

ESG Performance

Company Name: BCPG PUBLIC COMPANY LIMITED Symbol: BCPG

Market: SET Industry Group: Resources Sector: Energy & Utilities

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://www.bcpvgroup.com/th/sustainability/sustainability-policy-framework
Uploaded document of environmental policy and practice:	Sustainability Management Policy_FN (1).pdf

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Waste Management x Biodiversity Management x Greenhouse Gas and Climate Change Management x Water Management x Renewable/Clean Energy Management x Fuel Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Country	Country
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization ¹	Kilowatt-Hours	3,058,511.22	3,180,744.77	3,078,644.41
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	3,058,511.22	3,180,744.77	3,078,644.41
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	0.00	0.00	0.00
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	25,919.59	26,955.46	23,865.46

Additional explanation:

^(*) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

Remark:

¹ Information under verification

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / Kilowatt-hour product	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	-	-	4,575,353.88
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	-	-	35,467.86

Additional explanation:

^(*) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption²

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	0.00	0.00
Diesel	Litres	-	55,677.25	49,423.84

Gasoline	Litres	-	41,045.81	47,373.15
Fuel oil	Litres	-	0.00	0.00
Crude oil	Barrels	-	0.00	0.00
Natural gas	Standard cubic feet	-	0.00	0.00
LPG	Kilograms	-	0.00	0.00
Steam	Metric tonnes	-	0.00	0.00
Coal	Metric tonnes	-	0.00	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

Remark:

² Information under verification

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	-	-	3,497,392.39
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	-	-	3,898.23

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023

Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Kilojoules / Business unit	-	-	-

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Country	Country
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target ³	Cubic meters	150.00	150.00	150.00
Total water withdrawal	Cubic meters	39,513.00	31,910.00	36,192.00
Total water withdrawal by third-party water	Cubic meters	39,513.00	31,910.00	36,192.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ^(*)	Cubic meters	39,363.00	31,760.00	36,042.00
Percentage of the difference between total water withdrawal and target ^(*)	%	26,242.00	21,173.33	24,028.00
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	334.86	270.42	280.56

Intensity ratio of total water withdrawal to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
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Additional explanation:

^(*) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

^(**) Total revenues and total expenses from consolidated financial statements.

Remark:

³ M-Tower's water use reduction target is a 5% reduction from 2019

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	39,513.00	31,910.00	36,192.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-

Intensity of total water consumption	Cubic meters / Kilowatt-hour product	-	-	-
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Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	0.00	0.00	42,358.69
Total water withdrawal expense from third-party water	Baht	-	-	14,559.19
Total water withdrawal expense from other sources ⁴	Baht	-	-	27,799.50
Percentage of total water withdrawal expense to total expenses ^(*)	%	-	-	-
Percentage of total water withdrawal expense to total revenues ^(*)	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	0.00	0.00	328.36

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

Remark:

⁴ Cost of using groundwater

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Country	Country
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	5,305,320.00	316,821.04	33,031.00
Non-hazardous waste	Kilograms	38,400.00	30,661.04	33,031.00
Hazardous waste ⁵	Kilograms	5,266,920.00	286,160.00	0.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

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 total expenses from consolidated financial statements.

Remark:

⁵ In 2023, there has been no operation to dispose of old and deteriorated solar panels into landfills.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023

Total reused/recycled waste	Kilograms	-	-	-
Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Country	Country
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	Yes
URL of corporate greenhouse gas management plan:	https://www.bcpvggroup.com/th/sustainability/environmental-aspects#ghg-management
Uploaded document of Corporate greenhouse gas management plan:	การบริหารจัดการก๊าซเรือนกระจก 2566.pdf

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	3,702.00	1,825.00	1,770.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	80.00	255.00	252.00

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	1,416.00	1,419.00	1,374.00
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	2,206.00	151.00	144.00
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

Additional explanation:

^(†) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	31.37	15.47	13.72
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / Kilowatt-hour product	-	-	-

Additional explanation:

^(†) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	Yes
Name of verifying company (Thai)	-	บริษัท แอลอาร์คิวเอ (ประเทศไทย) จำกัด

Name of verifying company (English)	-	LRQA Thailand
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5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

5.7 Absorption and removal of Greenhouse Gas

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

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Approved and published on 03/04/2024

