



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

GUNKUL ENGINEERING 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 : GUNKUL ENGINEERING PUBLIC COMPANY LIMITED

Symbol : GUNKUL

Address : 1177 PEARL BANGKOK BUILDING FL.8 Phahonyothin Rd, Phaya Thai,
Phaya Thai

Province : Bangkok

Postcode : 10400

Business : 1. Renewable Energy Business
Solar power plant, wind power plant and provide operation and maintenance services for power plants
2. Engineering and Turnkey Business
Construction of renewable energy power plants, power stations, transmission lines, grounding systems, submarine cable, microgrid system, and energy storage system.
3. High Voltage Equipment Business
Production, procurement and distribution of electrical equipment, energy saving products and alternative energy.
4. Ecosystem Business Platform and Innovation
Ecosystem business and innovation that fosters the Company's business dealings with partners.
5. Comprehensive hemp and cannabis business

Registration Number : 0107552000146

Telephone : 0-2242-5800

Fax (if applicable) : 0-2242-5818-9

Website : <http://www.gunkul.com>

Email : ir@gunkul.com

Total Shares Sold (shares)

Common Stock : 8,882,530,974

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	10,947,455.00	9,768,417.00	9,515,104.00
Revenue from sale (Thousand baht)	1,495,877.00	1,474,970.00	1,829,216.00
Revenue from sale of electricity (Thousand baht)	4,093,356.00	4,760,499.00	3,448,853.00
Revenue from construction and rendering services (Thousand baht)	2,146,632.00	2,112,605.00	1,776,255.00
Revenue from sale of assets under finance lease (Thousand baht)	913,477.00	970,089.00	451,367.00
Revenue from extra profit (Thousand baht)	2,223,650.00	377,367.00	1,948,753.00
Other income (Thousand baht)	74,463.00	72,887.00	60,660.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from sale (%)	13.66	15.10	19.22
Revenue from sale of electricity (%)	37.39	48.73	36.25
Revenue from construction and rendering services (%)	19.61	21.63	18.67
Revenue from sale of assets under finance lease (%)	8.34	9.93	4.74
Revenue from extra profit (%)	20.31	3.86	20.48
Other income (%)	0.68	0.75	0.64

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	10,947,455.00	9,768,417.00	9,515,104.00
Domestic (Thousand baht)	7,863,329.00	8,227,947.00	7,986,994.00

International (Thousand baht)	3,084,126.00	1,540,470.00	1,528,110.00
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	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	71.83	84.23	83.94
International (%)	28.17	15.77	16.06

*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	N/A	N/A	N/A

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Risk of dependence on government-sector customers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Risk of the Power Supply

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk from new business investment

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Power generation capacity risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

- Other

Risk from delay in launching the project

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Risk from dependency on EPC Contractor

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Risk of exchange rate and interest rate fluctuations

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk of damage to project assets Insurance

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risks from the effects of changes in regulations, laws, and guidelines

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Risk from being limited in amount of power purchase (Curtailment)

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Laws and regulations is not favorable for doing business

Human Rights Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

Compliance Risk

- Violations of laws and regulations

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Natural Disaster Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Risk from COVID-19 Pandemic

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Cyber Threat Risk and Personal Data Protection

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations
- Corporate Governance

Risks from rapid changes in energy technology and digital technology

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Product obsolescence

Risk to Securities Holder (2.2.2)

The risk that investors will not receive the expected return on investment

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

The risk that investors will not receive expected dividend

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.gunkul.com/storage/download/cg/2023/20230307-gunkul-sustainability-development-th.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.gunkul.com/storage/download/cg/2023/20230307-gunkul-environment-climate-change-management-policy-th.pdf>

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)

Energy management

• Fuel consumption

	2020	2021	2022
Diesel (Litre)	N/A	N/A	236,701.03
Gasoline (Litre)	N/A	N/A	107,268.21

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	N/A	3,580,399.76	4,126,854.02

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	N/A	6,807.00	15,905.87

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	192,030.00	162,920.00	388,620.65
Hazardous waste (kg)	2,840.00	3,870.00	7,880.00
Total (kg)	194,870.00	166,790.00	396,500.65

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	2,267.44
Scope 1 (Tons of carbon dioxide equivalents)	N/A	660.55	1,092.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	1,393.99	1,439.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	332.24	2,914.00
Total (Tons of carbon dioxide equivalents)	N/A	2,386.78	5,445.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Bureau Veritas Certification – Thailand Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.gunkul.com/storage/download/cg/2023/20230307-gunkul-human-rights-policy-th.pdf>

