



# **Annual Registration Statement / Annual Report**

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

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

**STONEHENGE INTER PUBLIC COMPANY LIMITED**

Fiscal Year End 30 September 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 : STONEHENGE INTER PUBLIC COMPANY LIMITED

Symbol : STI

Address : 163 Soi Chokchai Ruamitr (Ratchada 19), Dindaeng Sub-district, Dindaeng District

Province : Bangkok

Postcode : 10400

Business : STI conducts business as a Construction Management services and Architectural Design, Engineering Design, Interior Design, historical conservation, Infrastructure & Civil

Registration Number : 0107561000153

Telephone : 0-2690-7462

Fax (if applicable) : 0-2690-7463

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

Email : [ir@sti.co.th](mailto:ir@sti.co.th), [service@sti.co.th](mailto:service@sti.co.th)

#### Total Shares Sold (shares)

Common Stock : 602,997,079

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,732,804.32	1,736,832.08	1,252,388.57
Revenue from rendering of consulting and project management services (Thousand baht)	1,441,366.97	1,416,175.88	982,950.91
Revenue from rendering architectural and engineering design services and other services (Thousand baht)	291,437.35	320,656.20	269,437.66

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from rendering of consulting and project management services (%)	83.18	81.54	78.49
Revenue from rendering architectural and engineering design services and other services (%)	16.82	18.46	21.51

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,732,804.32	1,736,832.08	1,252,388.57
Domestic (Thousand baht)	1,687,877.75	1,703,850.83	1,241,534.82
International (Thousand baht)	44,926.57	32,981.25	10,853.75
Laos (Thousand baht)	44,926.57	32,281.25	10,753.75
Hong Kong (Thousand baht)	0.00	700.00	100.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	97.41	98.10	99.13

International (%)	2.59	1.90	0.87
Laos (%)	100.00	97.88	99.08
Hong Kong (%)	0.00	2.12	0.92

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

	2021	2022	2023
Total other income (Thousand baht)	9,079.31	6,010.80	7,554.65
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	9,079.31	6,010.80	7,554.65

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

	2021	2022	2023
Share of profit (Thousand baht)	0.00	0.00	0.00

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	N/A	2,701,965.00	3,353,650.00

# 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)**

### **Risk from Future Business Growth**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy

### **Risk from Changes in Engineering Technology**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Changes in technologies

### **Risk from Human Resource Management to Support the Company's Growth**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

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



### **Risk from Mistakes in Performing Duties**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

### **Risk from Dependence on Executive and Personnel**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

### **Risk of corruption**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Corruption

### **Risk from Liquidity Management**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Business operations of partners in the supply chain

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Financial Risk

- Default on payment or exchange of goods

#### **Risk from Income Volatility**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy

#### **Social and Environmental Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Government policy

Operational Risk

- Human error in business operations
- Impact on the environment

Compliance Risk

- Change in laws and regulations

#### **Risk from Internet or Cyber Threats**

**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

#### **Risks of climate change**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters
- Impact on the environment

### **Risk to Securities Holder (2.2.2)**

**Risk of uncertainty in the ability to pay dividends and the return that investors will receive**

**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.sti.co.th/th/ir\\_index.php?policy](https://www.sti.co.th/th/ir_index.php?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.sti.co.th/th/ir\\_index.php?policy](https://www.sti.co.th/th/ir_index.php?policy)

Company environmental guideline : Electricity Management, Water Management, Greenhouse Gas and Climate Change Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	247,310.00	243,881.00	172,198.00

Remark : The change of the Company's fiscal year  
the period from January 1, 2023 – September 30, 2023

##### Water management

###### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	1,232.00	1,272.00	1,320.00

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	N/A	0.00
<b>Total waste generated (Kilograms)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	166.64	165.97	127.17
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	148.04	145.98	103.07
Scope 3 (Tons of carbon dioxide equivalents)	2.84	3.96	4.12
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>150.88</b>	<b>149.94</b>	<b>107.19</b>

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

Third-party verification : No

## Social Aspect (3.4)

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

Human Rights Policy and Practice : Yes

URL of human rights policy : [https://www.sti.co.th/th/ir\\_index.php?policy](https://www.sti.co.th/th/ir_index.php?policy)

