



# **Annual Registration Statement / Annual Report**

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

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

**ABSOLUTE CLEAN ENERGY PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2025



## Table of Contents

|  | Page |
|--|------|
| <b>Business Operations and Performance</b>   |      |
| Group Structure and Operations   | 1    |
| Risk Management  | 4    |
| Sustainable Development  | 7    |
| <b>Corporate Governance</b>  |      |
| Corporate Governance Policy  | 11   |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 12   |
| Performance Report on Corporate Governance   | 21   |

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : ABSOLUTE CLEAN ENERGY PUBLIC COMPANY LIMITED

Symbol : ACE

Address : 140/6 ITF Tower 7th Floor Silom Rd., Suriyawong, Bangrak

Province : Bangkok

Postcode : 10500

Business : The Company is a holding company which hold investment in the generating and distributing of electricity and steam companies, and other supporting or related businesses. Advance Clean Power Co., Ltd. (ACP) which operated in Biomass Power Plant is the core company.

Registration Number : 0107561000323

Telephone : 0-2233-2559

Website : <http://www.ace-energy.co.th>

Email : [info@ace-energy.co.th](mailto:info@ace-energy.co.th)

#### Total Shares Sold (shares)

Common Stock : 10,075,634,360

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

|   | 2023         | 2024         | 2025         |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht)                               | 6,609,384.98 | 6,473,104.66 | 6,575,857.05 |
| Sales of goods and services (Thousand baht)                                 | 6,165,978.72 | 6,034,300.66 | 6,137,707.34 |
| Revenue from finance lease under Power Purchase Agreement (Thousand baht)   | 416,727.28   | 416,436.52   | 394,237.64   |
| Revenue from operating lease under Power Purchase Agreement (Thousand baht) | 0.00         | 112.55       | 22,481.77    |
| Other (Thousand baht)   | 26,678.98    | 22,254.93    | 21,430.30    |

|   | 2023   | 2024   | 2025   |
|---|--------|--------|--------|
| Total revenue from operations (%)                               | 100.00 | 100.00 | 100.00 |
| Sales of goods and services (%)                                 | 93.29  | 93.22  | 93.34  |
| Revenue from finance lease under Power Purchase Agreement (%)   | 6.31   | 6.43   | 6.00   |
| Revenue from operating lease under Power Purchase Agreement (%) | 0.00   | 0.00   | 0.34   |
| Other (%)   | 0.40   | 0.34   | 0.33   |

By Geographical Area or Market

|   | 2023         | 2024         | 2025         |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 6,609,384.98 | 6,473,104.66 | 6,575,857.05 |
| Domestic (Thousand baht)                      | 6,609,384.98 | 6,473,104.66 | 6,575,857.05 |
| International (Thousand baht)                 | 0.00         | 0.00         | 0.00         |

|                                   | 2023   | 2024   | 2025   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |

|                   |        |        |        |
|-------------------|--------|--------|--------|
| Domestic (%)      | 100.00 | 100.00 | 100.00 |
| International (%) | 0.00   | 0.00   | 0.00   |

Other income as specified in the financial statements

|  | 2023      | 2024      | 2025      |
|--|-----------|-----------|-----------|
| Total other income (Thousand baht)               | 26,678.98 | 22,254.93 | 21,430.29 |
| Other income from operations (Thousand baht)     | 0.00      | 0.00      | 0.00      |
| Other income not from operations (Thousand baht) | 26,678.98 | 22,254.93 | 21,430.29 |

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 : No

| (Unit : Thousand baht)           | 2023 | 2024 | 2025 |
|----------------------------------|------|------|------|
| R&D expenses in the past 3 years | N/A  | N/A  | N/A  |

# 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)**

### Market and Competition Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Reliance on large customers or few customers
- Competition risk

### Raw Material Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

### Production Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Delays in the development of future projects

### Licensing Risks and Related Laws

**Risk Management Measures:** Yes

#### Related Risk Topics

Compliance Risk



- Other

#### **Funding Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Insufficient sources of funding

#### **Credit Risk and Credit Terms Compliance**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

#### **Risk from exchange rate fluctuation**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

#### **Risk from interest rate fluctuations**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

#### **Risk from relying on major shareholders and executives (Songmetta Group)**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

#### **Cyber Threats and Data Privacy**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Information security and cyber-attack

