

ESG Performance Report
for Listed Companies in 2024

BCPG Public Company Limited

Reporting period is from January 1st to December 31st, 2024



ESG Performance

Company Name : BCPG PUBLIC COMPANY LIMITED Symbol : BCPG
Market : SET Industry Group : Resources Sector : Energy & Utilities

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes
Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Biodiversity management, Greenhouse gas and climate change management, Air quality management

- BCPG Group places great importance on energy management within the organization to minimize the environmental impacts of its business operations.

- BCPG Group recognizes the value of water resources, with careful consideration given from project site selection, preparation for construction, to project operations. The Group strictly adheres to the Code of Practice (COP) for Solar Photovoltaic Power Plant Operators and complies with the Environmental Management System Standard (ISO 14001).

- BCPG Group prioritizes proper waste management from its business processes. Waste generated by the Group can be categorized into two types: waste from office buildings and waste from electricity generation processes.

- BCPG Group recognizes the importance of biodiversity and conducts risk and impact assessments to identify potential impacts. The Group has developed and implemented a Biodiversity Action Plan (BAP) to guide its biodiversity management efforts.

- BCPG Group is committed to air quality management to prevent adverse health impacts on employees, contractors working on-site, and surrounding communities. This commitment applies across all project phases, including development, construction, operation, and maintenance.

Climate change is a global challenge, posing both regulatory risks and opportunities for transitioning toward a low-carbon economy. BCPG Group has set clear targets to achieve carbon neutrality by 2030 and net zero emissions by 2050. This commitment is supported by a clear governance structure, a comprehensive framework for managing climate-related risks and opportunities, and transparent disclosure of climate-related information in alignment with the TCFD framework.

Reference link for environmental policy and guidelines : <https://www.bcpvgroup.com/en/sustainability/sustainability-policy-framework>

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Biodiversity management

Enhancement of Biodiversity Policy

Protect biodiversity that may be affected by business operations.

Avoid operations that could impact biodiversity. Minimize impacts, restore, and compensate for any potential damage to prevent biodiversity loss.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), The Greenhouse Gas Protocol, Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, IPCC Guidelines for National Greenhouse Gas Inventories

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : Yes
management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023	2024 : Reduced by 5%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	3,180,744.77	3,083,364.41	3,188,953.86
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	3,180,744.77	3,083,364.41	3,188,953.86
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	26,955.46	23,902.05	23,448.19

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Megawatt-hour of product)	N/A	N/A	10.17337830

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	N/A	4,575,353.88	4,621,275.65
Percentage of total electricity expense to total expenses (%) ^(**)	N/A	0.16	0.11
Percentage of total electricity expense to total revenues (%) ^(**)	N/A	0.09	0.06
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	N/A	35,467.86	33,979.97

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	55,677.25	49,423.84	51,222.33
Gasoline (Litres)	41,045.81	47,373.15	49,548.98
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)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	N/A	3,497,392.39	3,907,960.49
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	0.12	0.09

	2022	2023	2024
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	0.07	0.05

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption Intensity

	2022	2023	2024
Intensity of total energy consumption within the organization (MJ / Megawatt-hour of raw material)	N/A	N/A	0.04755159

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water consumption	2023	2024 : Reduced by 5%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	31,910.00	36,192.00	45,216.60
Water withdrawal by third-party water (cubic meters)	31,910.00	36,192.00	9,077.60
Water withdrawal by groundwater (cubic meters)	N/A	N/A	36,139.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	270.42	280.56	332.47
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01	0.01	0.01

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	N/A	N/A	0.00
Wastewater discharged to surface water (cubic meters)	N/A	N/A	0.00
Wastewater discharged to groundwater (cubic meters)	N/A	N/A	0.00
Wastewater discharged to seawater (cubic meters)	N/A	N/A	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	31,910.00	36,192.00	45,558.60

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00574107	0.00678646	0.00638915

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	0.00	42,358.69	0.00
Total water withdrawal expense from third-party water (Baht)	N/A	14,559.19	N/A
Total water withdrawal expense from other sources (Baht)	N/A	27,799.50	N/A
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	328.36	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type : Business Group
Total number of disclosure boundaries : 1
Actual number of disclosure boundaries : 1
Data disclosure coverage (%) : 100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2023	2024 : Reduced by 5%	<ul style="list-style-type: none">• Reuse• Recycle• Landfilling• Other : -

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00
Total non-hazardous waste (kilograms)	0.00	0.00	0.00
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Total hazardous waste (kilograms)	0.00	0.00	0.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00

	2022	2023	2024
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	876.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	N/A	876.00
Reused non-hazardous waste (Kilograms)	N/A	N/A	0.00
Recycled non-hazardous waste (Kilograms)	N/A	N/A	876.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	: Business Group
Total number of disclosure boundaries	: 1
Actual number of disclosure boundaries	: 1
Data disclosure coverage (%)	: 100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Setting carbon neutrality targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2019 : Greenhouse gas emissions 1,610.00 tCO ₂ e	2030 : Reduced by 30% in comparison to the base year	2050 : Reduced by 0% in comparison to the base year	<ul style="list-style-type: none">• Thailand Greenhouse Gas Management Organization (TGO) : None• Science-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2019 : Greenhouse gas emissions 1,610.00 tCO ₂ e	2030 : Reduced by 30%	<ul style="list-style-type: none">• Thailand Greenhouse Gas Management Organization (TGO)

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	1,825.00	1,770.00	2,697.00

	2022	2023	2024
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	255.00	252.00	278.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	1,419.00	1,374.00	1,595.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	151.00	144.00	824.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000328	0.000332	0.000378
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	15.47	13.72	19.83
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Megawatt-hour of raw material)	N/A	0.00570000	0.00600000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : LRQA (Thailand) Limited

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : BCPG PUBLIC COMPANY LIMITED Symbol : BCPG
Market : SET Industry Group : Resources Sector : Energy & Utilities

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes
Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes
Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Child Labor, Supplier rights

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights, The OECD Guidelines for Multinational Enterprises, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, Others : ISO 26000 Universal Declaration of Human Rights; UDHR Women's Empowerment Principles; WEPs National Action Plan on Business and Human Rights; NAP

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0

	2022	2023	2024
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Business Group
Total number of disclosure boundaries : 1
Actual number of disclosure boundaries : 1
Data disclosure coverage (%) : 100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : Yes
Employee and labor management plan implemented : Fair employee compensation, Employee training and
by the Company in the past year development, Promoting employee relations and
participation, Child labor, Safety and occupational health
at work

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none">• Fair employee compensation• Employee training and development• Promoting employee relations and participation• Child labor• Safety and occupational health at work• Non-discrimination	-	-	2024: -
<ul style="list-style-type: none">• Employee training and development	-	-	2024: -
<ul style="list-style-type: none">• Others : -	-	-	2024: -
<ul style="list-style-type: none">• Promoting employee relations and participation	-	-	2024: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	N/A	N/A	136
Percentage of employees to total employment (%)	N/A	N/A	100.00
Total employees (persons)	118	129	136
Male employees (persons)	61	65	69
Percentage of male employees (%)	51.69	50.39	50.74
Female employees (persons)	57	64	67
Percentage of female employees (%)	48.31	49.61	49.26

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	10	11	11
Percentage of employees under 30 years old (%)	8.47	8.53	8.09
Total number of employees 30-50 years old (Persons)	96	102	109
Percentage of employees 30-50 years old (%)	81.36	79.07	80.15
Total number of employees over 50 years old (Persons)	12	16	16
Percentage of employees over 50 years old (%)	10.17	12.40	11.76

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	6	7	7
Percentage of male employees under 30 years old (%)	9.84	10.77	10.14
Total number of male employees 30-50 years old (Persons)	48	50	54
Percentage of male employees 30-50 years old (%)	78.69	76.92	78.26
Total number of male employees over 50 years old (Persons)	7	8	8
Percentage of male employees over 50 years old (%)	11.48	12.31	11.59

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	4	4	4
Percentage of female employees under 30 years old (%)	7.02	6.25	5.97
Total number of female employees 30-50 years old (Persons)	48	52	55
Percentage of female employees 30-50 years old (%)	84.21	81.25	82.09
Total number of female employees over 50 years old (Persons)	5	8	8
Percentage of female employees over 50 years old (%)	8.77	12.50	11.94

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	66	68	116
Percentage of employees in operational level (%)	55.93	52.71	85.29
Total number of employees in management level (Persons)	50	59	19
Percentage of employees in management level (%)	42.37	45.74	13.97
Total number of employees in executive level (Persons)	2	2	1
Percentage of employees in executive level (%)	1.69	1.55	0.74

