



# **Annual Registration Statement / Annual Report**

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

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

**INFRASET 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 : INFRASET PUBLIC COMPANY LIMITED

Symbol : INSET

Address : 165/37-39 Ramindra Road, Anusaowaree sub-district, Bangkaen district

Province : Bangkok

Postcode : 10220

Business : Construction, installation, maintenance and service contractor for data center, ICT infrastructure and telecommunications infrastructure.

Registration Number : 0107562000084

Telephone : 0-2092-7444

Fax (if applicable) : 0-2092-7448

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

Email : [info@infraset.co.th](mailto:info@infraset.co.th)

#### Total Shares Sold (shares)

Common Stock : 812,773,031

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)                        | 1,315,516.50 | 1,657,931.43 | 1,974,120.86 |
| Data Center & Information Technology Infrastructure (Thousand baht)  | 669,909.82   | 641,146.29   | 1,323,660.00 |
| Telecommunications and Transportation Infrastructure (Thousand baht) | 445,237.07   | 206,437.87   | 303,300.00   |
| Maintenance and Service (Thousand baht)                              | 195,506.43   | 257,774.74   | 227,850.00   |
| Trading Telecom & Hardware IT Equipment (Thousand baht)              | 0.00         | 526,539.20   | 89,340.00    |
| Other (Thousand baht)  | 4,863.18     | 26,033.33    | 29,970.86    |

|  | 2022   | 2023   | 2024   |
|--|--------|--------|--------|
| Total revenue from operations (%)                        | 100.00 | 100.00 | 100.00 |
| Data Center & Information Technology Infrastructure (%)  | 50.92  | 38.67  | 67.05  |
| Telecommunications and Transportation Infrastructure (%) | 33.85  | 12.45  | 15.36  |
| Maintenance and Service (%)                              | 14.86  | 15.55  | 11.54  |
| Trading Telecom & Hardware IT Equipment (%)              | 0.00   | 31.76  | 4.53   |
| Other (%)  | 0.37   | 1.57   | 1.52   |

### By Geographical Area or Market

|   | 2022         | 2023         | 2024         |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 1,315,516.50 | 1,657,931.43 | 1,974,120.86 |
| Domestic (Thousand baht)                      | 1,315,516.50 | 1,657,931.43 | 1,974,120.86 |
| International (Thousand baht)                 | 0.00         | 0.00         | 0.00         |

|                                   | 2022   | 2023   | 2024   |
|-----------------------------------|--------|--------|--------|
| 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

|  | 2022     | 2023      | 2024      |
|--|----------|-----------|-----------|
| Total other income (Thousand baht)               | 4,863.18 | 26,033.33 | 29,972.16 |
| Other income from operations (Thousand baht)     | 0.00     | 0.00      | 0.00      |
| Other income not from operations (Thousand baht) | 4,863.18 | 26,033.33 | 29,972.16 |

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

|                                 | 2022 | 2023 | 2024   |
|---------------------------------|------|------|--------|
| Share of profit (Thousand baht) | N/A  | N/A  | 174.99 |

## 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)           | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|
| 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)**

### Risk from changes in information technology systems

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies

### Risk of Climate Change

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Climate change and disasters

### Risk related to work safety

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment



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

**Risk from having a major shareholder more than 25 %**

**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 (if applicable) : <https://infraset.co.th/wp-content/uploads/2023/11/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B8%9C%E0%B8%B4%E0%B8%94%E0%B8%8A%E0%B8%AD%E0%B8%9A%E0%B8%95%E0%B9%88%E0%B8%AD%E0%B8%AA%E0%B8%B1%E0%B8%87%E0%B8%84%E0%B8%A1-%E0%B8%89%E0%B8%9A%E0%B8%B1%E0%B8%9A%E0%B8%9B%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B8%9B%E0%B8%A3%E0%B8%B8%E0%B8%87.pdf>

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice (if applicable) : <https://infraset.co.th/wp-content/uploads/2023/11/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%A3%E0%B8%B0%E0%B8%9A%E0%B8%9A%E0%B8%84%E0%B8%B8%E0%B8%93%E0%B8%A0%E0%B8%B2%E0%B8%9E-%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1-%E0%B8%AD%E0%B8%B2%E0%B8%8A%E0%B8%B5%E0%B8%A7%E0%B8%AD%E0%B8%99%E0%B8%B2%E0%B8%A1%E0%B8%B1%E0%B8%A2-%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%9B%E0%B8%A5%E0%B8%AD%E0%B8%94%E0%B8>

