



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BJC HEAVY INDUSTRIES 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 : BJC HEAVY INDUSTRIES PUBLIC COMPANY LIMITED

Symbol : BJCHI

Address : No. 594 Moo 4, Makham Khu, Nikhom Phatthana

Province : Rayong

Postcode : 21180

Business : The company engages in the engineering service, which provides manufacturing and installation services for the equipment use in production process of the heavy industry plant, customized in accordance to size and design specified by customer in various industries such as energy, refinery, power plant, natural gas, petrochemical and mining. The nature of products and services can be divided in to 4 main categories including steel fabrication, modularization, site erection and precast concrete.

Registration Number : 0107556000302

Telephone : 0-3301-7345

Fax (if applicable) : 0-3301-7348

Website : www.bjc1994.com

Email : ir@bjc1994.com

Total Shares Sold (shares)

Common Stock : 1,599,690,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	2,034,832.83	1,544,782.29	2,738,005.73
Modularization (Thousand baht)	1,066,900.00	173,460.00	1,658,437.93
Fabrication (Thousand baht)	761,460.00	1,087,040.00	699,351.97
Other Services (Thousand baht)	136,940.00	79,680.00	265,182.35
Other Revenue (Thousand baht)	69,530.00	204,600.00	28,104.90
Other income (Thousand baht)	2.83	2.29	86,928.58

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Modularization (%)	52.43	11.23	60.57
Fabrication (%)	37.42	70.37	25.54
Other Services (%)	6.73	5.16	9.69
Other Revenue (%)	3.42	13.24	1.03
Other income (%)	0.00	0.00	3.17

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	2,034,832.83	1,544,782.29	2,738,005.73
Domestic (Thousand baht)	181,502.00	79,679.37	86,928.58
International (Thousand baht)	1,853,330.83	1,465,102.92	2,651,077.15

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	8.92	5.16	3.17
International (%)	91.08	94.84	96.83

*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)

Business Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Reliance on large customers or few customers

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources

Financial Risk

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

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.bjc1994.com/bjchi/th/investor-relation/corporate-governance/sustainability-policy/>

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.bjc1994.com/bjchi/investor-relation/corporate-governance/sustainability-policy/>

Company environmental guideline : Electricity Management, Fuel Management, Waste 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)	538,269.00	336,941.00	504,560.00
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)	5,252,934.00	4,028,124.00	5,514,312.00

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	0.00	0.00	0.00

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	1,675,240.00	1,240,040.00	721,335.00
Hazardous waste (kg)	1,371,960.00	1,158,860.00	1,217,890.00
Total (kg)	3,047,200.00	2,398,900.00	1,939,225.00

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	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00

Total (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	749	301	2,015
Number of female employees (persons)	174	119	608
Total (persons)	923	420	2,623

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	396,702,544.73	225,551,431.90	599,738,597.53

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	8	8	8

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	15	5	3

• Employee retention

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	72.26	39.52	35.15

• 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.bjc1994.com/bjchi/th/investor-relation/corporate-governance/corporate-governance-policy/governance-policy/>

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

Policy and guideline related to the board of directors

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

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

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

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	9	100.00
Number of female directors	0	0.00
Number of executive directors	5	55.56
Number of non-executive directors	4	44.44
Number of independent directors	4	44.44

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. BOONCHUAY KORKITROTJANA 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 board (Non-executive, Independent director) Director type: Re-elected as director	23 Jun 2011	Strategic Management, Data Management, Risk Management, Change Management, Corporate Management, IT Management, Audit, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Engineering

2.	Mr. KYUYOUNG LEE Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	19 Apr 1994	Strategic Management, Change Management, Risk Management, Project Management, Marketing, Design, Negotiation, Corporate Social Responsibility, Construction Services, Engineering
3.	Mr. YOUNG JUN LEE Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	29 Jul 1999	Strategic Management, Corporate Management, Risk Management, Project Management, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Sustainability, Construction Services, Leadership
4.	Mr. SEUNGWOO LEE Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	27 Apr 2004	Risk Management, Corporate Management, Project Management, Audit, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Construction Services, Sustainability, Governance/ Compliance
5.	Mr. EKACHIDD CHUNGCHAROEN Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	23 Jun 2011	Strategic Management, Data Management, Corporate Management, Risk Management, Audit, Sustainability, Governance/ Compliance, Engineering, Change Management, Data Analysis, Corporate Social Responsibility, Internal Control, Construction Services

6.	Mr. NOPPADOL DHEERABUTRVONGKUL Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	23 Jun 2011	Strategic Management, Data Management, Risk Management, Corporate Management, Budgeting, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Construction Services, Governance/ Compliance
7.	Mr. SEONG JIN LEE Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	16 May 2016	Data Management, Risk Management, Corporate Management, Marketing, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Engineering
8.	Mr. JUMPOT KANJANAPANYAKOM Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	12 May 2018	Change Management, Risk Management, Project Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Petrochemicals & Chemicals, Construction Services, Engineering
9.	Mr. MYUNGSUP SONG Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	16 Jul 2020	Strategic Management, Fund Management, Data Management, Risk Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Finance & Securities, Economics