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	37	36	57
Percentage of male employees in operational level (%)	60.66	55.38	82.61
Total number of male employees in management level (Persons)	22	27	11
Percentage of male employees in management level (%)	36.07	41.54	15.94
Total number of male employees in executive level (Persons)	2	2	1
Percentage of male employees in executive level (%)	3.28	3.08	1.45

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	29	32	59
Percentage of female employees in operational level (%)	50.88	50.00	88.06
Total number of female employees in management level (Persons)	28	32	8
Percentage of female employees in management level (%)	49.12	50.00	11.94
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	N/A	N/A	0.00
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	0.00	356,000,000.00	324,000,000.00
Average remuneration of employees (Baht / Person)	0.00	2,759,689.92	2,382,352.94

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	111	122	102
Proportion of employees who are PVD members (%)	94.07	94.57	75.00
Total amount of provident fund contributed by the company (baht)	12,966,762.00	11,733,159.00	12,358,072.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.00	3.30	3.81

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	-	-	Yes
Average employee training hours (Hours / Person / Year)	34.00	30.00	38.00
Total amount spent on employee training and development (Baht)	3,758,983.00	3,181,741.17	5,699,031.60
Percentage of training and development expenses to total expenses (%) ^(*)	0.001086	0.001087	0.001371
Percentage of training and development expenses to total revenue (%) ^(*)	0.000676	0.000597	0.000799

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	267,555.00	278,906.00	297,172.00
Total number of hours worked by employees (Hours)	267,555.00	278,906.00	297,172.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
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	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
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) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	26	20	14
Total number of male employee turnover leaving the company voluntarily (persons)	14	8	5
Total number of female employee turnover leaving the company voluntarily (persons)	12	12	9
Proportion of voluntary resignations (%)	22.03	15.50	10.29
Percentage of male employee turnover leaving the Company voluntarily (%)	53.85	40.00	35.71
Percentage of female employee turnover leaving the Company voluntarily (%)	46.15	60.00	64.29
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee, Others : -

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : Yes

Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of : No
products and services to customers / consumers

Information on customer management plan

Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company in : Responsible production and services for customers, Communication
the past year of product and service impacts to customers / consumers,
Development of customer satisfaction and customer relationship,
Consumer data privacy and protection

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> • Responsible production and services for customers • Communication of product and service impacts to customers/consumers • Development of customer satisfaction and customer relationship • Protection of customer personal information 	-	2024: -	2024: -
<ul style="list-style-type: none"> • Protection of customer personal information 	-	2024: -	2024: -
<ul style="list-style-type: none"> • Responsible production and services for customers • Communication of product and service impacts to customers/consumers • Development of customer satisfaction and customer relationship • Protection of customer personal information 	-	2024: -	2024: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes

customers/consumers

Telephone : +66 2 335 8906

Fax : -

Email : auditcommittee@bcpggroup.com

Company's website : <https://www.bcpgroup.com/th/corporate-governance/>

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management, Reducing inequality

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none">• Employment and professional skill development• Education• Religion and culture• Forests and natural resources• Sports and recreation• Occupational health, safety, health, and quality of life• Disadvantaged and vulnerable groups• Reducing inequality	-	-	2024: -
<ul style="list-style-type: none">• Employment and professional skill development	-	-	2024: -
<ul style="list-style-type: none">• Others : -	-	-	2024: -

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social : Yes
development?

	2022	2023	2024
Donations / Grants (Baht)	11,100,000.00	15,269,124.00	1,091,951.00

Non-financial benefits

Does the company measure the non-financial benefits from : Yes
social development?

	2022	2023	2024
Hiring local employees (Persons)	0.00	230.00	223.00
Beneficiaries of the company's community development projects (Rais)	0.00	230.00	293.19

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.

ESG Performance

Company Name : BCPG PUBLIC COMPANY LIMITED Symbol : BCPG
Market : SET Industry Group : Resources Sector : Energy & Utilities

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company has established a good corporate governance policy since its establishment and has continuously reviewed/improved it.

Reference link for the full version of corporate governance policy and guidelines : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

the Company shall focus on the persons with knowledge, capability, experience, a proven track-record of work experience, leadership, vision, morality, ethics, and good attitude toward the organization, who can adequately dedicate his or her time in the interests of the Company's business operation. Furthermore, consideration is also given to diversity in the structure of the Board of Directors (Board Diversity). The skill matrix of the Board of Directors is prepared in order to define the qualifications of the directors to be nominated by taking into account the areas of expertise in which the Board of Directors is lacking, as well as other qualifications which are expedient and in line with the composition and structure of the Board of Directors in accordance with the business strategies of the Company. In this regard, the Company shall use the director database (Director Pool) of the Thai Institute of Directors (IOD) to support the nomination of new directors, together with transparent procedures to ensure the confidence of its shareholders.

Reference link for Nomination of directors : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 25

Determination of director remuneration

The determination of directors' remuneration (monthly remuneration, meeting allowance per meeting, and bonus) shall be in line with the long-term strategy and goals of the Company and is comparable to that of other companies in the same industry, experience, accountability, and responsibility, as well as expected benefits from each director. The directors who are delegated any extra duties and responsibilities are entitled to additional remuneration which is linked to those delegated responsibilities. The directors' remuneration shall be sufficient to motivate the directors who are qualified to perform their duties to achieve the Company's desirable goal and business direction. The determination process must be transparent in order to create the confidence of the shareholders.

Reference link for Determination of director remuneration : <https://www.bcpvgroup.com/en/document/viewer/flipbook/storage/document/cg/bcpvg-cg-policy-en.pdf>

Page number of the reference link : 32

Independence of the board of directors from the management

The Board of Directors is responsible for overseeing the operations of the management. In the Company's good corporate governance policy, the Board's authority is divided into 3 parts:

1. Matters under the approval authority of the Board of Directors
2. Matters that the Board of Directors should jointly carry out with the management
3. Matters that the Board of Directors should not carry out

Reference link for Independence of the board of directors from the management : <https://www.bcpvggroup.com/en/document/viewer/flipbook/storage/document/cg/bcpvg-cg-policy-en.pdf>

Page number of the reference link : 29

Director development

It is stipulated in the Roles and Duties of Directors, Section 18, that directors must attend training courses from the Thai Institute of Directors Association (IOD) related to directors, at least one course, namely the Director Accreditation Program (DAP) or the Director Certification Program (DCP), or equivalent, to enhance their skills and abilities in performing their duties.

Reference link for Director development : <https://www.bcpvggroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 27

Board performance evaluation

It is stated in Section 3 of the Good Corporate Governance Policy under the topic of the evaluation of the Board of Directors.

Reference link for Board performance evaluation : <https://www.bcpvggroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 32

Corporate governance of subsidiaries and associated companies

Specified in the roles, duties and responsibilities of the Board of Directors, section 23.

Reference link for Corporate governance of subsidiaries and associated companies : <https://www.bcpvggroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 28

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society, Other guidelines regarding shareholders and stakeholders

Shareholder

It is stated in Section 3, Item 3.3, Rights and Equality of Shareholders and the Role of the Company towards Stakeholders.

Reference link for Shareholder : <https://www.bcpvggroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 46

Employee

It is stated in the Code of Conduct for Directors, Executives and Employees, Section 2.2, Item 7, Treatment of Employees.

Reference link for Employee : <https://www.bcpvggroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 15

Customer

It is stated in the Code of Conduct for Directors, Executives and Employees, Section 2.2, Item 13, Treatment of Customers and Product Quality.

Reference link for Customer : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>
Page number of the reference link : 18

Business competitor

It is stated in the Code of Conduct for Directors, Executives and Employees, Section 2.2, Item 15, Treatment of Business Competitors.

Reference link for Business competitor : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>
Page number of the reference link : 19

Business partner

It is stated in the Code of Conduct for Directors, Executives and Employees, Section 2.2, Item 14, Treatment of Business Partners, Creditors and/or Debtors.

Reference link for Business partner : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>
Page number of the reference link : 19

Creditor

It is stated in the Code of Conduct for Directors, Executives and Employees, Section 2.2, Item 14, Treatment of Business Partners, Creditors and/or Debtors.

Reference link for Creditor : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>
Page number of the reference link : 19

Community and society

It is stated in the Good Corporate Governance Policy, Section 3, Sub-Section 3.5 Safety, Security, Occupational Health, Environment and Energy.

Reference link for Community and society : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>
Page number of the reference link : 58

Equitable Treatment of Shareholders and the Company's Roles in respect of its Stakeholders

It is stated in the Good Corporate Governance Policy, Section 3, Sub-section 3.3 Equitable Treatment of Shareholders and the Company's Roles in respect of its Stakeholders.

Reference link for the other policy and guidelines : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>
Page number of the reference link : 46

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company will conduct business by adhering to morality and ethics, managing with transparency and being responsible to all stakeholders. The Company's business ethics are specified in Section 2 of the Good Corporate Governance Policy.

Reference link for the full version of business code of conduct : <https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 13

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

This can be considered from the Code of Ethics for Directors, Executives and Employees, Section 10.

Reference link for Prevention of Conflicts of Interest : <https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 18

Anti-corruption

It is stated in the Good Corporate Governance Policy, Section 4, Anti-Corruption and Bribery.

Reference link for Anti-corruption : <https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 59

Whistleblowing and Protection of Whistleblowers

The Company provides opportunities for stakeholders to participate in the corporate governance process by opening channels for reporting clues/complaints on the Company's Website.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://www.bcpgroup.com/en/corporate-governance/whistleblowing-channel>

Prevention of Misuse of Inside Information

The Company has set guidelines for the use of inside information by personnel at all levels in the organization in the Good Corporate Governance Policy.

Reference link for Prevention of Misuse of Inside Information : <https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 48

Money laundering prevention

Consideration in the Good Corporate Governance Policy, Section 4, Item 2.4, Anti-Money Laundering.

Reference link for Money laundering prevention : <https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 62

Gift giving or receiving, entertainment, or business hospitality

Consideration in the Good Corporate Governance Policy, Section 4, Article 2.3 Entertainment, gifts and other expenses

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 62

Compliance with laws, regulations, and rules

Stated in the Code of Business Ethics, Section 4: Respect for the Law and Human Rights.

Reference link for Compliance with laws, regulations, and rules : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 13

Information and assets usage and protection

Stated in the Code of Business Ethics, Section 6: Protection of Company Assets

Reference link for Information and assets usage and protection : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 17

Anti-unfair competitiveness

This can be considered from the Code of Ethics for Directors, Executives and Employees, Section 15.

Reference link for Anti-unfair competitiveness : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 19

Information and IT system security

Stated in the Code of Business Ethics, Section 8: Use of Information Technology.

Reference link for Information and IT system security : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 18

Environmental management

It is stated in the Good Corporate Governance Policy, Section 3, Sub-Topic 3.5 Safety, Security, Occupational Health, Environment and Energy.

Reference link for Environmental management : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 58

Human rights

Stated in the Code of Business Ethics, Section 4: Respect for the Law and Human Rights Principles.

Reference link for Human rights : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 13

Safety and occupational health at work

It is stated in the Good Corporate Governance Policy, Section 3, Sub-Topic 3.5 Safety, Security, Occupational Health, Environment and Energy.

Reference link for Safety and occupational health at work : <https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 58

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The Group of Company has organized CG Day activities to raise awareness and encourage personnel at all levels to be aware of and comply with the CG policy continuously.

Diagram of promotion of compliance with the business code of conduct

Decoding CG for

Sustainable Vibes

ร่วมส่งคำถาม เพื่อพูดคุยกับ
2 นักสร้างแรงบันดาลใจ



คุณปอนท์
ภริษา ยาคอปเซ่น

และ

คุณอ้อย
นที เอกวิจิตร

แล้วพบกัน

- 📅 วันที่ 12 ธันวาคม 2567
- 🕒 เวลา 10.00 – 12.00 น.
- 📍 ห้องใบไม้ ชั้น 8 อาคารเอ็ม ทาวเวอร์

 bangchak  bcpg  bbgi  bsrc

สแกน QR CODE



เพื่อส่งคำถาม



ลงทะเบียน
เข้าร่วมงาน

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption : Yes
networks

Anti-corruption networks or projects the company has joined : Thai Private Sector Collective Action Against Corruption (CAC)
or declared intent to join CAC membership certification status : Certified
Certification document of CAC membership status : CAC
CERTIFICATION.jpg

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate : Yes
governance policy and guidelines, or board of directors'
charter

Material changes and developments in policy and guidelines : Yes
over the past year

The Company has established a good corporate governance policy since its establishment and has continuously reviewed/improved it.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

Details appear in the annual Report / Form 56-1 One Report, Year 2024, under the topic of Corporate Governance Performance Report.

Other corporate governance performance and outcomes

Details appear in the annual Report / Form 56-1 One Report, Year 2024, under the topic of Corporate Governance Performance Report.

Corporate Governance Structure

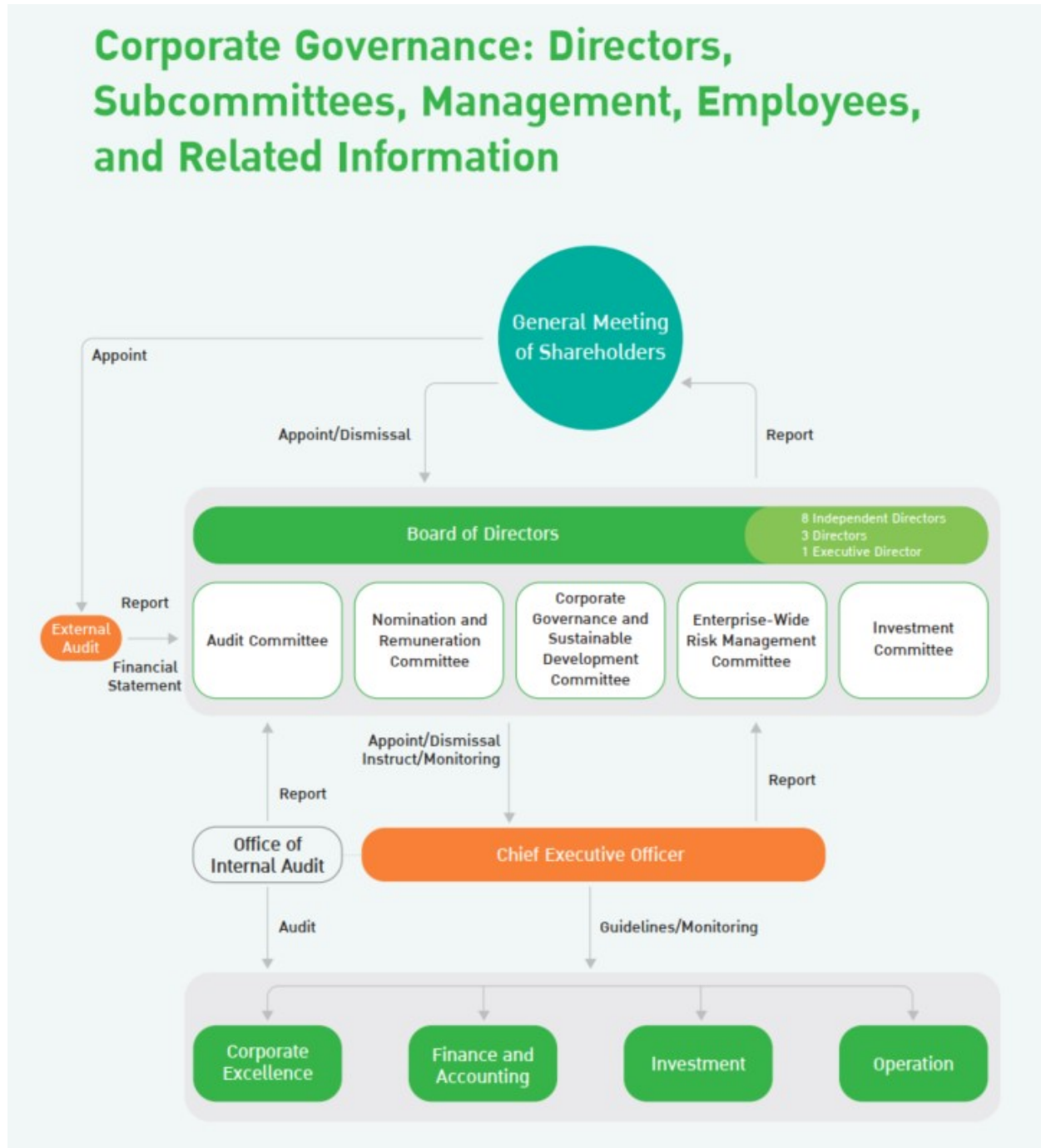
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram⁽¹⁾

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Remark: ⁽¹⁾For more details, please study Form 56-1 One Report 2024, Section 2: Corporate Governance.