ESG Performance

Company Name: BCPG PUBLIC COMPANY LIMITED Symbol: BCPG

Market: SET Industry Group: Resources Sector: Energy & Utilities

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes

URL of Corporate human rights policy and practice: <https://www.bcpgroup.com/storage/document/cg/bcp-g-cg-human-rights-management-th.pdf>

Uploaded document of Corporate human rights policy and practice: bcp-g-cg-human-rights-management-th.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Country	Country
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	118	118	129
Total number of male employees	Persons	67	61	65
Percentage of male employees	%	56.78	51.69	50.39

Total number of female employees	Persons	51	57	64
Percentage of female employees	%	43.22	48.31	49.61

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	7	10	11
Percentage of employees under 30 years old	%	5.93	8.47	8.53
Total number of employees 30–50 years old	Persons	96	96	102
Percentage of employees 30–50 years old	%	81.36	81.36	79.07
Total number of employees over 50 years old	Persons	15	12	16
Percentage of employees over 50 years old	%	12.71	10.17	12.40

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	5	6	7
Percentage of male employees under 30 years old	%	7.46	9.84	10.77
Total number of male employees 30–50 years old	Persons	54	48	50
Percentage of male employees 30–50 years old	%	80.60	78.69	76.92
Total number of male employees over 50 years old	Persons	8	7	8
Percentage of male employees over 50 years old	%	11.94	11.48	12.31

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	2	4	4
Percentage of female employees under 30 years old	%	3.92	7.02	6.25
Total number of female employees 30–50 years old	Persons	42	48	52
Percentage of female employees 30–50 years old	%	82.35	84.21	81.25
Total number of female employees over 50 years old	Persons	7	5	8
Percentage of female employees over 50 years old	%	13.73	8.77	12.50

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	-	66	68
Percentage of employees in operational level	%	-	55.93	52.71
Total number of employees in management level	Persons	-	50	59
Percentage of employees in management level	%	-	42.37	45.74
Total number of employees in executive level	Persons	-	2	2
Percentage of employees in executive level	%	-	1.69	1.55

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	-	37	36
Percentage of male employees in operational level	%	-	60.66	55.38
Total number of male employees in management level	Persons	-	22	27
Percentage of male employees in management level	%	-	36.07	41.54
Total number of male employees in executive level	Persons	-	2	2
Percentage of male employees in executive level	%	-	3.28	3.08

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	-	29	32
Percentage of female employees in operational level	%	-	50.88	50.00
Total number of female employees in management level	Persons	-	28	32

Percentage of female employees in management level	%	-	49.12	50.00
Total number of female employees in executive level	Persons	-	0	0
Percentage of female employees in executive level	%	-	0.00	0.00

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	0	0	0
Percentage of employees with disabilities	%	0.00	0.00	0.00
Total number of workers who are not employees with disabilities	Persons	0	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	0.00	0.00	356,000,000.00
Total male employee remuneration	Baht	-	-	-
Percentage of remuneration in male employees	%	-	-	-
Total female employee remuneration	Baht	-	-	-
Percentage of remuneration in female employees	%	-	-	-
Average remuneration of employees	Baht / Person	0.00	0.00	2,759,689.92
Average remuneration of male employees	Baht / Person	-	-	-
Average remuneration of female employees	Baht / Person	-	-	-
Ratio of average remuneration of female employees to male employees		-	-	-

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	108	111	122
Percentage of total number of employees joining employee provident fund to total number of employees	%	91.53	94.07	94.57
Total amount of provident fund contributed by the Company	Baht	-	12,966,762.00	11,733,159.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	3.30

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	34.00	34.00	30.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	1,704,211.00	3,758,983.00	3,181,741.17

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	243,369.00	267,555.00	278,906.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	0.00	0.00	0.00
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
	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.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	0	26	20
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	22.03	15.50
Total number of male employee turnover leaving the Company voluntarily	Persons	-	14	8
Percentage of male employee turnover leaving the Company voluntarily	%	-	53.85	40.00
Total number of female employee turnover leaving the Company voluntarily	Persons	-	12	12
Percentage of female employee turnover leaving the Company voluntarily	%	-	46.15	60.00
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 03/04/2024

ESG Performance

Company Name: BCPG PUBLIC COMPANY LIMITED Symbol: BCPG

Market: SET Industry Group: Resources Sector: Energy & Utilities

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://www.bcpvgroup.com/th/corporate-governance/corporate-governance-policy
Uploaded document of corporate governance policy and practices:	bcpvg-cg-policy-th.pdf

