



# **Annual Registration Statement / Annual Report**

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

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

**BANGKOK AVIATION FUEL SERVICES PCL.**

Fiscal Year End 31 December 2022



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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 : BANGKOK AVIATION FUEL SERVICES PCL.

Symbol : BAFS

Address : 171/2 Kamphaeng Phet 6 Road, Sub-District Don Mueang, Khet Don Mueang

Province : Bangkok

Postcode : 10210

Business : Storage and Aircraft Refuelling Services

Registration Number : 01075-38000-487

Telephone : 0-2834-8900

Fax (if applicable) : 0-2834-8999

Website : [www.bafsthailand.com](http://www.bafsthailand.com)

Email : -

#### Total Shares Sold (shares)

Common Stock : 637,496,153

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	1,893,815.69	1,678,928.86	2,410,282.87
Service income (Thousand baht)	1,804,314.15	1,346,901.09	1,852,113.51
Sales of electricity (Thousand baht)	0.00	270,338.92	331,638.26
Other income (Thousand baht)	89,501.54	61,688.85	226,531.10

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Service income (%)	95.27	80.22	76.84
Sales of electricity (%)	0.00	16.10	13.76
Other income (%)	4.73	3.67	9.40

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	1,893,815.69	1,678,928.86	2,410,282.87
Domestic (Thousand baht)	1,893,815.69	1,678,928.86	2,359,927.79
International (Thousand baht)	0.00	0.00	50,355.08
Japan (Thousand baht)	0.00	0.00	50,355.08

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	97.91
International (%)	0.00	0.00	2.09

Japan (%)	0.00	0.00	100.00
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\*Excluding the profit margins in the associated companies

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)	2020	2021	2022
R&D expenses in the past 3 years	0.00	0.00	1,058.11

# 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.bafsthai.com/th/sustainability/sustainability-management/policies>

### 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.bafsthai.com/th/sustainability/environmental>

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)

##### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	4,414,981.00	3,964,114.00	4,371,718.00

##### Water management

##### • Water consumption

	2020	2021	2022
Water consumption (cubic meters)	1,779.00	1,926.00	16,367.00



## Waste management

### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	1,760.00	1,010.00	10,203.00
Hazardous waste (kg)	4,410.00	2,565.00	3,580.00
<b>Total (kg)</b>	<b>6,170.00</b>	<b>3,575.00</b>	<b>13,783.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	1,110.00	808.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	2,207.00	1,982.00	N/A
Scope 3 (Tons of carbon dioxide equivalents)	11.00	495.00	N/A
<b>Total (Tons of carbon dioxide equivalents)</b>	<b>3,328.00</b>	<b>3,285.00</b>	<b>N/A</b>

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

Third-party verification : Yes

Name of verifying organization : ECEE COMPANY LIMITED

## Social Aspect (3.4)

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

Human Rights Policy : Yes

URL of human rights policy : <https://www.bafsthai.com/th/sustainability/social/human-rights>

Company human right guideline : Employee Rights, Child Labor, Community and Environment Rights, Safety and Occupational Health at Work

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2020	2021	2022
Number of male employees (persons)	410	383	371
Number of female employees (persons)	91	83	109
<b>Total (persons)</b>	<b>501</b>	<b>466</b>	<b>480</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	29	18	18
Employee development and training expenses (baht)	2,427,000.00	1,752,442.71	2,903,785.99

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

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

##### • Significant labor dispute

	2020	2021	2022
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Significant labor dispute	No	No	No
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# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.bafsthai.com/th/corporate-governance/corporate-governance-of-the-company>

#### 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	15	100.00
Number of male directors	12	80.00
Number of female directors	3	20.00
Number of executive directors	2	13.33
Number of non-executive directors	13	86.67
Number of independent directors	5	33.33

#### 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. PALAKORN SUWANRATH Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Master of Arts in International Affairs Southeast Asia Studies Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	20 Apr 2007	Corporate Management, Strategic Management, Human Resource Management, Governance/ Compliance, Energy & Utilities

2.	Mr. VISUT MONTRIWAT Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	9 Nov 2006	Commerce, Audit, Strategic Management, Human Resource Management, Corporate Management, Finance
3.	Mr. PACHARA YUTIDHAMMADAMRONG Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: LL.B., Barrister at Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	8 Apr 2009	Law, Audit, Strategic Management, Human Resource Management, Corporate Management
4.	Mr. PIPAT PURNANANDA Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Master of Arts (Economics) Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	17 Apr 2013	Commerce, Finance, Governance/ Compliance, Audit, Strategic Management, Human Resource Management, Corporate Management, Risk Management
5.	M.R. SUPADIS DISKUL Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Master of Community and Regional Planning Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	1 Aug 2014	Governance/ Compliance, Sustainability, Corporate Management, Risk Management, Strategic Management, Information & Communication Technology, Human Resource Management, Petrochemicals & Chemicals, Energy & Utilities