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	12	
	9	3
Executive directors	1	
	1	0
Non-executive directors	11	
	8	3
Independent directors	8	
	6	2
Non-executive directors who have no position in independent directors	3	
	2	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	75.00	25.00
Executive directors	8.33	
	8.33	0.00
Non-executive directors	91.67	
	66.67	25.00
Independent directors	66.67	
	50.00	16.67
Non-executive directors who have no position in independent directors	25.00	
	16.67	8.33

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	65	
	68	59

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PATIPARN SUKORNDHAMAN</p> <p>Gender: Male</p> <p>Age : 63 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Chairman of the board of directors</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	9 May 2024	Business Administration, Petrochemicals & Chemicals, Finance, Risk Management, Budgeting
<p>2. General Kanit Sapitaks</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Military</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 196,887 Shares (0.006572 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	24 Mar 2016	Human Resource Management, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. Thammayot Srichuai Gender: Male Age : 66 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years ^(*) : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 337,500 Shares (0.011266 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : -</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Nov 2018	Risk Management, Energy & Utilities, Engineering
<p>4. General Sakda Niemkham Gender: Male Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years ^(*) : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Jul 2019	Sustainability, Corporate Social Responsibility, Governance/ Compliance, Audit, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Police General Visanu Prasattongsoth</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 200,000 Shares (0.006676 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Feb 2022	Risk Management, Accounting, Finance, Corporate Management
<p>6. General Ongard Pongsakdi</p> <p>Gender: Male</p> <p>Age : 71 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Master's Degree of Arts, Army Command and General Staff College</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	7 Apr 2022	Human Resource Management, Corporate Social Responsibility, Sustainability, Risk Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. Suthep Wongvorazathe</p> <p>Gender: Male</p> <p>Age : 76 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	10 Apr 2023	Business Administration, Economics, Finance & Securities, Finance, Energy & Utilities
<p>8. Police Lieutenant General Chaiwat Chotima</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	10 Apr 2023	Energy & Utilities, Internal Control, Human Resource Management, Corporate Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Ms. Phatpuree Chinkulkitnivat Gender: Female Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years ^(*) : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	17 Oct 2023	<p>Business Administration, Finance & Securities, Finance, Accounting, Budgeting</p>
<p>10. Ms. SALAGJIT PONGSIRICHAN Gender: Female Age : 57 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years ^(*) : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	21 Nov 2023	<p>Business Administration, Law, Accounting, Audit, Internal Control</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Mrs. VILAI CHATTANRASSAMEE</p> <p>Gender: Female</p> <p>Age : 71 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 374,214 Shares (0.012491 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	9 Apr 2024	Business Administration, Energy & Utilities, Accounting, Finance, Audit
<p>12. Mr. Niwat Adirek</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 3,400 Shares (0.000113 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Feb 2022	Energy & Utilities, Engineering, Business Administration, Governance/ Compliance, Economics

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

Diagram of list of the board of directors

Board of Directors



1. Mr. Patiparn Sukorndhaman

- Chairman

2. Mr. Suthep Wongvorazathe

- Vice Chairman Director (Independent Director)
- Director of Nomination and Remuneration Committee

3. General Kanit Sapitaks

- Director (Independent Director)
- Chairman of Nomination and Remuneration Committee

4. Mr. Thammayot Srichuai

- Director
- Chairman of Investment Committee
- Director of Enterprise-wide Risk Management Committee

5. General Sakda Niemkham

- Director (Independent Director)
- Director of Corporate Governance and Sustainable Development Committee
- Director of Audit Committee

6. Police General Visanu Prasattongsoth

- Director (Independent Director)
- Chairman of Enterprise-wide Risk Management Committee

7. General Ongard Pongsakdi

- Director (Independent Director)
- Chairman of Corporate Governance and Sustainable Development Committee
- Director of Nomination and Remuneration Committee

8. Pol. Lt. Gen. Chaiwat Chotimsa

- Director (Independent Director)
- Director of Nomination and Remuneration Committee
- Director of Enterprise-wide Risk Management Committee

9. Ms. Phatpree Chinkulkitnivat

- Director
- Director of Investment Committee

10. Ms. Salagit Pongsirichan

- Director (Independent Director)
- Director of Audit Committee

11. Mrs. Vilai Chattanrassamee

- Director (Independent Director)
- Chairman of Audit Committee

12. Mr. Niwat Adirek

- Director
- Director and Secretary to Corporate Governance and Sustainable Development Committee
- Director and Secretary to Enterprise-wide Risk Management Committee
- Director of Investment Committee
- Secretary to the Board of Directors

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

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. PICHAI CHUNHAVAJIRA</p> <p>Gender: Male</p> <p>Age : 75 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : -</p> <p>Legal offenses in the past 5 years ^(*) : -</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,169,642 Shares (0.039043 %) 	<p>Chairman of the board of directors</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : -</p>	25 Apr 2024	-
<p>2. Mr. Thaworn Ngamganokwan</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Public Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : -</p> <p>Legal offenses in the past 5 years ^(*) : -</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : -</p>	9 Apr 2024	-

List of directors	Position	Date of resignation / termination	Replacement director
<p>3. Mr. Niwat Adirek</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : -</p> <p>Legal offenses in the past 5 years ^(*) : -</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 3,400 Shares (0.000113 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Executive directors)</p> <p>Authorized directors as per the company's certificate of registration : -</p>	31 Dec 2024	-

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. PATIPARN SUKORNDHAMAN	Chairman of the board of directors		✓		✓	✓
2. General Kanit Sapitaks	Director		✓	✓		✓
3. Mr. Thammayot Srichuai	Director		✓		✓	
4. General Sakda Niemkham	Director		✓	✓		✓
5. Police General Visanu Prasattongsoth	Director		✓	✓		
6. General Ongard Pongsakdi	Director		✓	✓		✓
7. Mr. Suthep Wongvorazathe	Director		✓	✓		✓
8. Police Lieutenant General Chaiwat Chotima	Director		✓	✓		✓
9. Ms. Phatpuree Chinkulkitnivat	Director		✓		✓	✓
10. Ms. SALAGJIT PONGSIRICHAN	Director		✓	✓		
11. Mrs. VILAI CHATTANRASSAMEE	Director		✓	✓		✓
12. Mr. Niwat Adirek	Director	✓				✓
Total (persons)		1	11	8	3	9

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	16.67
2. Finance & Securities	2	16.67
3. Petrochemicals & Chemicals	1	8.33
4. Energy & Utilities	5	41.67
5. Law	1	8.33
6. Accounting	4	33.33
7. Finance	5	41.67
8. Corporate Social Responsibility	2	16.67
9. Human Resource Management	3	25.00
10. Sustainability	2	16.67
11. Corporate Management	2	16.67
12. Engineering	2	16.67
13. Leadership	1	8.33
14. Risk Management	4	33.33
15. Audit	3	25.00
16. Internal Control	3	25.00
17. Budgeting	2	16.67
18. Governance/ Compliance	3	25.00
19. Business Administration	6	50.00

Information about the other directors ^{(*)(**)}

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

Additional explanation : ^(*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

^(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half

The Board of Directors is responsible for overseeing the operations of the management. In the Company's good corporate governance policy, the Board's authority is divided into 3 parts:

1. Matters under the approval authority of the Board of Directors
2. Matters that the Board of Directors should jointly carry out with the management
3. Matters that the Board of Directors should not carry out

Reference link for the measures for balancing the power between the board of directors and the management : <https://www.bcpvggroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 29

Information on the roles and duties of the board of directors

Board charter : Have

Please study from the Good Corporate Governance Policy, Section 3.

Reference link for the board charter : <https://www.bcpvggroup.com/en/corporate-governance/corporate-governance-policy>

Page number of the reference link : 22

Information on subcommittees

Information on subcommittees⁽²⁾

Remark: ⁽²⁾ The details of the subcommittees presented in the Form 56-1 One Report 2024, pages 154 - 159.

Information on roles of subcommittees

Roles of subcommittees⁽³⁾

Audit Committee

Role

- Audit of financial statements and internal controls
- Others
 - Proposing the appointment/setting of the auditor's remuneration annually

Scope of authorities, role, and duties

1. To ensure that the Company's financial reporting is accurate, adequate, and in compliance with accounting standards as required by laws.
2. To ensure the Company has in place an internal control system and an internal audit system that is appropriate and effective, and to review the efficiency and adequacy of the risk management system.
3. To ensure the Company is in compliance with the law governing securities and exchange, the regulations of the Stock Exchange of Thailand, and the law relating to the business of the Company.
4. To review connected transactions or transactions that may lead to any conflict of interest, as well as any acquisition or disposal of assets to be in compliance with the law and the regulations of the Stock Exchange of Thailand, in order to ensure that the transactions are reasonable and in the best interests of the Company.
5. To review and consider jointly with the Management any material deficiency found, and the consequent responses from the Management.
6. To be authorized to investigate and enquire about any concerned persons under the scope of its duties and responsibilities, and to engage or procure an expert to support the investigation and enquiries, provided that the regulations of the Company must be complied with.
7. To prepare and disclose the report of the Audit Committee Report in the annual report. The report must be signed by the Chairman of the Audit Committee and contain the following information at a minimum:
 - a. Opinions on the accuracy, completeness, and credibility of the financial reports of the Company.

