



# **Annual Registration Statement / Annual Report**

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

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

**SAHACOGEN (CHONBURI) PUBLIC COMPANY LIMITED**

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 : SAHACOGEN (CHONBURI) PUBLIC COMPANY LIMITED

Symbol : SCG

Address : 636 MOO 11 SUKAPHIBAN 8 ROAD, TAMBOL NONGKHARM, AMPHOR SI RACHA

Province : Chonburi

Postcode : 20230

Business : The Company operates the business of generating electricity and steam at Saha Group Industrial Park, Sriracha using a co-generating heat power production technology (Cogeneration Combined Cycle). Current capacity is at 214 megawatts of electricity and 96 tons of steam per hour. In addition, there are two renewable energy businesses through operation of biomass at Saha Industrial Park, Lamphun with capacity of 9.6 megawatts and steam 25 tons of steam per hour and at Phran Kratai District, Kamphaeng Phet Province with capacity of 7.5 megawatts.

Registration Number : 0107545000306

Telephone : 0-3848-1552-5

Fax (if applicable) : 0-3848-1551

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

Email : -

Total Shares Sold (shares)

Common Stock : 1,163,695,652

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

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

	2020	2021	2022
Total (Thousand baht)	3,990,342.00	4,220,490.00	5,744,065.00
Electricity (Thousand baht)	3,656,262.00	3,773,780.00	5,109,874.00
Steam (Thousand baht)	310,310.00	436,425.00	619,568.00
Biomass (Thousand baht)	4,464.00	4,115.00	3,587.00
Other income (Thousand baht)	19,306.00	6,170.00	11,036.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Electricity (%)	91.63	89.42	88.96
Steam (%)	7.78	10.34	10.79
Biomass (%)	0.11	0.10	0.06
Other income (%)	0.48	0.15	0.19

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	3,990,342.00	4,220,490.00	5,744,065.00
Domestic (Thousand baht)	3,990,342.00	4,220,490.00	5,744,065.00
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00

International (%)	0.00	0.00	0.00
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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 : No

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	4,671.54	1,284.59	673.28

# 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)**

### 1.1 Changes that may affect the company's business operations in the next 3–5 years (Emerging Risk)

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Other

### 1.2 Changes in the industry in which the company operates

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

### 1.3 Changes in behavior or needs of customers / consumers

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

### 1.4 Government policy

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk



- Government policy

#### 1.5 Policies or international agreements related to business operations

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Policies or international agreements related to business operations

#### 1.6 Technological advancement

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Changes in technologies

#### 1.7 Changes in business operations of partners in the supply chain

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Business operations of partners in the supply chain

#### 1.8 Reliance on major shareholders or affiliates of major shareholders or managements

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

### **1.9 Risks of relying on major customer or on a few numbers of customers**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

### **1.10 Reliance on large partners/distributors or few partners/distributors**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

### **1.11 Damage to company image and reputation**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

### **2.1 Reliance on employees in key positions**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

### **2.2 Shortage of skilled workers**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Shortage or reliance on skilled workers

#### **2.3.1 Risk of the Scarcity of Fuel**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

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

#### **2.3.2 Risk of the Scarcity of Raw Water as the Raw Material in Generating Electricity**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

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

#### **2.3.3 Risks of Raw Materials subordinate to Product Price Volatility of the World Market**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

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

#### **2.4 Operational or Internal Control System**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Systems or internal control system

## 2.5 Staff Operation

**Risk Management Measures:** Yes

### Related Risk Topics

Operational Risk

- Human error in business operations

## 2.6 Product Obsolescence

**Risk Management Measures:** Yes

### Related Risk Topics

Operational Risk

- Product obsolescence

## 2.7 Information Technology (IT) or Computer System Security and Cyber Attack

**Risk Management Measures:** Yes

### Related Risk Topics

Operational Risk

- Information security and cyber-attack

## 2.8 Loss or Damage from Non-Compliance of Counterparties

**Risk Management Measures:** Yes

### Related Risk Topics

Operational Risk

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

## 2.9 Delay of the Future Projects

**Risk Management Measures:** Yes

### Related Risk Topics

Operational Risk

- Delays in the development of future projects

## **2.10 Non-commercial Business**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Business operations that have no commercial results