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

**Risk from the group of the companies have a major shareholder with more than 50% shares**

**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.ace-energy.co.th/storage/content/sustainability/cg/download/20220518-ace-sustainability-development-policy-th.pdf>  
(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.ace-energy.co.th/storage/content/sustainability/cg/download/20220525-ed-enc-01-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

|                                   | 2023       | 2024       | 2025 |
|-----------------------------------|------------|------------|------|
| Jet fuel (Litres)                 | 0.00       | 0.00       | N/A  |
| Diesel (Litres)                   | 311,320.76 | 321,532.40 | N/A  |
| Crude oil (Barrels)               | 0.00       | 0.00       | N/A  |
| Natural gas (Standard cubic feet) | 4,514.05   | 4,672.76   | N/A  |
| Coal (Metric tonnes)              | 0.00       | 0.00       | N/A  |

##### • Electricity consumption

|  | 2023         | 2024         | 2025 |
|--|--------------|--------------|------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 8,180,708.00 | 7,821,027.60 | 0.00 |

Water management

- Water consumption

|                                       | 2023         | 2024         | 2025 |
|---------------------------------------|--------------|--------------|------|
| Total water withdrawal (Cubic meters) | 1,978,343.00 | 2,253,517.00 | 0.00 |

Waste management

- Waste from operations

|                                   | 2023         | 2024         | 2025 |
|-----------------------------------|--------------|--------------|------|
| Non-hazardous waste (Kilograms)   | 7,813,617.00 | 4,913,680.00 | N/A  |
| Hazardous waste (Kilograms)       | 60,590.00    | 59,800.00    | N/A  |
| Total waste generated (Kilograms) | 7,874,207.00 | 4,973,480.00 | N/A  |

Greenhouse gas management

- Greenhouse gas emissions

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
| Scope 1 (Tons of carbon dioxide equivalents)                     | N/A  | N/A  | N/A  |
| Scope 2 (Tons of carbon dioxide equivalents)                     | N/A  | N/A  | N/A  |
| Scope 3 (Tons of carbon dioxide equivalents)                     | N/A  | N/A  | N/A  |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 0.00 | 0.00 | 0.00 |

- 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.ace-energy.co.th/storage/content/sustainability/cg/download/20220525-sd-enc-02-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

|  | 2023       | 2024       | 2025       |
|--|------------|------------|------------|
| Number of male employees (Persons)         | 675        | 685        | 724        |
| Number of female employees (Persons)       | 206        | 204        | 210        |
| <b>Total number of employees (Persons)</b> | <b>881</b> | <b>889</b> | <b>934</b> |

##### • Employee remuneration

|                              | 2023           | 2024           | 2025           |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 350,056,870.47 | 404,152,893.96 | 405,328,731.50 |

##### • Employee development and training

|   | 2023         | 2024         | 2025         |
|---|--------------|--------------|--------------|
| Average employee training hours (Hours / Person / Year) | 144.00       | 20.10        | 33.63        |
| Employee development and training expenses (baht)       | 2,754,534.00 | 7,866,258.00 | 2,208,125.67 |

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

|  | 2023 | 2024 | 2025 |
|--|------|------|------|
|--|------|------|------|

|  |   |   |    |
|--|---|---|----|
| Total number of lost time injury incidents by employees<br>(Cases) | 3 | 3 | 14 |
|--|---|---|----|

• **Employee retention**

|  | 2023  | 2024  | 2025  |
|--|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 20.32 | 21.93 | 18.63 |

• **Significant labor dispute**

|                           | 2023 | 2024 | 2025 |
|---------------------------|------|------|------|
| 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

#### 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, 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         | 10                | 100.00         |
| Number of male directors          | 7                 | 70.00          |
| Number of female directors        | 3                 | 30.00          |
| Number of executive directors     | 5                 | 50.00          |
| Number of non-executive directors | 5                 | 50.00          |
| Number of independent directors   | 5                 | 50.00          |