- b. Opinions on the adequacy of the internal control system.
 - c. Opinions on the compliance with the law governing securities and exchange, the regulations of the Stock Exchange of Thailand, and the law relating to the Company's business.
 - d. Opinions on the appropriateness of the auditors.
 - e. Opinions on the transactions which may lead to conflict of interest.
 - f. Number of the meetings of the Audit Committee and the attendance record of each member of the Audit Committee.
 - g. Overall opinions or remarks of the Audit Committee in respect of the performance in accordance with the Charter.
 - h. Any other transaction the Audit Committee deems appropriate to inform the shareholders under the scope of the duties and responsibilities delegated by the Board of Directors.
8. To consider, select, and nominate an independent person to perform the duties as the auditor of the Company, propose the auditor's remuneration, and propose any removal of such person, as well as to attend a meeting with the auditor without any involvement of the Management at least once a year.
 9. To consider the scope of auditing and the auditing plan of the auditor and the Internal Audit Department so that they each make an appropriate contribution, and to reduce any redundancy in financial auditing.
 10. To approve the Charter, auditing plans, budget, training plans, and manpower of the Internal Audit Department.
 11. To appoint, transfer, remove, and evaluate the annual performance of the Head of the Internal Audit Department, as well as to consider the independence of the Internal Audit Department.
 12. To review the efficiency and effectiveness of information technology relating to internal control and risk management.
 13. In performing the duties, if the Audit Committee finds any transaction or act which may materially affect the financial position and operational results of the Company, namely:
 - a. a transaction which may lead to a conflict of interest.
 - b. any corrupt activity or any material irregularities or defects in the internal control system; or
 - c. any violation of the law governing securities and exchange, the regulations of the Stock Exchange of Thailand, and the law relating to the Company's business,
 The Audit Committee shall report to the Board of Directors in order for the Board of Directors to rectify such events within the period the Audit Committee deems appropriate. In the case in which the Board of Directors or the Management fails to do so within a reasonable time, any member of the Audit Committee may report such transaction or act to the Office of the Securities and Exchange Commission or the Stock Exchange of Thailand.
 14. To review and consider the Self-Evaluation Tool for Countering Bribery of Private Sector Collective Action Coalition Against Corruption (CAC).
 15. To perform any other act as delegated by the Board of Directors with the approval of the Audit Committee.

Reference link for the charter

<https://www.bcpvgroup.com/en/corporate-governance/corporate-governance-policy>

Corporate Governance and Sustainable Development Committee

Role

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

Scope of authorities, role, and duties

1. To make recommendations on the guidelines on corporate governance, Anti-Corruption Practices, Sustainable, and the attention of society as a whole, communities, and the environment to the Board of Directors.
2. To deliver the Policy of Good Corporate Governance Policy, the policies on Anti-Corruption Practices, Sustainable Development Policies, and the attention of society as a whole, communities, and the environment to the working team in order to support the corporate government functions as it deems appropriate.
3. To oversee the operation of the Board of Directors and the Management to be in compliance with the principle of good corporate governance and Anti-Corruption Practices and Sustainable Development policies.
4. To review the policies and practices of the principle of good corporate governance, anti-corruption, Sustainable Development Policies, and the attention to as a whole, communities, and the environment by comparing them with international standards and to make recommendations to the Board of Directors for continuous improvement.
5. To perform any duties as delegated by the Board of Directors.

Reference link for the charter

<https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Enterprise-wide Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

1. Set the policy, strategies, and objectives of enterprise-wide risk management.
2. Monitors follow up, review significant enterprise-wide risk management plans, and maintain the risk at an acceptable level.
3. Promote enterprise-wide risk management across the corporation.
4. The ERM Committee Chairman reports the outcomes to the Board at its next meeting.
5. Perform other Board-assigned duties.
6. Review its charter at least once a year to ensure its suitability to prevailing circumstances.

Reference link for the charter

<https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Investment Committee

Role

- Others
 - Screen and provide opinions on the Company's major investment projects.

Scope of authorities, role, and duties

1. To monitor and evaluate the implementation of the organizational strategies to ensure sustainable organizational development by taking into consideration the current business activities, limitations, diversities, and business expansion capabilities in the country and abroad to ensure that they are in compliance with the strategies defined by the Board of Directors.
2. To Screen, Monitor and Approval in opportunities of investment and dispose of investment compatible with BCPG's strategies and present them with supporting views to the Board for approval.
3. To make recommendations on the appropriate financial structure of the Company in response to the strategies stated above and propose these recommendations to the Board of Directors for its approval.
4. To perform any duties as delegated by the Board of Directors.
5. To evaluation annually effective performance of the Investment Committee.

Reference link for the charter

<https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

1. To determine the nomination method and qualifications of any person appointed to be directors, Chief Executive Officer, President, and Senior executives.
2. To select and nominate qualified candidates to be directors, Chief Executive Officer, President, and Senior executives. to the Board of Directors.
3. To determine criteria or methods for remunerating directors, Chief Executive Officer, President, and Senior executives.
4. To consider and propose remuneration to the Board of Directors for approval and pass it on to shareholders for approval.
5. To consider and propose remuneration for the Chief Executive Officer, President and Senior executives to the Board of Directors for approval.
6. To evaluate the performance of the Chief Executive Officer and President in order to give recommendations in determining the reasonable remuneration to the Board of Directors for approval.
7. To review and complete the succession plan of the Chief Executive Officer, President, and Senior executives. Annually, and report to the Board of Directors.
8. To evaluate the performance of the Nomination and Remuneration Committee and report the results of the evaluation to the Board of Directors and disclose it in the annual report.
9. To consider and nominate qualified candidates to be the Company Secretary to the Board of Directors for approval.
10. To perform any duties as delegated by the Board of Directors.

Reference link for the charter

<https://www.bcpgroup.com/en/corporate-governance/corporate-governance-policy>

Remark: ⁽³⁾ You can study the details of the subcommittees from Form 56-1 One Report 2024, pages 154 - 159.

Information on each subcommittee

List of audit committee⁽⁴⁾

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mrs. VILAI CHATTANRASSAMEE ^(*) Gender: Female Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director to replace the ex-director	17 Apr 2024	Business Administration, Energy & Utilities, Accounting, Finance, Audit
2. General Sakda Niemkham Gender: Male Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director to replace the ex-director	18 Apr 2023	Sustainability, Corporate Social Responsibility, Governance/ Compliance, Audit, Internal Control
3. Ms. SALAGJIT PONGSIRICHAN ^(*) Gender: Female Age : 57 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director to replace the ex-director	21 Nov 2023	Business Administration, Law, Accounting, Audit, Internal Control

Additional explanation :

(*) Directors with expertise in accounting information review

Remark: ^(a) Mrs. Vilai Chattanrassamee
 General Sakda Niemkham
 Ms. Salagjit Pongsirichan

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. Thaworn Ngamganokwan Gender: Male Age : 66 years Highest level of education : Master's degree Study field of the highest level of education : Public Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Chairman of the audit committee (Non-executive directors, Independent director)	9 Apr 2024	-

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
Corporate Governance and Sustainable Development Committee	General Ongard Pongsakdi	The chairman of the subcommittee (Independent director)
	General Sakda Niemkham	Member of the subcommittee (Independent director)
	Mr. Niwat Adirek	Member of the subcommittee
Enterprise-wide Risk Management Committee	Police General Visanu Prasattongosoth	The chairman of the subcommittee (Independent director)
	Mr. Thammayot Srichuai	Member of the subcommittee
	Mr. Thaworn Ngamganokwan	Member of the subcommittee (Independent director)
	Mr. Niwat Adirek	Member of the subcommittee
	Police Lieutenant General Chaiwat Chotima	Member of the subcommittee (Independent director)
Investment Committee	Mr. Thammayot Srichuai	The chairman of the subcommittee
	Ms. Phatpuree Chinkulkitnivat	Member of the subcommittee
	Mr. Niwat Adirek	Member of the subcommittee
Nomination and Remuneration Committee	General Kanit Sapitaks	The chairman of the subcommittee (Independent director)
	General Ongard Pongsakdi	Member of the subcommittee (Independent director)
	Mr. Suthep Wongvorazathe	Member of the subcommittee (Independent director)
	Police Lieutenant General Chaiwat Chotima	Member of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mrs. Saowapap Sumeksri^(*)</p> <p>Gender: Female</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Senior Executive Vice President Finance and Accounting	1 Oct 2022	Business Administration, Accounting, Finance, Data Analysis, Budgeting
<p>2. Ms. Sattaya Mahattanaphanij</p> <p>Gender: Female</p> <p>Age : 59 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Senior Executive Vice President, Corporate Excellence	1 Jan 2018	Business Administration, Finance & Securities, Energy & Utilities, Accounting, Finance
<p>3. Mr. Charnvit Trangadisakul</p> <p>Gender: Male</p> <p>Age : 44 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Senior Executive Vice President, Investment	1 Feb 2023	Business Administration, Energy & Utilities, Finance, Negotiation
<p>4. Mr. Rawee Boonsinsukh</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Senior Executive Vice President, Operation	1 Jan 2024	Business Administration, Energy & Utilities, Commerce, Finance, Corporate Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 31 Dec 2024
next four executives as of date