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	0	987	1,012
Number of female employees (Persons)	0	451	487
<b>Total number of employees (Persons)</b>	<b>0</b>	<b>1,438</b>	<b>1,499</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	798,468,818.62	879,335,320.03	682,911,233.89

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	N/A	10.00	6.00
Employee development and training expenses (baht)	N/A	2,497,102.00	1,703,764.00

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

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	N/A	1	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	15.99	12.01

• **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.sti.co.th/th/ir\\_index.php?corporate](https://www.sti.co.th/th/ir_index.php?corporate)

#### 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	11	100.00
Number of male directors	8	72.73
Number of female directors	3	27.27
Number of executive directors	3	27.27
Number of non-executive directors	8	72.73
Number of independent directors	4	36.36

#### 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. JUMPOL SUMPAOPOL Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	27 Mar 2018	Engineering, Risk Management, Corporate Management

2.	<p>Mr. PAIRUCH LAOPRASERT</p> <p>Gender: Male</p> <p>Age: 60 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>Vice Chairman (Executive)</p> <p>Director type: Re-elected as director</p>	27 Mar 2018	Corporate Management, Engineering, Architecture
3.	<p>Mr. SOMKIAT SILAWATANAWONG</p> <p>Gender: Male</p> <p>Age: 59 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>Vice Chairman (Executive)</p> <p>Director type: Re-elected as director</p>	27 Mar 2018	Accounting, Law, Corporate Management, Engineering
4.	<p>Mr. BUNDIT MUANGSORNKEAW</p> <p>Gender: Male</p> <p>Age: 54 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 (Non-executive)</p> <p>Director type: Original director</p>	27 Mar 2018	Accounting, Finance, Corporate Management
5.	<p>Mr. WORAWAT SRISA-AN</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Urban Planning</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	27 Mar 2018	Property Development, Corporate Management, Architecture

6.	Mr. KHUMPOL POONSONEE Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	27 Mar 2018	Accounting, Finance, Corporate Management, Property Development
7.	Mr. SOMCHIT PEUMPREMSUK Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	27 Mar 2018	Information & Communication Technology, Engineering, Corporate Management, Risk Management
8.	Ms. CHAWALUCK SIVAYATHORN Gender: Female Age: 46 years old Highest level of education: Master's degree Major: LL.M. in International Business Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	27 Mar 2018	Law, Corporate Management
9.	Mr. SARAYUT NATHAPHAN Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	27 Mar 2018	Finance, Corporate Management, Risk Management

10.	<p>Mrs. SUPARANAN TANVIRUCH</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</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>	23 Apr 2019	Finance, Accounting, Corporate Management
11.	<p>Mrs. KARNSUDA SANSUTHI</p> <p>Gender: Female</p> <p>Age: 54 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)</p> <p>Director type: Newly appointed director to replace ex-director</p>	26 Jan 2023	Accounting, Finance, Corporate Management

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. KITTISAK SUPHAKAWAT</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p>	<p>Date position was assumed: 27 Mar 2018</p> <p>Date directorship ended: 23 Jan 2023</p>	<p>Mrs. KARNSUDA SANSUTHI</p> <p>Date position was assumed: 26 Jan 2023</p>
<p>2. Mr. ISSARIN SUWATANO</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Marketing</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p>	<p>Date position was assumed: 27 Mar 2018</p> <p>Date directorship ended: 23 Jan 2023</p>	No replacement director

## Other Information pertaining to committees

The Chairman is an independent director : Yes

The Chairman and the manager are the same person : No

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

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



## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SARAYUT NATHAPHAN [1] Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Re-elected as director	27 Mar 2018	Finance, Corporate Management, Risk Management
2. Ms. CHAWALUCK SIVAYATHORN Gender: Female Age: 46 years old Highest level of education: Master's degree Major: LL.M. in International Business Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	27 Mar 2018	Law, Corporate Management
3. Mrs. SUPARANAN TANVIRUCH [1] Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	23 Apr 2019	Finance, Accounting, Corporate Management

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

## Executive Committee

### List of executive committee members

General information	Position	Date position was assumed
1. Mr. PAIRUCH LAOPRASERT Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	27 Mar 2018
2. Mr. SOMKIAT SILAWATANAWONG Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Mar 2018
3. Mr. SOMCHIT PEUMPREMSUK Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2023
4. Mr. KITTISAK SUPHAKAWAT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Mar 2018