#### 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. Mr. MONTON SUDPRASERT<br>Gender: Male<br>Age: 66 years old<br>Highest level of education:<br>Master's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the board<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 28 Apr 2021               | Engineering, Corporate<br>Management, Public<br>Administration, Law |

|    |  |  |             |   |
|----|--|--|-------------|---|
| 2. | <p>Ms. Jiratha Dumnernchanvanit</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director<br/>(Executive)</p> <p>Director type: Original director</p>      | 14 Jul 2018 | Energy & Utilities, Corporate Management, Engineering, Marketing, Risk Management |
| 3. | <p>Mr. Tanavijit Ankapipatchai</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>  | <p>Director<br/>(Executive)</p> <p>Director type: Original director</p>      | 14 Jul 2018 | Accounting, Finance   |
| 4. | <p>Mr. TEERAWUT SONGMETTA</p> <p>Gender: Male</p> <p>Age: 37 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>      | <p>Director<br/>(Executive)</p> <p>Director type: Re-elected as director</p> | 14 Jul 2018 | Engineering, Information & Communication Technology, Energy & Utilities           |
| 5. | <p>Mr. PORNMETT SONGMETTA</p> <p>Gender: Male</p> <p>Age: 34 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>       | <p>Director<br/>(Executive)</p> <p>Director type: Re-elected as director</p> | 14 Jul 2018 | Corporate Management, Energy & Utilities  |

|    |  |   |             |  |
|----|--|---|-------------|--|
| 6. | <p>Ms. Chonticha Chitrarporn</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</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>      | 14 Jul 2018 | Economics, Accounting, Internal Control              |
| 7. | <p>Mrs. Patchanee Sutheevitanunt</p> <p>Gender: Female</p> <p>Age: 70 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Counseling Psychology</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>      | 14 Jul 2018 | Internal Control                                     |
| 8. | <p>Mr. Nuekrak Baingern</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: 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> | 14 Jul 2018 | Business Administration, Marketing, Internal Control |
| 9. | <p>Mr. Charoon Intachan</p> <p>Gender: Male</p> <p>Age: 82 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Political Science</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>      | 14 Jul 2018 | Law  |

|     |                             |                         |             |                           |
|-----|-----------------------------|-------------------------|-------------|---------------------------|
| 10. | Mr. TANACHAI BUNDITVORAPOOM | Director                | 14 Jul 2018 | Engineering, Corporate    |
|     | Gender: Male                | (Executive)             |             | Management, Finance, Law, |
|     | Age: 53 years old           |                         |             | Energy & Utilities        |
|     | Highest level of education: | Director type: Original |             |                           |
|     | Master's degree             | director                |             |                           |
|     | Major: Finance              |                         |             |                           |
|     | Thai nationality: Yes       |                         |             |                           |
|     | Residing in Thailand: Yes   |                         |             |                           |

#### Other Information pertaining to committees

|  |       |
|--|-------|
| The Chairman is an independent director  | : Yes |
| The Chairman and the manager are the same person   | : No  |
| The Chairman and the manager are members of the same family  | : No  |
| The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings | : Yes |

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

| General information  | Position  | Date position was assumed | Experience and expertise                             |
|--|---|---------------------------|--|
| 1. Ms. Chonticha Chitraporn [1]<br>Gender: Female<br>Age: 68 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes              | Chairman of the audit committee<br>(Non-executive, Independent director)<br>Director type: Re-elected as director | 19 Jul 2018               | Economics, Accounting, Internal Control              |
| 2. Mrs. Patchanee Sutheevitanunt<br>Gender: Female<br>Age: 70 years old<br>Highest level of education: Master's degree<br>Major: Counseling Psychology<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                      | 19 Jul 2018               | Internal Control                                     |
| 3. Mr. Nuekrak Baingern [1]<br>Gender: Male<br>Age: 71 years old<br>Highest level of education: Master's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes                   | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                      | 19 Jul 2018               | Business Administration, Marketing, Internal Control |

[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. Ms. Jiratha Dumnernchanvanit<br>Gender: Female<br>Age: 68 years old<br>Highest level of education: Master's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the executive committee      | 19 Jul 2018               |
| 2. Mr. TEERAWUT SONGMETTA<br>Gender: Male<br>Age: 37 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes      | Vice-chairman of the executive committee | 19 Jul 2018               |
| 3. Mr. PORNMETT SONGMETTA<br>Gender: Male<br>Age: 34 years old<br>Highest level of education: Bachelor's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes       | Member of the executive committee        | 19 Jul 2018               |
| 4. Mr. Tanavijit Ankapipatchai<br>Gender: Male<br>Age: 63 years old<br>Highest level of education: Bachelor's degree<br>Major: Accounting<br>Thai nationality: Yes<br>Residing in Thailand: Yes  | Member of the executive committee        | 19 Jul 2018               |



|    |   |                                   |             |
|----|---|-----------------------------------|-------------|
| 5. | Mr. TANACHAI BUNDITVORAPOOM<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Master's degree<br>Major: Finance<br>Thai nationality: Yes<br>Residing in Thailand: Yes   | Member of the executive committee | 19 Jul 2018 |
| 6. | Pol.Lt.Gen. Dr. Adul Narongsak<br>Gender: Male<br>Age: 68 years old<br>Highest level of education: Honorary degree<br>Major: Criminology Justice Administration and society<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Member of the executive committee | 19 Jul 2018 |