1.2 Policy and Practices related to the Board of Directors

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

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.bcpvgroup.com/storage/document/cg/bcpvg-cg-policy-th.pdf
Uploaded document of Code of Conduct:	bcpvg-cg-policy-th.pdf

1.4 Policy and Practices related to Code of Conduct

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

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	11	1	10	2
		12		12	
	% of total directors	91.67	8.33	83.33	16.67
		100		100	
Executive directors	Persons	1	0	1	0
		1		1	
	% of total directors	8.33	0	8.33	0
		8.33		8.33	
Non-executive directors	Persons	10	1	9	2
		11		11	
	% of total directors	83.33	8.33	75.00	16.67
		91.67		91.67	
- Independent directors	Persons	7	1	7	1
		8		8	
	% of total directors	58.33	8.33	58.33	8.33
		66.67		66.67	
- Non-executive directors who have no position in independent directors	Persons	3	0	2	1
		3		3	
	% of total directors	25.00	0	16.67	8.33
		25.00		25.00	

Average director age	Years	65	69	68	52
		65		65	
The Chairman of the Board is an independent director	Yes / No	No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes		Yes	

Additional explanation:

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

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย พิชัย ชุนทวจิธร	First appointment date of director:	25 Mar 2016
	Name (English):	Mr. Pichai Chunhavajira	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1949	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Petrochemicals & Chemicals x Energy & Utilities x Finance x Leadership		
	Shares:	1,169,642		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.039043		
2)	Name (Thai):	พลเอก คณิต สาทักษ์	First appointment date of director:	25 Mar 2016

	Name (English):	General Kanit Sapitaks	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1952	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Military	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Human Resource Management x Leadership		
	Shares:	196,887		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.006572		
3)	Name (Thai):	นาย รสสมยศ ศรีช่วย	First appointment date of director:	1 Nov 2018
	Name (English):	Mr. Thammayot Srichuai	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Energy & Utilities x Engineering		
	Shares:	337,500		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.011266		
4)	Name (Thai):	นาย ทวีกร จามทนทกวรรณ	First appointment date of director:	1 Jul 2019

	Name (English):	Mr. Thaworn Ngamganokwan	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Public Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		
5)	Name (Thai):	พลเอก ศักดา นิยมคำ	First appointment date of director:	1 Jul 2019
	Name (English):	General Sakda Niemkham	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Sustainability x Corporate Social Responsibility x Governance/ Compliance x Leadership x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		

6)	Name (Thai):	พล.ต.อ. วิสณุ ปราสาททองโอสธ	First appointment date of director:	1 Feb 2022
	Name (English):	Police General Visanu Prasattongosoth	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Accounting x Finance x Corporate Management		
	Shares:	200,000		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.006676		
7)	Name (Thai):	นาย นิวัต อติโรก	First appointment date of director:	1 Feb 2022
	Name (English):	Mr. Niwat Adirek	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Energy & Utilities x Engineering x Business Administration x Human Resource Management x Sustainability x Corporate Social Responsibility x Leadership x Strategic Management x Governance/ Compliance		

	Shares:	3,400		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000113		
8)	Name (Thai):	พลเอก องอาจ พงษ์ศักดิ์	First appointment date of director:	7 Apr 2022
	Name (English):	General Ongard Pongsakdi	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Master's Degree of Arts, Army Command and General Staff College	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Human Resource Management x Corporate Social Responsibility x Sustainability x Risk Management x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		
9)	Name (Thai):	นาย สุเทพ วงศ์วรเศรษฐ์	First appointment date of director:	10 Apr 2023
	Name (English):	Mr. Suthep Wongvorazathe	Type of director:	Newly appointed director not being replaced the ex-director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1948	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No

	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Economics x Finance & Securities x Finance x Audit x Energy & Utilities x Internal Control x Human Resource Management		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		
10)	Name (Thai):	พลตำรวจโท ชัยวัฒน์ โชติมา	First appointment date of director:	10 Apr 2023
	Name (English):	Police Lieutenant General Chaiwat Chotima	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1952	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Political Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Energy & Utilities x Internal Control x Human Resource Management x Corporate Management		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		
11)	Name (Thai):	นางสาว ภักร์กวีร์ ชินกุลกิจนิวัฒน์	First appointment date of director:	17 Oct 2023
	Name (English):	Ms. Phatpuree Chinkulkitnivat	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1974	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No