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

General information	Position	Tenure	Replacement Director
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1.	Mrs. CHANCHIRA SMAKTHAI	Director	Date position was	No replacement director
	Gender: Female	(Executive)	assumed:	
	Age: 51 years old		1 Oct 1995	
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Business Administration		1 Jun 2022	
	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 : Yes

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. Mr. EKACHIDD CHUNGCHAROEN Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	23 Jun 2011	Strategic Management, Data Management, Corporate Management, Risk Management, Audit, Sustainability, Governance/ Compliance, Engineering, Change Management, Data Analysis, Corporate Social Responsibility, Internal Control, Construction Services
2. Mr. NOPPADOL DHEERABUTRVONGKUL [1] Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	23 Jun 2011	Strategic Management, Data Management, Risk Management, Corporate Management, Budgeting, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Construction Services, Governance/ Compliance
3. Mr. JUMPOT KANJANAPANYAKOM Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	12 May 2018	Change Management, Risk Management, Project Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Petrochemicals & Chemicals, Construction Services, Engineering

[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. KYUYOUNG LEE Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Chairman of the executive committee	19 Apr 1994
2. Mr. YOUNG JUN LEE Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	29 Jul 1999
3. Mr. SEUNGWOO LEE Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	27 Apr 2004

4.	Mr. SEONG JIN LEE Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	16 May 2016
5.	Mr. MYUNGSUP SONG Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	16 Jul 2020

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

General information	Position	Tenure	Replacement Director
1. Mrs. CHANCHIRA SMAKTHAI Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 7 Jun 2022 Date directorship ended: 1 Jun 2022	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
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Risk Management Committee	Mr. KYUYOUNG LEE	Chairman
	Mr. YOUNG JUN LEE	Member
	Mr. SEUNGWOO LEE	Member
	Mr. MYUNGSUP SONG	Member
	Mr. SEONG JIN LEE	Member
	Ms. Rungarun Hannarong	Member
	Mr. Suthi Thangsri	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

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. KYUYOUNG LEE Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Engineering	PRESIDENT	19 Apr 1994	Strategic Management, Change Management, Risk Management, Project Management, Marketing, Design, Negotiation, Corporate Social Responsibility, Construction Services, Engineering
2. Mr. YOUNG JUN LEE Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Business Administration	MANAGING DIRECTOR	29 Jul 1999	Strategic Management, Corporate Management, Risk Management, Project Management, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Sustainability, Construction Services, Leadership
3. Mr. SEUNGWOO LEE Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management	Deputy Managing Director	27 Apr 2004	Risk Management, Corporate Management, Project Management, Audit, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Construction Services, Sustainability, Governance/ Compliance

4.	Mr. MYUNGSUP SONG [1][2] Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Economics	Chief Financial Officer	16 Jul 2020	Strategic Management, Fund Management, Data Management, Risk Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Finance & Securities, Economics
5.	Mr. SEONG JIN LEE Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering	Assistant Managing Director	16 May 2016	Data Management, Risk Management, Corporate Management, Marketing, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Engineering

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	18,665,129.00	19,376,896.00	14,464,759.14

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) : 2,015

Number of female employees (persons) : 608

Total (persons) : 2,623

Employee Remuneration

Total employee remuneration : 599,738,597.53

Provident fund

Total number of employees (persons) : 2,623

Number of employees contributing to the PVD (persons) : 102

Percentage of employees who are members (%) : 3.89

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. Soison Kaewkhemthong	soison@bjc1994.com	033-017345

- Company secretary

General information	Email	Telephone
1. Mr. Vittaya Changeutai	vittaya.c@bjc1994.com	033-017345

- Head of internal audit

General information	Email	Telephone
1. Ms. Saranya Dissanguan	saranya@bjc1994.com	033-017345

- Head of investor relations

General information	Email	Telephone
1. Mr. Vittaya Changeutai	ir@bjc1994.com	033-017345

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. A.M.T. & ASSOCIATES	1. Ms. Daranee Somkanerd Email: daranee_007@yahoo.com Telephone: 02-2341676	1,350,000.00	Details: monitoring compliance with the terms of BOI Total service fee (baht): 20,000.00

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. Mr. BOONCHUAY KORKITROTJANA 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 board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 23 Jun 2011	Strategic Management, Data Management, Risk Management, Change Management, Corporate Management, IT Management, Audit, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Engineering
2. Mr. KYUYOUNG LEE Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	Date position was assumed: 19 Apr 1994	Strategic Management, Change Management, Risk Management, Project Management, Marketing, Design, Negotiation, Corporate Social Responsibility, Construction Services, Engineering
3. Mr. YOUNG JUN LEE Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 29 Jul 1999	Strategic Management, Corporate Management, Risk Management, Project Management, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Sustainability, Construction Services, Leadership