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)	603	610	739
Number of female employees (persons)	361	349	48
Total (persons)	964	959	787

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	13	5	6
Employee development and training expenses (baht)	3,150,000.00	2,000,000.00	1,200,000.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	2	9

• Employee retention

	2020	2021	2022
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Percentage of employees who voluntarily resigned (%)	10.37	19.81	27.57
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• 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://www.gunkul.com/storage/download/cg/2023/20230307-gunkul-policy-good-cg-th.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	10	100.00
Number of male directors	6	60.00
Number of female directors	4	40.00
Number of executive directors	5	50.00
Number of non-executive directors	5	50.00
Number of independent directors	4	40.00

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Dr. Gunkul Dhumrongpiyawut Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	10 Aug 2009	Industrial Materials & Machinery, Risk Management, Finance, Governance/ Compliance, Economics, Construction Services, Energy & Utilities, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management

2.	<p>Dr. Chongrak Rarueysong</p> <p>Gender: Male</p> <p>Age: 69 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, Independent director)</p> <p>Director type: Original director</p>	3 Jul 2015	<p>Industrial Materials & Machinery, Data Analysis, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Accounting, Finance, Law, Economics</p>
3.	<p>Associate Professor Dr. Panarat Panmanee</p> <p>Gender: Female</p> <p>Age: 74 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	20 Apr 2018	<p>Accounting, Finance, Law, Data Analysis, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
4.	<p>Gen. Tarnchaiyan Srisuwan</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	18 Apr 2019	<p>Leadership, Risk Management, Governance/ Compliance, Law</p>
5.	<p>Mr. Tarakorn Angpubate</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	20 Apr 2018	<p>Economics, Food & Beverage, Finance & Securities, Accounting, Finance, Industrial Materials & Machinery, Information & Communication Technology, Law, Marketing, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Human Resource Management</p>

6.	<p>Ms. Sopacha Dhumrongpiyawut</p> <p>Gender: Female</p> <p>Age: 56 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	10 Aug 2009	<p>Economics, Industrial Materials & Machinery, Construction Services, Energy & Utilities, Finance, Human Resource Management, Procurement, Data Analysis, Negotiation, Project Management, Corporate Management, Leadership, Change Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
7.	<p>Dr. Somboon Aueatchasai</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	9 Jun 2010	<p>Economics, Industrial Materials & Machinery, Construction Services, Energy & Utilities, Information & Communication Technology, Law, Marketing, Accounting, Finance, Human Resource Management, Procurement, IT Management, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
8.	<p>Ms. Naruechon Dhumrongpiyawut</p> <p>Gender: Female</p> <p>Age: 39 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 (Executive)</p> <p>Director type: Re-elected as director</p>	10 Aug 2009	<p>Economics, Construction Services, Energy & Utilities, Transportation & Logistics, Accounting, Finance, Procurement, IT Management, Data Management, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>

9.	<p>Mrs. Areewan Chaloezman</p> <p>Gender: Female</p> <p>Age: 53 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 (Executive)</p> <p>Director type: Original director</p>	10 Aug 2009	<p>Economics, Industrial Materials & Machinery, Energy & Utilities, Marketing, Human Resource Management, Data Management, Data Analysis, Negotiation, Accounting, IT Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance</p>
10.	<p>Mr. Chaloezman Sricharoen</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	10 Aug 2009	<p>Marketing, Procurement, Negotiation, Strategic Management, Budgeting, Governance/ Compliance, Industrial Materials & Machinery</p>

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

General information	Position	Tenure	Replacement Director
1. Mr. Kris Chantanotoke	Director	Date position was assumed:	No replacement director
Gender: Male	(Non-executive, Independent director)	6 Nov 2019	
Age: 47 years old		Date directorship ended:	
Highest level of education: Master's degree		29 Jul 2022	
Major: Business Administration			
Thai nationality: Yes			
Residing in Thailand: Yes			

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

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

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

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Dr. Chongrak Rarueysong [1] Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	14 Dec 2020	Industrial Materials & Machinery, Data Analysis, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Accounting, Finance, Law, Economics
2. Associate Professor Dr. Panarat Panmanee [1] Gender: Female Age: 74 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	14 May 2018	Accounting, Finance, Law, Data Analysis, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
3. Mr. Tarakorn Angpubate [1] Gender: Male Age: 58 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	14 Dec 2020	Economics, Food & Beverage, Finance & Securities, Accounting, Finance, Industrial Materials & Machinery, Information & Communication Technology, Law, Marketing, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Human Resource 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. Ms. Sopacha Dhumrongpiyawut Gender: Female Age: 56 years old Highest level of education: Honorary degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	10 Aug 2009
2. Dr. Somboon Aueatchasai Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Aug 2009
3. Ms. Naruechon Dhumrongpiyawut Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Aug 2009

4.	<p>Mrs. Areewan Chaloeamdan</p> <p>Gender: Female</p> <p>Age: 53 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>Member of the executive committee</p>	10 Aug 2009
5.	<p>Mr. Chaloeampon Sricharoen</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	10 Aug 2009

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. Tarakorn Angpubate	Chairman
	Ms. Sopacha Dhumrongpiyawut	Member
	Mr. Somchai Trairatanapirom	Member
	Mr. Thitipong Techaratanayuenyong	Member
Good Corporate Governance and Sustainable Development Committee	Mr. Somchai Trairatanapirom	Chairman
	Dr. Chongrak Rarueysong	Member
	Mr. Pongtep Thithapand	Member
Nomination and Remuneration Committee	Pol.Maj.Gen. Visit Sukarasep	Chairman
	Mr. Decha Chooligorn	Member
	Mr. Hathai Uthai	Member

Roles of Sub-committees

Sub-committees responsible for risk management : 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	: Good Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Good Corporate Governance and Sustainable Development 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. Dr. Somboon Aueatchasai Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	5 Mar 2021	Economics, Industrial Materials & Machinery, Construction Services, Energy & Utilities, Information & Communication Technology, Law, Marketing, Accounting, Finance, Human Resource Management, Procurement, IT Management, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
2. Dr. Phongsakorn Damnoen Gender: Male Age: 45 years old Highest level of education: Doctoral degree Major: Renewable Energy	Chief Operating Officer, Energy and Cannabis Business	5 Mar 2021	Energy & Utilities, Data Analysis, Project Management, Negotiation, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance

3.	Ms. Naruechon Dhumrongpiyawut Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer, Investment Strategy and Energy Innovation B	5 Mar 2021	Economics, Construction Services, Energy & Utilities, Transportation & Logistics, Accounting, Finance, Procurement, IT Management, Data Management, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
4.	Mrs. Areewan Chaloemdan Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer, High Voltage Equipment Business	5 Mar 2021	Economics, Industrial Materials & Machinery, Energy & Utilities, Marketing, Human Resource Management, Data Management, Data Analysis, Negotiation, Accounting, IT Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance
5.	Mr. Chaisiri Wattanacharnnarong Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering	Chief Operating Officer, Engineering and Turnkey Business	5 Mar 2021	Construction Services, Energy & Utilities, Project Management, Engineering, Governance/ Compliance
6.	Mr. Thitipong Techaratanayuenyong [1] Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer (CFO)	5 Mar 2021	Economics, Finance, Fund Management, Data Analysis, Negotiation, Budgeting, Risk Management, Strategic Management, Finance & Securities, Banking
7.	Mr. Theerapab Punyasakhon Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Law	Chief Operating Officer, Business Support	5 Mar 2021	Law, Industrial Materials & Machinery, Finance, Data Management, Data Analysis, Strategic Management, Risk Management, Governance/ Compliance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	132,479,206.36	124,873,330.84	111,510,858.20

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) : 739

Number of female employees (persons) : 48

Total (persons) : 787

Provident fund

Total number of employees (persons) : 787

Number of employees contributing to the PVD (persons) : 553

Percentage of employees who are members (%) : 70.27

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. Suttirat Tangnorakul	suttirat@gunkul.com	

- Company secretary

General information	Email	Telephone
1. Ms. Chantira Jongjamareeseethong	chantra@gunkul.com	

- Head of internal audit

General information	Email	Telephone
1. Mr. Tanetsiri Farkmitr	tanetsiri.fak@gunkul.com	

- Head of compliance unit

General information	Email	Telephone
1. Mr. Tanetsiri Farkmitr	tanetsiri.fak@gunkul.com	