	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Economics x Finance & Securities x Finance x Accounting x Leadership x Budgeting		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		
12)	Name (Thai):	นางสาว สลักจิต พงษ์ศิริจันทร์	First appointment date of director:	21 Nov 2023
	Name (English):	Ms. Salagjit Pongsirichan	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1967	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Law x Accounting x Finance x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาง วิไล ฉัททันต์รัมย์	First appointment date of director:	25 Mar 2016
	Name (English):	Mrs. Vilai Chattanrassamee	Director termination date:	10 Apr 2023

	Gender:	Female	Director position:	Director
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	Mr. Suthep Wongvorazathe
	Skill and expertise:	x Business Administration x Energy & Utilities x Accounting x Finance x Human Resource Management x Audit x Internal Control	Appointment date of replacement director:	10 Apr 2023
	Shares:	374,214		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.012491		
2)	Name (Thai):	นาย สุรินทร์ จิรวชิษฐ์	First appointment date of director:	1 Nov 2021
	Name (English):	Mr. Surin Chiravisit	Director termination date:	10 Apr 2023
	Gender:	Male	Director position:	Director
	Year of birth:	1947	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Law	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	Police Lieutenant General Chaiwat Chotima
	Skill and expertise:	x Business Administration x Energy & Utilities x Law x Human Resource Management x Audit x Internal Control	Appointment date of replacement director:	10 Apr 2023
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		

3)	Name (Thai):	นาย ชัยวัฒน์ โควาวิสารัช	First appointment date of director:	9 Apr 2019
	Name (English):	Mr. Chaiwat Kovavisarach	Director termination date:	1 Oct 2023
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1966	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	Ms. Phatpuree Chinkulkitnivat
	Skill and expertise:	x Business Administration x Energy & Utilities x Accounting x Finance x Human Resource Management x Corporate Management x Engineering x Budgeting	Appointment date of replacement director:	17 Oct 2023
	Shares:	774,105		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.025840		
4)	Name (Thai):	นายธีระย์ อดทนวานิช	First appointment date of director:	7 Apr 2022
	Name (English):	Mr. Theeraj Athanavanich	Director termination date:	12 Apr 2023
	Gender:	Male	Director position:	Director
	Year of birth:	1965	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	Ms. Salagjit Pongsirichan
	Skill and expertise:	x Business Administration x Banking x Finance & Securities x Marketing x Finance x Risk Management x Audit	Appointment date of replacement director:	21 Nov 2023
	Shares:	0		

	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย ทวณ งามทนทวณ	Appointment date of audit committee member:	18 Apr 2023
	Name (English):	Mr. Thaworn Ngamganokwan	Type of director:	Newly appointed director not being replaced the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Public Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	พลเอก ศักดา นิยมคำ	Appointment date of audit committee member:	18 Apr 2023
	Name (English):	General Sakda Niemkham	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		

	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นางสาว สลักจิต พงษ์ศิริจันทร์	Appointment date of audit committee member:	21 Nov 2023
	Name (English):	Ms. Salagjit Pongsirichan	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1967	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		

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

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย ธีรัชย์ อัตนวานิช	Appointment date of audit committee member:	19 Apr 2022
	Name (English):	Mr. Theeraj Athanavanich	Termination date of audit committee member:	12 Apr 2023
	Gender:	Male	Director position:	Director
	Year of birth:	1965	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement audit committee member (English):	Ms. Salagjit Pongsirichan

	Expertise in accounting information review:	Yes	Appointment date of replacement audit committee member:	21 Nov 2023
	Shares:	0		
	%Shares:	0.000000		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

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

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Corporate Governance and Sustainable Development Committee

No.	Name (Thai)	Name (English)	Position
1	พลเอก งามอาจ พงษ์ศักดิ์	General Ongard Pongsakdi	Chairman
2	พลเอก สักดา นิยมคำ	General Sakda Niemkham	Member
3	นาย นิวัต อติเรก	Mr. Niwat Adirek	Member

2) Name of sub-committees (English) Enterprise-wide Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	พล.ต.อ. วิสณุ ปราสาททองโอสภ	Police General Visanu Prasattongsoth	Chairman
2	นาย ธรรมยศ ศรีช่วย	Mr. Thammayot Srichuai	Member
3	นาย ทาวร งามนกวรรณ	Mr. Thaworn Ngamganokwan	Member
4	นาย นิวัต อติเรก	Mr. