

# **Glow Energy Public Company Limited**

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## **Annex 1**

### **Managements of the Company**

## Details of the Board of Directors

Name - Surname	Age (Year)	Education	Shareholding Proportion (Percent)	Family Relation with Management	5 years past experience		
					Period	Position	Company name / Type of Business
1. Mr. Jan Franciscus Maria Flachet	57	<ul style="list-style-type: none"> <li>- Diploma in Management, UCL Institute of Management and Administration</li> <li>- Electro Mechanical Engineer, the University of Leuven (KU Leuven)</li> </ul>	None	None	Present	<ul style="list-style-type: none"> <li>- Chairman of the Board of Directors</li> <li>- Chairman of the Board of Directors</li> <li>- President and CEO</li> <li>- Board of Directors</li> <li>- Board of Directors</li> <li>- Board of Directors</li> <li>- Board of Commissioners</li> <li>- Board of Commissioners</li> <li>- Board of Commissioners</li> <li>- Board of Commissioners</li> <li>- President &amp; Board of Commissioners and Executive Committee Members</li> <li>- Board of Directors</li> <li>- Board of Directors</li> <li>- Board of Directors</li> <li>- Board of Directors</li> <li>- Board of Directors</li> <li>- Board of Directors</li> <li>- Chairman and Director</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group (Except Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd. and Glow Hemaraj Wind Co., Ltd.)</li> <li>- GDF SUEZ Energy Asia Company Limited</li> <li>- GDF SUEZ Energy (Thailand) Company Limited</li> <li>- GDF SUEZ Energy Philippines Inc. (on process)</li> <li>- PTT Natural Gas Distribution Company Limited (on process)</li> <li>- PT Supreme Energy Raja Basa</li> <li>- PT Supreme Energy Muara Laboh</li> <li>- PT Supreme Energy Rantau Dedap</li> <li>- PT IPM Operation &amp; Maintenance Indonesia (IPMOMI)</li> <li>- PT. Paiton Energy</li> </ul>
					Since 2003	<ul style="list-style-type: none"> <li>- Vice-president of the board</li> <li>- President of the board</li> <li>- President of the board</li> <li>- President of the board</li> <li>- President and CEO (as Regional Manager of Latin America)</li> </ul>	<ul style="list-style-type: none"> <li>- Fifth Combine Heat &amp; Power Plant LLC</li> <li>- Senoko Power Limited</li> <li>- Senoko Service Pte. Ltd.</li> <li>- Senoko Gas Supply Pte. Ltd.</li> <li>- Senoko Energy Supply Pte. Ltd.</li> <li>- Senoko Energy Pte.Ltd.</li> <li>- International Power (Australia) Holdings Pty Ltd</li> <li>- TRACTEBEL ENERGIA S.A. (Brasil)</li> <li>- E. CL S.A. (Chile)</li> <li>- ENERSUR S.A. (Peru)</li> <li>- BAHÍA LAS MINAS CORP. (Panama)</li> <li>- SUEZ Energy Latin America</li> </ul>

Name - Surname	Age (Year)	Education	Shareholding Proportion (Percent)	Family Relation with Management	5 years past experience		
					Period	Position	Company name / Type of Business
2. Mr. Esa Heiskanen	47	- Master Degree in Science (Mechanical Engineering), Helsinki University of Technology, Finland - Certificate in Director Accreditation Program (DAP) Class 83/2010, Thai Institute of Directors Association (IOD)	None	None	Present	- Director, Chief Executive Officer and Vice Chairman of the Board of Directors - Director and Chief Executive Officer - Chairman of the Board of Directors - Vice Chairman of the Board of Directors	- Glow Energy Public Co., Ltd.  - Glow Group - Houay Ho Power Co., Ltd. - Houay Ho Thai Co., Ltd. and Glow Hemaraj Wind Co., Ltd.
					2004-2008	- Executive Vice President and Chief Project Development & IPP Business - Executive Vice President and Chief Project Development & IPP Business	- Glow Energy Public Co., Ltd  - Glow Group
3. Mr. Kovit Poshyananda	78	- Honorary Doctorate (Economics), Chulalongkorn University - National Defense College - M.A., Ph.D. (Economics) from Cornell University - B.A. (Honors) from Cambridge University - Certificate in Director Accreditation Program (DAP),Thai Institute of Directors Association (IOD)	None	None	Present	- Independent Director and Chairman of Audit Committee - Independent Director  - Chairman of the Board of Director - Director and Chairman of the Audit Committee  - Director and Chairman of the Audit Committee - Independent Director and Chairman of Nomination Remuneration Committee - Director	- Glow Energy Public Co., Ltd.  - Glow Group (Except Glow IPP 3 Co., Ltd, GHECO-One Co., Ltd., Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd. and Glow Hemaraj Wind Co., Ltd.)  - Sansiri Public Co., Ltd. - Furukawa Metal (Thailand) Co., Ltd.  - Shangri-La Hotel Public Co., Ltd. - Bangkok Bank Public Co., Ltd. - Office of the Council of State

