

## ESG Performance

Company Name: APPLIED DB PUBLIC COMPANY LIMITED Symbol: ADB

Market: mai Industry Group: Industrials Sector: SECTOR 0

## Environment

### 1 Environmental Management

#### 1.1 Environmental Policy and Practice

|   |   |
|---|---|
| Corporate environmental policy and practice:            | Yes   |
| URL of environmental policy and practice:               | <a href="https://www.adb.co.th/corperate-governance/#1626416480872-ea7a6099-c6a9">https://www.adb.co.th/corperate-governance/#1626416480872-ea7a6099-c6a9</a> |
| Uploaded document of environmental policy and practice: | นโยบายเกี่ยวกับสิ่งแวดล้อมและสังคม.pdf  |

#### 1.2 Environmental Practices

|                                    |                    |
|------------------------------------|--------------------|
| Corporate environmental practices: | x Waste Management |
|------------------------------------|--------------------|

### 2 Energy Management

#### 2.1 Disclosure Boundary in Energy Management

| Detail                                 | Year |
|--|------|
|  | 2022 |
| Boundary type                          | -    |
| Total number of disclosure boundaries  | -    |
| Actual number of disclosure boundaries | -    |

#### 2.2 Electricity Consumption<sup>(\*)</sup>

| Detail  | Unit           | Year |              |              |
|---|----------------|------|--------------|--------------|
|   |                | 2020 | 2021         | 2022         |
| Electricity consumption target  | Kilowatt-Hours | -    | -            | -            |
| Total electricity consumption within the organization   | Kilowatt-Hours | -    | 6,233,763.00 | 7,118,376.90 |
| Electricity purchased for consumption from non-renewable energy sources                             | Kilowatt-Hours | -    | 5,601,152.00 | 6,426,200.00 |
| Electricity purchased or generated for consumption from renewable energy sources                    | Kilowatt-Hours | -    | 632,611.00   | 692,176.90   |
| Difference between total electricity consumption within the organization and target <sup>(**)</sup> | Kilowatt-Hours | -    | -            | -            |

|  |                                |   |           |           |
|--|--------------------------------|---|-----------|-----------|
| Percentage of the difference between total electricity consumption within the organization and target <sup>(*)</sup> | %                              | - | -         | -         |
| Intensity ratio of total electricity consumption within the organization to total number of employees                | Kilowatt-Hours / Person / Year | - | 13,041.35 | 14,438.90 |

**Additional explanation:**

<sup>(\*)</sup> Exclude electricity consumption outside of the Company.

<sup>(\*\*)</sup> Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

## 2.3 Electricity Consumption Intensity

| Detail   | Unit                              | Year |            |            |
|--|-----------------------------------|------|------------|------------|
|  |                                   | 2020 | 2021       | 2022       |
| Intensity of total electricity consumption within the organization | Kilowatt-Hours / Kilogram product | -    | 285,230.00 | 275,580.00 |

## 2.4 Electricity Expense<sup>(\*)</sup>

| Detail  | Unit                 | Year |               |               |
|---|----------------------|------|---------------|---------------|
|   |                      | 2020 | 2021          | 2022          |
| Total electricity expense   | Baht                 | -    | 21,172,493.48 | 27,787,318.28 |
| Percentage of total electricity expense to total expenses <sup>(**)</sup> | %                    | -    | -             | -             |
| Percentage of total electricity expense to total revenues <sup>(**)</sup> | %                    | -    | -             | -             |
| Intensity ratio of total electricity expense to total number of employees | Baht / Person / Year | -    | 44,293.92     | 56,363.73     |

**Additional explanation:**

<sup>(\*)</sup> Exclude electricity expense outside of the Company.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 2.5 Fuel Consumption

| Detail   | Unit   | Year |           |           |
|----------|--------|------|-----------|-----------|
|          |        | 2020 | 2021      | 2022      |
| Jet fuel | Litres | -    | 0.00      | 0.00      |
| Diesel   | Litres | -    | 73,661.00 | 78,761.27 |
| Gasoline | Litres | -    | 68,835.00 | 63,571.23 |
| Fuel oil | Litres | -    | 0.00      | 0.00      |

|             |                     |   |       |       |
|-------------|---------------------|---|-------|-------|
| Crude oil   | Barrels             | - | 0.00  | 0.00  |
| Natural gas | Standard cubic feet | - | 0.00  | 0.00  |
| LPG         | Kilograms           | - | 45.00 | 15.00 |
| Steam       | Metric tonnes       | - | 0.00  | 0.00  |
| Coal        | Metric tonnes       | - | 0.00  | 0.00  |

**Additional explanation:** Exclude fuel consumption outside of the Company.

## 2.6 Fuel Expense<sup>(\*)</sup>

| Detail   | Unit | Year |               |               |
|--|------|------|---------------|---------------|
|  |      | 2020 | 2021          | 2022          |
| Total fuel expense   | Baht | -    | 21,172,493.48 | 27,787,318.28 |
| Percentage of total fuel expense to total expenses <sup>(**)</sup> | %    | -    | -             | -             |
| Percentage of total fuel expense to total revenues <sup>(**)</sup> | %    | -    | -             | -             |

**Additional explanation:**

<sup>(†)</sup> Exclude fuel expense outside of the Company.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 2.7 Energy Consumption

| Detail   | Unit           | Year |          |          |
|--|----------------|------|----------|----------|
|  |                | 2020 | 2021     | 2022     |
| Total energy consumption within the organization | Megawatt-Hours | -    | 6,233.76 | 7,118.38 |

## 2.8 Energy Consumption Intensity

| Detail   | Unit  | Year |      |      |
|--|---|------|------|------|
|  |   | 2020 | 2021 | 2022 |
| Intensity ratio of total energy consumption within the organization to total revenues <sup>(†)</sup> | Megawatt-Hours /<br>Thousand Baht<br>of total<br>revenues | -    | -    | -    |
| Intensity of total energy consumption within the organization  | Megawatt-Hours / Person<br>(employee)                     | -    | -    | -    |

**Additional explanation:**

<sup>(\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 3 Water Management

### 3.1 Disclosure Boundary in Water Management

| Detail                                 | Year |
|--|------|
|  | 2022 |
| Boundary type                          | -    |
| Total number of disclosure boundaries  | -    |
| Actual number of disclosure boundaries | -    |

### 3.2 Water Withdrawal by Sources

| Detail  | Unit  | Year |           |           |
|---|---|------|-----------|-----------|
|   |   | 2020 | 2021      | 2022      |
| Water withdrawal target   | Cubic meters  | -    | -         | -         |
| Total water withdrawal  | Cubic meters  | -    | 27,840.21 | 31,211.86 |
| Total water withdrawal by third-party water   | Cubic meters  | 0.04 | 25,309.28 | 28,374.42 |
| Total water withdrawal by surface water   | Cubic meters  | -    | 0.00      | 0.00      |
| Total water withdrawal by groundwater   | Cubic meters  | -    | 0.00      | 0.00      |
| Total water withdrawal by seawater  | Cubic meters  | -    | 0.00      | 0.00      |
| Total water withdrawal by produced water  | Cubic meters  | -    | 2,530.93  | 2,837.44  |
| Difference between total water withdrawal and target <sup>(*)</sup>                   | Cubic meters  | -    | -         | -         |
| Percentage of the difference between total water withdrawal and target <sup>(*)</sup> | %   | -    | -         | -         |
| Intensity ratio of total water withdrawal to total number of employees                | Cubic meters /<br>Person / Year                         | -    | 58.24     | 63.31     |
| Intensity ratio of total water withdrawal to total revenues <sup>(**)</sup>           | Cubic meters /<br>Thousand Baht<br>of<br>total revenues | -    | -         | -         |

**Additional explanation:**

<sup>(\*)</sup> Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

### 3.3 Water Discharge by Destinations

| Detail                                     | Unit         | Year |           |           |
|--|--------------|------|-----------|-----------|
|  |              | 2020 | 2021      | 2022      |
| Total water discharge                      | Cubic meters | -    | 20,247.43 | 22,699.54 |
| Total water discharge to third-party water | Cubic meters | -    | 20,247.43 | 22,699.54 |
| Total water discharge to surface water     | Cubic meters | -    | 0.00      | 0.00      |
| Total water discharge to groundwater       | Cubic meters | -    | 0.00      | 0.00      |
| Total water discharge to seawater          | Cubic meters | -    | 0.00      | 0.00      |

### 3.4 Water Consumption

| Detail                  | Unit         | Year |          |          |
|-------------------------|--------------|------|----------|----------|
|                         |              | 2020 | 2021     | 2022     |
| Total water consumption | Cubic meters | -    | 7,592.78 | 8,512.32 |

### 3.5 Water Consumption Intensity

| Detail  | Unit  | Year |       |        |
|---|---|------|-------|--------|
|   |   | 2020 | 2021  | 2022   |
| Intensity ratio of total water consumption to total revenues <sup>(*)</sup> | Cubic meters /<br>Thousand Baht<br>of total<br>revenues | -    | -     | -      |
| Intensity of total water consumption  | Cubic meters /<br>Person<br>(employee)                  | -    | 98.86 | 105.09 |

Additional explanation:

<sup>(\*)</sup> Total revenues and total expenses from consolidated financial statements.

### 3.6 Water Withdrawal Expense

| Detail                         | Unit | Year |            |            |
|--------------------------------|------|------|------------|------------|
|                                |      | 2020 | 2021       | 2022       |
| Total water withdrawal expense | Baht | -    | 411,267.21 | 472,785.72 |

|  |                      |   |            |            |
|--|----------------------|---|------------|------------|
| Total water withdrawal expense from third-party water                          | Baht                 | - | 411,267.21 | 472,785.72 |
| Total water withdrawal expense from other sources                              | Baht                 | - | 0.00       | 0.00       |
| Percentage of total water withdrawal expense to total expenses <sup>(7)</sup>  | %                    | - | -          | -          |
| Percentage of total water withdrawal expense to total revenues <sup>(7)</sup>  | %                    | - | -          | -          |
| Intensity ratio of total water withdrawal expense to total number of employees | Baht / Person / Year | - | 860.39     | 959.00     |

**Additional explanation:**

<sup>(7)</sup> Total revenues and total expenses from consolidated financial statements.