Organization structure diagram of the highest-ranking executive and the next four executives
from the top executive

Board of Executives



1. Mr. Niwat Adirek

- Director
- Director and Secretary to Corporate Governance and Sustainable Development Committee
- Director and Secretary to Enterprise-wide Risk Management Committee
- Director of Investment Committee
- Secretary to the Board of Directors

2. Mr. Rawee Boonsinsukh

- Senior Executive Vice President, Operation

3. Mrs. Saowapap Sumeksri

- Senior Executive Vice President, Finance and Accounting

4. Mr. Charnvit Trangadisaiikul

- Senior Executive Vice President, Investment

5. Ms. Sattaya Mahattanaphanij

- Senior Executive Vice President, Corporate Excellence
- Company Secretary

6. Mr. Kongkiat Kanjanapan

- Executive Vice President, Finance and Accounting

Remuneration policy for executive directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	101,300,000.00	105,000,000.00	94,130,000.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	Yes	Yes	-
Employee Joint Investment Program (EJIP)	No	No	-

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Pongsak Chanama	pongsak@bcpvggroup.com	023358951

List of the company secretary

General information	Email	Telephone number
1. Mrs. Sattaya Mahattanaphanij	sattaya@bcpvggroup.com	023358941

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Warun Aumetanapan	warun@bcpvggroup.com	023358977

List of the head of the compliance unit

General information	Email	Telephone number
1. Mrs. Sattaya Mahattanaphanij	sattaya@bcpvggroup.com	023358941

Head of investor relations

Does the Company have an appointed head of investor : Have
relations

List of the head of investor relations

General information	Email	Telephone number
1. Mrs. Sasithaya Kritayapimonporn	sasithaya@bcpggroup.com	023358943

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone number 0 2677 2000	1,372,000.00	Types of non-audit service : Inspection fee according to conditions of investment promotion card Details of non-audit service : Inspection fee according to conditions of investment promotion card Total non-audit fee 932,000.00 baht	1. Mr. SAKDA KAOTHANTHONG Email: sakda@kpmg.co.th Telephone number: 026772000 License number: 4628

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees
4,252,069.00	Types of non-audit service : - Details of non-audit service : - Total non-audit fee 2,790,517.00 baht

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Summary of duty performance of the board of directors over the past year

Please study the annual report / Form 56-1 One Report for 2024.

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Thammayot Srichuai	Director	1 Nov 2018	Risk Management, Energy & Utilities, Engineering
General Sakda Niemkham	Director	1 Jul 2019	Sustainability, Corporate Social Responsibility, Governance/ Compliance, Audit, Internal Control

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PATIPARN SUKORNDHAMAN	Chairman of the board of directors	9 May 2024	Business Administration, Petrochemicals & Chemicals, Finance, Risk Management, Budgeting
Mrs. VILAI CHATTANRASSAMEE	Director	9 Apr 2024	Business Administration, Energy & Utilities, Accounting, Finance, Audit

Selection of independent directors

Criteria for selecting independent directors

Please study the details of the independent director nomination process from the Good Corporate Governance Policy, Section 3, Sub-Section 3.1, Topic 3.1, Board of Directors and Sub-Committees.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 2
over the past year (persons)

Rights of minority shareholders on director appointment

Please consider the details in the attached link.

<https://www.bcpgroup.com/en/investor-relations/document/shareholder-meetings>

Method of director appointment : Method whereby each director requires approval votes
more than half of the votes of attending shareholders
and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PATIPARN SUKORNDHAMAN (Chairman of the board of directors)	Participating	Thai Institute of Directors (IOD) • 2006: Director Certification Program (DCP)
2. General Kanit Saptaks (Director)	Participating	Thai Institute of Directors (IOD) • 2016: Director Accreditation Program (DAP)
3. Mr. Thammayot Srichuai (Director)	Participating	Thai Institute of Directors (IOD) • 2017: Director Certification Program (DCP) Other • 2015: Corporate Governance for Executives Program
4. General Sakda Niemkham (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Advanced Audit Committee Program (AACP) • 2023: Director Certification Program (DCP) • 2021: Ethical Leadership Program (ELP) • 2020: Strategic Board Master Class (SBM) • 2019: Director Accreditation Program (DAP)
5. Police General Visanu Prasattongsoth (Director)	Participating	Thai Institute of Directors (IOD) • 2015: Advanced Audit Committee Program (AACP) • 2004: Director Accreditation Program (DAP) Other • 2015: Corporate Governance for Capital Market Intermediaries • 2005: Audit Committee Program • 2005: Finance for Non-Finance Director
6. General Ongard Pongsakdi (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Ethical Leadership Program (ELP) • 2022: Director Accreditation Program (DAP) Other • 2022: Corporate Governance for Executives
7. Mr. Suthep Wongvorazathe (Director)	Participating	Thai Institute of Directors (IOD) • 2005: Director Accreditation Program (DAP)
8. Police Lieutenant General Chaiwat Chotima (Director)	Participating	Thai Institute of Directors (IOD) • 2014: Director Certification Program (DCP) • 2014: Financial Statements for Directors (FSD)
9. Ms. Phatpuree Chinkulkitnivat (Director)	Participating	Thai Institute of Directors (IOD) • 2020: Director Certification Program (DCP)
10. Ms. SALAGJIT PONGSIRICHAN (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Director Certification Program (DCP)
11. Mrs. VILAI CHATTANRASSAMEE (Director)	Participating	Thai Institute of Directors (IOD) • 2001: Director Certification Program (DCP)
12. Mr. Niwat Adirek (Director)	Participating	Thai Institute of Directors (IOD) • 2022: Director Certification Program (DCP)

List of directors	Participation in training in the past financial year	History of training participation
13. Mr. PICHAJ CHUNHAVAJIRA (Chairman of the board of directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2009: Director Certification Program (DCP) • 2006: Director Accreditation Program (DAP)
14. Mr. Thaworn Ngamganokwan (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2023: Advanced Audit Committee Program (AACP) • 2023: Financial Statements for Directors (FSD) • 2020: Strategic Board Master Class (SBM) • 2019: Risk Management Program for Corporate Leaders (RCL) • 2016: Director Certification Program (DCP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Evaluation of the duty performance of the board of directors over the past year

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Company has set annual corporate evaluation criteria, which will be used to determine the evaluation criteria of senior executives and lower levels.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 16
(times)

Date of AGM meeting : 09 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PATIPARN SUKORNDHAMAN (Chairman of the board of directors)	11	/	11	0	/	0	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
2. General Kanit Sapitaks (Director, Independent director)	16	/	16	1	/	1	N/A	/	N/A
3. Mr. Thammayot Srichuai (Director)	16	/	16	1	/	1	N/A	/	N/A
4. General Sakda Niemkham (Director, Independent director)	16	/	16	1	/	1	N/A	/	N/A
5. Police General Visanu Prasattongsoth (Director, Independent director)	15	/	16	1	/	1	N/A	/	N/A
6. General Ongard Pongsakdi (Director, Independent director)	16	/	16	1	/	1	N/A	/	N/A
7. Mr. Suthep Wongvorazathe (Director, Independent director)	16	/	16	1	/	1	N/A	/	N/A
8. Police Lieutenant General Chaiwat Chotima (Director, Independent director)	16	/	16	1	/	1	N/A	/	N/A
9. Ms. Phatpuree Chinkulkitnivat (Director)	16	/	16	1	/	1	N/A	/	N/A
10. Ms. SALAGJIT PONGSIRICHAN (Director, Independent director)	16	/	16	1	/	1	N/A	/	N/A
11. Mrs. VILAI CHATTANRASSAMEE (Director, Independent director)	13	/	13	0	/	0	N/A	/	N/A
12. Mr. Niwat Adirek (Director)	16	/	16	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
13. Mr. PICHAI CHUNHAVAJIRA (Chairman of the board of directors)	5	/	5	1	/	1	N/A	/	N/A
14. Mr. Thaworn Ngamganokwan (Director, Independent director)	3	/	3	1	/	1	N/A	/	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Busy with other important engagements