Name - Surname	Age (Year)	Education	Shareholding Proportion (Percent)	Family Relation with Management	5 years past experience		
					Period	Position	Company name / Type of Business
4. Mr. Vitthya Vejajiva	77	- Master Degree of Laws, Harvard University, USA - Bachelor Degree of Laws, Gray's – Inn, England - Role of Chairman Program Class 2/2001,Thai Institute of Directors Association (IOD)	None	None	Present	- Independent Director and Audit Committee - Independent Director  - President - President - Independent Director, Chairman of the Audit Committee and Member of the Corporate Governance Committee	- Glow Energy Public Co., Ltd.  - Glow Group (Except Glow IPP 3 Co., Ltd, GHECO-One Co., Ltd., Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd. and Glow Hemaraj Wind Co., Ltd.) - K-Line (Thailand) Co., Ltd. - Kawasaki-Dowa Co., Ltd. - True Corporation Public Co., Ltd.
5. Mrs. Supapun Ruttanaporn	69	- MBA (Accounting), Michigan State University, USA - Bachelor of Accounting (Second Honor), Chulalongkorn University - Certificate in Director  - Certification Program (DCP), Class 15/2002, Thai Institute of Directors Association (IOD)	None	None	Present	- Independent Director and Audit Committee - Independent Director  - Independent Director and Audit Committee - Independent Director and Audit Committee - Independent Director and Chairperson of the Audit Committee	- Glow Energy Public Co., Ltd.  - Glow Group (Except Glow IPP 3 Co., Ltd, GHECO-One Co., Ltd., Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd. and Glow Hemaraj Wind Co., Ltd.) - Charoen Phokpand Foods PCL - Thai Poly Acrylic PCL - Delta Electronics (Thailand) Public Co., Ltd.
					Past	- Member of Department of Accountancy Committee - Independent Director & Audit Committee - Member of the subcommittee on the Automatic Adjustment Mechanism Monitoring - Member of the Accounting and Finance Specialist Committee	- Faculty of Commerce and Accountancy Chulalongkorn University - Chiang Mai Frozen Food Public Co., Ltd. - National Energy Policy Office of Thailand - Office of Civil Service Commission

Name - Surname	Age (Year)	Education	Shareholding Proportion (Percent)	Family Relation with Management	5 years past experience			
					Period	Position	Company name / Type of Business	
6. Prof. Dr. Borwornsak Uwanno	58	- Doctorate Degree in Public Law, Universite de Paris X (Nanterre) (mention tres bien) - Postgraduate Public Law, Universite de Paris X (Nanterre) (mention bien) - Postgraduate Administrative Law, Universite de Paris II - Barrister At Law, The Thai Bar Under The Royal Patronage - Bachelor of Law, Chulalongkorn University (First Honor) - DAP Thai Air/ 2004, Thai Institute of Directors Association (IOD)	None	None	Present	- Independent Director - Independent Director  - Chairman of the Board of Director and Independent Director - Secretary-General - Vice Chairman - Director - Member of the Board - Vice Chairman - Member of the Board	- Glow Energy Public Co., Ltd. - Glow Group (Except Glow IPP 3 Co., Ltd, GHECO-One Co., Ltd., Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd. and Glow Hemaraj Wind Co., Ltd.) - Eternal Energy PLC.	- King Prajadhipok's Institute - Royal Institute of Thailand - Office of the Council of State - The Bank of Thailand - Chulalongkorn University Council - Council of Silpakorn University
7. Mr. Guy Richelle	57	- Master Degree in Nuclear Engineering, University Liege in Belgium - Master Degree in Business Administration, University of Louvain-la-Neuve in Belgium	None	None	Present   2007-May 2011  Sep 2011-Present Apr 2011-Present Feb 2011-Present 2011-Present	- Director - Director  - Chairman of the Board and Director - Chairman of the Board and Director  - Director - Director - Director - Administrateur, Executive Director and Chief Operating Officer	- Glow Energy Public Co., Ltd. - Glow Group (Except Glow IPP 3 Co., Ltd., GHECO-One Co., Ltd., Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd., Glow Hemaraj Wind Co., Ltd. and GHECO-One Co., Ltd.) - Glow Energy Public Co., Ltd. - Glow Group (Except Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd. Glow SPP 11 Co., Ltd., Glow SPP 12 Co., Ltd., Glow SPP 13 Co., Ltd. and Glow Hemaraj Wind Co., Ltd.) - IPM (UK) Power Holdings Limited (Gibraltar) - E.CI S.A. (Chile)	- International Power plc (United Kingdom) - Suez-Tractebel (Belgium)