## 4 Waste Management

### 4.1 Disclosure Boundary in Waste Management

| Detail                                 | Year |
|--|------|
|  | 2022 |
| Boundary type                          | -    |
| Total number of disclosure boundaries  | -    |
| Actual number of disclosure boundaries | -    |

### 4.2 Waste Generation<sup>(\*)</sup>

| Detail   | Unit   | Year |        |        |
|--|--|------|--------|--------|
|  |  | 2020 | 2021   | 2022   |
| Total waste generated  | Kilograms  | -    | 194.62 | 176.71 |
| Non-hazardous waste  | Kilograms  | -    | 109.06 | 61.69  |
| Hazardous waste  | Kilograms  | -    | 85.56  | 115.02 |
| Intensity ratio of total waste generated to total revenues <sup>(**)</sup>     | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -    | -      | -      |
| Intensity ratio of total non-hazardous waste to total revenues <sup>(**)</sup> | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -    | -      | -      |
| Intensity ratio of total hazardous waste to total revenues <sup>(**)</sup>     | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -    | -      | -      |

**Additional explanation:**

<sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

### 4.3 Reused / Recycled Waste

| Detail                      | Unit      | Year |       |       |
|-----------------------------|-----------|------|-------|-------|
|                             |           | 2020 | 2021  | 2022  |
| Total reused/recycled waste | Kilograms | -    | 72.00 | 19.06 |

|  |           |   |       |       |
|--|-----------|---|-------|-------|
| Reused/Recycled non-hazardous waste                                      | Kilograms | - | 36.00 | 9.53  |
| Reused/Recycled hazardous waste  | Kilograms | - | 36.00 | 9.53  |
| Percentage of total reused/recycled waste to total waste generated       | %         | - | 37.00 | 10.79 |
| Percentage of reused/recycled non-hazardous waste to non-hazardous waste | %         | - | 33.01 | 15.45 |
| Percentage of reused/recycled hazardous waste to hazardous waste         | %         | - | 42.08 | 8.29  |

**Additional explanation:** Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost.

## 5 Greenhouse Gas Management

### 5.1 Disclosure Boundary in Greenhouse Gas Management

| Detail                                 | Year |
|--|------|
|  | 2022 |
| Boundary type                          | -    |
| Total number of disclosure boundaries  | -    |
| Actual number of disclosure boundaries | -    |

### 5.2 Greenhouse Gas Management Plan

- Corporate greenhouse gas management plan: -
- URL of corporate greenhouse gas management plan: -
- Uploaded document of Corporate greenhouse gas management plan: -

### 5.3 Greenhouse Gas Emissions (GHG Emissions)

| Detail                        | Unit                                       | Year   |          |          |
|-------------------------------|--|--------|----------|----------|
|                               |  | 2020   | 2021     | 2022     |
| Total GHG emissions target    | Metric tonnes of carbon dioxide equivalent | -      | -        | -        |
| Total GHG emissions           | Metric tonnes of carbon dioxide equivalent | -      | 3,204.00 | 3,767.00 |
| Total GHG emissions - scope 1 | Metric tonnes of carbon dioxide equivalent | 919.00 | 381.00   | 425.00   |



|  |  |          |          |          |
|--|--|----------|----------|----------|
| Total GHG emissions – scope 2  | Metric tonnes of carbon dioxide equivalent | 3,875.00 | 2,800.00 | 3,213.00 |
| Total GHG emissions – scope 3  | Metric tonnes of carbon dioxide equivalent | 739.00   | 23.00    | 129.00   |
| Difference between total GHG emissions and target <sup>(*)</sup>                   | Metric tonnes of carbon dioxide equivalent | -        | -        | -        |
| Percentage of the difference between total GHG emissions and target <sup>(*)</sup> | %  | -        | -        | -        |

**Additional explanation:**

<sup>(\*)</sup> Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

## 5.4 Greenhouse Gas Emissions Intensity

| Detail  | Unit   | Year |      |      |
|---|--|------|------|------|
|   |  | 2020 | 2021 | 2022 |
| Intensity ratio of total GHG emissions to total revenues <sup>(*)</sup> | Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues | -    | -    | -    |
| Intensity ratio of total GHG emissions to total number of employees     | Metric tonnes of carbon dioxide equivalent / Person                          | -    | 6.70 | 7.64 |
| Intensity of GHG emissions  | Metric tonnes of carbon dioxide equivalent / m <sup>2</sup>                  | -    | 0.00 | 0.00 |

**Additional explanation:**

<sup>(\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 5.5 Verification of Greenhouse Gas Emissions

| Detail                                   | Year |
|--|------|
|  | 2022 |
| Verification of greenhouse gas emissions | No   |
| Name of verifying company (Thai)         | -    |
| Name of verifying company (English)      | -    |

## 5.6 Reduction of Greenhouse Gas

| Detail                 | Unit  | Year |      |      |
|------------------------|---|------|------|------|
|                        |   | 2020 | 2021 | 2022 |
| Total reduced GHG      | Metric kilograms of carbon dioxide equivalent | -    | -    | -    |
| Care the Bear Project  | Metric kilograms of carbon dioxide equivalent | -    | -    | -    |
| Care the Whale Project | Metric kilograms of carbon dioxide equivalent | -    | -    | -    |
| Other projects         | Metric kilograms of carbon dioxide equivalent | -    | -    | -    |

## 5.7 Absorption and removal of Greenhouse Gas

| Detail                            | Unit  | Year |      |      |
|-----------------------------------|---|------|------|------|
|                                   |   | 2020 | 2021 | 2022 |
| Total absorbed and removal of GHG | Metric kilograms of carbon dioxide equivalent | -    | -    | -    |
| Care the Wild Project             | Metric kilograms of carbon dioxide equivalent | -    | -    | -    |
| Other projects                    | Metric kilograms of carbon dioxide equivalent | -    | -    | -    |

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## ESG Performance

Company Name: APPLIED DB PUBLIC COMPANY LIMITED Symbol: ADB

Market: mai Industry Group: Industrials Sector: SECTOR 0

### Social

#### 1 Human Rights

##### 1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes  
URL of Corporate human rights policy and practice: -  
Uploaded document of Corporate human rights policy and practice: นโยบายสิทธิมนุษยชน.pdf

##### 1.2 Human Rights Practices

Corporate human rights practices: x Child Labor x Non-discrimination x Migrant Workers x Safety and Occupational Health at Work

#### 2 Fair Labor Practices

##### 2.1 Disclosure Boundary in Fair Labor Practices

| Detail                                 | Year |
|--|------|
|  | 2022 |
| Boundary type                          | -    |
| Total number of disclosure boundaries  | -    |
| Actual number of disclosure boundaries | -    |

##### 2.2 Employment

##### 2.2.1 Employees by Gender

| Detail                           | Unit    | Year |       |       |
|----------------------------------|---------|------|-------|-------|
|                                  |         | 2020 | 2021  | 2022  |
| Total number of employees        | Persons | -    | 478   | 493   |
| Total number of male employees   | Persons | 282  | 283   | 299   |
| Percentage of male employees     | %       | -    | 59.21 | 60.65 |
| Total number of female employees | Persons | 185  | 195   | 194   |

|                                |   |   |       |       |
|--------------------------------|---|---|-------|-------|
| Percentage of female employees | % | - | 40.79 | 39.35 |
|--------------------------------|---|---|-------|-------|

## 2.2.2 Employees by Age Group

| Detail                                       | Unit    | Year |       |       |
|--|---------|------|-------|-------|
|  |         | 2020 | 2021  | 2022  |
| Total number of employees under 30 years old | Persons | 135  | 145   | 165   |
| Percentage of employees under 30 years old   | %       | -    | 30.33 | 33.47 |
| Total number of employees 30–50 years old    | Persons | 292  | 292   | 290   |
| Percentage of employees 30–50 years old      | %       | -    | 61.09 | 58.82 |
| Total number of employees over 50 years old  | Persons | 40   | 41    | 38    |
| Percentage of employees over 50 years old    | %       | -    | 8.58  | 7.71  |

## 2.2.3 Male Employees by Age group

| Detail  | Unit    | Year  |       |       |
|---|---------|-------|-------|-------|
|   |         | 2020  | 2021  | 2022  |
| Total number of male employees under 30 years old | Persons | 83    | 83    | 99    |
| Percentage of male employees under 30 years old   | %       | 29.43 | 29.33 | 33.11 |
| Total number of male employees 30–50 years old    | Persons | 172   | 172   | 174   |
| Percentage of male employees 30–50 years old      | %       | 60.99 | 60.78 | 58.19 |
| Total number of male employees over 50 years old  | Persons | 27    | 28    | 26    |
| Percentage of male employees over 50 years old    | %       | 9.57  | 9.89  | 8.70  |

## 2.2.4 Female Employees by Age group

| Detail | Unit | Year |      |      |
|--------|------|------|------|------|
|        |      | 2020 | 2021 | 2022 |

|   |         |       |       |       |
|---|---------|-------|-------|-------|
| Total number of female employees under 30 years old | Persons | 52    | 62    | 66    |
| Percentage of female employees under 30 years old   | %       | 28.11 | 31.79 | 34.02 |
| Total number of female employees 30–50 years old    | Persons | 120   | 120   | 116   |
| Percentage of female employees 30–50 years old      | %       | 64.86 | 61.54 | 59.79 |
| Total number of female employees over 50 years old  | Persons | 13    | 13    | 12    |
| Percentage of female employees over 50 years old    | %       | 7.03  | 6.67  | 6.19  |

### 2.2.5 Employees by Employee Category

| Detail   | Unit    | Year |       |       |
|--|---------|------|-------|-------|
|  |         | 2020 | 2021  | 2022  |
| Total number of employees in operational level | Persons | 418  | 429   | 438   |
| Percentage of employees in operational level   | %       | -    | 89.75 | 88.84 |
| Total number of employees in management level  | Persons | 35   | 35    | 41    |
| Percentage of employees in management level    | %       | -    | 7.32  | 8.32  |
| Total number of employees in executive level   | Persons | 14   | 14    | 14    |
| Percentage of employees in executive level     | %       | -    | 2.93  | 2.84  |

### 2.2.6 Male Employees by Employee Category

| Detail  | Unit    | Year  |       |       |
|---|---------|-------|-------|-------|
|   |         | 2020  | 2021  | 2022  |
| Total number of male employees in operational level | Persons | 260   | 261   | 274   |
| Percentage of male employees in operational level   | %       | 92.20 | 92.23 | 91.64 |
| Total number of male employees in management level  | Persons | 12    | 12    | 15    |
| Percentage of male employees in management level    | %       | 4.26  | 4.24  | 5.02  |
| Total number of male employees in executive level   | Persons | 10    | 10    | 10    |
| Percentage of male employees in executive level     | %       | 3.55  | 3.53  | 3.34  |

### 2.2.7 Female Employees by Employee Category

| Detail  | Unit    | Year  |       |       |
|---|---------|-------|-------|-------|
|   |         | 2020  | 2021  | 2022  |
| Total number of female employees in operational level | Persons | 158   | 168   | 164   |
| Percentage of female employees in operational level   | %       | 85.41 | 86.15 | 84.54 |
| Total number of female employees in management level  | Persons | 23    | 23    | 26    |

|   |         |       |       |       |
|---|---------|-------|-------|-------|
| Percentage of female employees in management level  | %       | 12.43 | 11.79 | 13.40 |
| Total number of female employees in executive level | Persons | 4     | 4     | 4     |
| Percentage of female employees in executive level   | %       | 2.16  | 2.05  | 2.06  |

## 2.2.8 Employment of Workers with Disabilities

| Detail  | Unit    | Year |      |      |
|---|---------|------|------|------|
|   |         | 2020 | 2021 | 2022 |
| Total employment of workers with disabilities                   | Persons | 0    | 5    | 5    |
| Total number of employees with disabilities                     | Persons | -    | 5    | 5    |
| Percentage of employees with disabilities                       | %       | -    | 1.05 | 1.01 |
| Total number of workers who are not employees with disabilities | Persons | -    | 0    | 0    |

## 2.3 Employee Remuneration

### 2.3.1 Employee Remuneration by Gender

| Detail  | Unit          | Year           |                |                |
|---|---------------|----------------|----------------|----------------|
|   |               | 2020           | 2021           | 2022           |
| Total employee remuneration   | Baht          | 131,146,471.00 | 174,470,442.66 | 185,514,039.00 |
| Total male employee remuneration                                    | Baht          | 71,411,056.00  | 103,192,772.90 | 110,320,212.10 |
| Percentage of remuneration in male employees                        | %             | 54.45          | 59.15          | 59.47          |
| Total female employee remuneration                                  | Baht          | 59,735,415.00  | 71,277,669.76  | 75,193,826.90  |
| Percentage of remuneration in female employees                      | %             | 45.55          | 40.85          | 40.53          |
| Average remuneration of employees                                   | Baht / Person | -              | 365,000.93     | 376,296.23     |
| Average remuneration of male employees                              | Baht / Person | 253,230.70     | 364,638.77     | 368,963.92     |
| Average remuneration of female employees                            | Baht / Person | 322,894.14     | 365,526.51     | 387,597.05     |
| Ratio of average remuneration of female employees to male employees |               | 1.28           | 1.00           | 1.05           |

### 2.3.2 Employee Provident Fund

| Detail   | Unit    | Year         |              |              |
|--|---------|--------------|--------------|--------------|
|  |         | 2020         | 2021         | 2022         |
| Total number of employees joining employee provident fund  | Persons | 253          | 271          | 275          |
| Percentage of total number of employees joining employee provident fund to total number of employees   | %       | -            | 56.69        | 55.78        |
| Total amount of provident fund contributed by the Company  | Baht    | 4,150,592.00 | 4,604,971.00 | 4,903,934.00 |
| Percentage of total amount of provident fund contributed by the Company to total employee remuneration | %       | 3.16         | 2.64         | 2.64         |



## 2.4 Human Capital Development

### 2.4.1 Average employee training hours

| Detail                          | Unit                  | Year |       |       |
|---------------------------------|-----------------------|------|-------|-------|
|                                 |                       | 2020 | 2021  | 2022  |
| Average employee training hours | Hours / Person / Year | 7.50 | 11.83 | 15.12 |

### 2.4.2 Employee training and development expenses

| Detail  | Unit | Year |      |              |
|---|------|------|------|--------------|
|   |      | 2020 | 2021 | 2022         |
| Total amount spent on employee training and development | Baht | -    | 0.00 | 1,200,000.00 |

## 2.5 Safety, Occupational Health, and Environment at Work

### 2.5.1 Working hours

| Detail                                    | Unit  | Year         |              |              |
|---|-------|--------------|--------------|--------------|
|   |       | 2020         | 2021         | 2022         |
| Total number of hours worked by employees | Hours | 1,810,800.00 | 1,261,286.00 | 1,255,824.00 |

### 2.5.2 Statistics of injuries or accidents from work

| Detail   | Unit    | Year |      |      |
|--|---------|------|------|------|
|  |         | 2020 | 2021 | 2022 |
| Total number of lost time injury incidents by employees                      | Cases   | 5.00 | 3.00 | 9.00 |
| Total number of employees that lost time injuries for 1 day or more          | Persons | 5    | 3    | 9    |
| Percentage of employees that lost time injuries for 1 day or more            | %       | -    | 0.63 | 1.83 |
| Total number of employees that fatalities as a result of work-related injury | Persons | 0    | 0    | 0    |
| Percentage of employees that fatalities as a result of work-related injury   | %       | -    | 0.00 | 0.00 |

|   |   |      |      |      |
|---|---|------|------|------|
| Lost time injury frequency rate (LTIFR) | Persons / 1 million-manhours <sup>(*)</sup> | 2.76 | 2.38 | 7.17 |
|   | Persons / 200,000 manhours <sup>(**)</sup>  | 0.55 | 0.48 | 1.43 |

**Additional explanation:**

<sup>(\*)</sup> The company with the total number of employees over 100 or more.

<sup>(\*\*)</sup> The company with the total number of employees less than or equal to 100.

## 2.6 Employee Relation and Engagement

### 2.6.1 Employee turnover leaving the Company voluntarily by Gender

| Detail   | Unit     | Year |       |       |
|--|----------|------|-------|-------|
|  |          | 2020 | 2021  | 2022  |
| Total number of employee turnover leaving the Company voluntarily  | Persons  | 0    | 61    | 77    |
| Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees | %        | -    | 12.76 | 15.62 |
| Total number of male employee turnover leaving the Company voluntarily                                       | Persons  | -    | 42    | 51    |
| Percentage of male employee turnover leaving the Company voluntarily   | %        | -    | 68.85 | 66.23 |
| Total number of female employee turnover leaving the Company voluntarily                                     | Persons  | -    | 19    | 26    |
| Percentage of female employee turnover leaving the Company voluntarily                                       | %        | -    | 31.15 | 33.77 |
| Significant labor dispute  | Yes / No | No   | No    | No    |

**Remarks** - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

Approved and published on 28/04/2023

## ESG Performance

Company Name: APPLIED DB PUBLIC COMPANY LIMITED Symbol: ADB

Market: mai Industry Group: Industrials Sector: SECTOR 0

## Governance and Economy

### 1 Corporate Governance Policy

#### 1.1 Corporate Governance Policy and Practices

|   |  |
|---|--|
| Corporate governance policy and practices:                      | Yes  |
| URL of corporate governance policy and practices:               | -  |
| Uploaded document of corporate governance policy and practices: | นโยบายการกำกับดูแลกิจการที่ดี-Corporate-Governance-Policy-15-08-19.pdf |

#### 1.2 Policy and Practices related to the Board of Directors

|   |   |
|---|---|
| Policy and practices related to the Board of Directors: | x Nomination of Directors x Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies x Determination of Director Remuneration x Independence of the Board of Directors from the Management |
|---|---|

#### 1.3 Code of Conduct

|                                       |   |
|---------------------------------------|---|
| Corporate code of conduct:            | Yes   |
| URL of Code of Conduct:               | -   |
| Uploaded document of Code of Conduct: | IA-ADB-02 นโยบาย(Policy) ประมวลจริยบรรณและข้อพึงปฏิบัติในการทำงาน.pdf |

#### 1.4 Policy and Practices related to Code of Conduct

|  |  |
|--|--|
| Policy and practices related to the corporate code of conduct: | x Prevention of Conflicts of Interest x Prevention of Misuse of Inside Information x Anti-corruption x Whistleblowing and Protection of Whistleblowers |
|--|--|

## 2 Corporate Governance Structure

### 2.1 Information on the Board of Directors and Executives

#### 2.1.1 Composition of the Board of Directors

| Detail  | Unit                 | Year  |        |
|---|----------------------|-------|--------|
|   |                      | 2022  |        |
|   |                      | Male  | Female |
| Directors   | Persons              | 8     | 3      |
|   |                      | 11    |        |
|   | % of total directors | 72.73 | 27.27  |
|   |                      | 100   |        |
| Executive directors   | Persons              | 3     | 1      |
|   |                      | 4     |        |
|   | % of total directors | 27.27 | 9.09   |
|   |                      | 36.36 |        |
| Non-executive directors   | Persons              | 5     | 2      |
|   |                      | 7     |        |
|   | % of total directors | 45.45 | 18.18  |
|   |                      | 63.64 |        |
| - Independent directors   | Persons              | 2     | 2      |
|   |                      | 4     |        |
|   | % of total directors | 18.18 | 18.18  |
|   |                      | 36.36 |        |
| - Non-executive directors who have no position in independent directors | Persons              | 3     | 0      |
|   |                      | 3     |        |
|   | % of total directors | 27.27 | 0      |
|   |                      | 27.27 |        |

|   |          |     |    |
|---|----------|-----|----|
| Average director age  | Years    | 58  | 58 |
|   |          | 58  |    |
| The Chairman of the Board is an independent director  | Yes / No | No  |    |
| The Chairman of the Board is the Highest-ranking Executive  | Yes / No | No  |    |
| The Chairman of the Board and the Highest-ranking Executive are from the same family                              | Yes / No | Yes |    |
| The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting | Yes / No | Yes |    |

**Additional explanation:**

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

## 2.1.2 Board of Directors

### 2.1.2.1 List of the Board of Directors

|    | General Information of Directors               |   | Information on Director Tenure      |                       |
|----|--|---|-------------------------------------|-----------------------|
| 1) | Name (Thai):                                   | นาย ปวดี วงศ์ตั้งตระกูล                                     | First appointment date of director: | 22 Mar 2017           |
|    | Name (English):                                | Mr. PAWAT WONGTANGTRAKUL                                    | Type of director:                   | Existing director     |
|    | Gender:  | Male  | Director position:                  | Chairman of the board |
|    | Year of birth:                                 | 1942  | Executive director position:        | No                    |
|    | Nationality:                                   | x Thailand  | Independent director position:      | No                    |
|    | Highest level of education:                    | Below a bachelor's degree                                   | DAP course:                         | Yes                   |
|    | Study field of the highest level of education: | Mechanical Engineering                                      | DCP course:                         | No                    |
|    | Residence in Thailand:                         | Yes   |                                     |                       |
|    | Skill and expertise:                           | x Strategic Management x Governance/ Compliance x Marketing |                                     |                       |
|    | Shares:  | 26,881,263  |                                     |                       |
|    | Paid-up stock:                                 | 725,999,923   |                                     |                       |
|    | %Shares:                                       | 3.702654  |                                     |                       |
| 2) | Name (Thai):                                   | นาย รัตนชัย วงษ์เจริญสิน                                    | First appointment date of director: | 22 Mar 2017           |

|           |   |   |  |   |
|-----------|---|---|--|---|
|           | Name (English):                                   | Mr. RATTANACHAI<br>WONGCHAROENSIN   | Type of director:                      | Continuing director (Full<br>term of directorship and<br>being re-appointed as a<br>director) |
|           | Gender:   | Male  | Director position:                     | Director  |
|           | Year of birth:                                    | 1950  | Executive director<br>position:        | No  |
|           | Nationality:                                      | x Thailand  | Independent director<br>position:      | No  |
|           | Highest level of education:                       | Below a bachelor's degree   | DAP course:                            | Yes   |
|           | Study field of the highest<br>level of education: | Primary   | DCP course:                            | No  |
|           | Residence in Thailand:                            | Yes   |  |   |
|           | Skill and expertise:                              | x Strategic Management x<br>Governance/ Compliance x<br>Marketing                                     |  |   |
|           | Shares:   | 297,055   |  |   |
|           | Paid-up stock:                                    | 725,999,923   |  |   |
|           | %Shares:  | 0.040917  |  |   |
| <b>3)</b> | Name (Thai):                                      | นาย หวัง วณไพสรณท์  | First appointment date of<br>director: | 22 Mar 2017   |
|           | Name (English):                                   | Mr. WANG WANAPAI SON  | Type of director:                      | Existing director   |
|           | Gender:   | Male  | Director position:                     | Director  |
|           | Year of birth:                                    | 1951  | Executive director<br>position:        | Yes   |
|           | Nationality:                                      | x Thailand  | Independent director<br>position:      | -   |
|           | Highest level of education:                       | Below a bachelor's degree   | DAP course:                            | Yes   |
|           | Study field of the highest<br>level of education: | Chemical Engineer   | DCP course:                            | No  |
|           | Residence in Thailand:                            | Yes   |  |   |
|           | Skill and expertise:                              | x Governance/ Compliance x<br>Marketing x Strategic<br>Management x<br>Sustainability x<br>Leadership |  |   |
|           | Shares:   | 56,856,965  |  |   |
|           | Paid-up stock:                                    | 725,999,923   |  |   |

|    |  |  |                                     |                   |
|----|--|--|-------------------------------------|-------------------|
|    | %Shares:                                       | 7.831539   |                                     |                   |
| 4) | Name (Thai):                                   | นางสาว พรพิวรรณ นิรมลเจ็ดฉาย   | First appointment date of director: | 22 Mar 2017       |
|    | Name (English):                                | Ms. PORNPIWAN NIRAMONCHARDCHAY   | Type of director:                   | Existing director |
|    | Gender:  | Female   | Director position:                  | Director          |
|    | Year of birth:                                 | 1970   | Executive director position:        | Yes               |
|    | Nationality:                                   | x Thailand   | Independent director position:      | -                 |
|    | Highest level of education:                    | Master's degree  | DAP course:                         | Yes               |
|    | Study field of the highest level of education: | Finance  | DCP course:                         | Yes               |
|    | Residence in Thailand:                         | Yes  |                                     |                   |
|    | Skill and expertise:                           | x Finance x Accounting x Human Resource Management x Strategic Management x Governance/ Compliance x Law x Risk Management |                                     |                   |
|    | Shares:  | 6,000,000  |                                     |                   |
|    | Paid-up stock:                                 | 725,999,923  |                                     |                   |
|    | %Shares:                                       | 0.826446   |                                     |                   |
| 5) | Name (Thai):                                   | นาย เหว่ย-ไค หวัง  | First appointment date of director: | 22 Mar 2017       |
|    | Name (English):                                | Mr. WEI-KAI WANG   | Type of director:                   | Existing director |
|    | Gender:  | Male   | Director position:                  | Director          |
|    | Year of birth:                                 | 1973   | Executive director position:        | Yes               |
|    | Nationality:                                   | x Taiwan (Province of China)   | Independent director position:      | -                 |
|    | Highest level of education:                    | Master's degree  | DAP course:                         | Yes               |
|    | Study field of the highest level of education: | Business Administration  | DCP course:                         | No                |
|    | Residence in Thailand:                         | Yes  |                                     |                   |
|    | Skill and expertise:                           | x Strategic Management x Governance/ Compliance x Marketing  |                                     |                   |
|    | Shares:  | 18,608,570   |                                     |                   |

|           |  |  |                                     |                   |
|-----------|--|--|-------------------------------------|-------------------|
|           | Paid-up stock:                                 | 725,999,923  |                                     |                   |
|           | %Shares:                                       | 2.563164   |                                     |                   |
| <b>6)</b> | Name (Thai):                                   | นาย วีระชัย วงษ์เจริญสิน   | First appointment date of director: | 22 Mar 2017       |
|           | Name (English):                                | Mr. VEERACHAI WONGCHAROENSIN   | Type of director:                   | Existing director |
|           | Gender:  | Male   | Director position:                  | Director          |
|           | Year of birth:                                 | 1979   | Executive director position:        | Yes               |
|           | Nationality:                                   | x Thailand   | Independent director position:      | -                 |
|           | Highest level of education:                    | Master's degree  | DAP course:                         | Yes               |
|           | Study field of the highest level of education: | Business Administration  | DCP course:                         | No                |
|           | Residence in Thailand:                         | Yes  |                                     |                   |
|           | Skill and expertise:                           | x Finance x Accounting x Governance/ Compliance x Marketing x Risk Management x Banking x Finance & Securities |                                     |                   |
|           | Shares:  | 665,555  |                                     |                   |
|           | Paid-up stock:                                 | 725,999,923  |                                     |                   |
|           | %Shares:                                       | 0.091674   |                                     |                   |
| <b>7)</b> | Name (Thai):                                   | นาย มงคล เหล่าวพจน์  | First appointment date of director: | 22 Mar 2017       |
|           | Name (English):                                | Mr. MONGKON LAOWORAPONG  | Type of director:                   | Existing director |
|           | Gender:  | Male   | Director position:                  | Director          |
|           | Year of birth:                                 | 1969   | Executive director position:        | No                |
|           | Nationality:                                   | x Thailand   | Independent director position:      | Yes               |
|           | Highest level of education:                    | Doctoral degree  | DAP course:                         | Yes               |
|           | Study field of the highest level of education: | Accounting   | DCP course:                         | No                |
|           | Residence in Thailand:                         | Yes  |                                     |                   |



|    |  |  |                                     |  |
|----|--|--|-------------------------------------|--|
|    | Skill and expertise:                           | x Finance x Accounting x Risk Management x Governance/ Compliance x Strategic Management x Law x Human Resource Management   |                                     |  |
|    | Shares:  | 0  |                                     |  |
|    | Paid-up stock:                                 | 725,999,923  |                                     |  |
|    | %Shares:                                       | 0.000000   |                                     |  |
| 8) | Name (Thai):                                   | นาง มณพ็ไย นสลังห์   | First appointment date of director: | 22 Mar 2017  |
|    | Name (English):                                | Mrs. MONPILAI NARASINGHA   | Type of director:                   | Continuing director (Full term of directorship and being re-appointed as a director) |
|    | Gender:  | Female   | Director position:                  | Director   |
|    | Year of birth:                                 | 1968   | Executive director position:        | No   |
|    | Nationality:                                   | x Thailand   | Independent director position:      | Yes  |
|    | Highest level of education:                    | Doctoral degree  | DAP course:                         | Yes  |
|    | Study field of the highest level of education: | Engineering  | DCP course:                         | No   |
|    | Residence in Thailand:                         | Yes  |                                     |  |
|    | Skill and expertise:                           | x Information & Communication Technology x Accounting x Finance x Strategic Management x Governance/ Compliance x Engineering x Risk Management x Industrial Materials & Machinery |                                     |  |
|    | Shares:  | 0  |                                     |  |
|    | Paid-up stock:                                 | 725,999,923  |                                     |  |
|    | %Shares:                                       | 0.000000   |                                     |  |
| 9) | Name (Thai):                                   | นาย วุฒิชัย วงษ์เจริญสิน   | First appointment date of director: | 22 Mar 2017  |
|    | Name (English):                                | Mr. WUTTICHA WONGCHAROENSIN  | Type of director:                   | Existing director  |
|    | Gender:  | Male   | Director position:                  | Director   |
|    | Year of birth:                                 | 1976   | Executive director position:        | No   |

|            |  |  |                                     |  |
|------------|--|--|-------------------------------------|--|
|            | Nationality:                                   | x Thailand   | Independent director position:      | No   |
|            | Highest level of education:                    | Master's degree  | DAP course:                         | Yes  |
|            | Study field of the highest level of education: | Business Administration  | DCP course:                         | No   |
|            | Residence in Thailand:                         | Yes  |                                     |  |
|            | Skill and expertise:                           | x Strategic Management x Governance/ Compliance x Marketing x Risk Management x Finance              |                                     |  |
|            | Shares:  | 297,055  |                                     |  |
|            | Paid-up stock:                                 | 725,999,923  |                                     |  |
|            | %Shares:                                       | 0.040917   |                                     |  |
| <b>10)</b> | Name (Thai):                                   | นาย ชุง เจน หยาง   | First appointment date of director: | 22 Mar 2017  |
|            | Name (English):                                | Mr. CHUNG JEN YANG   | Type of director:                   | Continuing director (Full term of directorship and being re-appointed as a director) |
|            | Gender:  | Male   | Director position:                  | Director   |
|            | Year of birth:                                 | 1972   | Executive director position:        | No   |
|            | Nationality:                                   | x Taiwan (Province of China)   | Independent director position:      | Yes  |
|            | Highest level of education:                    | Master's degree  | DAP course:                         | Yes  |
|            | Study field of the highest level of education: | Finance  | DCP course:                         | No   |
|            | Residence in Thailand:                         | Yes  |                                     |  |
|            | Skill and expertise:                           | x Finance x Accounting x Strategic Management x Governance/ Compliance x Marketing x Risk Management |                                     |  |
|            | Shares:  | 0  |                                     |  |
|            | Paid-up stock:                                 | 725,999,923  |                                     |  |
|            | %Shares:                                       | 0.000000   |                                     |  |
| <b>11)</b> | Name (Thai):                                   | นาง กาญจนา ปิยสาริต  | First appointment date of director: | 11 May 2018  |
|            | Name (English):                                | Mrs. KANCHANA PIYASATIT  | Type of director:                   | Existing director  |

|  |  |  |                                |          |
|--|--|--|--------------------------------|----------|
|  | Gender:  | Female   | Director position:             | Director |
|  | Year of birth:                                 | 1954   | Executive director position:   | No       |
|  | Nationality:                                   | x Thailand   | Independent director position: | Yes      |
|  | Highest level of education:                    | Master's degree  | DAP course:                    | Yes      |
|  | Study field of the highest level of education: | Law  | DCP course:                    | No       |
|  | Residence in Thailand:                         | Yes  |                                |          |
|  | Skill and expertise:                           | x Law x Accounting x Finance x Strategic Management x Governance/ Compliance x Risk Management |                                |          |
|  | Shares:  | 0  |                                |          |
|  | Paid-up stock:                                 | 725,999,923  |                                |          |
|  | %Shares:                                       | 0.000000   |                                |          |

#### 2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

|         | General Information of Directors | Information on Director Tenure |
|---------|----------------------------------|--------------------------------|
| No data |                                  |                                |

#### 2.1.3 Audit Committee

##### 2.1.3.1 List of audit committee members

|    | General Information of Audit Committee Members |                         | Information on Tenure of Audit Committee Member |                                 |
|----|--|-------------------------|---|---------------------------------|
| 1) | Name (Thai):                                   | นาย มงคล เหล่าวรพงษ์    | Appointment date of audit committee member:     | 22 Mar 2017                     |
|    | Name (English):                                | Mr. MONGKON LAOWORAPONG | Type of director:                               | Existing director               |
|    | Gender:  | Male                    | Director position:                              | Director                        |
|    | Year of birth:                                 | 1969                    | Independent director position:                  | Yes                             |
|    | Nationality:                                   | x Thailand              | Audit committee position:                       | Chairman of the audit committee |
|    | Highest level of education:                    | Doctoral degree         | DAP course:                                     | Yes                             |
|    | Study field of the highest level of education: | Accounting              | DCP course:                                     | No                              |
|    | Residence in Thailand:                         | Yes                     |   |                                 |

|           |  |                          |   |  |
|-----------|--|--------------------------|---|--|
|           | Expertise in accounting information review:    | Yes                      |   |  |
|           | Shares:  | 0                        |   |  |
|           | %Shares:                                       | 0.000000                 |   |  |
| <b>2)</b> | Name (Thai):                                   | นาง มณพ็ไล นรสิงห์       | Appointment date of audit committee member: | 22 Mar 2017  |
|           | Name (English):                                | Mrs. MONPILAI NARASINGHA | Type of director:                           | Continuing director (Full term of directorship and being re-appointed as a director) |
|           | Gender:  | Female                   | Director position:                          | Director   |
|           | Year of birth:                                 | 1968                     | Independent director position:              | Yes  |
|           | Nationality:                                   | x Thailand               | Audit committee position:                   | Member of the audit committee  |
|           | Highest level of education:                    | Doctoral degree          | DAP course:                                 | Yes  |
|           | Study field of the highest level of education: | Engineering              | DCP course:                                 | No   |
|           | Residence in Thailand:                         | Yes                      |   |  |
|           | Expertise in accounting information review:    | No                       |   |  |
|           | Shares:  | 0                        |   |  |
|           | %Shares:                                       | 0.000000                 |   |  |
| <b>3)</b> | Name (Thai):                                   | นางกาญจนา ปิยสาธิต       | Appointment date of audit committee member: | 11 May 2018  |
|           | Name (English):                                | Mrs. KANCHANA PIYASATIT  | Type of director:                           | Existing director  |
|           | Gender:  | Female                   | Director position:                          | Director   |
|           | Year of birth:                                 | 1954                     | Independent director position:              | Yes  |
|           | Nationality:                                   | x Thailand               | Audit committee position:                   | Member of the audit committee  |
|           | Highest level of education:                    | Master's degree          | DAP course:                                 | Yes  |
|           | Study field of the highest level of education: | Law                      | DCP course:                                 | No   |
|           | Residence in Thailand:                         | Yes                      |   |  |
|           | Expertise in accounting information review:    | Yes                      |   |  |
|           | Shares:  | 0                        |   |  |

|  |          |          |  |  |
|--|----------|----------|--|--|
|  | %Shares: | 0.000000 |  |  |
|--|----------|----------|--|--|

### 2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

|         | General Information of Audit Committee Members | Information on Tenure of Audit Committee Member |
|---------|--|---|
| No data |  |   |

## 2.1.4 Executive Committee

### 2.1.4.1 List of executive committee members

|    | General Information of Executive Committee Members |                                | Information on Tenure of Executive Committee Member |                                     |
|----|--|--------------------------------|---|-------------------------------------|
| 1) | Name (Thai)  | นาย หวัง วนาไพสรณ์             | Appointment date of executive committee member:     | 22 Mar 2017                         |
|    | Name (English)                                     | Mr. WANG WANAPAI SON           | Executive committee position:                       | Chairman of the executive committee |
|    | Gender:  | Male                           |   |                                     |
|    | Year of birth:                                     | 1951                           |   |                                     |
|    | Nationality:                                       | x Thailand                     |   |                                     |
|    | Highest level of education:                        | Below a bachelor's degree      |   |                                     |
|    | Study field of the highest level of education:     | Chemical Engineer              |   |                                     |
|    | Residence in Thailand:                             | Yes                            |   |                                     |
| 2) | Name (Thai)  | นางสาว พรพิวรรณ นิ่มผลเลิศฉาย  | Appointment date of executive committee member:     | 22 Mar 2017                         |
|    | Name (English)                                     | Ms. PORNPIWAN NIRAMONCHARDCHAY | Executive committee position:                       | Member of the executive committee   |
|    | Gender:  | Female                         |   |                                     |
|    | Year of birth:                                     | 1970                           |   |                                     |
|    | Nationality:                                       | x Thailand                     |   |                                     |
|    | Highest level of education:                        | Master's degree                |   |                                     |
|    | Study field of the highest level of education:     | Finance                        |   |                                     |
|    | Residence in Thailand:                             | Yes                            |   |                                     |

|    |  |                              |   |                                   |
|----|--|------------------------------|---|-----------------------------------|
| 3) | Name (Thai)                                    | นาย วีระชัย วงษ์เจริญสิน     | Appointment date of executive committee member: | 22 Mar 2017                       |
|    | Name (English)                                 | Mr. VEERACHAI WONGCHAROENSIN | Executive committee position:                   | Member of the executive committee |
|    | Gender:  | Male                         |   |                                   |
|    | Year of birth:                                 | 1979                         |   |                                   |
|    | Nationality:                                   | x Thailand                   |   |                                   |
|    | Highest level of education:                    | Master's degree              |   |                                   |
|    | Study field of the highest level of education: | Business Administration      |   |                                   |
|    | Residence in Thailand:                         | Yes                          |   |                                   |
| 4) | Name (Thai)                                    | นาย วุฒิชัย วงษ์เจริญสิน     | Appointment date of executive committee member: | 22 Mar 2017                       |
|    | Name (English)                                 | Mr. WUTTICHA WONGCHAROENSIN  | Executive committee position:                   | Member of the executive committee |
|    | Gender:  | Male                         |   |                                   |
|    | Year of birth:                                 | 1976                         |   |                                   |
|    | Nationality:                                   | x Thailand                   |   |                                   |
|    | Highest level of education:                    | Master's degree              |   |                                   |
|    | Study field of the highest level of education: | Business Administration      |   |                                   |
|    | Residence in Thailand:                         | Yes                          |   |                                   |
| 5) | Name (Thai)                                    | นาย เหว่ย-ไค หวัง            | Appointment date of executive committee member: | 22 Mar 2017                       |
|    | Name (English)                                 | Mr. WEI-KAI WANG             | Executive committee position:                   | Member of the executive committee |
|    | Gender:  | Male                         |   |                                   |
|    | Year of birth:                                 | 1973                         |   |                                   |
|    | Nationality:                                   | x Taiwan (Province of China) |   |                                   |
|    | Highest level of education:                    | Master's degree              |   |                                   |
|    | Study field of the highest level of education: | Business Administration      |   |                                   |
|    | Residence in Thailand:                         | Yes                          |   |                                   |

|    |  |   |   |                                   |
|----|--|---|---|-----------------------------------|
| 6) | Name (Thai)                                    | นาย กัง ชู หลิว   | Appointment date of executive committee member: | 22 Mar 2017                       |
|    | Name (English)                                 | Mr. Kang Hsu Liu  | Executive committee position:                   | Member of the executive committee |
|    | Gender:  | Male  |   |                                   |
|    | Year of birth:                                 | 1971  |   |                                   |
|    | Nationality:                                   | x Taiwan (Province of China)                                |   |                                   |
|    | Highest level of education:                    | Bachelor's degree   |   |                                   |
|    | Study field of the highest level of education: | Engineering   |   |                                   |
|    | Residence in Thailand:                         | Yes   |   |                                   |
| 7) | Name (Thai)                                    | นาย พิริยะ ม่วงคราม   | Appointment date of executive committee member: | 6 Sep 2019                        |
|    | Name (English)                                 | Mr. Piriya Moungram   | Executive committee position:                   | Member of the executive committee |
|    | Gender:  | Male  |   |                                   |
|    | Year of birth:                                 | 1979  |   |                                   |
|    | Nationality:                                   | x Thailand  |   |                                   |
|    | Highest level of education:                    | Bachelor's degree   |   |                                   |
|    | Study field of the highest level of education: | Materials Technology (Petrochemicals and Polymer Materials) |   |                                   |
|    | Residence in Thailand:                         | Yes   |   |                                   |
| 8) | Name (Thai)                                    | นาย จิรวัดน์ อัครานุพรพงษ์                                  | Appointment date of executive committee member: | 6 Sep 2019                        |
|    | Name (English)                                 | Mr. Jirawat Akkaranupornpong                                | Executive committee position:                   | Member of the executive committee |
|    | Gender:  | Male  |   |                                   |
|    | Year of birth:                                 | 1977  |   |                                   |
|    | Nationality:                                   | x Thailand  |   |                                   |
|    | Highest level of education:                    | Master's degree   |   |                                   |
|    | Study field of the highest level of education: | Accounting  |   |                                   |

|  |                        |     |  |  |
|--|------------------------|-----|--|--|
|  | Residence in Thailand: | Yes |  |  |
|--|------------------------|-----|--|--|

