

## 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: <https://shorturl.at/gklnK>  
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	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

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

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	6,233,763.00	7,118,376.90	6,059,013.03
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	5,601,152.00	6,426,200.00	5,116,582.86
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	632,611.00	692,176.90	942,430.17
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	23,668.02

**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		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / Kilogram product	285,230.00	275,580.00	299,420.00

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

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	21,172,493.48	27,787,318.28	26,703,194.40
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	104,309.35

**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		
		2021	2022	2023
Jet fuel	Litres	0.00	0.00	0.00
Diesel	Litres	73,661.00	78,761.27	33,538.00
Gasoline	Litres	68,835.00	63,571.23	39,677.00
Fuel oil	Litres	0.00	0.00	0.00

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

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

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

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	21,172,493.48	27,787,318.28	26,703,194.40
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		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	6,233.76	7,118.38	6,059.01

## 2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues <sup>(*)</sup>	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / Person (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	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

### 3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	27,840.21	31,211.86	32,647.45
Total water withdrawal by third-party water	Cubic meters	25,309.28	28,374.42	29,679.50
Total water withdrawal by surface water	Cubic meters	0.00	0.00	0.00
Total water withdrawal by groundwater	Cubic meters	0.00	0.00	0.00
Total water withdrawal by seawater	Cubic meters	0.00	0.00	0.00
Total water withdrawal by produced water	Cubic meters	2,530.93	2,837.44	2,967.95
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 / Person / Year	58.24	63.31	127.53
Intensity ratio of total water withdrawal to total revenues <sup>(**)</sup>	Cubic meters / Thousand Baht of 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		
		2021	2022	2023
Total water discharge	Cubic meters	20,247.43	22,699.54	23,743.60
Total water discharge to third-party water	Cubic meters	20,247.43	22,699.54	23,743.60
Total water discharge to surface water	Cubic meters	0.00	0.00	0.00
Total water discharge to groundwater	Cubic meters	0.00	0.00	0.00
Total water discharge to seawater	Cubic meters	0.00	0.00	0.00

### 3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	7,592.78	8,512.32	8,903.85

### 3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues <sup>(*)</sup>	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / Person (employee)	98.86	105.09	115.94

Additional explanation:

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

### 3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	411,267.21	472,785.72	502,484.57

Total water withdrawal expense from third-party water	Baht	411,267.21	472,785.72	502,484.57
Total water withdrawal expense from other sources	Baht	0.00	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	1,962.83

**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	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

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

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	194.62	176.71	176.94
Non-hazardous waste	Kilograms	109.06	61.69	65.19
Hazardous waste	Kilograms	85.56	115.02	111.75
Intensity ratio of total waste generated to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of 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		
		2021	2022	2023
Total reused/recycled waste	Kilograms	72.00	19.06	63.80

Reused/Recycled non-hazardous waste	Kilograms	36.00	9.53	31.90
Reused/Recycled hazardous waste	Kilograms	36.00	9.53	31.90
Percentage of total reused/recycled waste to total waste generated	%	37.00	10.79	36.06
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	33.01	15.45	48.93
Percentage of reused/recycled hazardous waste to hazardous waste	%	42.08	8.29	28.55

**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	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

### 5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan: No  
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		
		2021	2022	2023
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	2,846.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	381.00	425.00	205.00



Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	2,800.00	3,213.00	2,558.00
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	23.00	129.00	83.00
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		
		2021	2022	2023
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	11.12
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m <sup>2</sup>	0.00	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	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

## 5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
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	-	-	0.00

## 5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

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Approved and published on 19/03/2024

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:	<a href="https://www.adb.co.th/wp-content/uploads/2024/01/IA1-ADB-13-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99.pdf">https://www.adb.co.th/wp-content/uploads/2024/01/IA1-ADB-13-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99.pdf</a>
Uploaded document of Corporate human rights policy and practice:	นโยบายและแนวปฏิบัติสิทธิมนุษยชน.pdf

1.2 Human Rights Practices

Corporate human rights practices:	x Employee Rights x Child Labor x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination x Consumer Rights x Migrant Workers
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2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	478	493	256
Total number of male employees	Persons	283	299	177

