



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

Silicon Craft Technology Public Company Limited

Fiscal Year End 31 December 2023



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : Silicon Craft Technology Public Company Limited

Symbol : SICT

Address : 40 Thetsabanrungsunnua Road, Ladyao, Chatuchak

Province : Bangkok

Postcode : 10900

Business : Research and development of Integrated Circuit Design (IC) or
Microchip, as a fabless/factory less company under “SIC”
trademark

Registration Number : 0107562000114

Telephone : 0-2589-9991

Fax (if applicable) : 0-2589-8881

Website : www.sic.co.th

Email : ir@sic.co.th

Total Shares Sold (shares)

Common Stock : 479,999,884

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) | 421,697.69 | 601,012.17 | 666,377.01 |
| Animal ID (Thousand baht) | 139,735.46 | 221,560.66 | 303,311.47 |
| Immobilizer (Thousand baht) | 100,394.96 | 176,607.07 | 136,645.94 |
| Industrial IoT (Thousand baht) | 171,840.58 | 189,007.50 | 211,035.37 |
| NFC and Others (Thousand baht) | 9,726.68 | 13,836.94 | 15,384.22 |
| Other (Thousand baht) | 0.01 | 0.00 | 0.01 |

| | 2021 | 2022 | 2023 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Animal ID (%) | 33.14 | 36.86 | 45.52 |
| Immobilizer (%) | 23.81 | 29.38 | 20.51 |
| Industrial IoT (%) | 40.75 | 31.45 | 31.67 |
| NFC and Others (%) | 2.31 | 2.30 | 2.31 |
| Other (%) | 0.00 | 0.00 | 0.00 |

By Geographical Area or Market

| | 2021 | 2022 | 2023 |
|---|------------|------------|------------|
| Total revenue from operations (Thousand baht) | 421,697.69 | 601,012.17 | 666,377.01 |
| Domestic (Thousand baht) | 3,480.76 | 5,445.69 | 5,329.97 |
| International (Thousand baht) | 418,216.93 | 595,566.48 | 661,047.04 |

| | 2021 | 2022 | 2023 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 0.83 | 0.91 | 0.80 |
| International (%) | 99.17 | 99.09 | 99.20 |

Other income as specified in the financial statements

| | 2021 | 2022 | 2023 |
|--|----------|----------|----------|
| Total other income (Thousand baht) | 9,058.23 | 1,940.05 | 8,811.56 |
| Other income from operations (Thousand baht) | 9,058.23 | 1,940.05 | 8,811.56 |
| Other income (Thousand baht) | 8,380.46 | 1,487.21 | 2,349.04 |
| Other profits (Thousand baht) | 0.00 | 0.00 | 6,070.90 |
| Finance income (Thousand baht) | 677.78 | 452.84 | 391.61 |
| Other income not from operations (Thousand baht) | 0.00 | 0.00 | 0.00 |

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 | 41,390.00 | 69,160.00 | 109,300.00 |

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)

1. Risks for depending on main raw material manufacturer and main supplier

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

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

2. Risks of dependence on product or customer groups

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Reliance on large customers or few customers
- Competition risk
- Economic risk

Financial Risk

- Income volatility

3. Risks from rapid changes in technology and consumer behavior

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
- Competition risk

Operational Risk

- Product obsolescence

Financial Risk

- Income volatility

4. Risks from investment costs in research and development of products that cannot be commercially produced

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Product obsolescence
- Delays in the development of future projects

Financial Risk

- Insufficient sources of funding
- Liquidity risk

5. Risk of non-compliance with laws and regulations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Damage to company image and reputation
- ESG risk

Operational Risk

- Impact on human rights

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance
- Legal risk

6. Risk of infringement of intellectual property of other persons

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Compliance Risk

- Violations of laws and regulations
- Legal risk

Financial Risk

- Other

7. Risk of reliance on expert engineers in the terms of microchip design

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

8. Risks from fluctuations in foreign exchange rates

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Financial Risk

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

9. Risk from climate change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- ESG risk

- Climate change and disasters

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

10. Risk on human rights

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Damage to company image and reputation
- ESG risk

Operational Risk

- Safety, occupational health, and working environment
- Impact on human rights

Compliance Risk

- Violations of laws and regulations
- Legal risk

11. Geopolitical Tension Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Policies or international agreements related to business operations
- Economic risk

Operational Risk

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

Compliance Risk

- Change in laws and regulations

12. Risk from high inventories

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Competition risk
- Economic risk

Operational Risk

- Product obsolescence
- Inventory risk

Financial Risk

- Liquidity risk

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://investor.sic.co.th/th/sustainability/sustainable-development-goals>

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://investor.sic.co.th/th/sustainability/sustainable-development-goals>

Company environmental guideline : Electricity 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

| | 2021 | 2022 | 2023 |
|-------------------|----------|--------|----------|
| Diesel (Litres) | 1,398.06 | 954.45 | 1,436.25 |
| Gasoline (Litres) | 217.05 | 552.60 | 1,266.09 |

• Electricity consumption

| | 2021 | 2022 | 2023 |
|--|------------|------------|------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 162,905.80 | 177,877.70 | 237,761.70 |

Water management

• Water consumption

| | 2021 | 2022 | 2023 |
|---------------------------------------|------|--------|--------|
| Total water withdrawal (Cubic meters) | N/A | 149.68 | 224.30 |

Waste management

• Waste from operations

| | 2021 | 2022 | 2023 |
|-----------------------------------|------|------|------|
| Total waste generated (Kilograms) | 0.00 | 0.00 | 0.00 |

Greenhouse gas management

• Greenhouse gas emissions

| | 2021 | 2022 | 2023 |
|---|---------------|---------------|---------------|
| Total GHG emissions target (Metric tonnes of carbon dioxide equivalent) | N/A | N/A | N/A |
| Scope 1 (Tons of carbon dioxide equivalents) | 19.00 | 17.00 | 20.00 |
| Scope 2 (Tons of carbon dioxide equivalents) | 82.00 | 89.00 | 119.00 |
| Scope 3 (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 101.00 | 106.00 | 139.00 |

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : School of Energy and Environment University of Phayao

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://investor.sic.co.th/th/corporate-governance/cg-report-and-download>

Company human right guideline : Employee Rights, Migrant Workers, Consumer Rights,
Community and Environment Rights, 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) | 75 | 83 | 101 |
| Number of female employees (Persons) | 47 | 49 | 63 |
| Total number of employees (Persons) | 122 | 132 | 164 |

• Employee remuneration

| | 2021 | 2022 | 2023 |
|------------------------------|------|----------------|----------------|
| Employee remuneration (baht) | 0.00 | 123,458,549.53 | 137,064,070.03 |

• Employee development and training

| | 2021 | 2022 | 2023 |
|---|-------|--------------|--------------|
| Average employee training hours (Hours / Person / Year) | 19.00 | 20.00 | 23.00 |
| Employee development and training expenses (baht) | N/A | 2,984,372.04 | 2,467,502.00 |

• Health, safety and work environment

| | 2021 | 2022 | 2023 |
|--|------|------|------|
|--|------|------|------|

| | | | |
|--|-----|---|---|
| Total number of lost time injury incidents by employees (Cases) | N/A | 0 | 0 |
|--|-----|---|---|

• **Employee retention**

| | 2021 | 2022 | 2023 |
|--|------|-------|------|
| Percentage of employees who voluntarily resigned (%) | N/A | 20.45 | 8.54 |

• **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://investor.sic.co.th/th/corporate-governance/corporate-governance-policy>

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 | 8 | 100.00 |
| Number of male directors | 7 | 87.50 |
| Number of female directors | 1 | 12.50 |
| Number of executive directors | 2 | 25.00 |
| Number of non-executive directors | 6 | 75.00 |
| Number of independent directors | 3 | 37.50 |

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. Manop Dhamsirianunt Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive) Director type: Re-elected as director | 5 Apr 2019 | Electronic Components, Finance, Marketing, Human Resource Management, Negotiation, Corporate Management, Engineering, Leadership, Strategic Management, Accounting, Business Administration, Risk Management, Governance/ Compliance |

| | | | | |
|----|--|---|------------|---|
| 2. | Mr. Naiyavudhi Wongkomet Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 5 Apr 2019 | Electronic Components, Law, Accounting, Finance, Human Resource Management, Data Analysis, Negotiation, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Business Administration, Marketing |
| 3. | Mr. Apinunt Thanachayanont Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | 5 Apr 2019 | Electronic Components, Human Resource Management, Data Analysis, Project Management, Corporate Management, Engineering, Design, Leadership, Strategic Management, Governance/ Compliance, Business Administration, Information & Communication Technology |
| 4. | Mrs. Monluedee Sookpantarat Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 5 Apr 2019 | Accounting, Finance, Corporate Management, Strategic Management, Leadership, Risk Management, Audit, Internal Control, Governance/ Compliance, Data Analysis |
| 5. | Mr. Wuthipong Suponthana Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 5 Apr 2019 | Electronic Components, Data Analysis, Engineering, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Change Management, Internal Control, Business Administration, Information & Communication Technology, Human Resource Management, IT Management, Corporate Management |

| | | | | |
|----|---|--|-------------|---|
| 6. | Mr. Sarote Phornprapha Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 5 Apr 2019 | Tourism & Leisure, Corporate Social Responsibility, Sustainability, Human Resource Management, Data Management, Corporate Management, Leadership, Strategic Management, Audit, Internal Control, Governance/ Compliance |
| 7. | Mr. Bodin Kasemset Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | 29 Apr 2021 | Electronic Components, Marketing, Accounting, Finance, Human Resource Management, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Business Administration, Information & Communication Technology, Law, IT Management, Governance/ Compliance |
| 8. | Mr. Apinetr Unakul Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 5 Apr 2019 | Electronic Components, Information & Communication Technology, IT Management, Data Analysis, Engineering, Leadership, Strategic Management |