6.	<p>Mr. NITINAI SIRISMATTHAKARN</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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>	9 Nov 2016	<p>Economics, Finance, Corporate Management, Human Resource Management, Strategic Management</p>
7.	<p>Mr. KONGSIAM CHINWANNO</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	26 Apr 2018	<p>Petrochemicals &amp; Chemicals, Corporate Management, Human Resource Management, Strategic Management</p>
8.	<p>Mr. PUTTIPONG PRASARTTONG-OSOTH</p> <p>Gender: Male</p> <p>Age: 57 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</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	8 Aug 2018	<p>Accounting, Corporate Management, Human Resource Management, Strategic Management</p>
9.	<p>Mrs. WADEERAT CHAROENCOOP</p> <p>Gender: Female</p> <p>Age: 48 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>	29 Apr 2021	<p>Finance, Corporate Management, Human Resource Management, Strategic Management, Energy &amp; Utilities</p>

10.	Ms. CHOOSRI KIETKAJORNKUL 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)  Director type: Original director	11 Nov 2021	Accounting, Corporate Management, Human Resource Management, Strategic Management, Finance, Energy & Utilities
11.	M.L. NATHASIT DISKUL Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Commerce in International Business Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	11 Nov 2021	Economics, Commerce, Risk Management, Sustainability, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Human Resource Management, Corporate Management, Negotiation, Information & Communication Technology
12.	Mr. ONG-ARTPAN POSRI Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	11 Nov 2021	Petrochemicals & Chemicals, Corporate Management, Human Resource Management, Strategic Management, Engineering
13.	Mrs. KANNIKA NGAMSOPEE Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Accounting, Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	16 Dec 2021	Accounting, Law, Corporate Management, Human Resource Management, Strategic Management, Audit, Risk Management, Finance, Governance/ Compliance

14.	Mr. MAS TANYONGMAS Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	1 Sep 2022	Corporate Management, Strategic Management, Economics, Energy & Utilities, Governance/ Compliance, Banking, Commerce, Information & Communication Technology, IT Management, Project Management
15.	Mr. SONGPON THEPNUMSOMMANUS Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	10 Nov 2022	Petrochemicals & Chemicals, Energy & Utilities, Marketing, Digital Marketing, Corporate Management

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

General information	Position	Tenure	Replacement Director
1. Mr. ASWIN KONGSIRI Gender: Male Age: 77 years old Highest level of education: Bachelor's degree Major: Philosophy, Politics and Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 22 Apr 2005 Date directorship ended: 1 Sep 2022	Mr. MAS TANYONGMAS Date position was assumed: 1 Sep 2022
2. Mr. CHUMPOL SURAPITTAYANONT Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 16 Jul 2020 Date directorship ended: 1 Jul 2022	Mr. SONGPON THEPNUMSOMMANUS Date position was assumed: 10 Nov 2022

## 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. PACHARA YUTIDHAMMADAMRONG [1] Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: LL.B., Barrister at Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	13 May 2009	Law, Audit, Strategic Management, Human Resource Management, Corporate Management
2. Mr. VISUT MONTRIWAT [1] Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	9 Nov 2006	Commerce, Audit, Strategic Management, Human Resource Management, Corporate Management, Finance
3. Mr. PIPAT PURNANANDA [1] Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Master of Arts (Economics) Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	8 May 2013	Commerce, Finance, Governance/ Compliance, Audit, Strategic Management, Human Resource Management, Corporate Management, Risk Management

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

## Executive Committee

### List of executive committee members

General information	Position	Date position was assumed
1. M.R. SUPADIS DISKUL Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Master of Community and Regional Planning Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	8 May 2013
2. M.L. NATHASIT DISKUL Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Commerce in International Business Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Feb 2019
3. Mr. Jaksanit Kritsaadjai Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Master of Commerce (Finance) Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Nov 2021
4. Mr. Id Sukapattee Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Bachelor of Science Department of Industrial Physics and Medical Devices Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2022

5.	<p>Mr. Jade Tupiya</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Commerce (Marketing)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>1 Jul 2022</p>
6.	<p>Ms. Yuphadee Tongaroonsri</p> <p>Gender: Female</p> <p>Age: 49 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>22 Mar 2017</p>
7.	<p>Mr. Gritt Madisara</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>1 Mar 2020</p>
8.	<p>Mr. Aniruth Boonyatirana</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Science Program in Renewable Energy</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>1 Jun 2018</p>
9.	<p>Mr. Nattapol Narkuam</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor of Industrial Technology (Mechanical Engineering)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>15 Jul 2021</p>