Name - Surname	Age (Year)	Education	Shareholding Proportion (Percent)	Family Relation with Management	5 years past experience		
					Period	Position	Company name / Type of Business
					Dec2006-Mar2011	- Director	- SGA Marafiq Holdings W.L.L. (Bahrain)
					Apr2007-Mar2011	- Director	- Jubail Water and Power Company (Saudi Arabia)
					2007-Apr2011	- Chairman	- Baymina Enerji A.S. (Turkey)
						- Director	- IPR-GDF SUEZ (Thailand) Co., Ltd. (Thailand)
						- President, Chief Executive Officer and Director	- IPR-GDF SUEZ Asia Co., Ltd. (Thailand)
					2007-Jun2011	- Director	- GDF SUEZ Energy India Private Limited (India)
					May2007-Jul2011	- Director	- PTT MGD Co., Ltd. (Thailand)
					May2008-Mar2011	- Director	- Ras Girtas Power Company (Qatar)
					2008-Jun2011	- Director	- Senoko Power Limited (Singapore)
						- Director	- Senoko Services Pte. Ltd. (Singapore)
						- Director	- Senoko Gas Supply Pte. Ltd. (Singapore)
						- Director	- Senoko Energy Pte. Ltd. (Singapore)
					2009-May2011	- Director	- Avon Peaking Power (Pty) Limited (South Africa)
						- Director	- Dedisa Peaking Power (Proprietary) Limited (South Africa)
						- Director and Chairman	- Moyeng Energy (Proprietary) Limited (South Africa)
8. Mr. Anut Chatikavanij	47	- Bachelor Degree from Lehigh University, Pennsylvania, USA - Certificate in Director Accreditation Program (DAP), Class 38/ 2005, Thai Institute of Directors Association (IOD)	None	Relative of Mrs. Sriprapha Sumruatruamphol (Management)	Present	- Director - Director  - Director	- Glow Energy Public Co., Ltd. - Glow Group (Except GHECO-One Co., Ltd., Houay Ho Thai Co., Ltd., Houay Ho Power Co., Ltd. and Glow Hemaraj Wind Co., Ltd.) - Flowrider (Thailand) Co., Ltd.

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					Period	Position	Company name / Type of Business
9. Mr. Johan De Saeger	47	<ul style="list-style-type: none"> <li>- Master Degree in Business Administration, Cornell University, the United States of America</li> <li>- Commercial Engineering, Catholic University of Leuven, Belgium</li> </ul>	None	None	Present           2009-Present           2007-2009           2005-2006	<ul style="list-style-type: none"> <li>- Director</li> <li>- Director</li> <li>- Director</li> <li>- Director</li> <li>- Commissioner in</li> <li>- Commissioner in</li> <li>- Commissioner in</li> <li>- Alternate director</li> <li>- Executive Vice President – Head of Business Development, Asia</li> <li>- Executive Vice President- Head of Business Development Southeast and East Asia, Australia and Southern Africa</li> <li>- Executive Vice President - Country Manager India Director</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group (Except Houay Ho Thai Co., Ltd. and Houay Ho Power Co., Ltd.)</li> <li>- Avon Peaking Power (Pty) Limited</li> <li>- Dedisa Peaking Power (Pty) Limited</li> <li>- PT Supreme Energy Muara Laboh</li> <li>- PT Supreme Energy Raja Basa</li> <li>- PT Rantau Dedap</li> <li>- Senoko Energy Pte Ltd</li> <li>- GDF SUEZ Energy Asia Co., Ltd.</li> <li>- GDF SUEZ Energy</li> <li>- Suez Energy International</li> </ul>
10. Mr. Marc J. Z. M. G. Verstraete	44	<ul style="list-style-type: none"> <li>- Master of Business Administration, International University of America, San Francisco, USA</li> <li>- Military Service in the Infantry, Arlon, Belgium</li> <li>- Special License in Finance, Vlerick School for Management, Ghent, Belgium</li> <li>- Commercial Engineer, Katholieke Universiteit, Leuven, Belgium</li> </ul>	None	None	Present           1999-2008	<ul style="list-style-type: none"> <li>- Director</li> <li>- Director</li> <li>- Director</li> <li>- Director</li> <li>- Director</li> <li>- Director and CFO</li> <li>- Commissioner</li> <li>- Alternate director</li> <li>- Chief Financial Officer</li> <li>- Finance and Investor Relations Director</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group Except Glow IPP 3 Co., Ltd., Houay Ho Thai Co., Ltd. and Houay Ho Power Co., Ltd.)</li> <li>- PTT Natural Gas Distribution Co., Ltd.</li> <li>- Amata Natural Gas Distribution Co., Ltd.</li> <li>- GDF SUEZ Energy (Thailand) Co., Ltd.</li> <li>- GDF SUEZ Energy Asia Co., Ltd.</li> <li>- PT. Paiton Energy</li> <li>- Senoko Energy Pte. Ltd.</li> <li>- Tractebel Engineering, Brussels, Belgium</li> <li>- Tractebel Energia, Florianópolis, Brazil</li> </ul>

Name - Surname	Age (Year)	Education	Shareholding Proportion (Percent)	Family Relation with Management	5 years past experience		
					Period	Position	Company name / Type of Business
11. Mr. Daniel Pellegrini	60	<ul style="list-style-type: none"> <li>- Electrical and Mechanical Engineer</li> <li>- Certification Program (DCP), Class 108/2014 Thai Institute of Directors Association (IOD)</li> </ul>	None	None	Present	<ul style="list-style-type: none"> <li>- Director</li> <li>- Director</li> <li>- Executive Vice President – Head of Operations</li> <li>- Director</li> <li>- Director</li> <li>- Director</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group (Except Houay Ho Thai Co., Ltd., and Glow Hemaraj Wind Co., Ltd.)</li> <li>- IPR- GDF SUEZ – Asia – Energy</li> </ul>
					2009-2011		<ul style="list-style-type: none"> <li>- KAPCO</li> <li>- Uch</li> <li>- Marafiq, Ras Garitas ( Ras Laffan C ) , Barka II , and SOHAR</li> </ul>
					2009-2010	<ul style="list-style-type: none"> <li>- Vice President – Head of Engineering and Construction – Middle East, Asia and Africa</li> </ul>	<ul style="list-style-type: none"> <li>- GDF SUEZ – MEAA – Energy</li> </ul>
					2007-2009	<ul style="list-style-type: none"> <li>- Director – Engineering</li> </ul>	<ul style="list-style-type: none"> <li>- GDF SUEZ – North America - Energy</li> </ul>

**Remark:** “Glow Group” mentioned in this attachment including 1) Glow Co., Ltd. 2) Glow SPP 1 Co., Ltd. 3) Glow SPP 2 Co., Ltd. 4) Glow SPP 3 Co., Ltd. 5) Glow IPP Co., Ltd. 6) Glow IPP 2 Holding Co., Ltd. 7) Glow IPP 3 Co., Ltd. 8) GHECO-One Co., Ltd. 9) Houay Ho Thai Co., Ltd. 10) Houay Ho Power Co., Ltd. 11) Glow SPP 11 Co., Ltd. 12) Glow SPP 12 Co., Ltd. 13) Glow SPP 13 Co., Ltd. 14) Glow Hemaraj Wind Co., Ltd.



## Details of Management Team

Name – Surname	Age (Year)	Education	Shareholding Proportion Percent	Family Relation with Management	5 Year Past Experience		
					Period	Position	Company/ Type of Business
1. Mr. Esa Heiskanen		(See description at the Board of director profile no. 2)					
2. Mr. Heikki Pudas	51	- M.Sc. Engineering (Energy Economic), Technical University of Lappeenranta, Finland	None	None	Present	- Executive Vice President - Project Development and Business	- Glow Energy Public Co., Ltd.
					2008	- Executive Vice President - Project Development and Business	- Glow Group
					2006-2008	- Vice President – Project Development	- Glow Energy Public Co., Ltd.
						- Vice President – Project Development	- Glow Group
					2005-2006	- Director, Innovations and City Marketing	- City of Oulu, Finland
						- Chairman of Board	- Oulu Innovation Ltd., Finland
						- General Manager, International O&M	- Fortum Power & Heat Oy, Finland
3. Mrs. Sriprapha Sumruatruamphol	50	- Master of Business Administration, Syracuse University, New York, USA - Bachelor Degree in Science (Chemical Engineering), Michigan Technological University, Michigan, USA	30,000 Shares (0.00%)	Relative of Mr. Anut Chatikavanij (Director)	Present	- Executive Vice President and Chief Commercial Officer	- Glow Energy Public Co., Ltd.
						- Executive Vice President and Chief Commercial Officer	- Glow Group
					Oct 2002 – Sep 2013	- Director	- Eastern Fluid Transport Co., Ltd.
					Feb 2012 – Sep 2013	- Chairman	- Association of Private Power Producers
					Feb 2012 – Sep 2013	- Chairman	- Power Generation Club, The Federation of Thai Industries