Percentage of male employees	%	59.21	60.65	69.14
Total number of female employees	Persons	195	194	79
Percentage of female employees	%	40.79	39.35	30.86

## 2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	145	165	79
Percentage of employees under 30 years old	%	30.33	33.47	30.86
Total number of employees 30-50 years old	Persons	292	290	148
Percentage of employees 30-50 years old	%	61.09	58.82	57.81
Total number of employees over 50 years old	Persons	41	38	29
Percentage of employees over 50 years old	%	8.58	7.71	11.33

## 2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	83	99	52
Percentage of male employees under 30 years old	%	29.33	33.11	29.38
Total number of male employees 30-50 years old	Persons	172	174	106
Percentage of male employees 30-50 years old	%	60.78	58.19	59.89
Total number of male employees over 50 years old	Persons	28	26	19
Percentage of male employees over 50 years old	%	9.89	8.70	10.73

## 2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	62	66	27
Percentage of female employees under 30 years old	%	31.79	34.02	34.18
Total number of female employees 30–50 years old	Persons	120	116	42
Percentage of female employees 30–50 years old	%	61.54	59.79	53.16
Total number of female employees over 50 years old	Persons	13	12	10
Percentage of female employees over 50 years old	%	6.67	6.19	12.66

### 2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	429	438	227
Percentage of employees in operational level	%	89.75	88.84	88.67
Total number of employees in management level	Persons	35	41	19
Percentage of employees in management level	%	7.32	8.32	7.42
Total number of employees in executive level	Persons	14	14	10
Percentage of employees in executive level	%	2.93	2.84	3.91

### 2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	261	274	165
Percentage of male employees in operational level	%	92.23	91.64	93.22
Total number of male employees in management level	Persons	12	15	6
Percentage of male employees in management level	%	4.24	5.02	3.39
Total number of male employees in executive level	Persons	10	10	6
Percentage of male employees in executive level	%	3.53	3.34	3.39

### 2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	168	164	62
Percentage of female employees in operational level	%	86.15	84.54	78.48
Total number of female employees in management level	Persons	23	26	13

Percentage of female employees in management level	%	11.79	13.40	16.46
Total number of female employees in executive level	Persons	4	4	4
Percentage of female employees in executive level	%	2.05	2.06	5.06

## 2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	5	5	3
Total number of employees with disabilities	Persons	5	5	3
Percentage of employees with disabilities	%	1.05	1.01	1.17
Total number of workers who are not employees with disabilities	Persons	0	0	0

## 2.3 Employee Remuneration

### 2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	174,470,442.66	185,514,039.00	113,631,615.65
Total male employee remuneration	Baht	103,192,772.90	110,320,212.10	71,644,012.18
Percentage of remuneration in male employees	%	59.15	59.47	63.05
Total female employee remuneration	Baht	71,277,669.76	75,193,826.90	41,987,603.47
Percentage of remuneration in female employees	%	40.85	40.53	36.95
Average remuneration of employees	Baht / Person	365,000.93	376,296.23	443,873.50
Average remuneration of male employees	Baht / Person	364,638.77	368,963.92	404,768.43
Average remuneration of female employees	Baht / Person	365,526.51	387,597.05	531,488.65
Ratio of average remuneration of female employees to male employees		1.00	1.05	1.31

### 2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	271	275	130
Percentage of total number of employees joining employee provident fund to total number of employees	%	56.69	55.78	50.78
Total amount of provident fund contributed by the Company	Baht	4,604,971.00	4,903,934.00	3,425,899.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	2.64	2.64	3.01



## 2.4 Human Capital Development

### 2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	11.83	15.12	15.38

### 2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	0.00	1,200,000.00	500,000.00

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

### 2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	1,261,286.00	1,255,824.00	705,710.00

### 2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	3.00	9.00	2.00
Total number of employees that lost time injuries for 1 day or more	Persons	3	9	2
Percentage of employees that lost time injuries for 1 day or more	%	0.63	1.83	0.78
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	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours <sup>(*)</sup>	2.38	7.17	2.83
	Persons / 200,000 manhours <sup>(**)</sup>	0.48	1.43	0.57

**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		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	61	77	45
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	12.76	15.62	17.58
Total number of male employee turnover leaving the Company voluntarily	Persons	42	51	29
Percentage of male employee turnover leaving the Company voluntarily	%	68.85	66.23	64.44
Total number of female employee turnover leaving the Company voluntarily	Persons	19	26	16
Percentage of female employee turnover leaving the Company voluntarily	%	31.15	33.77	35.56
Significant labor dispute	Yes / No	No	No	No

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*Approved and published on 19/03/2024*

## 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:	<a href="https://www.adb.co.th/wp-content/uploads/2023/05/IA1-ADB-01-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2-%E0%B9%80%E0%B8%A3%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%87-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5.pdf">https://www.adb.co.th/wp-content/uploads/2023/05/IA1-ADB-01-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2-%E0%B9%80%E0%B8%A3%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%87-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5.pdf</a>
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#### 1.2 Policy and Practices related to the Board of Directors

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

Corporate code of conduct:	Yes
URL of Code of Conduct:	<a href="https://shorturl.asia/8RXSx">https://shorturl.asia/8RXSx</a>
Uploaded document of Code of Conduct:	ประมวลจรรยาบรรณและข้อพึงปฏิบัติในการทำงาน.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
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## 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		2023	
		Male	Female	Male	Female
Directors	Persons	8	3	8	3
		11		11	
	% of total directors	72.73	27.27	72.73	27.27
		100		100	
Executive directors	Persons	3	1	3	1
		4		4	
	% of total directors	27.27	9.09	27.27	9.09
		36.36		36.36	
Non-executive directors	Persons	5	2	5	2
		7		7	
	% of total directors	45.45	18.18	45.45	18.18
		63.64		63.64	
- Independent directors	Persons	2	2	2	2
		4		4	
	% of total directors	18.18	18.18	18.18	18.18
		36.36		36.36	
- Non-executive directors who have no position in independent directors	Persons	3	0	3	0
		3		3	
	% of total directors	27.27	0	27.27	0
		27.27		27.27	

Average director age	Years	58	58	59	59
		58		59	
The Chairman of the Board is an independent director	Yes / No	No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	Yes		Yes	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes		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 กวิต 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 WONGCHAROENSIN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1950	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:	Primary	DCP course:	No
	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		
<b>3)</b>	Name (Thai):	นาย หวัง วณไพร์สนธิ์	First appointment date of 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 position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Below a bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Chemical Engineer	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Governance/ Compliance x Marketing x Strategic Management x Sustainability x Leadership		
	Shares:	50,000,000		
	Paid-up stock:	725,999,923		
	%Shares:	6.887053		

4)	Name (Thai):	นางสาว พรพิวรรณ นิรมลเจ็ดฉาย	First appointment date of director:	22 Mar 2017
	Name (English):	Ms. PORNPIWAN NIRAMONCHARDCHAY	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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 x Sustainability x Leadership		
	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:	Continuing director (Full term of directorship and being re-appointed as a 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 x Leadership x Data Analysis x Change Management		
	Shares:	7,501,570		
	Paid-up stock:	725,999,923		
	%Shares:	1.033274		
6)	Name (Thai):	นาย วีระชัย วงษ์เจริญสิน	First appointment date of director:	22 Mar 2017
	Name (English):	Mr. VEERACHAI WONGCHAROENSIN	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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 x Business Administration x Human Resource Management x Data Management x Data Analysis x Project Management x Leadership x Strategic Management		
	Shares:	1,705,500		
	Paid-up stock:	725,999,923		
	%Shares:	0.234917		
7)	Name (Thai):	นาย มงคล เหล่าวรวงศ์	First appointment date of director:	22 Mar 2017



	Name (English):	Mr. MONGKON LAOWORAPONG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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:	Yes
	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 x Sustainability x Data Analysis x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	725,999,923		
	%Shares:	0.000000		
<b>8)</b>	Name (Thai):	นาง มณพิไลย นรสิงห์	First appointment date of director:	22 Mar 2017
	Name (English):	Mrs. MONPILAI NARASINGHA	Type of director:	Existing 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:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Information & Communication Technology x Strategic Management x Governance/ Compliance x Engineering x Risk Management x Industrial Materials & Machinery x Audit x Internal Control		
	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:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance x Marketing x Risk Management x Finance x Business Administration x Information & Communication Technology x Data Management x Data Analysis x Corporate Management x Leadership		
	Shares:	297,055		
	Paid-up stock:	725,999,923		
	%Shares:	0.040917		
10)	Name (Thai):	นาย ชุง เจน หยาง	First appointment date of director:	22 Mar 2017
	Name (English):	Mr. CHUNG JEN YANG	Type of director:	Existing 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 x Business Administration		
	Shares:	0		
	Paid-up stock:	725,999,923		
	%Shares:	0.000000		
11)	Name (Thai):	นางกาญจนา 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 เหล่าวรพงศ์	Appointment date of audit committee member:	1 May 2018
	Name (English):	Mr. MONGKON LAOWORAPONG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาง มณไพ์ไย นรสิงห์	Appointment date of audit committee member:	1 Jul 2016
	Name (English):	Mrs. MONPILAI NARASINGHA	Type of director:	Existing 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:	Yes

	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
<b>3)</b>	Name (Thai):	นางกาญจนา ปิยาสัตติ	Appointment date of audit committee member:	1 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	
<b>1)</b>	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		
<b>2)</b>	Name (Thai)	นางสาว พรพิวรรณ นิรมลเฑิดฉาย	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		
<b>3)</b>	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		
<b>4)</b>	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 เวย์-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 พิริย 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 จิรวัดณ์ 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) Sustainability and Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย มงคล เหล่าวรพงศ์	Mr. MONGKON LAOWORAPONG	Chairman
2	นาย หวัง วนาไพสรณ์	Mr. WANG WANAPAISON	Member
3	นางสาว พรพิวรรณ นิรมลเจ็ดฉาย	Ms. PORNPIWAN NIRAMONCHARDCHAY	Member



4	นาย วุฒิชัย วงษ์เจริญสิน	Mr. WUTTICHAJ WONGCHAROENSIN	Member
5	นาง มณฑิลา นรสิงห์	Mrs. MONPILAI NARASINGHA	Member
6	นาย พิริยะ ม่วงคราม	Mr. Piriya Mounkram	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย มงคล เหล่าวรวงศ์	Mr. MONGKON LAOWORAPONG	Chairman
2	นาง มณฑิลา นรสิงห์	Mrs. MONPILAI NARASINGHA	Member

### 2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Sustainability and Risk Management Committee
Nomination	No
Remuneration	No
Corporate governance	No
Corporate sustainability development	Sustainability and Risk Management 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 วนาไพสรณท์	The highest-ranking executive position:	Yes
	Name (English):	Mr. WANG WANAPAISSON	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	Chief Executive Officer
	Year of birth:	1951	Appointment date of executive:	4 Jan 2005
	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 Marketing x Strategic Management x Sustainability x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>2)</b>	Name (Thai):	นางสาว พรพิวรรณ นิรมลณีฉาย	The highest-ranking executive position:	No
	Name (English):	Ms. PORNPIWAN NIRAMONCHARDCHAY	Executive position (Thai):	กรรมการผู้จัดการ
	Gender:	Female	Executive position (English):	MANAGING DIRECTOR
	Year of birth:	1970	Appointment date of executive:	1 Jan 2020
	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 Human Resource Management x Strategic Management x Governance/ Compliance x Law x Risk Management x Sustainability x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>3)</b>	Name (Thai):	นาย จิรวัดน์ อัครานุพรพงษ์	The highest-ranking executive position:	No
	Name (English):	Mr. Jirawat Akkaranupornpong	Executive position (Thai):	ผู้อำนวยการอาวุโสฝ่ายการเงินและบัญชี
	Gender:	Male	Executive position (English):	Senior Vice President of Finance and Accounting Department
	Year of birth:	1977	Appointment date of executive:	17 May 2010

	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:	No		
<b>4)</b>	Name (Thai):	นาย พิริย ม่วงคราม	The highest-ranking executive position:	No
	Name (English):	Mr. Piriya Moungram	Executive position (Thai):	ผู้อำนวยการอาวุโสฝ่ายเทคนิค
	Gender:	Male	Executive position (English):	Senior Vice President of Technical Department
	Year of birth:	1979	Appointment date of executive:	4 Jan 2005
	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		
<b>5)</b>	Name (Thai):	นาย เวย์-ไค หวัง	The highest-ranking executive position:	No
	Name (English):	Mr. WEI-KAI WANG	Executive position (Thai):	ผู้อำนวยการอาวุโสฝ่ายผลิตภัณฑ์เม็ดพลาสติกคอมปาวด์
	Gender:	Male	Executive position (English):	Senior Vice President of Plastic Compound Department
	Year of birth:	1973	Appointment date of executive:	6 Dec 2007
	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 x Leadership x Data Analysis x Change Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>6)</b>	Name (Thai):	นางสาว นัทฐา ลิขิตจุจันนท์	The highest-ranking executive position:	No
	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:	1 Jan 2020
	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 Petrochemicals & Chemicals x Procurement x Negotiation		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>7)</b>	Name (Thai):	นาง วิจิตรา ทับบุรี	The highest-ranking executive position:	No
	Name (English):	Mrs. Wichitra Thubburee	Executive position (Thai):	ผู้อำนวยการสำนักควบคุมภายในและบริหารระบบ
	Gender:	Female	Executive position (English):	Vice President of Internal Control and Management System Department
	Year of birth:	1965	Appointment date of executive:	11 Nov 2016
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		

	Study field of the highest level of education:	Business Administration Logistics and Supply Chain Management		
	Skill and expertise:	x Business Administration x Transportation & Logistics x Law x Accounting x Finance x Sustainability x Data Analysis x Data Management x Statistics x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
8)	Name (Thai):	นางสาว สิริสุดา สุจริยานุรักษ์	The highest-ranking executive position:	No
	Name (English):	Ms. Sirisuda Sujariyanurak	Executive position (Thai):	รักษาการผู้อำนวยการฝ่าย ทรัพยากรบุคคลและการพัฒนา
	Gender:	Female	Executive position (English):	Acting Vice President of Human Resources and Development Department
	Year of birth:	1976	Appointment date of executive:	1 Jan 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Banking x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x Data Management x Negotiation x Corporate Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
9)	Name (Thai):	นาย เจิ้ง เสี่ยน เฉิน	The highest-ranking executive position:	No
	Name (English):	Mr. Cheng Hsien Chen	Executive position (Thai):	รักษาการผู้อำนวยการฝ่าย เทคโนโลยีสารสนเทศ

	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 Thailand		
	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 x IT Management x Engineering		
	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 Nonarsa	nokjinda@adb.co.th	02-7094040-9 ต่อ 1603
Company secretary	Ms. Kanokwan Kongtanakomtunyakid	kanokwan@adb.co.th	02-7094040-9 ต่อ 1097
Head of the internal audit or the outsourced internal auditor	Mrs. Wichitra Thubburee	wichitra@adb.co.th	02-7094040-9 ต่อ 1091
	Mr. Narongsak Wangtapunt	narongsak.ascentadvisory@hotmail.com	0968576820
Head of the compliance unit	Mrs. Wichitra Thubburee	wichitra@adb.co.th	02-7094040-9 ต่อ 1091
Head of the investor relation	Ms. Kanokwan Kongtanakomtunyakid	kanokwan@adb.co.th	02-7094040-9 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)
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KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mrs. Sawitree Ongksirimemongkol Email: sawitreeo@kpmg.co.th Telephone: -</p> <p>2. Mrs. Munchupa Singsuksawat Email: munchupa@kpmg.co.th Telephone: -</p> <p>3. Mr. Sumate Jangsamsee Email: sumate@kpmg.co.th Telephone: -</p>	3,000,000.00	-
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### 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):	นางสาว พรพิวรรณ นิ่มมลเลิศฉาย	First appointment date of director:	22 Mar 2017
	Name (English):	Ms. PORNPIWAN NIRAMONCHARDCHAY	Director position:	Director
	Gender:	Female	Executive director position:	Yes
	Year of birth:	1970	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Finance		
	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 x Sustainability x Leadership		
	Shares:	6,000,000		
	Paid-up stock:	725,999,923		
	%Shares:	0.826446		
2)	Name (Thai):	นาย เหว่ย-ไค หวัง	First appointment date of director:	22 Mar 2017
	Name (English):	Mr. WEI-KAI WANG	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1973	Independent director position:	-
	Nationality:	x Taiwan (Province of China)	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No



	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance x Marketing x Leadership x Data Analysis x Change Management		
	Shares:	7,501,570		
	Paid-up stock:	725,999,923		
	%Shares:	1.033274		
<b>3)</b>	Name (Thai):	นาย วีระชัย วงษ์เจริญสิน	First appointment date of director:	22 Mar 2017
	Name (English):	Mr. VEERACHAI WONGCHAROENSIN	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1979	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Accounting x Governance/ Compliance x Marketing x Risk Management x Banking x Finance & Securities x Business Administration x Human Resource Management x Data Management x Data Analysis x Project Management x Leadership x Strategic Management		
	Shares:	1,705,500		
	Paid-up stock:	725,999,923		
	%Shares:	0.234917		
<b>4)</b>	Name (Thai):	นาย มงคล เหล่าวพพงศ์	First appointment date of director:	22 Mar 2017

	Name (English):	Mr. MONGKON LAOWORAPONG	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1969	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Accounting		
	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 x Sustainability x Data Analysis x Audit x Internal Control		
	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 2023

EGM meeting: No

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 (Chairman of the board)	-	7/7	100.00	Participating	Did not hold the meeting
2. Mr. RATTANACHAI WONGCHAROENSIN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
3. Mr. WANG WANAPAISON (Director)	-	7/7	100.00	Participating	Did not hold the meeting
4. Ms. PORNPIWAN NIRAMONCHARDCHAY (Director)	-	7/7	100.00	Participating	Did not hold the meeting
5. Mr. WEI-KAI WANG (Director)	-	7/7	100.00	Non-participating	Did not hold the meeting
6. Mr. VEERACHAI WONGCHAROENSIN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
7. Mr. MONGKON LAOWORAPONG (Director)	-	7/7	100.00	Participating	Did not hold the meeting
8. Mrs. MONPILAI NARASINGHA (Director)	-	7/7	100.00	Participating	Did not hold the meeting
9. Mr. WUTTICHA WONGCHAROENSIN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
10. Mr. CHUNG JEN YANG (Director)	-	7/7	100.00	Participating	Did not hold the meeting
11. Mrs. KANCHANA PIYASATIT (Director)	-	7/7	100.00	Participating	Did not hold the meeting

### 3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 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 (Chairman of the audit committee)	-	5/5	100.00
2. Mrs. MONPILAI NARASINGHA (Member of the audit committee)	-	5/5	100.00
3. Mrs. KANCHANA PIYASATIT (Member of the audit committee)	-	5/5	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: <https://shorturl.asia/Tl2wq>  
Uploaded document of director remuneration policy and criteria: กฎบัตรคณะกรรมการบริษัท\_22-02-67.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 (Chairman of the board)	-	105,000.00	300,000.00	No
2. Mr. RATTANACHAI WONGCHAROENSIN (Director)	-	105,000.00	240,000.00	No
3. Mr. WANG WANAPAISON (Director)	-	105,000.00	0.00	No
4. Ms. PORNPIWAN NIRAMONCHARDCHAY (Director)	-	105,000.00	0.00	No
5. Mr. WEI-KAI WANG (Director)	-	105,000.00	0.00	No
6. Mr. VEERACHAI WONGCHAROENSIN (Director)	-	105,000.00	0.00	No
7. Mr. MONGKON LAOWORAPONG (Director)	-	210,000.00	300,000.00	No
8. Mrs. MONPILAI NARASINGHA (Director)	-	210,000.00	240,000.00	No