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

General information	Position	Tenure	Replacement Director
1. Mr. Pariwat Vattanasup Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Master of Public and Private Management (MPPM) Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 1 Dec 2019 Date directorship ended: 1 Jul 2022	Mr. Id Sukapattee Date position was assumed: 1 Jul 2022
2. Mr. Charoen Charusalaipong Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Master of Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 1 Jan 2017 Date directorship ended: 1 Jul 2022	Mr. Jade Tupiya Date position was assumed: 1 Jul 2022

**Other sub-committees**

**Sub-committees information**

Name of sub-committees	List of directors	Position
Remuneration Committee	Mr. VISUT MONTRIWAT Mr. PACHARA YUTIDHAMMADAMRONG M.R. SUPADIS DISKUL M.L. NATHASIT DISKUL	Chairman Member Member Member
Nominating and Corporate Governance Committee	Mr. PIPAT PURNANANDA M.R. SUPADIS DISKUL M.L. NATHASIT DISKUL Mr. MAS TANYONGMAS	Chairman Member Member Member
Risk Management Committee	Mr. PIPAT PURNANANDA M.R. SUPADIS DISKUL M.L. NATHASIT DISKUL Mr. Jaksanit Kritsaadjai	Chairman Member Member Member



Corporate Sustainability Committee	M.R. SUPADIS DISKUL	Chairman
	M.L. NATHASIT DISKUL	Member
	Mr. Id Sukapattee	Member
	Mr. Jade Tupiya	Member
	Ms. Yuphadee Tongaroonsri	Member
	Mr. Gritt Madisara	Member
	Mr. Aniruth Boonyatirana	Member
	Mr. Nattapol Narkuam	Member
	Mr. Noppadon Musigavatee	Member
	Mr. Pich Phanomvan Na Ayudhya	Member

#### **Roles of Sub-committees**

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nominating and Corporate Governance Committee
Sub-committees responsible for remuneration	: Remuneration Committee
Sub-committees responsible for corporate governance	: Nominating and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Corporate 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. M.R. SUPADIS DISKUL Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Master of Community and Regional Planning	EXECUTIVE CHAIRMAN	1 Aug 2014	Governance/ Compliance, Sustainability, Corporate Management, Risk Management, Strategic Management, Information & Communication Technology, Human Resource Management, Petrochemicals & Chemicals, Energy & Utilities
2. M.L. NATHASIT DISKUL Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Commerce in International Business	PRESIDENT	11 Nov 2021	Economics, Commerce, Risk Management, Sustainability, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Human Resource Management, Corporate Management, Negotiation, Information & Communication Technology
3. Mr. Jaksanit Kritsaadjai [1] Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Master of Commerce (Finance)	Vice President, Corporate Accounting & Finance and Chief Financial Off	1 Sep 2021	Banking, Finance & Securities, Petrochemicals & Chemicals, Property Fund & REITs, Property Development, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Law, Accounting, Finance, Fund Management, Data Management, IT Management, Data Analysis, Negotiation, Project Management, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control

4.	Mr. Kanit Seetong Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Director-Suvarnabhumi Aviation Refuelling	1 Apr 2016	Food & Beverage, Automotive, Tourism & Leisure, Marketing, Corporate Social Responsibility, Data Management, Data Analysis, Strategic Management, Risk Management, Governance/ Compliance, Leadership
5.	Ms. Theerata Thornjaroensri [2] Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Director-Corporate Accounting	1 Oct 2021	Construction Services, Property Development, Energy & Utilities, Accounting, Budgeting
6.	Mr. Nattapol Narkuam Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Bachelor of Industrial Technology (Mechanical Engineering)	Director-Technical	1 Oct 2012	Automotive, Industrial Materials & Machinery, Petrochemicals & Chemicals, Steel, Construction Materials, Construction Services, Procurement, Engineering, Design
7.	Mrs. Jirapat Charoenbhantraks Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Political Science	Director-Human Resources and AdministrationDirector	1 Sep 2016	Human Resource Management, Procurement, Corporate Management, Budgeting
8.	Ms. Yuphadee Tongaroonsri Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Master of Management	Director-Don Mueang and Regional Airport	5 Nov 2015	Petrochemicals & Chemicals, Insurance, Data Management, Data Analysis, Audit, Budgeting