Name – Surname	Age (Year)	Education	Shareholding Proportion Percent	Family Relation with Management	5 Year Past Experience		
					Period	Position	Company/ Type of Business
4. Mr. Pajongwit Pongsivapai	45	<ul style="list-style-type: none"> <li>- Master Degree of Science in Chemical Engineering, Oregon State University, USA</li> <li>- Bachelor Degree in Chemical Engineering, Chulalongkorn University</li> <li>- General Management Course by Center Européen d'éducation Permanente – European Center for Executive Development), INSEAD Business School, Fontainebleau, France</li> <li>- Finance for Executives Program organized by The University of Chicago Graduate School of Business, Illinois, USA</li> <li>- Certificate in Executive Development Program (EDP) Class 9/2012, Thai Institute of Directors Association (IOD)</li> </ul>	None	None	Present       2006-2007	<ul style="list-style-type: none"> <li>- Executive Vice President and Chief Operating Officer</li> <li>- Executive Vice President and Chief Operating Officer</li> <li>- Executive Vice President and Chief Operating Officer</li> <li>- Deputy Chief Operating Officer and Senior Vice President – Operations</li> <li>- Deputy Chief Operating Officer and Senior Vice President – Operations</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- Houay Ho Power Co., Ltd.</li> <li>- Glow Energy Public Co., Ltd</li> <li>- Glow Group</li> </ul>
5. Mr. Suthiwong Kongsiri	43	<ul style="list-style-type: none"> <li>- Master Degree in Business Administration, University of North Carolina, Chapel Hill</li> <li>- Bachelor Degree in Finance &amp; Banking, Assumption University, Bangkok</li> <li>- Certificate in Director Accreditation Program (DAP) Class 96/2012, Thai Institute of Directors Association (IOD)</li> </ul>	40,000 Shares (0.00%)	None	Present	<ul style="list-style-type: none"> <li>- Executive Vice President and Chief Financial Officer</li> <li>- Executive Vice President and Chief Financial Officer</li> <li>- Executive Vice President and Chief Financial Officer</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- Houay Ho Power Co., Ltd.</li> </ul>

Name - Surname	Age (Year)	Education	Family Relation with Management	5 years past experience		
				Period	Position	Company Name / Type of Business
6. Mr. Kanit Thangpetchr	56	<ul style="list-style-type: none"> <li>- Master Degree in Business Administration, Pathumthani University</li> <li>- Vuthi Engineer, Electrical</li> <li>- Bachelor Degree in Engineering (Electrical), King.</li> <li>- King Mongkut's Institute of Technology (Ladkrabang), Bangkok</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Senior Vice President - Rayong Facilities Management</li> <li>- Senior Vice President – Rayong Facilities Management</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> </ul>
				2002 - 2006	<ul style="list-style-type: none"> <li>- General Manager of Operations of Rayong Facilities</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Group (Except Glow IPP Co., Ltd., Glow SPP 11 Co., Ltd., Glow SPP 12 Co., Ltd., and Glow SPP 13 Co., Ltd.)</li> <li>- Glow Group (Except Glow IPP Co., Ltd.)</li> </ul>
7. Mr. Louis Stephen Holub	52	<ul style="list-style-type: none"> <li>- United States Navy Education Programs, City College of Chicago, Dundalk Community College</li> <li>- American University (Tulane &amp; Arizona State)</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Plant Manager</li> </ul>	<ul style="list-style-type: none"> <li>- GHECO-One Co., Ltd.</li> </ul>
				2007-Jun 2011	<ul style="list-style-type: none"> <li>- Senior Vice President – Operations Support Services</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> </ul>
				2006-2007	<ul style="list-style-type: none"> <li>- Senior Vice President – Operations Support Services</li> <li>- Senior Vice President – Strategic Initiatives</li> <li>- Senior Vice President – Strategic Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Group</li> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
				2002-2006	<ul style="list-style-type: none"> <li>- Vice President – GIPP Facilities Management</li> <li>- Senior Vice President – Rayong Facilities Management</li> <li>- Senior Vice President – Rayong Facilities Management</li> </ul>	<ul style="list-style-type: none"> <li>- Glow IPP Co., Ltd.</li> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
8. Mr. Wisit Srinuntawong	52	<ul style="list-style-type: none"> <li>- Master Degree in Business Administration, Bangkok University</li> <li>- Bachelor Degree in Industrial Electrical Technology , King Mongkut's University of Technology North Bangkok</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Senior Vice President – Engineering &amp; Environment</li> <li>- Senior Vice President – Engineering</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
				2004-2006	<ul style="list-style-type: none"> <li>- Senior Vice President and Chief Financial Controller</li> <li>- Senior Vice President and Chief Financial Controller</li> <li>- Corporate Controller</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- Johnson Electric, Hong Kong</li> </ul>
9. Mr. Michael W. Reiff	51	<ul style="list-style-type: none"> <li>- Diploma of Industrial Management and Accounting, (Master Degree), Industrial Academy Stuttgart, Germany</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Senior Vice President and Chief Financial Controller</li> <li>- Senior Vice President and Chief Financial Controller</li> <li>- Corporate Controller</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- Johnson Electric, Hong Kong</li> </ul>