#### 2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

|         | General Information of Executive Committee Members | Information on Tenure of Executive Committee Member |
|---------|--|---|
| No data |  |   |

#### 2.1.5 Other Sub-committees

##### 2.1.5.1 List of other sub-committees

###### 1) Name of sub-committees (English) Risk Management Committee

| No. | Name (Thai)                  | Name (English)                 | Position |
|-----|------------------------------|--------------------------------|----------|
| 1   | นาย มงคล เหล่าวรพงศ์         | Mr. MONGKON LAOWORAPONG        | Chairman |
| 2   | นาย หวัง วนาไพสนธ์           | Mr. WANG WANAPAISON            | Member   |
| 3   | นางสาว พรพิวรรณ นิรมลเจิดฉาย | Ms. PORNPIWAN NIRAMONCHARDCHAY | Member   |
| 4   | นาย วุฒิชัย วงษ์เจริญสิน     | Mr. WUTTICHAJ WONGCHAROENSIN   | Member   |
| 5   | นาง มณไพไล นรสิงห์           | Mrs. MONPILAI NARASINGHA       | Member   |
| 6   | นาย ปิริยา ม่วงคราม          | Mr. Piriya Mounkram            | Member   |

###### 2) Name of sub-committees (English) Investment Advisory Board Committee

| No. | Name (Thai)          | Name (English)           | Position |
|-----|----------------------|--------------------------|----------|
| 1   | นาย มงคล เหล่าวรพงศ์ | Mr. MONGKON LAOWORAPONG  | Chairman |
| 2   | นาง มณไพไล นรสิงห์   | Mrs. MONPILAI NARASINGHA | Member   |

###### 3) Name of sub-committees (English) Executive Committee

| No. | Name (Thai)                  | Name (English)                 | Position |
|-----|------------------------------|--------------------------------|----------|
| 1   | นาย หวัง วนาไพสนธ์           | Mr. WANG WANAPAISON            | Chairman |
| 2   | นางสาว พรพิวรรณ นิรมลเจิดฉาย | Ms. PORNPIWAN NIRAMONCHARDCHAY | Member   |



|   |                          |                              |        |
|---|--------------------------|------------------------------|--------|
| 3 | นาย วุฒิชัย วงษ์เจริญสิน | Mr. WUTTICHAJ WONGCHAROENSIN | Member |
| 4 | นาย วีระชัย วงษ์เจริญสิน | Mr. VEERACHAI WONGCHAROENSIN | Member |
| 5 | นาย เหว่ย-ไค หวัง        | Mr. WEI-KAI WANG             | Member |
| 6 | นาย พิริยะ ม่วงคราม      | Mr. Piriya Moungram          | Member |
| 7 | นาย จิรวัดน์ อัครานุพงษ์ | Mr. Jirawat Akkaranupornpong | Member |
| 8 | นาย กัง ชู หลิว          | Mr. Kang Hsu Liu             | Member |

### 2.1.5.2 Roles of sub-committees

| Role                                 | Name of sub-committees    |
|--------------------------------------|---------------------------|
| Risk management                      | Risk Management Committee |
| Nomination                           | Executive Committee       |
| Remuneration                         | Executive Committee       |
| Corporate governance                 | Executive Committee       |
| Corporate sustainability development | Executive Committee       |

### 2.1.6 The highest-ranking executive and the next four executives

#### 2.1.6.1 List of the highest-ranking executive and the next four executives

|    | General Information of Executives |                           | Information on Executive Tenure         |                         |
|----|-----------------------------------|---------------------------|---|-------------------------|
| 1) | Name (Thai):                      | นาย หวัง วนาไพสณฑ์        | The highest-ranking executive position: | Yes                     |
|    | Name (English):                   | Mr. WANG WANAPAISON       | Executive position (Thai):              | ประธานเจ้าหน้าที่บริหาร |
|    | Gender:                           | Male                      | Executive position (English):           | Chief Executive Officer |
|    | Year of birth:                    | 1951                      | Appointment date of executive:          | 22 Mar 2017             |
|    | Nationality:                      | x Thailand                |   |                         |
|    | Highest level of education:       | Below a bachelor's degree |   |                         |

|           |   |   |   |                                       |
|-----------|---|---|---|---------------------------------------|
|           | Study field of the highest level of education:              | Chemical Engineer   |   |                                       |
|           | Skill and expertise:  | x Governance/ Compliance x<br>Marketing x Strategic<br>Management x<br>Sustainability x<br>Leadership                                     |   |                                       |
|           | Highest responsibility in corporate accounting and finance: | No  |   |                                       |
|           | Accounting supervisor:                                      | No  |   |                                       |
| <b>2)</b> | Name (Thai):  | นางสาว พรพิวรรณ นิรมลเชิดฉาย  | The highest-ranking executive position: | Yes                                   |
|           | Name (English):   | Ms. PORNPIWAN<br>NIRAMONCHARDCHAY   | Executive position (Thai):              | กรรมการผู้จัดการ                      |
|           | Gender:   | Female  | Executive position (English):           | Managing Director                     |
|           | Year of birth:  | 1970  | Appointment date of executive:          | 22 Mar 2017                           |
|           | Nationality:  | x Thailand  |   |                                       |
|           | Highest level of education:                                 | Master's degree   |   |                                       |
|           | Study field of the highest level of education:              | Finance   |   |                                       |
|           | Skill and expertise:  | x Finance x Accounting x<br>Human Resource Management<br>x<br>Strategic Management x<br>Governance/ Compliance x<br>Law x Risk Management |   |                                       |
|           | Highest responsibility in corporate accounting and finance: | No  |   |                                       |
|           | Accounting supervisor:                                      | No  |   |                                       |
| <b>3)</b> | Name (Thai):  | นาย วีระชัย วงษ์เจริญสิน  | The highest-ranking executive position: | Yes                                   |
|           | Name (English):   | Mr. VEERACHAI<br>WONGCHAROENSIN   | Executive position (Thai):              | ผู้อำนวยการฝ่ายผลิตภัณฑ์ทากาว         |
|           | Gender:   | Male  | Executive position (English):           | Vice President of Adhesive Department |
|           | Year of birth:  | 1979  | Appointment date of executive:          | 22 Mar 2017                           |
|           | Nationality:  | x Thailand  |   |                                       |
|           | Highest level of education:                                 | Master's degree   |   |                                       |
|           | Study field of the highest level of education:              | Business Administration   |   |                                       |

|    |   |  |   |   |
|----|---|--|---|---|
|    | Skill and expertise:  | x Finance x Accounting x Governance/ Compliance x Marketing x Risk Management x Banking x Finance & Securities |   |   |
|    | Highest responsibility in corporate accounting and finance: | No   |   |   |
|    | Accounting supervisor:                                      | No   |   |   |
| 4) | Name (Thai):  | นาย เหว่ย-ไค หวัง  | The highest-ranking executive position: | Yes   |
|    | Name (English):   | Mr. WEI-KAI WANG   | Executive position (Thai):              | ผู้อำนวยการฝ่ายผลิตภัณฑ์เม็ดพลาสติกคอมปาวด์   |
|    | Gender:   | Male   | Executive position (English):           | Vice President of Plastic Compound Department |
|    | Year of birth:  | 1973   | Appointment date of executive:          | 22 Mar 2017                                   |
|    | Nationality:  | x Taiwan (Province of China)   |   |   |
|    | Highest level of education:                                 | Master's degree  |   |   |
|    | Study field of the highest level of education:              | Business Administration  |   |   |
|    | Skill and expertise:  | x Strategic Management x Governance/ Compliance x Marketing  |   |   |
|    | Highest responsibility in corporate accounting and finance: | No   |   |   |
|    | Accounting supervisor:                                      | No   |   |   |
| 5) | Name (Thai):  | นาย กัง ชู หลิว  | The highest-ranking executive position: | Yes   |
|    | Name (English):   | Mr. Kang Hsu Liu   | Executive position (Thai):              | ผู้อำนวยการฝ่ายผลิตภัณฑ์ยาแนวและทากวนขนาดเล็ก |
|    | Gender:   | Male   | Executive position (English):           | Vice President of Sealand & DIY Department    |
|    | Year of birth:  | 1971   | Appointment date of executive:          | 22 Mar 2017                                   |
|    | Nationality:  | x Taiwan (Province of China)   |   |   |
|    | Highest level of education:                                 | Bachelor's degree  |   |   |
|    | Study field of the highest level of education:              | Engineering  |   |   |
|    | Skill and expertise:  | x Governance/ Compliance x Strategic Management x Marketing x Risk Management                                  |   |   |