4.	Mr. SEUNGWOO LEE Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Apr 2004	Risk Management, Corporate Management, Project Management, Audit, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Construction Services, Sustainability, Governance/ Compliance
5.	Mr. EKACHIDD CHUNGCHAROEN Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 23 Jun 2011	Strategic Management, Data Management, Corporate Management, Risk Management, Audit, Sustainability, Governance/ Compliance, Engineering, Change Management, Data Analysis, Corporate Social Responsibility, Internal Control, Construction Services
6.	Mr. NOPPADOL DHEERABUTRVONGKUL Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 23 Jun 2011	Strategic Management, Data Management, Risk Management, Corporate Management, Budgeting, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Construction Services, Governance/ Compliance
7.	Mr. SEONG JIN LEE Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 16 May 2016	Data Management, Risk Management, Corporate Management, Marketing, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Engineering

8.	Mr. JUMPOT KANJANAPANYAKOM	Director (Non-executive, Independent director)	Date position was assumed: 12 May 2018	Change Management, Risk Management, Project Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Petrochemicals & Chemicals, Construction Services, Engineering
	Gender: Male			
	Age: 71 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected as director		
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
9.	Mr. MYUNGSUP SONG	Director (Executive)	Date position was assumed: 16 Jul 2020	Strategic Management, Fund Management, Data Management, Risk Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Finance & Securities, Economics
	Gender: Male			
	Age: 55 years old			
	Highest level of education:	Director type: Re-elected as director		
	Bachelor's degree			
	Major: Economics			
	Thai nationality: No			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONCHUAY KORKITROTJANA	Chairman of the board	Participating
Mr. KYUYOUNG LEE	Chairman of the board	N/A
Mr. YOUNG JUN LEE	Director	N/A
Mr. SEUNGWOO LEE	Director	N/A
Mr. EKACHIDD CHUNGCHAROEN	Director	N/A
Mr. NOPPADOL DHEERABUTRVONGKUL	Director	N/A
Mr. SEONG JIN LEE	Director	N/A
Mr. JUMPOT KANJANAPANYAKOM	Director	N/A
Mr. MYUNGSUP SONG	Director	Participating
Mrs. CHANCHIRA SMAKTHAI	Director	N/A

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 4

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. BOONCHUAY KORKITROTJANA (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2. Mr. KYUYOUNG LEE (Chairman of the board)	-	2/4	Participating	Did not hold the meeting
3. Mr. YOUNG JUN LEE (Director)	-	4/4	Participating	Did not hold the meeting
4. Mr. SEUNGWOO LEE (Director)	-	4/4	Non-participating	Did not hold the meeting
5. Mr. EKACHIDD CHUNGCHAROEN (Director)	-	4/4	Participating	Did not hold the meeting
6. Mr. NOPPADOL DHEERABUTRVONGKUL (Director)	-	4/4	Participating	Did not hold the meeting
7. Mr. SEONG JIN LEE (Director)	-	4/4	Participating	Did not hold the meeting
8. Mr. JUMPOT KANJANAPANYAKOM (Director)	-	4/4	Participating	Did not hold the meeting
9. Mr. MYUNGSUP SONG (Director)	-	4/4	Participating	Did not hold the meeting

10.	Mrs. CHANCHIRA SMAKTHAI (Director)	1 Jun 2022	2/2	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. BOONCHUAY KORKITROTJANA (Chairman of the board)	-	680,000.00	0.00	No
2.	Mr. KYUYOUNG LEE (Chairman of the board)	-	0.00	3,380,000.00	No
3.	Mr. YOUNG JUN LEE (Director)	-	0.00	3,315,000.00	No
4.	Mr. SEUNGWOO LEE (Director)	-	0.00	3,185,000.00	No
5.	Mr. EKACHIDD CHUNGCHAROEN (Director)	-	510,000.00	0.00	No
6.	Mr. NOPPADOL DHEERABUTRVONGKUL (Director)	-	510,000.00	0.00	No
7.	Mr. SEONG JIN LEE (Director)	-	0.00	2,920,000.00	No
8.	Mr. JUMPOT KANJANAPANYAKOM (Director)	-	510,000.00	0.00	No
9.	Mr. MYUNGSUP SONG (Director)	-	0.00	3,371,157.14	No
10.	Mrs. CHANCHIRA SMAKTHAI (Director)	1 Jun 2022	0.00	805,000.00	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. EKACHIDD CHUNGCHAROEN (Audit committee)	-	4/4
2.	Mr. NOPPADOL DHEERABUTRVONGKUL (Chairman of the audit committee)	-	4/4
3.	Mr. JUMPOT KANJANAPANYAKOM (Audit committee)	-	4/4