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				Period	Position	Company Name / Type of Business
10. Mrs. Mantana Kunakorn	48	<ul style="list-style-type: none"> <li>- Master Degree in Business Administration, Chulalongkorn University</li> <li>- Bachelor Degree in Liberal Arts (Industrial Psychology), Thammasart University</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Senior Vice President – Human Resources and Administration</li> <li>- Senior Vice President – Human Resources and Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
				2007-Jun 2011	<ul style="list-style-type: none"> <li>- Vice President – Human Resources and Administration</li> <li>- Vice President – Human Resources and Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
				2002-2007	<ul style="list-style-type: none"> <li>- Assistant Vice President – Human Resources and Administration</li> <li>- Assistant Vice President – Human Resources and Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
11. Mr. Narongchai Visutrachai	47	<ul style="list-style-type: none"> <li>- Master Degree in Science (Economics), University of North Texas, USA</li> <li>- Master Degree in Business Administration, Kasetsart University</li> <li>- Bachelor Degree in Political Science (Public Administration), Chulalongkorn University</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Senior Vice President – Government &amp; Public Affairs</li> <li>- Senior Vice President – Government &amp; Public Affairs</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
12. Dr. Somgiat Dekrajangpetch	40	<ul style="list-style-type: none"> <li>- Doctorate Degree in Electrical Engineering (Electrical Power), Iowa State University</li> <li>- Master Degree in Economics, Iowa State University</li> <li>- Master Degree in Electrical Engineering, Iowa State University</li> <li>- Bachelor Degree in Science-Electrical Engineering, Chulalongkorn University</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Senior Vice President– Asset Optimization</li> <li>- Vice President – Asset Optimization</li> <li>- Vice President – Asset Optimization</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
				2003-2006	<ul style="list-style-type: none"> <li>- Systems Optimization Manager</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Group</li> </ul>

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				Period	Position	Company Name / Type of Business
13. Mr. Gert Meersman	40	<ul style="list-style-type: none"> <li>- Master Degree in Law, King's College London, University of London</li> <li>- Master Degree in Law, Pantheon –Assas, Paris</li> <li>- Master Degree in Law, KU Leuven, Belgium</li> </ul>	None	Present	- Managing Director and Country Manager (Laos)	- Houay Ho Power Co., Ltd.
				2013	- Senior Vice President – Business Development	- Glow Energy Public Co., Ltd.
				2011	- Vice President – Project Development	- Glow Energy Public Co., Ltd.
					- Vice President – Project Development	- Glow Group
				2007-2009 2006-2007 2005-2006	- Senior Project Advisor - Senior Legal Counsel - Legal Counsel	- GDF SUEZ Energy Asia Co., Ltd - Suez-Tractebel SA - Distrigaz SA
14. Mr. Akarin Prathuangsit	38	<ul style="list-style-type: none"> <li>- Master Degree in Business Administration, Assumption University</li> <li>- Bachelor Degree in Engineering (Industrial Engineering), Sirindhorn International Institute of Technology, Thammasat University</li> </ul>	None	Present	- Senior Vice President – Cogeneration Marketing & Fuel Management	- Glow Energy Public Co., Ltd.
				2011	- Senior Vice President – Cogeneration Marketing & Fuel Management	- Glow Group
				2004-2007	- Vice President – Cogeneration Marketing and Development	- Glow Energy Public Co., Ltd.
					- Vice President – Cogeneration Marketing and Development	- Glow Group
					- Vice President – Marketing and Business Planning - Vice President Marketing and Business Planning	- Glow Energy Public Co., Ltd. - Glow Group
15. Mrs. Chamaiporn Sothorntasanapong	53	<ul style="list-style-type: none"> <li>- Master Degree in Liberal Art (Thai – English Translation), Ramkhamhang University</li> <li>- Bachelor Degree in Liberal Arts (English), Thammasat University</li> </ul>	None	Present	- Vice President – Legal and Insurance	- Glow Energy Public Co., Ltd.
					- Vice President – Legal and Insurance	- Glow Group
16. Mr. Anutarachai Nathalang	50	<ul style="list-style-type: none"> <li>- Master of Engineering (Electrical), King Mongkut Institute of Technology (Ladkrabang)</li> <li>- Bachelor of Science (Physics), Chiangmai University</li> </ul>	None	Present	- Vice President – EH&S and Operations Quality	- Glow Energy Public Co., Ltd.
				2006-2010 1994-2006	- Vice President – EH&S and Operations Quality - Plant Manager - Operation Manager	- Glow Group - Glow Energy Site (Phase 1 & 2) - Glow Group