Company environmental guideline : Electricity Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

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

#### Energy management

- Fuel consumption

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
|--|------|------|------|

|                   |           |           |           |
|-------------------|-----------|-----------|-----------|
| Diesel (Litres)   | 74,812.55 | 82,566.27 | 86,385.47 |
| Gasoline (Litres) | 111.83    | 534.12    | 1,091.90  |

• Electricity consumption

|  | 2022       | 2023       | 2024       |
|--|------------|------------|------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 105,320.52 | 105,509.48 | 110,099.97 |

Water management

• Water consumption

|                                       | 2022   | 2023   | 2024   |
|---------------------------------------|--------|--------|--------|
| Total water withdrawal (Cubic meters) | 537.00 | 575.00 | 489.00 |

Waste management

• Waste from operations

|  | 2022        | 2023            | 2024            |
|--|-------------|-----------------|-----------------|
| Non-hazardous waste (Kilograms)          | N/A         | 4,464.00        | 3,591.80        |
| <b>Total waste generated (Kilograms)</b> | <b>0.00</b> | <b>4,464.00</b> | <b>3,591.80</b> |

Greenhouse gas management

• Greenhouse gas emissions

|   | 2022          | 2023          | 2024          |
|---|---------------|---------------|---------------|
| Scope 1 (Tons of carbon dioxide equivalents)                            | 210.00        | 233.00        | 244.00        |
| Scope 2 (Tons of carbon dioxide equivalents)                            | 49.00         | 34.00         | 37.00         |
| Scope 3 (Tons of carbon dioxide equivalents)                            | 114.00        | 123.00        | 224.00        |
| <b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b> | <b>373.00</b> | <b>390.00</b> | <b>505.00</b> |

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

Third-party verification : Yes

Name of verifying organization : Management System Certification Institute (Thailand) : MASCI

## 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://infraset.co.th/wp-content/uploads/2023/11/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B8%9C%E0%B8%B4%E0%B8%94%E0%B8%8A%E0%B8%AD%E0%B8%9A%E0%B8%95%E0%B9%88%E0%B8%AD%E0%B8%AA%E0%B8%B1%E0%B8%87%E0%B8%84%E0%B8%A1%E0%B8%89%E0%B8%9A%E0%B8%B1%E0%B8%9A%E0%B8%9B%E0%B8%A3%E0%B8%B1%E0%B8%9A%E0%B8%9B%E0%B8%A3%E0%B8%B8%E0%B8%87.pdf>

Company human right guideline : Employee Rights, 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)         | 70         | 77         | 100        |
| Number of female employees (Persons)       | 33         | 36         | 44         |
| <b>Total number of employees (Persons)</b> | <b>103</b> | <b>113</b> | <b>144</b> |

##### • Employee remuneration

|                              | 2022          | 2023          | 2024          |
|------------------------------|---------------|---------------|---------------|
| Employee remuneration (baht) | 65,902,964.07 | 71,418,282.54 | 66,240,766.07 |

##### • Employee development and training

|   | 2022 | 2023 | 2024 |
|---|------|------|------|
| Average employee training hours (Hours / Person / Year) | 6.00 | 8.00 | 8.00 |

|   |            |              |            |
|---|------------|--------------|------------|
| Employee development and training expenses (baht) | 364,479.00 | 1,023,000.00 | 878,063.00 |
|---|------------|--------------|------------|

• Health, safety and work environment

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total number of lost time injury incidents by employees<br>(Cases) | 0    | 0    | 0    |

• Employee retention

|  | 2022  | 2023  | 2024  |
|--|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 31.07 | 23.89 | 16.67 |

• 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://infraset.co.th/wp-content/uploads/2021/05/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5.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