## Other sub-committees

### Sub-committees information

| Name of sub-committees                                   | List of directors              | Position |
|--|--------------------------------|----------|
| Nomination and Remuneration Committee                    | Mrs. Patchanee Sutheevitanunt  | Chairman |
|  | Mr. Nuekrak Baingern           | Member   |
|  | Ms. Jiratha Dumnernchanvanit   | Member   |
| SUSTAINABILITY DEVELOPMENT AND RISK MANAGEMENT COMMITTEE | Ms. Jiratha Dumnernchanvanit   | Chairman |
|  | Mr. TANACHAI BUNDITVORAPOOM    | Member   |
|  | Mr. TEERAWUT SONGMETTA         | Member   |
|  | Mr. PORNMETT SONGMETTA         | Member   |
|  | Pol.Lt.Gen. Dr. Adul Narongsak | Member   |

### Roles of Sub-committees

|  |  |
|--|--|
| Sub-committees responsible for risk management | : SUSTAINABILITY DEVELOPMENT 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 : None

Sub-committees responsible for corporate sustainability development : SUSTAINABILITY DEVELOPMENT 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. Ms. Sadudta Navaskul<br>Gender: Female<br>Age: 43 years old<br>Highest level of education: Master's degree<br>Major: Business Administration | VP-Finance & Accounting            | 6 Nov 2017                | Accounting, Business Administration, Audit                              |
| 2. Mr. TEERAWUT SONGMETTA<br>Gender: Male<br>Age: 37 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering           | Vice Chairman, Executive Committee | 1 Mar 2018                | Engineering, Information & Communication Technology, Energy & Utilities |
| 3. Mr. PORNMETT SONGMETTA<br>Gender: Male<br>Age: 34 years old<br>Highest level of education: Bachelor's degree<br>Major: Management            | Chief Operating Officer            | 1 Mar 2018                | Corporate Management, Energy & Utilities                                |
| 4. Mr. TANACHAI BUNDITVORAPOOM<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Master's degree<br>Major: Finance            | CHIEF EXECUTIVE OFFICER            | 19 Jul 2018               | Engineering, Corporate Management, Finance, Law, Energy & Utilities     |

|    |   |                     |             |     |
|----|---|---------------------|-------------|-----|
| 5. | Mr. Chainat Buathong                        | Company Secretary,  | 19 Jul 2018 | Law |
|    | Gender: Male                                | Legal & Regulatory  |             |     |
|    | Age: 43 years old                           | Compliance Director |             |     |
|    | Highest level of education: Master's degree |                     |             |     |
|    | Major: Law                                  |                     |             |     |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 724

Number of female employees (persons) : 210

**Total number of employees (persons) : 934**

#### Employee Remuneration

Total employee remuneration : 405,328,731.50

#### Provident fund

Total number of employees (persons) : 934

Number of employees contributing to the PVD (persons) : 450

Percentage of employees who are members (%) : 48.18

# 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. TEERAWUT SONGMETTA<br>Gender: Male<br>Age: 37 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Executive)<br><br>Director type: Re-elected as director                           | Date position was assumed:<br>14 Jul 2018 | Engineering, Information & Communication Technology, Energy & Utilities |
| 2. Mr. PORNMETT SONGMETTA<br>Gender: Male<br>Age: 34 years old<br>Highest level of education: Bachelor's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes  | Director<br>(Executive)<br><br>Director type: Re-elected as director                           | Date position was assumed:<br>14 Jul 2018 | Corporate Management, Energy & Utilities                                |
| 3. Mr. Nuekrak Baingern<br>Gender: Male<br>Age: 71 years old<br>Highest level of education: Master's degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes      | Director<br>(Non-executive, Independent director)<br><br>Director type: Re-elected as director | Date position was assumed:<br>14 Jul 2018 | Business Administration, Marketing, Internal Control                    |

