>Energy & Utilities, Leadership, Risk Management, Engineering, Corporate Management</p>
9.	<p>Mrs. APRIL SRIVIKORN</p> <p>Gender: Female</p> <p>Age: 43 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: Newly appointed director to replace ex-director</p>	9 Aug 2024	<p>Sustainability, IT Management, Risk Management, Strategic Management, Marketing</p>

10.	Mr. THAWEESAK KOANANTAKOOL	Director	12 Dec 2024	Sustainability, Engineering, IT Management, Governance/ Compliance, Leadership
	Gender: Male	(Non-executive, Independent director)		
	Age: 71 years old			
	Highest level of education:			
	Doctoral degree	Director type: Newly appointed director to replace ex-director		
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information		Position	Tenure	Replacement Director
1.	Mrs. KATEVALEE NAPASAB	Director	Date position was assumed:	Mr. THAWEESAK KOANANTAKOOL
	Gender: Female	(Non-executive, Independent director)	9 Sep 2016	Date position was assumed:
	Age: 69 years old		Date directorship ended:	12 Dec 2024
	Highest level of education:		31 Jul 2024	
	Master's degree			
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
2.	Mr. SOMKIAT SIRICHATCHAI	Director	Date position was assumed:	Mrs. APRIL SRIVIKORN
	Gender: Male	(Non-executive, Independent director)	1 Jan 2018	Date position was assumed:
	Age: 60 years old		Date directorship ended:	9 Aug 2024
	Highest level of education:		31 Jul 2024	
	Master's degree			
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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. Mrs. ANCHALEE CHAVANICH Gender: Female Age: 74 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	9 Nov 2018	Energy & Utilities, Engineering, Leadership, Risk Management, Sustainability
2. Mr. ANUSORN SANGNIMNUAN Gender: Male Age: 70 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	9 Sep 2016	Energy & Utilities, Engineering, Risk Management, Corporate Management, Leadership
3. Mrs. SUNEE SORNCHAITANASUK [1] Gender: Female Age: 62 years old Highest level of education: Doctoral degree Major: Communication Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	26 Apr 2018	Energy & Utilities, Accounting, Finance, Leadership, Human Resource Management

[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	Khunying SUCHADA KIRANANDANA	Chairman
	Ms. CAROLINE LINK	Member
	Mrs. SUNE SORNCHAITANASUK	Member
	Mr. SOMKIAT SIRICHATCHAI	Chairman
	Mrs. KATEVALEE NAPASAB	Member
Corporate Governance and Sustainability Committee	Mr. ANUSORN SANGNIMNUAN	Chairman
	Mrs. ANCHALEE CHAVANICH	Member
	Mrs. APRIL SRIVIKORN	Member
	Mrs. SUNE SORNCHAITANASUK	Member
	Mr. SOMKIAT SIRICHATCHAI	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: 69 years old Highest level of education: Honorary degree Major: Management	GROUP PRESIDENT	15 Dec 2020	Energy & Utilities, Leadership, Risk Management, Engineering, Corporate Management
2. Mr. Peradach Patanachan Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Law	Co-President, Renewable Energy Business	1 Mar 2007	Energy & Utilities, Law, Negotiation, Project Management, Engineering
3. Mr. Nopadej Karnasuta Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Economics	Co-President, Thailand Business and Energy & Industrial Solutions Business	30 Mar 2015	Energy & Utilities, Finance, Sustainability, Project Management, Strategic Management
4. Ms. Siriwong Borvornboonrutai [1] Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Finance	Co-President, Finance and Accounting/Chief Financial Officer	27 Apr 2017	Energy & Utilities, Accounting, Finance, Risk Management, Budgeting
5. Mr. Don Tayatan Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President-Engineering Technology and Project Construction	23 Apr 2021	Energy & Utilities, Engineering, Risk Management, Project Management, Negotiation

6.	Mr. Saroche Arunpairojkul Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President Customer Relations and Operation Management 1	1 Jan 2023	Energy & Utilities, Engineering, Project Management, Risk Management, Negotiation
7.	Mr. Chankij Leevorawat [2] Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting	Head of Accounting Hub	1 Dec 2024	Energy & Utilities, Accounting, Finance, Data Analysis, 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)

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) : 896

Number of female employees (persons) : 405

Total number of employees (persons) : 1,301

Employee Remuneration

Total employee remuneration : 2,001,703,000.00

Provident fund

Total number of employees (persons)	: 1,301
Number of employees contributing to the PVD (persons)	: 1,019
Percentage of employees who are members (%)	: 78.32

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Chankij Leevorawat	chankij.l@bgrimpower.com	

• Company secretary

General information	Email	Telephone
1. Ms. Chortip Thamvaranon	choatip.t@bgrimpower.com	-

• Head of internal audit

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

• Head of investor relations

General information	Email	Telephone
1. Ms. Nattchanon Chawinsittangkul	nattchanon.c@bgrimpower.com	-