## 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          | 9                 | 90.00          |
| Number of female directors        | 1                 | 10.00          |
| Number of executive directors     | 3                 | 30.00          |
| Number of non-executive directors | 7                 | 70.00          |
| 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. KAMPANART LOHACHAROENVANICH<br>Gender: Male<br>Age: 74 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 board<br>(Non-executive, Independent director)<br><br>Director type: Re-elected as director | 15 Mar 2019               | Economics, Finance & Securities, Governance/ Compliance, Risk Management |

|    |   |  |             |   |
|----|---|--|-------------|---|
| 2. | <p>Mr. SAKBOWORN PUKKANASUT</p> <p>Gender: Male</p> <p>Age: 50 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 (Executive)</p> <p>Director type: Re-elected as director</p> | 15 Mar 2019 | <p>Engineering, Governance/ Compliance, Risk Management, Corporate Management, Sustainability</p> |
| 3. | <p>Mr. METHA CHOTIAPISITKUL</p> <p>Gender: Male</p> <p>Age: 46 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 (Executive)</p> <p>Director type: Original director</p>      | 15 Mar 2019 | <p>Economics, Corporate Management, Engineering, Governance/ Compliance, Risk Management</p>      |
| 4. | <p>Mr. AKARAWATT AKARASUWANNACHAI</p> <p>Gender: Male</p> <p>Age: 45 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 (Executive)</p> <p>Director type: Re-elected as director</p> | 15 Mar 2019 | <p>Engineering, Corporate Management, Risk Management, Governance/ Compliance</p>                 |
| 5. | <p>Mr. VICHIEJ JEARKJIRM</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                | <p>Director (Non-executive)</p> <p>Director type: Original director</p>  | 15 Mar 2019 | <p>Economics, Finance, Governance/ Compliance, Risk Management</p>                                |

|    |   |   |             |  |
|----|---|---|-------------|--|
| 6. | <p>Mr. SARAN SUPAKSARAN</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</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>                        | 15 Mar 2019 | <p>Finance, Accounting, Risk Management, Governance/ Compliance, Internal Control</p>                |
| 7. | <p>Ms. LALITA HONGRATANAWONG</p> <p>Gender: Female</p> <p>Age: 47 years old</p> <p>Highest level of education: Doctoral 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: Original director</p>                        | 15 Mar 2019 | <p>Accounting, Finance, Sustainability, Risk Management, Governance/ Compliance</p>                  |
| 8. | <p>Mr. KASEM TECHAIYA</p> <p>Gender: Male</p> <p>Age: 49 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: Original director</p>  | 15 Mar 2019 | <p>Governance/ Compliance, Risk Management, Business Administration, Finance &amp; Securities</p>    |
| 9. | <p>Mr. WEERAKORN ONGSAKUL</p> <p>Gender: Male</p> <p>Age: 57 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Additional and newly-appointed directors</p> | 22 Apr 2024 | <p>Risk Management, Governance/ Compliance, Engineering, Personal Products &amp; Pharmaceuticals</p> |

|                                |  |             |   |
|--------------------------------|--|-------------|---|
| 10. Mr. SUWIT JIRACHANANONT    | Director                                 | 22 Apr 2024 | Business Administration,<br>Finance, Banking,<br>Governance/ Compliance |
| Gender: Male                   | (Non-executive,<br>Independent director) |             |   |
| Age: 61 years old              |  |             |   |
| Highest level of education:    |  |             |   |
| Master's degree                | Director type: Additional                |             |   |
| Major: Business Administration | and newly-appointed                      |             |   |
| Thai nationality: Yes          | directors                                |             |   |
| 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 | : No  |

## 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. SARAN SUPAKSARAN [1]<br>Gender: Male<br>Age: 51 years old<br>Highest level of education: Master's degree<br>Major: Finance<br>Thai nationality: Yes<br>Residing in Thailand: Yes          | Chairman of the audit committee<br>(Non-executive, Independent director)<br><br>Director type: Original director | 15 Mar 2019               | Finance, Accounting, Risk Management, Governance/ Compliance, Internal Control |
| 2. Mr. KAMPANART LOHACHAROENVANICH<br>Gender: Male<br>Age: 74 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br><br>Director type: Re-elected as director            | 15 Mar 2019               | Economics, Finance & Securities, Governance/ Compliance, Risk Management       |
| 3. Ms. LALITA HONGRATANAWONG<br>Gender: Female<br>Age: 47 years old<br>Highest level of education: Doctoral degree<br>Major: Management<br>Thai nationality: Yes<br>Residing in Thailand: Yes    | Audit committee<br>(Non-executive, Independent director)<br><br>Director type: Original director                 | 15 Mar 2019               | Accounting, Finance, Sustainability, Risk Management, Governance/ Compliance   |

[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. SAKBOWORN PUKKANASUT<br>Gender: Male<br>Age: 50 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes            | Chairman of the executive committee | 15 Mar 2019               |
| 2. Mr. METHA CHOTIAPISITKUL<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes                | Member of the executive committee   | 15 Mar 2019               |
| 3. Mr. AKARAWATT AKARASUWANNACHAI<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes      | Member of the executive committee   | 15 Mar 2019               |
| 4. Ms. Warangkana Techaiya<br>Gender: Female<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Member of the executive committee   | 15 Mar 2019               |