## Development of directors over the past year

| List of directors             | Position              | Participated in director development program |
|-------------------------------|-----------------------|--|
| Mr. MONTON SUDPRASERT         | Chairman of the board | Non-participating                            |
| Ms. Jiratha Dumnernchanvanit  | Director              | Non-participating                            |
| Mr. Tanavijit Ankapipatchai   | Director              | Participating                                |
| Mr. TEERAWUT SONGMETTA        | Director              | Non-participating                            |
| Mr. PORNMETT SONGMETTA        | Director              | Non-participating                            |
| Ms. Chonticha Chitraporn      | Director              | Participating                                |
| Mrs. Patchanee Sutheevitanunt | Director              | Participating                                |
| Mr. Nuekrak Baingern          | Director              | Participating                                |
| Mr. Charoon Intachan          | Director              | Non-participating                            |
| Mr. TANACHAI BUNDITVORAPOOM   | 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) : 10

Date of AGM meeting : 30 Apr 2025

EGM meeting : No

| List of directors                                   | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings             |
|---|------------------|-------------------------|---------------|--------------------------|
| 1. Mr. MONTON SUDPRASERT<br>(Chairman of the board) | -                | 10/10                   | Participating | Did not hold the meeting |
| 2. Ms. Jiratha Dumnernchanvanit<br>(Director)       | -                | 10/10                   | Participating | Did not hold the meeting |

|     |   |   |       |               |                          |
|-----|---|---|-------|---------------|--------------------------|
| 3.  | Mr. Tanavijit Ankapipatchai<br>(Director)   | - | 10/10 | Participating | Did not hold the meeting |
| 4.  | Mr. TEERAWUT SONGMETTA<br>(Director)        | - | 10/10 | Participating | Did not hold the meeting |
| 5.  | Mr. PORNMETT SONGMETTA<br>(Director)        | - | 10/10 | Participating | Did not hold the meeting |
| 6.  | Ms. Chonticha Chitraporn<br>(Director)      | - | 10/10 | Participating | Did not hold the meeting |
| 7.  | Mrs. Patchanee Sutheevitanunt<br>(Director) | - | 10/10 | Participating | Did not hold the meeting |
| 8.  | Mr. Nuekrak Baingern<br>(Director)          | - | 10/10 | Participating | Did not hold the meeting |
| 9.  | Mr. Charoon Intachan<br>(Director)          | - | 9/10  | Participating | Did not hold the meeting |
| 10. | Mr. TANACHAI BUNDITVORAPOOM<br>(Director)   | - | 10/10 | Participating | Did not hold the meeting |

#### Remuneration for company directors

|    | List of directors                                | Termination date | Meeting allowance<br>(baht) | Other monetary<br>remuneration<br>(baht) | Other non-<br>monetary |
|----|--|------------------|-----------------------------|--|------------------------|
| 1. | Mr. MONTON SUDPRASERT<br>(Chairman of the board) | -                | 350,000.00                  | 360,000.00                               | No                     |
| 2. | Ms. Jiratha Dumnernchanvanit<br>(Director)       | -                | 300,000.00                  | 300,000.00                               | No                     |
| 3. | Mr. Tanavijit Ankapipatchai<br>(Director)        | -                | 300,000.00                  | N/A                                      | N/A                    |
| 4. | Mr. TEERAWUT SONGMETTA<br>(Director)             | -                | 300,000.00                  | N/A                                      | N/A                    |
| 5. | Mr. PORNMETT SONGMETTA<br>(Director)             | -                | 300,000.00                  | N/A                                      | N/A                    |
| 6. | Ms. Chonticha Chitraporn<br>(Director)           | -                | 300,000.00                  | 300,000.00                               | No                     |
| 7. | Mrs. Patchanee Sutheevitanunt<br>(Director)      | -                | 300,000.00                  | 300,000.00                               | No                     |
| 8. | Mr. Nuekrak Baingern<br>(Director)               | -                | 300,000.00                  | 300,000.00                               | No                     |
| 9. | Mr. Charoon Intachan<br>(Director)               | -                | 270,000.00                  | 300,000.00                               | N/A                    |

|   |   |            |      |    |
|---|---|------------|------|----|
| 10. Mr. TANACHAI BUNDITVORAPOOM<br>(Director) | - | 300,000.00 | 0.00 | No |
|---|---|------------|------|----|