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: -	13,845,000.00	Details: B.Grimm Power and subsidiaries paid non-audit fees, including verification of compliance with the terms of BOI investment promotion certificate and advisory services on Transfer Pricing documentation, to the audit firm of the appointed auditor, related individuals or entities, and the audit firm associated with the appointed auditor. There is no amount to be paid due to the previously agreed service that was not completed in the previous year. Total service fee (baht): 2,968,250.00

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. PAKORN THAVISIN Gender: Male Age: 85 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 24 Feb 2022	Finance, Energy & Utilities, Leadership, Sustainability, Risk Management
2. Mr. ANUSORN SANGNIMNUAN Gender: Male Age: 70 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: 9 Sep 2016	Energy & Utilities, Engineering, Risk Management, Corporate Management, Leadership
3. Mr. FELIX DANAI LINK Gender: Male Age: 41 years old Highest level of education: Below a bachelor's degree Major: Commercial and Residential Real Estate Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 22 Apr 2021	Property Development, Energy & Utilities, Sustainability, Governance/ Compliance, Business Administration

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

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. APRIL SRIVIKORN Gender: Female Age: 43 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: Newly appointed director to replace ex-director	Date position was assumed: 9 Aug 2024	Sustainability, IT Management, Risk Management, Strategic Management, Marketing
2. Mr. THAWEESEK KOANANTAKOOL Gender: Male Age: 71 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 12 Dec 2024	Sustainability, Engineering, IT Management, Governance/ Compliance, Leadership

Development of directors over the past year

List of directors	Position	Participated in director development program
Khunying SUCHADA KIRANANDANA	Director	Participating
Mr. PAKORN THAVISIN	Chairman of the board	Participating
Mrs. ANCHALEE CHAVANICH	Director	Participating
Mr. ANUSORN SANGNIMNUAN	Director	Participating
Ms. CAROLINE LINK	Director	Participating
Mrs. SUNEE SORNCHAITANASUK	Director	Participating
Mr. FELIX DANAI LINK	Director	Participating
Mr. HARALD LINK	Director	Participating
Mrs. APRIL SRIVIKORN	Director	Participating

Mr. THAWEESAK KOANANTAKOOL	Director	Participating
Mrs. KATEVALEE NAPASAB	Director	Participating
Mr. SOMKIAT SIRICHATCHAI	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 24 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Khunying SUCHADA KIRANANDANA (Director)	-	12/12	Participating	Did not hold the meeting
2.	Mr. PAKORN THAVISIN (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
3.	Mrs. ANCHALEE CHAVANICH (Director)	-	12/12	Participating	Did not hold the meeting
4.	Mr. ANUSORN SANGNIMNUAN (Director)	-	12/12	Participating	Did not hold the meeting
5.	Ms. CAROLINE LINK (Director)	-	10/12	Participating	Did not hold the meeting
6.	Mrs. SUNEE SORNCHAITANASUK (Director)	-	12/12	Participating	Did not hold the meeting
7.	Mr. FELIX DANAI LINK (Director)	-	10/12	Participating	Did not hold the meeting
8.	Mr. HARALD LINK (Director)	-	12/12	Participating	Did not hold the meeting
9.	Mrs. APRIL SRIVIKORN (Director)	-	3/4	Non-participating	Did not hold the meeting

10.	Mr. THAWEESAK KOANANTAKOOL (Director)	-	0/0	Non-participating	Did not hold the meeting
11.	Mrs. KATEVALEE NAPASAB (Director)	31 Jul 2024	6/7	Participating	Did not hold the meeting
12.	Mr. SOMKIAT SIRICHATCHAI (Director)	31 Jul 2024	7/7	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.	Khunying SUCHADA KIRANANDANA (Director)	-	350,250.00	2,093,833.33	No
2.	Mr. PAKORN THAVISIN (Chairman of the board)	-	362,250.00	2,233,333.33	No
3.	Mrs. ANCHALEE CHAVANICH (Director)	-	350,250.00	2,093,833.33	No
4.	Mr. ANUSORN SANGNIMNUAN (Director)	-	350,250.00	2,093,833.33	No
5.	Ms. CAROLINE LINK (Director)	-	0.00	0.00	No
6.	Mrs. SUNEE SORNCHAITANASUK (Director)	-	350,250.00	2,093,833.33	No
7.	Mr. FELIX DANAI LINK (Director)	-	0.00	0.00	No
8.	Mr. HARALD LINK (Director)	-	0.00	0.00	No
9.	Mrs. APRIL SRIVIKORN (Director)	-	88,500.00	564,850.00	No
10.	Mr. THAWEESAK KOANANTAKOOL (Director)	-	0.00	75,050.00	No
11.	Mrs. KATEVALEE NAPASAB (Director)	31 Jul 2024	174,500.00	1,497,383.33	No
12.	Mr. SOMKIAT SIRICHATCHAI (Director)	31 Jul 2024	202,750.00	1,497,383.33	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