Remuneration of the board of directors

Types of remuneration of the board of directors

The determination of the remuneration of directors is in accordance with the resolution of the annual general meeting of shareholders, considered and determined according to the opinions of the Nomination and Remuneration Committee and the Board of Directors' presentation.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. PATIPARN SUKORNDHAMAN (Chairman of the board of directors)			712,500.00		N/A
Board of Directors	712,500.00	0.00	712,500.00	No	
2. General Kanit Sapitaks (Director)			1,545,053.00		N/A
Board of Directors	840,000.00	705,053.00	1,545,053.00	No	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
3. Mr. Thammayot Srichuai (Director)			1,545,053.00		N/A
Board of Directors	840,000.00	705,053.00	1,545,053.00	No	
Investment Committee	N/A	N/A	N/A	-	
Enterprise-wide Risk Management Committee	N/A	N/A	N/A	-	
4. General Sakda Niengkham (Director)			1,545,053.00		N/A
Board of Directors	840,000.00	705,053.00	1,545,053.00	No	
Audit Committee	N/A	N/A	N/A	-	
Corporate Governance and Sustainable Development Committee	N/A	N/A	N/A	-	
5. Police General Visanu Prasattongsoth (Director)			1,515,053.00		N/A
Board of Directors	810,000.00	705,053.00	1,515,053.00	No	
Enterprise-wide Risk Management Committee	N/A	N/A	N/A	-	
6. General Ongard Pongsakdi (Director)			1,545,053.00		N/A
Board of Directors	840,000.00	705,053.00	1,545,053.00	No	
Corporate Governance and Sustainable Development Committee	N/A	N/A	N/A	-	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	
7. Mr. Suthep Wongvorazathe (Director)			1,510,491.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	945,000.00	565,491.00	1,510,491.00	No	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	
8. Police Lieutenant General Chaiwat Chotima (Director)			1,353,819.00		N/A
Board of Directors	840,000.00	513,819.00	1,353,819.00	No	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	
Enterprise-wide Risk Management Committee	N/A	N/A	N/A	-	
9. Ms. Phatpuree Chinkulkitnivat (Director)			986,805.00		N/A
Board of Directors	840,000.00	146,805.00	986,805.00	No	
Investment Committee	N/A	N/A	N/A	-	
10. Ms. SALAGIT PONGSIRICHAN (Director)			919,198.00		N/A
Board of Directors	840,000.00	79,198.00	919,198.00	No	
Audit Committee	N/A	N/A	N/A	-	
11. Mrs. VILAI CHATTANRASSAMEE (Director)			837,165.00		N/A
Board of Directors	644,000.00	193,165.00	837,165.00	No	
Audit Committee	N/A	N/A	N/A	-	
12. Mr. Niwat Adirek (Director)			1,545,053.00		N/A
Board of Directors	840,000.00	705,053.00	1,545,053.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Corporate Governance and Sustainable Development Committee	N/A	N/A	N/A	-	
Investment Committee	N/A	N/A	N/A	-	
Enterprise-wide Risk Management Committee	N/A	N/A	N/A	-	
13. Mr. PICHAJ CHUNHAWAJIRA (Chairman of the board of directors)			1,218,816.00		N/A
Board of Directors	337,500.00	881,316.00	1,218,816.00	No	
14. Mr. Thaworn Ngamganokwan (Director)			894,053.00		N/A
Board of Directors	189,000.00	705,053.00	894,053.00	No	
Audit Committee	N/A	N/A	N/A	-	
Enterprise-wide Risk Management Committee	N/A	N/A	N/A	-	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	10,358,000.00	7,315,165.00	17,673,165.00
2. Audit Committee	0.00	0.00	0.00
3. Corporate Governance and Sustainable Development Committee	0.00	0.00	0.00
4. Enterprise-wide Risk Management Committee	0.00	0.00	0.00
5. Investment Committee	0.00	0.00	0.00
6. Nomination and Remuneration Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	10,358,000.00
Other monetary remuneration (Baht)	7,315,165.00
Total (Baht)	17,673,165.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

- Does the Company have subsidiaries and associated companies : Yes
- Mechanism for overseeing subsidiaries and associated companies : Yes
- Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business, Others : Proposal of appointment and determination of auditor's remuneration

Details of the supervision of subsidiaries and joint ventures can be studied in detail from Form 56-1 One Report 2024, pages 179 - 181.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

For details on conflict of interest prevention, please study the details in Form 56-1 One Report 2024, pages 182 - 186.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

For details on protection against the use of inside information, please study the details in Form 56-1 One Report 2024, pages 182 - 186.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Details on anti-corruption measures can be studied in detail from Form 56-1 One Report 2024, pages 186 - 188.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : Yes

Details appear in the annual report of the Audit Committee in Form 56-1 One Report for 2024, pages 189 - 191.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

Details appear in Form 56-1 One Report 2024 in Section 2: Corporate Governance.

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee⁽⁵⁾

Meeting attendance of audit committee (times) : 12

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. VILAI CHATTANRASSAMEE (Chairman of the audit committee)	9	/	9
2 General Sakda Niengkham (Member of the audit committee)	12	/	12
3 Ms. SALAGJIT PONGSIRICHAN (Member of the audit committee)	10	/	12
4 Mr. Thaworn Ngamganokwan (Chairman of the audit committee)	3	/	3

Remark: ⁽⁵⁾ There were a total of 12 Audit Committee meetings in 2024.

The results of duty performance of the audit committee

The Audit Committee's performance report for the year 2024 can be studied in detail in Form 56-1 One Report 2024, pages 189 - 191.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees⁽⁶⁾

Remark: ⁽⁶⁾ Details of the number of meetings of each subcommittee and the attendance of each committee member are shown in Form 56-1 One Report, pages 173 - 175.

Meeting attendance of Corporate Governance and Sustainable Development Committee

Meeting Corporate Governance and Sustainable Development Committee (times) : 3

List of Directors	Meeting attendance of Corporate Governance and Sustainable Development Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 General Ongard Pongsakdi (The chairman of the subcommittee)	3	/	3
2 General Sakda Niengkham (Member of the subcommittee)	3	/	3
3 Mr. Niwat Adirek (Member of the subcommittee)	3	/	3

The results of duty performance of Corporate Governance and Sustainable Development Committee

Report on the performance of the Corporate Governance and Sustainable Development Committee for the year 2024. Please study the details in Form 56-1 One Report 2024, pages 195 - 196.

Meeting attendance of Enterprise-wide Risk Management Committee

List of Directors	Meeting attendance of Enterprise-wide Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Police General Visanu Prasattongsoth (The chairman of the subcommittee)		/	
2 Mr. Thammayot Srichuai (Member of the subcommittee)	7	/	7
3 Mr. Thaworn Ngamganokwan (Member of the subcommittee)	1	/	1
4 Mr. Niwat Adirek (Member of the subcommittee)	7	/	7
5 Police Lieutenant General Chaiwat Chotima (Member of the subcommittee)	7	/	7

The results of duty performance of Enterprise-wide Risk Management Committee

The performance report of the Enterprise - Wide Risk Management Committee for the year 2024 can be studied in detail in Form 56-1 One Report 2024, page 198 - 199.

Meeting attendance of Investment Committee

Meeting Investment Committee (times) : 9

List of Directors	Meeting attendance of Investment Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Thammayot Srichuai (The chairman of the subcommittee)	9	/	9
2 Ms. Phatpuree Chinkulkitnivat (Member of the subcommittee)	8	/	9
3 Mr. Niwat Adirek (Member of the subcommittee)	9	/	9

The results of duty performance of Investment Committee

The Investment Committee's performance report for 2024 can be studied in detail in Form 56-1 One Report 2024, page 197.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 4

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 General Kanit Sapitaks (The chairman of the subcommittee)	4	/	4
2 General Ongard Pongsakdi (Member of the subcommittee)	4	/	4
3 Mr. Suthep Wongvorazathe (Member of the subcommittee)	4	/	4
4 Police Lieutenant General Chaiwat Chotima (Member of the subcommittee)	4	/	4

The results of duty performance of Nomination and Remuneration Committee

Report on the performance of the Nomination and Remuneration Committee for the year 2024. Please study the details in Form 56-1 One Report 2024, pages 192 - 193.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability management goals

Does the company set sustainability management goals : Yes

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 11 Sustainable Cities and Communities, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

Information on impacts on stakeholder management in business value chain

Business value chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	-	-	<ul style="list-style-type: none"> • Social Event • Internal Meeting • External Meeting • Employee Engagement Survey • Satisfaction Survey • Training / Seminar • Others <ul style="list-style-type: none"> • - • - • -
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Suppliers • Business partners • Investors or investment institutions • Shareholders • Customers • Financial institution • Educational institution or academic agency • Media • Others <ul style="list-style-type: none"> • - 	-	-	<ul style="list-style-type: none"> • Press Release • Social Event • Online Communication • External Meeting • Annual General Meeting (AGM) • Complaint Reception • Training / Seminar • Others <ul style="list-style-type: none"> • -