## **2.11 Rental Risks**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Property lease agreement execution

## **2.12 Risk in Safety, Health, Environment and Society Issues**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Safety, occupational health, and working environment

## **2.13 Climate Change and Natural Disaster**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Climate change and disasters

## **2.14 Environmental Effect**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Impact on the environment

## **2.15 Impact from Population Structural Change**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Impact from population structure

## **2.16 Human Rights**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Impact on human rights

## **2.17 Corruption**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Corruption

## **3.1 Risk in Complying with Changing Government Policy, Rules, Regulations and Relating Laws**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations

### 3.2 Outdated Laws and Regulations

**Risk Management Measures:** Yes

#### Related Risk Topics

Compliance Risk

- Laws and regulations is not favorable for doing business

### 3.3 Violations of Laws and Regulations

**Risk Management Measures:** Yes

#### Related Risk Topics

Compliance Risk

- Violations of laws and regulations

### 3.4 Corporate Governance

**Risk Management Measures:** Yes

#### Related Risk Topics

Compliance Risk

- Corporate Governance

### 4.1 The Lack of Sufficient Capital

**Risk Management Measures:** Yes

#### Related Risk Topics

Financial Risk

- Insufficient sources of funding

#### 4.2 Changes in Financial Institutions Financial and Investment Policy That Might Affect the Company Operation

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Financial Risk

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

#### 4.3 Repayment Default or Product Exchange

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Financial Risk

- Default on payment or exchange of goods

#### 4.4 Exchange Rate, Interest Rate, and Inflation Volatility

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Financial Risk

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

#### 4.5 Investment Return Volatility

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Financial Risk

- Fluctuation in return on assets or investment

#### 4.6 Unhedged–international Loan

**Risk Management Measures:** No

##### **Related Risk Topics**

Financial Risk



- Unhedged loan and borrowing in a foreign currency

## 5. Emerging Risk

**Risk Management Measures:** Yes

**Related Risk Topics**

Financial Risk

- Other

## Risk to Securities Holder (2.2.2)

**The Risk to Shareholders**

**Risk Management Measures:** Yes

**Related Risk Topics**

- Return from investment of securities holder

## Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

**The Risk of Investing in International Securities**

**Risk Management Measures:** Yes

**Related Risk Topics**

- Investment 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://sahacogen.com/?page\\_id=230](https://sahacogen.com/?page_id=230)

### 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://sahacogen.com/?page\\_id=223](https://sahacogen.com/?page_id=223)

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

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

##### Energy management

###### • Fuel consumption

	2020	2021	2022
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	0.00	0.00	0.00
Gasoline (Litre)	0.00	0.00	0.00
Fuel oil (liters)	0.00	0.00	0.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00

LPG (Kilogram)	0.00	0.00	0.00
Steam (tonnes)	0.00	0.00	0.00
Coal (tonnes)	0.00	0.00	0.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	0.00	0.00	0.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	0.00	0.00	4,442.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	17,167,430.00	16,587,850.00	19,058,320.00
Hazardous waste (kg)	28,790.00	35,510.00	36,480.00
<b>Total (kg)</b>	<b>17,196,220.00</b>	<b>16,623,360.00</b>	<b>19,094,800.00</b>

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	533,254.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	463.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00

<b>Total (Tons of carbon dioxide equivalents)</b>	<b>0.00</b>	<b>0.00</b>	<b>533,717.00</b>
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : Bureau Vertification (Thailand) 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://sahacogen.com/?page\\_id=6680](https://sahacogen.com/?page_id=6680)

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

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

#### Information about employees

##### • Total number of employees

	2020	2021	2022
Number of male employees (persons)	134	134	131
Number of female employees (persons)	55	57	60
<b>Total (persons)</b>	<b>189</b>	<b>191</b>	<b>191</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	106,403,000.00	112,196,000.00	113,729,686.00

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	32	23	46
Employee development and training expenses (baht)	757,690.00	458,355.00	860,037.00

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

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

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	2.65	2.62	3.66

• **Significant labor dispute**

	2020	2021	2022
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://sahacogen.com/?page\\_id=213](https://sahacogen.com/?page_id=213)

#### 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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	3	25.00
Number of non-executive directors	9	75.00
Number of independent directors	4	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. SUJARIT PATCHIMNAN Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	10 May 2016	Governance/ Compliance, Risk Management, Strategic Management, Corporate Management, Sustainability, Human Resource Management, Law, Energy & Utilities, Fashion, Home & Office Products, Commerce, Corporate Social Responsibility, Negotiation, Project Management, Change Management, Leadership, Budgeting

2.	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	Vice Chairman (Non-executive)  Director type: Original director	14 Dec 2021	Governance/ Compliance, Risk Management, Sustainability, Accounting, Energy & Utilities, Human Resource Management, Corporate Management, Strategic Management, Finance, Corporate Social Responsibility, Negotiation, Project Management, Change Management, Leadership, Budgeting, Audit, Internal Control
3.	Mr. SAKARIN TANGKAVACHIRANON Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	14 Dec 2021	Energy & Utilities, Engineering, Risk Management, Governance/ Compliance, Sustainability, Corporate Management, Human Resource Management, Strategic Management, Health Care Services, Corporate Social Responsibility, Negotiation, Project Management, Change Management, Leadership, Budgeting, Procurement
4.	Mrs. WADEERAT CHAROENCOOP Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	14 Dec 2021	Finance, Energy & Utilities, Human Resource Management, Sustainability, Corporate Management, Risk Management, Governance/ Compliance, Accounting, Corporate Social Responsibility, Negotiation, Project Management, Change Management, Leadership, Strategic Management, Budgeting, Audit, Internal Control

5.	Mr. UDOMPONG CHUNTHARUMPORN Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	14 Dec 2021	Energy & Utilities, Sustainability, Corporate Social Responsibility, Engineering, Risk Management, Governance/ Compliance, Project Management, Accounting, Human Resource Management, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Budgeting, Procurement
6.	Mr. THIRASAK VIKITSET Gender: Male Age: 71 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	20 Nov 1996	Energy & Utilities, Human Resource Management, Engineering, Risk Management, Governance/ Compliance, Sustainability, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Budgeting
7.	Mr. VICHAI KULSOMPFOB Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	23 Apr 2018	Energy & Utilities, Corporate Management, Human Resource Management, Accounting, Food & Beverage, Insurance, Budgeting, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Change Management, Project Management, Negotiation, Commerce, Marketing, Finance, Corporate Social Responsibility, Sustainability, Procurement

8.	<p>Mr. VORAYOS THONGTAN</p> <p>Gender: Male</p> <p>Age: 44 years old</p> <p>Highest level of education: Master'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: Original director</p>	1 Jan 2021	<p>Energy &amp; Utilities, Commerce, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Procurement</p>
9.	<p>Mr. CHINAPAT VISUTTIPAT</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	14 Dec 2021	<p>Law, Risk Management, Governance/ Compliance, Food &amp; Beverage, Property Development, Insurance, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Audit, Internal Control, Budgeting</p>
10.	<p>Mr. NATAPONG VANARAT</p> <p>Gender: Male</p> <p>Age: 40 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, Independent director)</p> <p>Director type: Original director</p>	5 Jan 2022	<p>Finance, IT Management, Law, Sustainability, Corporate Management, Risk Management, Governance/ Compliance, Finance &amp; Securities, Corporate Social Responsibility, Data Management, Data Analysis, Negotiation, Project Management, Strategic Management, Change Management, Leadership, Audit, Internal Control, Budgeting</p>

11.	Mr. PONGTEP THITHAPAND Gender: Male Age: 64 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	5 Jan 2022	Home & Office Products, Personal Products & Pharmaceuticals, Energy & Utilities, Law, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
12.	Mr. CHAISAK YONGBANJERD Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	5 Jan 2022	Governance/ Compliance, Risk Management, Sustainability, Energy & Utilities, Economics, Corporate Management, Finance, Corporate Social Responsibility, Negotiation, Project Management, Change Management, Leadership, Strategic Management, Budgeting, Engineering

#### 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	: 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.	<p>Mr. CHINAPAT VISUTTIPAT</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</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>	14 Dec 2021	<p>Law, Risk Management, Governance/ Compliance, Food &amp; Beverage, Property Development, Insurance, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Audit, Internal Control, Budgeting</p>
2.	<p>Mr. PONGTEP THITHAPAND</p> <p>Gender: Male</p> <p>Age: 64 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	5 Jan 2022	<p>Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Energy &amp; Utilities, Law, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>