Name - Surname	Age (Year)	Education	Family Relation with Management	5 years past experience		
				Period	Position	Company Name / Type of Business
17. Ms. Sirichan Chotchaisathit	49	- Master Degree in Business Administration, Chulalongkorn University - Bachelor Degree in Liberal Arts, Thammasart University	None	Present	- Vice President – Industrial Customer Sales - Vice President – Industrial Customer Sales	- Glow Energy Public Co., Ltd. - Glow Group (Except Glow IPP Co., Ltd., Glow IPP 2 Holding Co., Ltd., Glow IPP 3 Co., Ltd., and GHECO-One Co., Ltd.)
18. Mr. Prateep Puthamrugsa	49	- Master Degree in Public Administration, Pathumthani University Bachelor Degree in Electrical Engineering, Srinakarinwirot University	None	Present  2000-2006	- Vice President – Supply Chain Management - Vice President – Supply Chain Management - Rayong Administration and Supply Chain Manager	- Glow Energy Public Co., Ltd. - Glow Group (Except Glow IPP 2 Holding Co., Ltd.) - Glow Group (Except Glow IPP Co., Ltd)
19. Mr. Somchai Klinsuwanmalee	48	- Bachelor Degree in Accounting, Chulalongkorn University	None	Present  2003-2008	- Vice President – Public Relations - Vice President – Public Relations - Vice President – Government & Public Affairs - Vice President – Government & Public Affairs	- Glow Energy Public Co., Ltd. - Glow Group - Glow Energy Public Co., Ltd. - Glow Group
20. Mr. Apichart Jamjuntr	48	- Master of Business Administration (MBA) Ramkhamhaeng University - Bachelor Degree in Electronic Engineering, Engineering, Rajamangala University of Technology	None	Present  1995-2006	- Plant Manager - Operation Manager	- Glow SPP 2/ SPP3 & Glow Energy Site(Phase 3,4 & 5) - Glow SPP 2/ SPP3 & Glow Energy Site(Phase 3,4 & 5)
21. Mr. Renaud Pilleul	47	- Master's Degree in Chemical Engineering (M. Eng.), Grenoble Institute of Technology, France	None	Present	- Vice President – Industrial Customer Relations - Vice President – Industrial Customer Relations	- Glow Energy Public Co., Ltd. - Glow Group
22. Mr. Sutthi Chuesook	47	- MBA , General Management, 2008 Ramkhamhaeng University Thailand - B.E. Electrical (Power-Electronics), 1990 King Mongkut's Institute of Technology North Bangkok Thailand	None	Present 2011	- Vice President - Engineering - Engineering Manager - Engineering Manager	- Glow Energy Public Co., Ltd. - Glow Energy Public Co., Ltd. - Glow Group

Name - Surname	Age (Year)	Education	Family Relation with Management	5 years past experience		
				Period	Position	Company Name / Type of Business
23. Ms. Suttasinee Pengsupaya	46	<ul style="list-style-type: none"> <li>- Master Degree in Science (Accounting), Thammasat University</li> <li>- Bachelor Degree in Accounting, Thammasat University</li> <li>- Certified Public Accountant (CPA)</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Vice President – Accounting</li> <li>- Vice President – Accounting</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
24. Mr. Chaiwut Rattanapornsinchai	46	<ul style="list-style-type: none"> <li>- Master Degree in Computer Science, Rangsit University</li> <li>- Bachelor Degree in Computer Science, Chandrakasem Teacher College</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Vice President – Information Technology</li> <li>- Vice President – Information Technology</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
25. Mr. Eralp Gullep	46	<ul style="list-style-type: none"> <li>- Bachelor Degree of Science in Mechanical Engineering, University of Southwestern Louisiana, USA</li> </ul>	None	Present 2004-2009	<ul style="list-style-type: none"> <li>- Vice President – Business Quality</li> <li>- Vice President – Business Quality</li> <li>- Associate Director – Performance Improvement</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd</li> <li>- Glow Group</li> <li>- PriceWaterhouseCoopers</li> </ul>
26. Mr. Suratchai Bangluang	45	<ul style="list-style-type: none"> <li>- MBA General Management, Ramkhamhaeng University.</li> <li>- Bachelor Degree in Electrical Engineering, Mahanakorn University of Technology</li> </ul>	None	Present 2011 2006-2007 2003-2006	<ul style="list-style-type: none"> <li>- Plant Manager</li> <li>- Facility Manager</li> <li>- Plant Manager</li> <li>- Maintenance Manager</li> </ul>	<ul style="list-style-type: none"> <li>- Glow IPP Co., Ltd. and Cogenerations Pluak Daeng</li> <li>- Glow IPP Co., Ltd. And Glow SPP 11 Co., Ltd.</li> <li>- Glow SPP 1 Co., Ltd.</li> <li>- Glow Energy Public Co., Ltd. , Glow SPP 2 Co., Ltd., Glow SPP 3 Co., Ltd.</li> </ul>
27. Mr. Rujirote Kasirerk	45	<ul style="list-style-type: none"> <li>- Master Degree in Industrial Management Engineering, King Mongkut's University of Technology North Bangkok</li> <li>- Bachelor Degree in Electrical Engineering, Rajamangala University of Technology Lanna (ChiangMai)</li> </ul>	None	Present 1998- Feb2011	<ul style="list-style-type: none"> <li>- Plant Manager</li> <li>- Operation Manager</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Site (Phase 1&amp;2)</li> <li>- Glow SPP 2/ SPP 3</li> </ul>
28. Mr. Apidech Siriphornoppakhun	43	<ul style="list-style-type: none"> <li>- Master of Business Administration, Ramkhamhaeng University</li> <li>- Bachelor Degree in Science (Industrial Technology), Rahaphat Institute Chachoengsao, Chachoengsao</li> </ul>	None	Present 1997-2007	<ul style="list-style-type: none"> <li>- Plant Manager</li> <li>- Operation Manager</li> </ul>	<ul style="list-style-type: none"> <li>- Glow SPP 1 Co., Ltd./ Glow Energy Public Co., Ltd (Glow Solar)</li> <li>- Glow SPP 1 Co., Ltd./Glow Demin Water</li> </ul>