5.	<p>Mr. WORAWAT SRISA-AN</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Urban Planning</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the executive committee</p>	27 Mar 2018
6.	<p>Mr. BUNDIT MUANGSORNKEAW</p> <p>Gender: Male</p> <p>Age: 54 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>Member of the executive committee</p>	27 Mar 2018
7.	<p>Mr. KHUMPOL POONSONEE</p> <p>Gender: Male</p> <p>Age: 52 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>Member of the executive committee</p>	27 Mar 2018
8.	<p>Mrs. KARNSUDA SANSUTHI</p> <p>Gender: Female</p> <p>Age: 54 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>Member of the executive committee</p>	26 Jan 2023
9.	<p>Mr. Korntawat Kingngoen</p> <p>Gender: Male</p> <p>Age: 58 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>Member of the executive committee</p>	26 Jan 2023

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

General information	Position	Tenure	Replacement Director
1. Mr. SOMCHIT PEUMPREMSUK Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 27 Mar 2018 Date directorship ended: 23 Jan 2023	Mr. Korntawat Kingngoen Date position was assumed: 26 Jan 2023
2. Mr. ISSARIN SUWATANO Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 27 Mar 2018 Date directorship ended: 11 Jun 2023	Mr. SOMCHIT PEUMPREMSUK Date position was assumed: 11 Aug 2023

**Other sub-committees**

**Sub-committees information**

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. JUMPOL SUMPAOPOL Mr. SARAYUT NATHAPHAN Mr. WORAWAT SRISA-AN Mr. SOMKIAT SILAWATANAWONG	Chairman Member Member Member
Corporate Governance Committee	Mr. SOMCHIT PEUMPREMSUK Ms. CHAWALUCK SIVAYATHORN Mrs. KARNSUDA SANSUTHI	Member Chairman Member
Sustainability and Risk Management Committee	Mr. SOMCHIT PEUMPREMSUK Mr. KITTISAK SUPHAKAWAT Mr. Sithichai Sereepattanapol	Chairman Member Member

## **Roles of Sub-committees**

Sub-committees responsible for risk management	: Sustainability and 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 Committee
Sub-committees responsible for corporate sustainability development	: Sustainability and Risk Management 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. SOMKIAT SILAWATANAWONG Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering	CHIEF EXECUTIVE OFFICER	27 Mar 2018	Accounting, Law, Corporate Management, Engineering
2. Mr. KITTISAK SUPHAKAWAT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Political Science	Executive Vice President of Construction Management Department/ Preserve the position of the Executive Vice President of Corporate Services	27 Mar 2018	Corporate Management, Engineering
3. Mr. Rangsan Phatcharakitti Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President of Structure and Architecture Department	10 Jul 2018	Business Administration, Engineering
4. Mr. Somkanay Prabhatanan Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Vice President of Structure and Architecture Department	1 Jan 2023	Engineering
5. Mr. Chalernpol Taechakumthorn Gender: Male Age: 43 years old Highest level of education: Doctoral degree Major: Engineering	Senior Vice President of Structure and Architecture Department	1 Jan 2023	Engineering

6.	Mr. Kanchit Kuppataasin Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Engineering	Senior Vice President of Structure and Architecture Department	1 Feb 2023	Engineering
7.	Mr. Pornnarong Khongklinsukhon Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Vice President of Structure and Architecture Department	2 May 2023	Engineering
8.	Mr. Sithichai Sereepattanol [1] Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	29 Mar 2019	Accounting, Finance
9.	Mrs. Suwanna Sangthong Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Business Administration	Vice President Financial	12 Oct 2017	Business Administration
10.	Mr. Tawatchai Pangchat [2] Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Engineering	Accounting Manager	16 Jun 2017	Accounting, 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)	N/A	36,033,315.71	27,939,496.18

## 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) : 1,012

Number of female employees (persons) : 487

**Total number of employees (persons)** : 1,499

#### Employee Remuneration

Total employee remuneration : 682,911,233.89

#### Provident fund

Total number of employees (persons) : 1,499

Number of employees contributing to the PVD (persons) : 585

Percentage of employees who are members (%) : 39.03



# 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. PAIRUCH LAOPRASERT Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)  Director type: Re-elected as director	Date position was assumed: 27 Mar 2018	Corporate Management, Engineering, Architecture
2. Mr. SOMKIAT SILAWATANAWONG Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)  Director type: Re-elected as director	Date position was assumed: 27 Mar 2018	Accounting, Law, Corporate Management, Engineering