|           |   |  |   |  |
|-----------|---|--|---|--|
|           | Highest responsibility in corporate accounting and finance: | No   |   |  |
|           | Accounting supervisor:                                      | No   |   |  |
| <b>6)</b> | Name (Thai):  | นาย จิรวัฒน์ อัครานุพรพงษ์   | The highest-ranking executive position: | Yes                                      |
|           | Name (English):   | Mr. Jirawat Akkaranupornpong   | Executive position (Thai):              | ประธานเจ้าหน้าที่สายการเงิน              |
|           | Gender:   | Male   | Executive position (English):           | Chief Financial Officer                  |
|           | Year of birth:  | 1977   | Appointment date of executive:          | 22 Mar 2017                              |
|           | Nationality:  | x Thailand   |   |  |
|           | Highest level of education:                                 | Master's degree  |   |  |
|           | Study field of the highest level of education:              | Accounting   |   |  |
|           | Skill and expertise:  | x Finance x Accounting x Strategic Management x Governance/ Compliance x Law x Risk Management |   |  |
|           | Highest responsibility in corporate accounting and finance: | Yes  |   |  |
|           | Accounting supervisor:                                      | Yes  |   |  |
| <b>7)</b> | Name (Thai):  | นาง วิจิตรา ทับบุรี  | The highest-ranking executive position: | Yes                                      |
|           | Name (English):   | Mrs. Wichitra Thubburee  | Executive position (Thai):              | ผู้อำนวยการสำนักควบคุมภายในและบริหารระบบ |
|           | Gender:   | Female   | Executive position (English):           | Internal Control and Management System   |
|           | Year of birth:  | 1965   | Appointment date of executive:          | 22 Mar 2017                              |
|           | Nationality:  | x Thailand   |   |  |
|           | Highest level of education:                                 | Master's degree  |   |  |
|           | Study field of the highest level of education:              | Business Administration  |   |  |

|    |   |  |   |  |
|----|---|--|---|--|
|    | Skill and expertise:  | x Finance x Accounting x Risk Management x Governance/ Compliance x Law x Transportation & Logistics x Corporate Social Responsibility x Sustainability x Data Management x Data Analysis x Corporate Management x Strategic Management x Audit x Internal Control x Budgeting |   |  |
|    | Highest responsibility in corporate accounting and finance: | No   |   |  |
|    | Accounting supervisor:                                      | No   |   |  |
| 8) | Name (Thai):  | นาย พิริยะ ม่วงคราม  | The highest-ranking executive position: | Yes                                    |
|    | Name (English):   | Mr. Piriya Moungrkam   | Executive position (Thai):              | ผู้อำนวยการฝ่ายเทคนิค                  |
|    | Gender:   | Male   | Executive position (English):           | Vice President of Technical Department |
|    | Year of birth:  | 1979   | Appointment date of executive:          | 22 Mar 2017                            |
|    | Nationality:  | x Thailand   |   |  |
|    | Highest level of education:                                 | Bachelor's degree  |   |  |
|    | Study field of the highest level of education:              | Materials Technology (Petrochemicals and Polymer Materials)  |   |  |
|    | Skill and expertise:  | x Petrochemicals & Chemicals x Sustainability x Strategic Management x Risk Management x Governance/ Compliance  |   |  |
|    | Highest responsibility in corporate accounting and finance: | No   |   |  |
|    | Accounting supervisor:                                      | No   |   |  |
| 9) | Name (Thai):  | นางสาว นันทิชา ลิขิตจุจานนท์   | The highest-ranking executive position: | Yes                                    |
|    | Name (English):   | Ms. Nutta Likitrujanont  | Executive position (Thai):              | ผู้อำนวยการฝ่ายปฏิบัติการ              |
|    | Gender:   | Female   | Executive position (English):           | Vice President of Operation Department |
|    | Year of birth:  | 1963   | Appointment date of executive:          | 22 Mar 2017                            |
|    | Nationality:  | x Thailand   |   |  |

|            |   |   |   |   |
|------------|---|---|---|---|
|            | Highest level of education:                                 | Below a bachelor's degree               |   |   |
|            | Study field of the highest level of education:              | Marketing                               |   |   |
|            | Skill and expertise:  | x Packaging x Procurement x Negotiation |   |   |
|            | Highest responsibility in corporate accounting and finance: | No                                      |   |   |
|            | Accounting supervisor:                                      | No                                      |   |   |
| <b>10)</b> | Name (Thai):  | นาย ศิริพงษ์ ลือวงศ์วัฒนา               | The highest-ranking executive position: | Yes   |
|            | Name (English):   | Mr. Siripong Luewongwattana             | Executive position (Thai):              | ผู้อำนวยการแผนกขายผลิตภัณฑ์เม็ดพลาสติกคอมปาวด์      |
|            | Gender:   | Male                                    | Executive position (English):           | Vice President of Sales Plastic Compound Department |
|            | Year of birth:  | 1971                                    | Appointment date of executive:          | 22 Mar 2017   |
|            | Nationality:  | x Thailand                              |   |   |
|            | Highest level of education:                                 | Bachelor's degree                       |   |   |
|            | Study field of the highest level of education:              | Marketing                               |   |   |
|            | Skill and expertise:  | x Marketing                             |   |   |
|            | Highest responsibility in corporate accounting and finance: | No                                      |   |   |
|            | Accounting supervisor:                                      | No                                      |   |   |
| <b>11)</b> | Name (Thai):  | นาย จีน กุ้ย จาง                        | The highest-ranking executive position: | No  |
|            | Name (English):   | Mr. CHIN-KUEI CHANG                     | Executive position (Thai):              | ผู้อำนวยการฝ่ายซ่อมบำรุง                            |
|            | Gender:   | Male                                    | Executive position (English):           | Vice President of Maintenance Department            |
|            | Year of birth:  | 1976                                    | Appointment date of executive:          | 22 Mar 2017   |
|            | Nationality:  | x China                                 |   |   |
|            | Highest level of education:                                 | Below a bachelor's degree               |   |   |
|            | Study field of the highest level of education:              | Department of Machine                   |   |   |
|            | Skill and expertise:  | x Industrial Materials & Machinery      |   |   |
|            | Highest responsibility in corporate accounting and finance: | No                                      |   |   |

|            |   |  |   |  |
|------------|---|--|---|--|
|            | Accounting supervisor:                                      | No   |   |  |
| <b>12)</b> | Name (Thai):  | นางสาว สิริสุดา สุจริยานุรักษ์   | The highest-ranking executive position: | Yes  |
|            | Name (English):   | Ms. Sirisuda Sujariyanurak   | Executive position (Thai):              | รักษาการผู้อำนวยการฝ่ายทรัพยากรบุคคลและการพัฒนา            |
|            | Gender:   | Female   | Executive position (English):           | Acting Vice President of Human Resources and Development   |
|            | Year of birth:  | 1976   | Appointment date of executive:          | 22 Mar 2017  |
|            | Nationality:  | x Thailand   |   |  |
|            | Highest level of education:                                 | Master's degree  |   |  |
|            | Study field of the highest level of education:              | Business Administration  |   |  |
|            | Skill and expertise:  | x Banking x Accounting x Finance x Human Resource Management x Fund Management x Data Management x Negotiation |   |  |
|            | Highest responsibility in corporate accounting and finance: | No   |   |  |
|            | Accounting supervisor:                                      | No   |   |  |
| <b>13)</b> | Name (Thai):  | นาย เจิ้ง เสี่ยน เฉิน  | The highest-ranking executive position: | Yes  |
|            | Name (English):   | Mr. Cheag-Hsien Chen   | Executive position (Thai):              | รักษาการผู้อำนวยการฝ่ายเทคโนโลยีสารสนเทศ                   |
|            | Gender:   | Male   | Executive position (English):           | Acting Vice President of Information Technology Department |
|            | Year of birth:  | 1975   | Appointment date of executive:          | 1 Jan 2021   |
|            | Nationality:  | x Taiwan (Province of China)   |   |  |
|            | Highest level of education:                                 | Bachelor's degree  |   |  |
|            | Study field of the highest level of education:              | Electrical Engineering   |   |  |
|            | Skill and expertise:  | x Tourism & Leisure x Information & Communication Technology   |   |  |
|            | Highest responsibility in corporate accounting and finance: | No   |   |  |
|            | Accounting supervisor:                                      | No   |   |  |

## 2.2 Related Corporate Governance Officers

| Position/Role  | Name (English)                      | Email                  | Telephone           |
|--|-------------------------------------|------------------------|---------------------|
| Accounting supervisor  | Mrs. Nokjinda Non-asa               | nokjinda@adb.co.th     | 02-7094040 ต่อ 1603 |
| Company secretary  | Ms. Kanokwan<br>Kongtanakomtunyakid | kanokwan@adb.co.th     | 02-7094040 ต่อ 1097 |
| Head of the internal audit or<br>the outsourced internal auditor | Mr. Narongsak Wangtapunt            | nw.narongsak@gmail.com | -                   |
| Head of the compliance unit                                      | Mrs. Wichitra Thubburee             | wichitra@adb.co.th     | 02-7094040 ต่อ 1091 |
| Head of the investor relation                                    | Ms. Kanokwan<br>Kongtanakomtunyakid | kanokwan@adb.co.th     | 02-7094040 ต่อ 1097 |

## 2.3 Accounting Auditors

### 2.3.1 List of accounting auditors

| Firm                                    | Names and general information of auditors   | Audit fee (Baht) | Non-audit fee (Baht) |
|---|---|------------------|----------------------|
| KPMG PHOOMCHAI AUDIT<br>COMPANY LIMITED | <p>1. Mrs. Sawitree<br/>Ongksirimemongkol<br/>Email: sawitreeo@kpmg.co.th<br/>Telephone: -</p> <p>2. Mrs. Munchupa Singsuksawat<br/>Email: munchupa@kpmg.co.th<br/>Telephone: -</p> <p>3. Mr. Sumate Jangsamsee<br/>Email: sumate@kpmg.co.th<br/>Telephone: -</p> | 2,300,000.00     | -                    |