### Other sub-committees



#### Sub-committees information

| Name of sub-committees                | List of directors               | Position |
|---------------------------------------|---------------------------------|----------|
| Nomination and Remuneration Committee | Ms. LALITA HONGRATANAWONG       | Chairman |
|                                       | Mr. SAKBOWORN PUKKANASUT        | Member   |
|                                       | Mr. SARAN SUPAKSARAN            | Member   |
| Sustainability Committee              | Mr. KAMPANART LOHACHAROENVANICH | Chairman |
|                                       | Ms. LALITA HONGRATANAWONG       | Member   |
|                                       | Mr. SAKBOWORN PUKKANASUT        | Member   |

#### Roles of Sub-committees

|   |   |
|---|---|
| Sub-committees responsible for risk management                      | : Sustainability 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                 | : Sustainability Committee              |
| Sub-committees responsible for corporate sustainability development | : 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. SAKBOWORN PUKKANASUT<br>Gender: Male<br>Age: 50 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering                | MANAGING DIRECTOR                                 | 15 Mar 2019               | Engineering, Governance/ Compliance, Risk Management, Corporate Management, Sustainability |
| 2. Mr. METHA CHOTIAPISITKUL<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Economics                    | Deputy Managing Director-General Management       | 15 Mar 2019               | Economics, Corporate Management, Engineering, Governance/ Compliance, Risk Management      |
| 3. Mr. AKARAWATT AKARASUWANNACHAI<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering          | Deputy Managing Director-Installation and Service | 15 Mar 2019               | Engineering, Corporate Management, Risk Management, Governance/ Compliance                 |
| 4. Ms. Warangkana Techaiya [1]<br>Gender: Female<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Business Administration | Deputy Managing Director - Finance and Accounting | 15 Mar 2019               | Accounting, Finance, Corporate Management, 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)

## Remuneration

|                                     | 2022          | 2023          | 2024          |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 14,870,495.00 | 14,670,275.00 | 14,839,305.00 |

## Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 100

Number of female employees (persons) : 44

**Total number of employees (persons)** : 144

#### Employee Remuneration

Total employee remuneration : 66,240,766.07

#### Provident fund

Total number of employees (persons) : 144

Number of employees contributing to the PVD (persons) : 140

Percentage of employees who are members (%) : 97.22

Remark : There are employees who are on probation and therefore cannot become members of the provident fund.

# 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. KAMPANART LOHACHAROENVANICH<br>Gender: Male<br>Age: 74 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 board<br>(Non-executive, Independent director)<br><br>Director type: Re-elected as director | Date position was assumed:<br>15 Mar 2019 | Economics, Finance & Securities, Governance/ Compliance, Risk Management                   |
| 2. Mr. SAKBOWORN PUKKANASUT<br>Gender: Male<br>Age: 50 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>15 Mar 2019 | Engineering, Governance/ Compliance, Risk Management, Corporate Management, Sustainability |
| 3. Mr. AKARAWATT AKARASUWANNACHAI<br>Gender: Male<br>Age: 45 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>15 Mar 2019 | Engineering, Corporate Management, Risk Management, Governance/ Compliance                 |

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

| General information   | Position  | Date position was assumed                    | Experience and expertise   |
|---|---|--|--|
| 1. Mr. WEERAKORN ONGSAKUL<br>Gender: Male<br>Age: 57 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes              | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Additional<br>and newly-appointed<br>directors | Date position was<br>assumed:<br>22 Apr 2024 | Risk Management, Governance/<br>Compliance, Engineering,<br>Personal Products &<br>Pharmaceuticals |
| 2. Mr. SUWIT JIRACHANANONT<br>Gender: Male<br>Age: 61 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Additional<br>and newly-appointed<br>directors | Date position was<br>assumed:<br>22 Apr 2024 | Business Administration,<br>Finance, Banking,<br>Governance/ Compliance                            |