9.	<p>Mrs. Mayuree Nalinwong</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Director-Internal Audit Office</p>	1 Feb 2012	<p>Home &amp; Office Products, Energy &amp; Utilities, Accounting, Finance, Fund Management, Procurement, Data Management, Data Analysis, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Change Management, Project Management, Statistics</p>
10.	<p>Ms. Rawinda Punnahtanon</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p>	<p>Director-Corporate Finance</p>	1 Jan 2022	<p>Finance, Human Resource Management</p>
11.	<p>Mr. Chakri Tepkasetkul</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Commerce in Management Information System</p>	<p>Director - Business Development &amp; Marketing</p>	1 Jul 2022	<p>Economics, Agribusiness, Data Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Marketing, IT Management</p>
12.	<p>Ms. Suwanna Faktim</p> <p>Gender: Female</p> <p>Age: 39 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p>	<p>Acting for Director-Suvarnabhumi Airport Depot</p>	1 Sep 2022	<p>Petrochemicals &amp; Chemicals, Energy &amp; Utilities</p>
13.	<p>Mr. Gritt Madisara</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Business Administration</p>	<p>Consultant to Executive Chairman</p>	1 Mar 2020	<p>Food &amp; Beverage, Automotive, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Information &amp; Communication Technology, Sustainability, IT Management, Project Management, Engineering, Leadership</p>

14.	Mr. Aniruth Boonyatirana Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Master of Science Program in Renewable Energy	Director – Attached to Executive Chairman Office	1 Jun 2018	Automotive, Energy & Utilities, Sustainability, Project Management, Corporate Management, Engineering, Strategic Management, Risk Management, Budgeting, Steel
15.	Mr. Jade Tupiya Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Master of Commerce (Marketing)	Consultant to Executive Chairman	1 Jul 2022	Marketing, Leadership, Negotiation, Transportation & Logistics
16.	Mr. Id Sukapattee Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Bachelor of Science Department of Industrial Physics and Medical Devices	Consultant to Executive Chairman	1 Jul 2022	Information & Communication Technology, IT Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Sustainability, Budgeting

[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 : No

### Remuneration

	2020	2021	2022
Total executive remuneration (baht)	53,511,683.31	60,821,827.30	71,915,817.35

### 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) : 371

Number of female employees (persons) : 109

Total (persons) : 480

#### **Provident fund**

Total number of employees (persons) : 480

Number of employees contributing to the PVD (persons) : 434

Percentage of employees who are members (%) : 90.42

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Theerata Thornjaroensri	theerata@bafs.co.th	02 834 8929

- Company secretary

General information	Email	Telephone
1. Mrs. Parndao Sukhayanga	parndao@bafs.co.th	02 834 8912

- Head of internal audit

General information	Email	Telephone
1. Mrs. Mayuree Nalinwong	mayuree@bafs.co.th	02 834 8923

- Head of compliance unit

General information	Email	Telephone
1. Mrs. Parndao Sukhayanga	parndao@bafs.co.th	02 834 8912

• Head of investor relations

General information	Email	Telephone
1. Ms. Pitsapong Chantranont	pitsapong@bafs.co.th	02 834 8914

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Ms. Vissuta Jariyathanakorn Email: Vissuta.Jariyathanakorn@th.ey.com Telephone: -	5,978,961.00	Details: The preparation of summary report on fuel volume for aircraft refuelling service at Don Mueang International Airport and the audit of the use of tax privileges from granted promotional privileges under BOI. Total service fee (baht): 215,000.00



# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

#### List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. MAS TANYONGMAS Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Sep 2022	Corporate Management, Strategic Management, Economics, Energy & Utilities, Governance/ Compliance, Banking, Commerce, Information & Communication Technology, IT Management, Project Management
2. Mr. SONGPON THEPNUMSOMMANUS Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 10 Nov 2022	Petrochemicals & Chemicals, Energy & Utilities, Marketing, Digital Marketing, Corporate Management

#### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PALAKORN SUWANRATH	Chairman of the board	Non-participating
Mr. VISUT MONTRIWAT	Director	Non-participating

Mr. PACHARA YUTIDHAMMADAMRONG	Director	Non-participating
Mr. PIPAT PURNANANDA	Director	Non-participating
M.R. SUPADIS DISKUL	Director	Participating
Mr. NITINAI SIRISMATTHAKARN	Director	Non-participating
Mr. KONGSIAM CHINWANNO	Director	Non-participating
Mr. PUTTIPONG PRASARTTONG-OSOTH	Director	Non-participating
Mrs. WADEERAT CHAROENCOOP	Director	Non-participating
Ms. CHOOSRI KIETKAJORNKUL	Director	Non-participating
M.L. NATHASIT DISKUL	Director	Non-participating
Mr. ONG-ARTPAN POSRI	Director	Participating
Mrs. KANNIKA NGAMSOPEE	Director	Non-participating
Mr. MAS TANYONGMAS	Director	Non-participating
Mr. SONGPON THEPNUMSOMMANUS	Director	Non-participating
Mr. ASWIN KONGSIRI	Director	Non-participating
Mr. CHUMPOL SURAPITTAYANONT	Director	Non-participating