### 3 Performance Report on Corporate Governance

#### 3.1 Summary of Duty Performance of the Board of Directors over the Past Year

##### 3.1.1 Newly Appointed Directors over the Past Year

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

|    | General Information of Directors               |   | Information on Director Tenure      |             |
|----|--|---|-------------------------------------|-------------|
| 1) | Name (Thai):                                   | นาย รัตนชัย วงษ์เจริญสิน                                    | First appointment date of director: | 22 Mar 2017 |
|    | Name (English):                                | Mr. RATTANACHAI WONGCHAROENSIN                              | Director position:                  | Director    |
|    | Gender:  | Male  | Executive director position:        | No          |
|    | Year of birth:                                 | 1950  | Independent director position:      | No          |
|    | Nationality:                                   | x Thailand  | DAP course:                         | Yes         |
|    | Highest level of education:                    | Below a bachelor's degree                                   | DCP course:                         | No          |
|    | Study field of the highest level of education: | Primary   |                                     |             |
|    | Residence in Thailand:                         | Yes   |                                     |             |
|    | Skill and expertise:                           | x Strategic Management x Governance/ Compliance x Marketing |                                     |             |
|    | Shares:  | 297,055   |                                     |             |
|    | Paid-up stock:                                 | 725,999,923   |                                     |             |
|    | %Shares:                                       | 0.040917  |                                     |             |
| 2) | Name (Thai):                                   | นาง มณไพไล นรสิงห์  | First appointment date of director: | 22 Mar 2017 |
|    | Name (English):                                | Mrs. MONPILAI NARASINGHA                                    | Director position:                  | Director    |
|    | Gender:  | Female  | Executive director position:        | No          |
|    | Year of birth:                                 | 1968  | Independent director position:      | Yes         |
|    | Nationality:                                   | x Thailand  | DAP course:                         | Yes         |
|    | Highest level of education:                    | Doctoral degree   | DCP course:                         | No          |
|    | Study field of the highest level of education: | Engineering   |                                     |             |
|    | Residence in Thailand:                         | Yes   |                                     |             |

|           |  |  |                                     |             |
|-----------|--|--|-------------------------------------|-------------|
|           | Skill and expertise:                           | x Information & Communication Technology x Accounting x Finance x Strategic Management x Governance/ Compliance x Engineering x Risk Management x Industrial Materials & Machinery |                                     |             |
|           | Shares:  | 0  |                                     |             |
|           | Paid-up stock:                                 | 725,999,923  |                                     |             |
|           | %Shares:                                       | 0.000000   |                                     |             |
| <b>3)</b> | Name (Thai):                                   | นาย ชุง เจน หยาง   | First appointment date of director: | 22 Mar 2017 |
|           | Name (English):                                | Mr. CHUNG JEN YANG   | Director position:                  | Director    |
|           | Gender:  | Male   | Executive director position:        | No          |
|           | Year of birth:                                 | 1972   | Independent director position:      | Yes         |
|           | Nationality:                                   | x Taiwan (Province of China)   | DAP course:                         | Yes         |
|           | Highest level of education:                    | Master's degree  | DGP course:                         | No          |
|           | Study field of the highest level of education: | Finance  |                                     |             |
|           | Residence in Thailand:                         | Yes  |                                     |             |
|           | Skill and expertise:                           | x Finance x Accounting x Strategic Management x Governance/ Compliance x Marketing x Risk Management   |                                     |             |
|           | Shares:  | 0  |                                     |             |
|           | Paid-up stock:                                 | 725,999,923  |                                     |             |
|           | %Shares:                                       | 0.000000   |                                     |             |

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

|         | General Information of Directors | Information on Director Tenure |
|---------|----------------------------------|--------------------------------|
| No data |                                  |                                |

### 3.1.1.3 List of newly appointed director not being replaced the ex-director

|         | General Information of Directors | Information on Director Tenure |
|---------|----------------------------------|--------------------------------|
| No data |                                  |                                |

### 3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 7 times

Date of AGM meeting: 20 Apr 2022

EGM meeting: Yes

Table of meeting attendance of the Board of Directors

| Name (English)   | Termination Date | Number of Board Meeting | Percentage of Board Meeting (%) | AGM Meeting   | EGM Meeting       |
|--|------------------|-------------------------|---------------------------------|---------------|-------------------|
| 1. Mr. PAWAT WONGTANGTRAKUL<br>(Chairman of the board) | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 2. Mr. RATTANACHAI WONGCHAROENSIN<br>(Director)        | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 3. Mr. WANG WANAPAISON<br>(Director)                   | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 4. Ms. PORNPIWAN NIRAMONCHARDCHAY<br>(Director)        | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 5. Mr. WEI-KAI WANG<br>(Director)                      | -                | 7/7                     | 100.00                          | Participating | Non-participating |
| 6. Mr. VEERACHAI WONGCHAROENSIN<br>(Director)          | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 7. Mr. MONGKON LAOWORAPONG<br>(Director)               | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 8. Mrs. MONPILAI NARASINGHA<br>(Director)              | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 9. Mr. WUTTICHA WONGCHAROENSIN<br>(Director)           | -                | 7/7                     | 100.00                          | Participating | Participating     |
| 10. Mr. CHUNG JEN YANG<br>(Director)                   | -                | 7/7                     | 100.00                          | Participating | Participating     |

|   |   |     |        |               |               |
|---|---|-----|--------|---------------|---------------|
| 11. Mrs. KANCHANA PIYASATIT<br>(Director) | - | 7/7 | 100.00 | Participating | Participating |
|---|---|-----|--------|---------------|---------------|

### 3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

| Name (English)  | Termination Date | Number of the Audit Committee Meeting | Percentage of the Audit Committee Meeting (%) |
|---|------------------|---------------------------------------|---|
| 1. Mr. MONGKON LAOWORAPONG<br>(Chairman of the audit committee) | -                | 4/4                                   | 100.00  |
| 2. Mrs. MONPILAI NARASINGHA<br>(Member of the audit committee)  | -                | 4/4                                   | 100.00  |
| 3. Mrs. KANCHANA PIYASATIT<br>(Member of the audit committee)   | -                | 4/4                                   | 100.00  |

### 3.4 Remuneration of Directors and Executives

#### 3.4.1 Director Remuneration Policy and Criteria

|   |  |
|---|--|
| Director remuneration policy and criteria of the Company:       | Yes                                      |
| URL of director remuneration policy and criteria:               | -  |
| Uploaded document of director remuneration policy and criteria: | IA2-ADB-01-TH กฎบัตรคณะกรรมการบริษัท.PDF |

#### 3.4.2 Individual Director Remuneration over the Past Year

| Name (English)   | Termination Date | Meeting Allowance (Baht) | Other Monetary Remuneration (Baht) | Other Non-monetary Remuneration |
|--|------------------|--------------------------|------------------------------------|---------------------------------|
| 1. Mr. PAWAT WONGTANGTRAKUL<br>(Chairman of the board) | -                | 105,000.00               | 300,000.00                         | No                              |
| 2. Mr. RATTANACHAI WONGCHAROENSIN<br>(Director)        | -                | 105,000.00               | 240,000.00                         | No                              |
| 3. Mr. WANG WANAPAISON<br>(Director)                   | -                | 105,000.00               | 0.00                               | No                              |
| 4. Ms. PORNPIWAN NIRAMONCHARDCHAY<br>(Director)        | -                | 105,000.00               | 0.00                               | No                              |
| 5. Mr. WEI-KAI WANG<br>(Director)                      | -                | 105,000.00               | 0.00                               | No                              |
| 6. Mr. VEERACHAI WONGCHAROENSIN<br>(Director)          | -                | 105,000.00               | 0.00                               | No                              |
| 7. Mr. MONGKON LAOWORAPONG<br>(Director)               | -                | 210,000.00               | 300,000.00                         | No                              |

|   |   |              |              |    |
|---|---|--------------|--------------|----|
| 8. Mrs. MONPILAI NARASINGHA (Director)    | - | 210,000.00   | 240,000.00   | No |
| 9. Mr. WUTTICHA WONGCHAROENSIN (Director) | - | 150,000.00   | 600,000.00   | No |
| 10. Mr. CHUNG JEN YANG (Director)         | - | 105,000.00   | 240,000.00   | No |
| 11. Mrs. KANCHANA PIYASATIT (Director)    | - | 165,000.00   | 240,000.00   | No |
| <b>Total (Baht)</b>                       | - | 1,470,000.00 | 2,160,000.00 | -  |

### 3.4.3 Director Remunerations

| Detail                      | Unit | Year         |
|-----------------------------|------|--------------|
|                             |      | 2022         |
| Meeting allowance           | Baht | 1,470,000.00 |
| Other monetary remuneration | Baht | 2,160,000.00 |
| Total director remuneration | Baht | 3,630,000.00 |

**Additional explanation:** Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

### 3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: Yes  
URL of executive remuneration policy and criteria: -  
Uploaded document of executive remuneration policy and criteria: IA2-ADB-01-TH กฎบัตรคณะกรรมการบริษัท.PDF

### 3.4.5 Executive Remuneration

| Detail                       | Unit | Year          |               |               |
|------------------------------|------|---------------|---------------|---------------|
|                              |      | 2020          | 2021          | 2022          |
| Total executive remuneration | Baht | 24,514,581.00 | 35,729,314.00 | 37,100,470.00 |

### 3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No  
Employee Joint Investment Program (EJIP):: No

### 3.5 Development and Training of Directors

Table of development and training of directors over the past year

| Name (English)   | Participated in Director Development Program | Training |
|--|--|----------|
| 1. Mr. PAWAT WONGTANGTRAKUL<br>(Chairman of the board) | Non-participating                            | -        |
| 2. Mr. RATTANACHAI WONGCHAROENSIN<br>(Director)        | Non-participating                            | -        |
| 3. Mr. WANG WANAPAISON<br>(Director)                   | Non-participating                            | -        |
| 4. Ms. PORNPIWAN NIRAMONCHARDCHAY<br>(Director)        | Non-participating                            | -        |
| 5. Mr. WEI-KAI WANG<br>(Director)                      | Non-participating                            | -        |
| 6. Mr. VEERACHAI WONGCHAROENSIN<br>(Director)          | Non-participating                            | -        |
| 7. Mr. MONGKON LAOWORAPONG<br>(Director)               | Non-participating                            | -        |
| 8. Mrs. MONPILAI NARASINGHA<br>(Director)              | Non-participating                            | -        |
| 9. Mr. WUTTICHA WONGCHAROENSIN<br>(Director)           | Non-participating                            | -        |
| 10. Mr. CHUNG JEN YANG<br>(Director)                   | Non-participating                            | -        |
| 11. Mrs. KANCHANA PIYASATIT<br>(Director)              | Non-participating                            | -        |

### 3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors:      x Group assessment x Self-assessment

## 4 Sustainability Policy and Strategy

### 4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:      Yes

URL of corporate sustainability policy:      -

Uploaded document of corporate sustainability policy:      นโยบายบริหารจัดการความยั่งยืน.PDF

### 4.2 Sustainability Report

Corporate Sustainability Report:      No

URL of corporate sustainability report:      -

### 4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:      -

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