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Mrs. KARNSUDA SANSUTHI	Director	Date position was	Accounting, Finance,
	Gender: Female	(Non-executive)	assumed:	Corporate Management
	Age: 54 years old		26 Jan 2023	
	Highest level of education:	Director type: Newly		
	Master's degree	appointed director to		
	Major: Business Administration	replace ex-director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. JUMPOL SUMPAOPOL	Chairman of the board	Participating
Mr. PAIRUCH LAOPRASERT	Vice Chairman	Participating
Mr. SOMKIAT SILAWATANAWONG	Vice Chairman	Participating
Mr. BUNDIT MUANGSORNKEAW	Director	Participating
Mr. WORAWAT SRISA-AN	Director	Non-participating
Mr. KHUMPOL POONSONEE	Director	Non-participating
Mr. SOMCHIT PEUMPREMSUK	Director	Participating
Ms. CHAWALUCK SIVAYATHORN	Director	Participating
Mr. SARAYUT NATHAPHAN	Director	Participating
Mrs. SUPARANAN TANVIRUCH	Director	Participating
Mrs. KARNSUDA SANSUTHI	Director	Participating
Mr. KITTISAK SUPHAKAWAT	Director	Non-participating
Mr. ISSARIN SUWATANO	Director	Non-participating

## Directors' performance assessment

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

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

### Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 26 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. JUMPOL SUMPAOPOL (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. PAIRUCH LAOPRASERT (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
3.	Mr. SOMKIAT SILAWATANAWONG (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
4.	Mr. BUNDIT MUANGSORNKEAW (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. WORAWAT SRISA-AN (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. KHUMPOL POONSONEE (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. SOMCHIT PEUMPREMSUK (Director)	-	4/4	Participating	Did not hold the meeting
8.	Ms. CHAWALUCK SIVAYATHORN (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. SARAYUT NATHAPHAN (Director)	-	4/4	Participating	Did not hold the meeting
10.	Mrs. SUPARANAN TANVIRUCH (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mrs. KARNSUDA SANSUTHI (Director)	-	4/4	Participating	Did not hold the meeting

12.	Mr. KITTISAK SUPHAKAWAT (Director)	23 Jan 2023	0/0	Non-participating	Did not hold the meeting
13.	Mr. ISSARIN SUWATANO (Director)	23 Jan 2023	0/0	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. JUMPOL SUMPAOPOL (Chairman of the board)	-	320,000.00	277,200.00	No
2.	Mr. PAIRUCH LAOPRASERT (Vice Chairman)	-	215,000.00	0.00	No
3.	Mr. SOMKIAT SILAWATANAWONG (Vice Chairman)	-	245,000.00	0.00	No
4.	Mr. BUNDIT MUANGSORNKEAW (Director)	-	215,000.00	0.00	No
5.	Mr. WORAWAT SRISA-AN (Director)	-	245,000.00	0.00	No
6.	Mr. KHUMPOL POONSONEE (Director)	-	215,000.00	0.00	No
7.	Mr. SOMCHIT PEUMPREMSUK (Director)	-	235,000.00	0.00	No
8.	Ms. CHAWALUCK SIVAYATHORN (Director)	-	275,000.00	168,000.00	No
9.	Mr. SARAYUT NATHAPHAN (Director)	-	305,000.00	226,800.00	No
10.	Mrs. SUPARANAN TANVIRUCH (Director)	-	260,000.00	168,000.00	No
11.	Mrs. KARNSUDA SANSUTHI (Director)	-	215,000.00	0.00	No
12.	Mr. KITTISAK SUPHAKAWAT (Director)	23 Jan 2023	15,000.00	0.00	No
13.	Mr. ISSARIN SUWATANO (Director)	23 Jan 2023	15,000.00	0.00	No

## Report on the Audit Committee's Performance for the Past Year (8.2)

### Report on the audit committee's performance for the past year

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 3

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. SARAYUT NATHAPHAN (Chairman of the audit committee)	-	3/3
2.	Ms. CHAWALUCK SIVAYATHORN (Audit committee)	-	3/3
3.	Mrs. SUPARANAN TANVIRUCH (Audit committee)	-	3/3