9. Mr. WUTTICHAJ WONGCHAROENSIN (Director)	-	135,000.00	600,000.00	No
10. Mr. CHUNG JEN YANG (Director)	-	105,000.00	240,000.00	No
11. Mrs. KANCHANA PIYASATIT (Director)	-	180,000.00	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	2023
Meeting allowance	Baht	1,470,000.00	1,470,000.00
Other monetary remuneration	Baht	2,160,000.00	2,160,000.00
Total director remuneration	Baht	3,630,000.00	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: <https://shorturl.asia/TI2wq>  
Uploaded document of executive remuneration policy and criteria: กฎบัตรคณะกรรมการบริษัท\_22-02-67.pdf

### 3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	35,729,314.00	37,100,470.00	23,432,506.00

### 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 (Chairman of the board)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2017: Director Accreditation Program (DAP)
2. Mr. RATTANACHAI WONGCHAROENSIN (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2016: Director Accreditation Program (DAP)
3. Mr. WANG WANAPAISON (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2016: Director Accreditation Program (DAP) <b>Others</b> - 2023: Turning risk into opportunities
4. Ms. PORNPIWAN NIRAMONCHARDCHAY (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2016: Director Accreditation Program (DAP) - 2018: Director Certification Program (DCP) <b>Others</b> - Chief Transformation Officer (CTO) - Director Certification Program (Diploma) - 2023: Internal Control : IPO & Digital Assets Relating Activities - 2023: Good corporate structure for IPO - 2023: Turning risk into opportunities
5. Mr. WEI-KAI WANG (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2017: Director Accreditation Program (DAP) <b>Others</b> - 2023: Turning risk into opportunities
6. Mr. VEERACHAI WONGCHAROENSIN (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2016: Director Accreditation Program (DAP) <b>Others</b> - 2023: Turning risk into opportunities

7. Mr. MONGKON LAOWORAPONG (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2004: Director Accreditation Program (DAP) - 2007: Director Certification Program (DCP) - 2012: Successful Formulation & Execution of Strategy (SFE) <b>Others</b> - 2007: Audit Committee Program (ACP) - 2008: Monitoring the Internal Audit Function (MIA) - 2013: How to Measure the Success of Corporate Strategy (HMS) - 2014: Chartered Director Class (CDC) - 2018: Boardroom Success through Financing and Investment (BFI) - 2023: Turning risk into opportunities
8. Mrs. MONPILAI NARASINGHA (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2016: Director Accreditation Program (DAP) - 2018: Director Certification Program (DCP) <b>Others</b> - 2023: Succession Plan Advisor, Class 5 - 2023: SET ESG Expert Pool Workshop: Training the Trainer (Coaching) - 2023: Accounting for Executives (Accounting for Non- accountants), Class 20 - 2023: Turning risk into opportunities - 2023: SET ESG Expert Pool: Master Class-Environment, Social, and Governance (ESG), and Materiality Reporting (MESGMR)
9. Mr. WUTTICHA WONGCHAROENSIN (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2017: Director Accreditation Program (DAP) - 2019: Director Certification Program (DCP) <b>Others</b> - 2023: Turning risk into opportunities
10. Mr. CHUNG JEN YANG (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2017: Director Accreditation Program (DAP)
11. Mrs. KANCHANA PIYASATIT (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2016: Director Accreditation Program (DAP) - 2016: Role of the Chairman Program (RCP) <b>Others</b> - 2023: Turning risk into opportunities

### 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:	<a href="https://shorturl.at/qBDIV">https://shorturl.at/qBDIV</a>
Uploaded document of corporate sustainability policy:	นโยบายบริหารจัดการความยั่งยืน.PDF

### 4.2 Sustainability Report

Corporate Sustainability Report <sup>1</sup> :	No
URL of corporate sustainability report:	-

**Remark:**

<sup>1</sup> The sustainability report is prepared in the annual information disclosure form/annual report (Form 56-1 One Report), Article 3 Driving Business for Sustainability.

### 4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	x Carbon Disclosure Project (CDP) x Task Force on Climate-related Financial Disclosures (TCFD) x GRI Standards
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