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Climate Change	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Innovation Development
Biodiversity and Ecosystems	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Biodiversity Management
Human Capital Recruitment, Development and Retention	<ul style="list-style-type: none"> • Others : -
Local Communities and Human Rights	<ul style="list-style-type: none"> • Human Rights • Community / Social Responsibility
Occupational Health and Safety	<ul style="list-style-type: none"> • Customer / Consumer Responsibility • Sustainable Supply Chain Management • Others : -
Business Adaptability	<ul style="list-style-type: none"> • Innovation Development • Others : -
Risk and Business Continuity Management	<ul style="list-style-type: none"> • Sustainability Risk Management
Corporate Governance, Conduct and Ethics	<ul style="list-style-type: none"> • Good Governance
Innovation and Digitalization	<ul style="list-style-type: none"> • Innovation Development

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards, Task Force on Climate-related Financial Disclosures (TCFD), UN Global Compact

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM), ISO 31000: Risk management, ISO 22301: Business continuity management systems (BCMS)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Changes in government energy policies in countries where the company invests

Related risk factors : Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Delays in the development of future projects

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : Yes

Risk 2 Securing new investment projects as planned

Related risk factors : Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Competition risk
- Economic risk
- New business risk
- ESG risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Delays in the development of future projects
- Property lease agreement execution

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Unhedged loan and borrowing in a foreign currency
- Liquidity risk

ESG risk factors : Yes

Risk 3 The credit rating of counterparty countries

Related risk factors : Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- New business risk

Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Corruption

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

Financial Risk

- Insufficient sources of funding
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Unhedged loan and borrowing in a foreign currency

ESG risk factors : Yes

Risk 4 Climate change

Related risk factors :	<u>Strategic Risk</u>
	<ul style="list-style-type: none"> • Behavior or needs of customers / consumers • Government policy • Changes in technologies • Competition risk • New business risk • ESG risk • Climate change and disasters
	<u>Operational Risk</u>
	<ul style="list-style-type: none"> • Delays in the development of future projects • Safety, occupational health, and working environment • Climate change and disasters • Impact on the environment
	<u>Compliance Risk</u>
	<ul style="list-style-type: none"> • Change in laws and regulations • Laws and regulations is not favorable for doing business
	<u>Financial Risk</u>
	<ul style="list-style-type: none"> • Insufficient sources of funding
ESG risk factors :	Yes

Risk 5 The performance of invested businesses

Related risk factors :	<u>Strategic Risk</u>
	<ul style="list-style-type: none"> • Changes in technologies • Business operations of partners in the supply chain • Reliance on large customers or few customers • Reliance on large partners / distributors or few partners / distributors • Competition risk
	<u>Operational Risk</u>
	<ul style="list-style-type: none"> • Shortage or reliance on skilled workers • Shortage or fluctuation in pricing of raw materials or productive resources • Product obsolescence • Delays in the development of future projects • Safety, occupational health, and working environment • Climate change and disasters • Impact on the environment
	<u>Compliance Risk</u>
	<ul style="list-style-type: none"> • Change in laws and regulations • Violations of laws and regulations
	<u>Financial Risk</u>
	<ul style="list-style-type: none"> • Fluctuation in exchange rates, interest rates, or the inflation rate • Fluctuation in return on assets or investment
ESG risk factors :	Yes

Risk 6 Managing projects under development and construction

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- New business risk
- ESG risk

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Business operations that have no commercial results
- Property lease agreement execution
- Safety, occupational health, and working environment

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

Financial Risk

- Insufficient sources of funding
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Unhedged loan and borrowing in a foreign currency

ESG risk factors : Yes

Risk 7 Aligning human resource development with the company's strategic objectives

Related risk factors : Strategic Risk

- Changes in technologies
- Competition risk
- New business risk
- ESG risk

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Delays in the development of future projects
- Safety, occupational health, and working environment
- Impact on human rights

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

Financial Risk

- Insufficient sources of funding
- Liquidity risk

ESG risk factors : Yes

Risk 8 Seasonal variations and natural disasters

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies
- New business risk
- ESG risk
- Climate change and disasters

Operational Risk

- Human error in business operations
- Delays in the development of future projects
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Financial Risk

- Fluctuation in return on assets or investment
- Liquidity risk
- Income volatility

ESG risk factors : Yes

Risk 9 Safety, occupational health, and environmental issues

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Damage to company image and reputation
- ESG risk

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights
- System disruption risk

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance
- Legal risk

ESG risk factors : Yes

Risk 10

Related risk factors	:	<u>Strategic Risk</u>
		• Volatility in the industry in which the company operates
		• Competition risk
		• Economic risk
		• New business risk
		• ESG risk
		<u>Operational Risk</u>
		• Shortage or fluctuation in pricing of raw materials or productive resources
		• Delays in the development of future projects
		<u>Compliance Risk</u>
		• Change in laws and regulations
		<u>Financial Risk</u>
		• Fluctuation in exchange rates, interest rates, or the inflation rate
		• Unhedged loan and borrowing in a foreign currency
		• Liquidity risk
ESG risk factors	:	Yes

Risk 11 Fluctuations in spark spread and natural gas costs in U.S. natural gas power plants

Related risk factors	:	<u>Strategic Risk</u>
		• Volatility in the industry in which the company operates
		• Government policy
		• Policies or international agreements related to business operations
		• Changes in technologies
		• Business operations of partners in the supply chain
		• Reliance on large customers or few customers
		• Competition risk
		• Economic risk
		<u>Operational Risk</u>
		• Shortage or reliance on skilled workers
		• Shortage or fluctuation in pricing of raw materials or productive resources
		• Human error in business operations
		• Climate change and disasters
		<u>Compliance Risk</u>
		• Change in laws and regulations
		• Violations of laws and regulations
		<u>Financial Risk</u>
		• Insufficient sources of funding
		• Fluctuation in exchange rates, interest rates, or the inflation rate
		• Income volatility
ESG risk factors	:	Yes

Risk 12 Community or stakeholder complaints

Related risk factors : Strategic Risk

- Damage to company image and reputation
- ESG risk

Operational Risk

- Systems or internal control system
- Human error in business operations
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact on human rights

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Legal risk

ESG risk factors : Yes

Risk 13 Changes in laws, regulations, and relevant company policies

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Damage to company image and reputation
- ESG risk

Operational Risk

- Reliance on employees in key positions
- Systems or internal control system
- Human error in business operations
- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations

Financial Risk

- Default on payment or exchange of goods

ESG risk factors : Yes

Risk 14

Related risk factors	:	<u>Strategic Risk</u>
		<ul style="list-style-type: none"> • Behavior or needs of customers / consumers • Changes in technologies • Business operations of partners in the supply chain • Damage to company image and reputation • ESG risk
		<u>Operational Risk</u>
		<ul style="list-style-type: none"> • Systems or internal control system • Human error in business operations • Information security and cyber-attack • Safety, occupational health, and working environment • Impact on human rights • System disruption risk
		<u>Compliance Risk</u>
		<ul style="list-style-type: none"> • Change in laws and regulations • Violations of laws and regulations • Corporate Governance • Legal risk
ESG risk factors	:	Yes

Risk 15 Fraud and corruption

Related risk factors	:	<u>Strategic Risk</u>
		<ul style="list-style-type: none"> • Behavior or needs of customers / consumers • Business operations of partners in the supply chain • Damage to company image and reputation • Competition risk • New business risk • Corporate ownership structure risk • ESG risk
		<u>Operational Risk</u>
		<ul style="list-style-type: none"> • Systems or internal control system • Human error in business operations • Loss or damage from non-compliance of partners or counterparties • Corruption
		<u>Compliance Risk</u>
		<ul style="list-style-type: none"> • Violations of laws and regulations • Corporate Governance • Legal risk
		<u>Financial Risk</u>
		<ul style="list-style-type: none"> • Liquidity risk
ESG risk factors	:	Yes

Risk 16 Innovation and technological changes

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk
- New business risk
- ESG risk
- Climate change and disasters

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Product obsolescence
- Information security and cyber-attack
- Safety, occupational health, and working environment
- System disruption risk

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

Financial Risk

- Insufficient sources of funding
- Fluctuation in return on assets or investment
- Liquidity risk

ESG risk factors : Yes

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company’s sustainable supply chain management policy and guidelines : Yes

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company’s sustainable supply chain management plan : Yes

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	N/A	100.00	100.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : No

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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