3.	Mr. NATAPONG VANARAT [1] Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	5 Jan 2022	Finance, IT Management, Law, Sustainability, Corporate Management, Risk Management, Governance/ Compliance, Finance & Securities, Corporate Social Responsibility, Data Management, Data Analysis, Negotiation, Project Management, Strategic Management, Change Management, Leadership, Audit, Internal Control, Budgeting
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[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. SAKARIN TANGKAVACHIRANON Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 Dec 2021
2.	Mr. UDOMPONG CHUNTHARUMPORN Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Dec 2021

3.	Mr. VIROJ THEERAVATVATEE Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	6 Mar 2007
4.	Mr. VORAYOS THONGTAN 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	1 Jan 2021
5.	Mr. SONTAYA TABKHAN Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 May 2013

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Corporate Governance and Risk Management Committee	Mr. CHINAPAT VISUTTIPAT	Chairman
	Mr. CHAISAK YONGBANJERD	Member
	Mr. UDOMPONG CHUNTHARUMPORN	Member
	Mr. TEERAYUTH KAEWCOON	Member
	Mr. APIPONG VISCHUVESKAMIN	Member
	Mr. SONTAYA TABKHAN	Member

Sustainability Committee	Mr. VIROJ THEERAVATVATEE	Chairman
	Mr. UDOMPONG CHUNTHARUMPORN	Member
	Mr. VORAYOS THONGTAN	Member
	Mr. APIPONG VISCHUVESKAMIN	Member
	Mr. PORNSAK CHUEMUENGPHAN	Member
	Mrs. UTHOOMPORN SINPRAJACKPOL	Member
	Mr. JATURONG KORNWET	Member
Nomination and Remuneration Committee	Mr. SUJARIT PATCHIMNAN	Chairman
	Ms. CHOOSRI KIETKAJORNKUL	Member
	Mr. SAKARIN TANGKAVACHIRANON	Member
	Mr. VICHAI KULSOMPHOB	Member

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

Sub-committees responsible for risk management	: Corporate Governance and Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Risk Management 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. UDOMPONG CHUNTHARUMPORN Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering	MANAGING DIRECTOR	14 Dec 2021	Energy & Utilities, Sustainability, Corporate Social Responsibility, Engineering, Risk Management, Governance/ Compliance, Project Management, Accounting, Human Resource Management, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Budgeting, Procurement
2. Mr. APIPONG VISCHUVESKAMIN Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Economics	Deputy Managing Director Finance and Management	1 Mar 2020	Economics, Energy & Utilities, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Project Management, Negotiation, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance

3.	<p>Mr. TEERAYUTH KAEWCOON</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p>	<p>Deputy Managing Director Operations</p>	1 Mar 2020	<p>Engineering, Finance, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Project Management, Corporate Management, Negotiation, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting, Energy &amp; Utilities</p>
4.	<p>Mr. NITSHANON BOONYAPARDZ</p> <p>Gender: Male</p> <p>Age: 39 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Deputy Managing Director Business Development</p>	1 Apr 2022	<p>Information &amp; Communication Technology, Energy &amp; Utilities, Data Management, Data Analysis, IT Management, Negotiation, Project Management, Engineering, Leadership, Finance, Economics, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
5.	<p>Mr. JATURONG KORNWET</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>Project and Engineering Department Manager</p>	1 Mar 2019	<p>Human Resource Management, Corporate Social Responsibility, Sustainability, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Procurement, Energy &amp; Utilities</p>

6.	Ms. PENPAK VONGRAKVANICH Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Corporate Governance and Risk Management Department Manager	1 Mar 2020	Energy & Utilities, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Project Management, Corporate Management, Strategic Management, Risk Management, Audit, Change Management, Leadership
7.	Mr. Nattawut Yawaprapas [1] Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Accounting	Accounting and Finance Department Manager	1 Mar 2019	Energy & Utilities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Audit, Budgeting, Governance/ Compliance
8.	Mr. Thanawat Siwasoponpong Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Economics	Power Plant Management Department Manager	24 Dec 2021	Economics, Energy & Utilities, Corporate Social Responsibility, Human Resource Management, Procurement, Sustainability, Project Management, Negotiation, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, 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 : Yes

## Remuneration

	2020	2021	2022
Total executive remuneration (baht)	24,540,000.00	26,980,000.00	25,260,000.00

## 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) : 131

Number of female employees (persons) : 60

Total (persons) : 191

#### Employee Remuneration

Total employee remuneration : 113,729,686.00

#### Provident fund

Total number of employees (persons) : 191

Number of employees contributing to the PVD (persons) : 179

Percentage of employees who are members (%) : 93.71

# 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)

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SUJARIT PATCHIMNAN	Chairman of the board	Participating
Ms. CHOOSRI KIETKAJORNKUL	Vice Chairman	N/A
Mr. SAKARIN TANGKAVACHIRANON	Director	N/A
Mrs. WADEERAT CHAROENCOOP	Director	N/A
Mr. UDOMPONG CHUNTHARUMPORN	Director	Participating
Mr. THIRASAK VIKITSET	Director	N/A
Mr. VICHAI KULSOMPHOB	Director	Participating
Mr. VORAYOS THONGTAN	Director	N/A
Mr. CHINAPAT VISUTTIPAT	Director	N/A
Mr. NATAPONG VANARAT	Director	Participating
Mr. PONGTEP THITHAPAND	Director	N/A
Mr. CHAISAK YONGBANJERD	Director	Participating

##### Directors' performance assessment

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

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

### Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 22 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SUJARIT PATCHIMNAN (Chairman of the board)	-	9/9	Participating	Did not hold the meeting
2. Ms. CHOOSRI KIETKAJORNKUL (Vice Chairman)	-	9/9	Participating	Did not hold the meeting
3. Mr. SAKARIN TANGKAVACHIRANON (Director)	-	9/9	Participating	Did not hold the meeting
4. Mrs. WADEERAT CHAROENCOOP (Director)	-	9/9	Participating	Did not hold the meeting
5. Mr. UDOMPONG CHUNTHARUMPORN (Director)	-	9/9	Participating	Did not hold the meeting
6. Mr. THIRASAK VIKITSET (Director)	-	8/9	Participating	Did not hold the meeting
7. Mr. VICHAI KULSOMPHOB (Director)	-	8/9	Non-participating	Did not hold the meeting
8. Mr. VORAYOS THONGTAN (Director)	-	9/9	Participating	Did not hold the meeting
9. Mr. CHINAPAT VISUTTIPAT (Director)	-	9/9	Participating	Did not hold the meeting
10. Mr. NATAPONG VANARAT (Director)	-	9/9	Participating	Did not hold the meeting
11. Mr. PONGTEP THITHAPAND (Director)	-	9/9	Participating	Did not hold the meeting

12.	Mr. CHAISAK YONGBANJERD (Director)	-	9/9	Participating	Did not hold the meeting
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## Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. SUJARIT PATCHIMNAN (Chairman of the board)	-	195,000.00	100,000.00	No
2.	Ms. CHOOSRI KIETKAJORNKUL (Vice Chairman)	-	105,000.00	95,000.00	No
3.	Mr. SAKARIN TANGKAVACHIRANON (Director)	-	205,000.00	80,000.00	No
4.	Mrs. WADEERAT CHAROENCOOP (Director)	-	90,000.00	75,000.00	No
5.	Mr. UDOMPONG CHUNTHARUMPORN (Director)	-	225,000.00	80,000.00	No
6.	Mr. THIRASAK VIKITSET (Director)	-	80,000.00	75,000.00	No
7.	Mr. VICHAI KULSOMPHOB (Director)	-	95,000.00	75,000.00	No
8.	Mr. VORAYOS THONGTAN (Director)	-	210,000.00	75,000.00	No
9.	Mr. CHINAPAT VISUTTIPAT (Director)	-	170,000.00	80,000.00	No
10.	Mr. NATAPONG VANARAT (Director)	-	155,000.00	75,000.00	No
11.	Mr. PONGTEP THITHAPAND (Director)	-	155,000.00	75,000.00	No
12.	Mr. CHAISAK YONGBANJERD (Director)	-	110,000.00	75,000.00	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. CHINAPAT VISUTTIPAT (Chairman of the audit committee)	-	6/6
2.	Mr. PONGTEP THITHAPAND (Audit committee)	-	6/6
3.	Mr. NATAPONG VANARAT (Audit committee)	-	6/6