Name - Surname	Age (Year)	Education	Family Relation with Management	5 years past experience		
				Period	Position	Company Name / Type of Business
29. Mrs. Unchana Kittipiyakul	42	<ul style="list-style-type: none"> <li>- Master Degree in Business Administration, Kasetsart University</li> <li>- Bachelor Degree in Accounting, Thammasart University</li> <li>- Certified Public Accountant (CPA)</li> </ul>	None	Present  2003-2006	<ul style="list-style-type: none"> <li>- Vice President – Budgeting and Business Controlling</li> <li>- Vice President – Budgeting and Business Controlling</li> <li>- Assistant Vice President – Budgeting and Business Controlling</li> <li>- Assistant Vice President – Budgeting and Business Controlling</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> </ul>
30. Mr. Natthapatt Tanboon-ek	38	<ul style="list-style-type: none"> <li>- Master Degree in Finance (Business Administration), University of Baltimore, USA</li> <li>- Bachelor Degree in Engineering, Chulalongkorn University</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Vice President – Finance &amp; Investor Relations and Company Secretary</li> <li>- Vice President – Finance &amp; Investor Relations and Company Secretary</li> <li>- General Manager – Business Development</li> <li>- Vice President – Investment Banking</li> <li>- Vice President</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- Somboon Advanced Technology PLC</li> <li>- Trinity Securities Co., Ltd.</li> <li>- Trinity Advisory 2001 Co., Ltd.</li> </ul>
31. Mr. Aungsuthon Puboonterm	38	<ul style="list-style-type: none"> <li>- Bachelor of Engineering in Electrical Engineering, Khon Kaen University (Second Class Honours)</li> </ul>	None	Present	<ul style="list-style-type: none"> <li>- Vice President – System Optimization</li> <li>- Vice President – System Optimization</li> <li>- Optimization Manager</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- Glow Energy Public Co., Ltd.</li> </ul>
32. Mr. Christophe De Schryver	33	<ul style="list-style-type: none"> <li>- Commercial Engineer, Solvay Business School (ULB), Brussels, Belgium</li> <li>- CFA Charterholder</li> </ul>	None	Present  2008-2013 2007-2008	<ul style="list-style-type: none"> <li>- Vice President – Business Development</li> <li>- Vice President – Business Development</li> <li>- Financial Advisor</li> <li>- Financial Advisor</li> </ul>	<ul style="list-style-type: none"> <li>- Glow Energy Public Co., Ltd.</li> <li>- Glow Group</li> <li>- GDF SUEZ Energy Asia Co., Ltd</li> <li>- Suez-Tractebel SA</li> </ul>

**Remark:** “Glow Group” mentioned in this attachment including 1) Glow Co., Ltd. 2) Glow SPP 1 Co., Ltd. 3) Glow SPP 2 Co., Ltd. 4) Glow SPP 3 Co., Ltd. 5) Glow IPP Co., Ltd. 6) Glow IPP 2 Holding Co., Ltd. 7) Glow IPP3 Co., Ltd. 8) GHECO-One Co., Ltd. 9) Glow SPP 11 Co., Ltd. 10) Glow SPP 12 Co., Ltd. 11) Glow SPP 13 Co., Ltd. 12) Glow Hemaraj Wind Co., Ltd.