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

| General information | Position | Tenure | Replacement Director |
|---------------------|----------|--------|----------------------|
|---------------------|----------|--------|----------------------|

| | | | | |
|----|-----------------------------|-----------------|-------------------|-------------------------|
| 1. | Ms. Arunee Poontawe | Director | Date position was | No replacement director |
| | Gender: Female | (Non-executive) | assumed: | |
| | Age: 53 years old | | 5 Apr 2019 | |
| | Highest level of education: | | Date directorship | |
| | Master's degree | | ended: | |
| | Major: Accounting | | 1 Mar 2023 | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

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

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

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

| General information | | Position | Date position was assumed | Experience and expertise |
|---------------------|---|---|---------------------------|---|
| 1. | <p>Mrs. Monluedee Sookpantarat [1]</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 5 Apr 2019 | Accounting, Finance, Corporate Management, Strategic Management, Leadership, Risk Management, Audit, Internal Control, Governance/ Compliance, Data Analysis |
| 2. | <p>Mr. Wuthipong Suponthana</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 5 Apr 2019 | Electronic Components, Data Analysis, Engineering, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Change Management, Internal Control, Business Administration, Information & Communication Technology, Human Resource Management, IT Management, Corporate Management |
| 3. | <p>Mr. Sarote Phornprapha</p> <p>Gender: Male</p> <p>Age: 56 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 5 Apr 2019 | Tourism & Leisure, Corporate Social Responsibility, Sustainability, Human Resource Management, Data Management, Corporate Management, Leadership, Strategic Management, Audit, Internal Control, 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. Naiyavudhi Wongkomet Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Chairman of the executive committee | 5 Apr 2019 |
| 2. Mr. Bodin Kasemset Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 13 Aug 2020 |
| 3. Mr. Apinunt Thanachayanont Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 17 Dec 2022 |

| | | | |
|----|---|-----------------------------------|-------------|
| 4. | Mr. Kowit Nuangsuk Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 17 Dec 2022 |
| 5. | Mr. Thaweesak Thantipwan Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 5 Apr 2019 |
| 6. | Mr. Sarun Polachart Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 17 Dec 2022 |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|---|-------------------------------|----------|
| Risk Management Committee | Mr. Wuthipong Suponthana | Chairman |
| | Mrs. Monluedee Sookpantararat | Member |
| | Mr. Naiyavudhi Wongkomet | Member |
| | Mr. Bodin Kasemset | Member |
| Nomination, Remuneration and Corporate Governance Committee | Mr. Sarote Phornprapha | Chairman |
| | Mr. Wuthipong Suponthana | Member |
| | Mr. Naiyavudhi Wongkomet | Member |

Roles of Sub-committees

| | |
|---|---|
| Sub-committees responsible for risk management | : Risk Management Committee |
| Sub-committees responsible for nomination | : Nomination, Remuneration and Corporate Governance Committee |
| Sub-committees responsible for remuneration | : Nomination, Remuneration and Corporate Governance Committee |
| Sub-committees responsible for corporate governance | : Nomination, Remuneration and Corporate Governance Committee |
| Sub-committees responsible for corporate sustainability development | : Nomination, Remuneration and Corporate Governance 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. Bodin Kasemset Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Engineering | Chief Executive Officer | 12 Aug 2021 | Electronic Components, Marketing, Accounting, Finance, Human Resource Management, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Business Administration, Information & Communication Technology, Law, IT Management, Governance/ Compliance |
| 2. Mr. Sarun Polachart Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Business Administration | Chief Operating Officer | 12 Aug 2021 | Information & Communication Technology, Procurement, IT Management, Data Management, Data Analysis, Negotiation, Project Management, Engineering, Leadership, Risk Management, Strategic Management |
| 3. Mr. Thaweesak Thantipwan Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Engineering | Chief Technology Officer | 1 Oct 2020 | Electronic Components, Data Management, Data Analysis, Negotiation, Project Management, Engineering, Leadership, Strategic Management, Design |

| | | | | |
|----|--|-------------------------|-------------|---|
| 4. | Mr. Apinunt Thanachayanont Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Engineering | Chief Research Officer | 3 Oct 2022 | Electronic Components, Human Resource Management, Data Analysis, Project Management, Corporate Management, Engineering, Design, Leadership, Strategic Management, Governance/ Compliance, Business Administration, Information & Communication Technology |
| 5. | Mr. Kowit Nuangsuk [1] Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration | Chief Financial Officer | 16 Nov 2022 | Accounting, Finance, Data Management, Data Analysis, Leadership, Audit, Budgeting, Governance/ Compliance, Strategic Management, Internal Control |

[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) | 21.68 | 21.39 | 23.21 |

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : Yes

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 101

Number of female employees (persons) : 63

Total number of employees (persons) : 164

Employee Remuneration

Total employee remuneration : 137,064,070.03

Provident fund

Total number of employees (persons) : 164

Number of employees contributing to the PVD (persons) : 123

Percentage of employees who are members (%) : 77.36

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. Manop Dhamsirianunt Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive) Director type: Re-elected as director | Date position was assumed: 5 Apr 2019 | Electronic Components, Finance, Marketing, Human Resource Management, Negotiation, Corporate Management, Engineering, Leadership, Strategic Management, Accounting, Business Administration, Risk Management, Governance/ Compliance |
| 2. Mr. Apinunt Thanachayanont Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | Date position was assumed: 5 Apr 2019 | Electronic Components, Human Resource Management, Data Analysis, Project Management, Corporate Management, Engineering, Design, Leadership, Strategic Management, Governance/ Compliance, Business Administration, Information & Communication Technology |

| | | | | |
|----|-----------------------------|---------------------------|--|---|
| 3. | Mr. Bodin Kasemset | Director (Executive) | Date position was assumed: 29 Apr 2021 | Electronic Components, Marketing, Accounting, Finance, Human Resource Management, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Business Administration, Information & Communication Technology, Law, IT Management, Governance/ Compliance |
| | Gender: Male | | | |
| | Age: 48 years old | | | |
| | Highest level of education: | Director type: Re-elected | | |
| | Doctoral degree | as director | | |
| | Major: Engineering | | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|-----------------------------|-----------------------|--|
| Mr. Manop Dhamsirianunt | Chairman of the board | Participating |
| Mr. Naiyavudhi Wongkomet | Director | Participating |
| Mr. Apinunt Thanachayanont | Director | Participating |
| Mrs. Monluedee Sookpantarat | Director | Participating |
| Mr. Wuthipong Suponthana | Director | Participating |
| Mr. Sarote Phornprapha | Director | Participating |
| Mr. Bodin Kasemset | Director | Participating |
| Mr. Apinetr Unakul | Director | Participating |
| Ms. Arunee Poontawe | Director | Non-participating |

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 27 Apr 2023

EGM meeting : No

| List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|---|------------------|-------------------------|---------------|--------------------------|
| 1. Mr. Manop Dhamsirianunt (Chairman of the board) | - | 7/7 | Participating | Did not hold the meeting |
| 2. Mr. Naiyavudhi Wongkomet (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 3. Mr. Apinunt Thanachayanont (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 4. Mrs. Monluedee Sookpantararat (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 5. Mr. Wuthipong Suponthana (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 6. Mr. Sarote Phornprapha (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 7. Mr. Bodin Kasemset (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 8. Mr. Apinetr Unakul (Director) | - | 7/7 | Participating | Did not hold the meeting |
| 9. Ms. Arunee Poontawe (Director) | 1 Mar 2023 | 1/1 | 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. Manop Dhamsirianunt (Chairman of the board) | - | 105,000.00 | 0.00 | No |
| 2. | Mr. Naiyavudhi Wongkomet (Director) | - | 280,000.00 | 0.00 | No |
| 3. | Mr. Apinunt Thanachayanont (Director) | - | 0.00 | 0.00 | No |
| 4. | Mrs. Monluedee Sookpantarat (Director) | - | 240,000.00 | 360,000.00 | No |
| 5. | Mr. Wuthipong Suponthana (Director) | - | 220,000.00 | 360,000.00 | No |
| 6. | Mr. Sarote Phornprapha (Director) | - | 180,000.00 | 378,900.00 | No |
| 7. | Mr. Bodin Kasemset (Director) | - | 0.00 | 0.00 | No |
| 8. | Mr. Apinetr Unakul (Director) | - | 70,000.00 | 0.00 | No |
| 9. | Ms. Arunee Poontawe (Director) | 1 Mar 2023 | 0.00 | 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) : 7

| | List of directors | Termination date | Number of the audit committee meeting |
|----|--|------------------|---------------------------------------|
| 1. | Mrs. Monluedee Sookpantarat (Chairman of the audit committee) | - | 7/7 |
| 2. | Mr. Wuthipong Suponthana (Audit committee) | - | 7/7 |
| 3. | Mr. Sarote Phornprapha (Audit committee) | - | 7/7 |