• Head of investor relations

General information	Email	Telephone
1. Mr. Thitipong Techaratanayuenyong	thitipong.tec@gunkul.com	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mr. Waiyawat Kosamarnchaiyakij Email: waiyawat@kpmg.co.th Telephone: -</p> <p>2. Mr. Natthaphong Tantichattanont Email: Natthaphong@kpmg.co.th Telephone: -</p> <p>3. Ms. Sophit Prompol Email: Sophit@kpmg.co.th Telephone: -</p>	1,830,000.00	-

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 continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Dr. Gunkul Dhumrongpiyawut Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 10 Aug 2009	Industrial Materials & Machinery, Risk Management, Finance, Governance/ Compliance, Economics, Construction Services, Energy & Utilities, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management
2. Gen. Tarnchaiyan Srisuwan Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 18 Apr 2019	Leadership, Risk Management, Governance/ Compliance, Law
3. Ms. Naruechon Dhumrongpiyawut Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 10 Aug 2009	Economics, Construction Services, Energy & Utilities, Transportation & Logistics, Accounting, Finance, Procurement, IT Management, Data Management, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Dr. Gunkul Dhumrongpiyawut	Chairman of the board	Participating
Dr. Chongrak Rarueysong	Director	Participating
Associate Professor Dr. Panarat Panmanee	Director	Participating
Gen. Tarnchaiyan Srisuwan	Director	Participating
Mr. Tarakorn Angpubate	Director	Participating
Ms. Sopacha Dhumrongpiyawut	Director	Participating
Dr. Somboon Aueatchasai	Director	Participating
Ms. Naruechon Dhumrongpiyawut	Director	Participating
Mrs. Areewan Chaloemdan	Director	Participating
Mr. Chaloempon Sricharoen	Director	Participating
Mr. Kris Chantanotoke	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

Date of AGM meeting : 27 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Dr. Gunkul Dhumrongpiyawut (Chairman of the board)	-	11/11	Participating	Did not hold the meeting
2.	Dr. Chongrak Rarueysong (Director)	-	11/11	Participating	Did not hold the meeting
3.	Associate Professor Dr. Panarat Panmanee (Director)	-	11/11	Participating	Did not hold the meeting
4.	Gen. Tarnchaiyan Srisuwan (Director)	-	11/11	Participating	Did not hold the meeting
5.	Mr. Tarakorn Angpubate (Director)	-	11/11	Participating	Did not hold the meeting
6.	Ms. Sopacha Dhumrongpiyawut (Director)	-	11/11	Participating	Did not hold the meeting
7.	Dr. Somboon Aueatchasai (Director)	-	11/11	Participating	Did not hold the meeting
8.	Ms. Naruechon Dhumrongpiyawut (Director)	-	11/11	Participating	Did not hold the meeting
9.	Mrs. Areewan Chaloemdan (Director)	-	11/11	Participating	Did not hold the meeting
10.	Mr. Chaloempon Sricharoen (Director)	-	11/11	Participating	Did not hold the meeting
11.	Mr. Kris Chantanotoke (Director)	29 Jul 2022	7/7	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.	Dr. Gunkul Dhumrongpiyawut (Chairman of the board)	-	1,000,000.00	0.00	No
2.	Dr. Chongrak Rarueysong (Director)	-	1,085,000.00	0.00	No
3.	Associate Professor Dr. Panarat Panmanee (Director)	-	790,000.00	0.00	No

4.	Gen. Tarnchaiyan Srisuwan (Director)	-	500,000.00	0.00	No
5.	Mr. Tarakorn Angpubate (Director)	-	1,010,000.00	0.00	No
6.	Ms. Sopacha Dhumrongpiyawut (Director)	-	1,197,500.00	0.00	No
7.	Dr. Somboon Aueatchasai (Director)	-	835,000.00	0.00	No
8.	Ms. Naruechon Dhumrongpiyawut (Director)	-	705,000.00	0.00	No
9.	Mrs. Areewan Chaloezman (Director)	-	705,000.00	0.00	No
10.	Mr. Chaloezman Sricharoen (Director)	-	705,000.00	0.00	No
11.	Mr. Kris Chantanotoke (Director)	29 Jul 2022	295,000.00	0.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Dr. Chongrak Rarueysong (Chairman of the audit committee)	-	5/5
2.	Associate Professor Dr. Panarat Panmanee (Audit committee)	-	5/5
3.	Mr. Tarakorn Angpubate (Audit committee)	-	5/5