### Directors' performance assessment

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

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

#### Meeting attendance of the board of directors

Number of board meetings (times) : 5

Date of AGM meeting : 28 Apr 2022

EGM meeting : No

List of directors		Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PALAKORN SUWANRATH (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mr. VISUT MONTRIWAT (Director)	-	5/5	Participating	Did not hold the meeting
3.	Mr. PACHARA YUTIDHAMMADAMRONG (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. PIPAT PURNANANDA (Director)	-	5/5	Participating	Did not hold the meeting
5.	M.R. SUPADIS DISKUL (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. NITINAI SIRISMATTHAKARN (Director)	-	3/5	Participating	Did not hold the meeting
7.	Mr. KONGSIAM CHINWANNO (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mr. PUTTIPONG PRASARTTONG-OSOTH (Director)	-	5/5	Participating	Did not hold the meeting
9.	Mrs. WADEERAT CHAROENCOOP (Director)	-	5/5	Participating	Did not hold the meeting
10.	Ms. CHOOSRI KIETKAJORNKUL (Director)	-	5/5	Participating	Did not hold the meeting
11.	M.L. NATHASIT DISKUL (Director)	-	5/5	Participating	Did not hold the meeting
12.	Mr. ONG-ARTPAN POSRI (Director)	-	4/5	Participating	Did not hold the meeting
13.	Mrs. KANNIKA NGAMSOPEE (Director)	-	5/5	Participating	Did not hold the meeting
14.	Mr. MAS TANYONGMAS (Director)	-	2/2	Non-participating	Did not hold the meeting
15.	Mr. SONGPON THEPNUMSOMMANUS (Director)	-	2/2	Non-participating	Did not hold the meeting

16.	Mr. ASWIN KONGSIRI (Director)	1 Sep 2022	3/3	Participating	Did not hold the meeting
17.	Mr. CHUMPOL SURAPITTAYANONT (Director)	1 Jul 2022	2/2	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. PALAKORN SUWANRATH (Chairman of the board)	-	150,000.00	540,000.00	No
2.	Mr. VISUT MONTRIWAT (Director)	-	360,500.00	1,092,980.00	No
3.	Mr. PACHARA YUTIDHAMMADAMRONG (Director)	-	378,000.00	1,182,980.00	No
4.	Mr. PIPAT PURNANANDA (Director)	-	345,500.00	948,980.00	No
5.	M.R. SUPADIS DISKUL (Director)	-	403,000.00	882,980.00	No
6.	Mr. NITINAI SIRISMATTHAKARN (Director)	-	60,000.00	360,000.00	No
7.	Mr. KONGSIAM CHINWANNO (Director)	-	100,000.00	360,000.00	No
8.	Mr. PUTTIPONG PRASARTTONG-OSOTH (Director)	-	112,000.00	480,000.00	No
9.	Mrs. WADEERAT CHAROENCOOP (Director)	-	100,000.00	360,000.00	No
10.	Ms. CHOOSRI KIETKAJORNKUL (Director)	-	100,000.00	360,000.00	No
11.	M.L. NATHASIT DISKUL (Director)	-	385,000.00	852,980.00	Yes
12.	Mr. ONG-ARTPAN POSRI (Director)	-	80,000.00	360,000.00	No
13.	Mrs. KANNIKA NGAMSOPEE (Director)	-	100,000.00	360,000.00	No
14.	Mr. MAS TANYONGMAS (Director)	-	125,000.00	264,000.00	Yes
15.	Mr. SONGPON THEPNUMSOMMANUS (Director)	-	51,000.00	40,000.00	No
16.	Mr. ASWIN KONGSIRI (Director)	1 Sep 2022	225,000.00	420,000.00	No
17.	Mr. CHUMPOL SURAPITTAYANONT (Director)	1 Jul 2022	40,000.00	180,000.00	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) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. PACHARA YUTIDHAMMADAMRONG (Chairman of the audit committee)	-	6/6
2.	Mr. VISUT MONTRIWAT (Audit committee)	-	6/6
3.	Mr. PIPAT PURNANANDA (Audit committee)	-	6/6