Development of directors over the past year

| List of directors               | Position              | Participated in director development program |
|---------------------------------|-----------------------|--|
| Mr. KAMPANART LOHACHAROENVANICH | Chairman of the board | Non-participating                            |
| Mr. SAKBOWORN PUKKANASUT        | Director              | Non-participating                            |
| Mr. METHA CHOTIAPISITKUL        | Director              | Participating                                |
| Mr. AKARAWATT AKARASUWANNACHAI  | Director              | Non-participating                            |
| Mr. VICHIEEN JEARKJIRM          | Director              | Non-participating                            |
| Mr. SARAN SUPAKSARAN            | Director              | Participating                                |
| Ms. LALITA HONGRATANAWONG       | Director              | Participating                                |
| Mr. KASEM TECHAIYA              | Director              | Non-participating                            |
| Mr. WEERAKORN ONGSAKUL          | Director              | Non-participating                            |

|                         |          |               |
|-------------------------|----------|---------------|
| Mr. SUWIT JIRACHANANONT | Director | 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) : 6

Date of AGM meeting : 22 Apr 2024

EGM meeting : Yes

|     | List of directors  | Termination date | Number of Board Meeting | AGM meetings      | EGM meetings      |
|-----|--|------------------|-------------------------|-------------------|-------------------|
| 1.  | Mr. KAMPANART LOHACHAROENVANICH<br>(Chairman of the board) | -                | 6/6                     | Participating     | Participating     |
| 2.  | Mr. SAKBOWORN PUKKANASUT<br>(Director)                     | -                | 6/6                     | Participating     | Participating     |
| 3.  | Mr. METHA CHOTIAPISITKUL<br>(Director)                     | -                | 6/6                     | Participating     | Participating     |
| 4.  | Mr. AKARAWATT AKARASUWANNACHAI<br>(Director)               | -                | 6/6                     | Participating     | Non-participating |
| 5.  | Mr. VICHIEEN JEARKJIRM<br>(Director)                       | -                | 6/6                     | Participating     | Participating     |
| 6.  | Mr. SARAN SUPAKSARAN<br>(Director)                         | -                | 6/6                     | Participating     | Participating     |
| 7.  | Ms. LALITA HONGRATANAWONG<br>(Director)                    | -                | 6/6                     | Participating     | Participating     |
| 8.  | Mr. KASEM TECHAIYA<br>(Director)                           | -                | 6/6                     | Participating     | Participating     |
| 9.  | Mr. WEERAKORN ONGSAKUL<br>(Director)                       | -                | 4/4                     | Non-participating | Participating     |
| 10. | Mr. SUWIT JIRACHANANONT<br>(Director)                      | -                | 4/4                     | Non-participating | Participating     |

## 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. KAMPANART LOHACHAROENVANICH<br>(Chairman of the board) | -                | 90,000.00                   | 296,000.00                               | No                     |
| 2.                | Mr. SAKBOWORN PUKKANASUT<br>(Director)                     | -                | N/A                         | N/A                                      | No                     |
| 3.                | Mr. METHA CHOTIAPISITKUL<br>(Director)                     | -                | N/A                         | N/A                                      | No                     |
| 4.                | Mr. AKARAWATT AKARASUWANNACHAI<br>(Director)               | -                | N/A                         | N/A                                      | No                     |
| 5.                | Mr. VICHIEJ JEARKJIRM<br>(Director)                        | -                | 72,000.00                   | 296,000.00                               | No                     |
| 6.                | Mr. SARAN SUPAKSARAN<br>(Director)                         | -                | 72,000.00                   | 296,000.00                               | No                     |
| 7.                | Ms. LALITA HONGRATANAWONG<br>(Director)                    | -                | 72,000.00                   | 296,000.00                               | No                     |
| 8.                | Mr. KASEM TECHAIYA<br>(Director)                           | -                | 72,000.00                   | 296,000.00                               | No                     |
| 9.                | Mr. WEERAKORN ONGSAKUL<br>(Director)                       | -                | 48,000.00                   | 66,400.03                                | No                     |
| 10.               | Mr. SUWIT JIRACHANANONT<br>(Director)                      | -                | 48,000.00                   | 66,400.03                                | 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) : 4

| List of directors |   | Termination date | Number of the audit committee meeting |
|-------------------|---|------------------|---------------------------------------|
| 1.                | Mr. SARAN SUPAKSARAN<br>(Chairman of the audit committee) | -                | 4/4                                   |
| 2.                | Mr. KAMPANART LOHACHAROENVANICH<br>(Audit committee)      | -                | 4/4                                   |
| 3.                | Ms. LALITA HONGRATANAWONG<br>(Audit committee)            | -                | 4/4                                   |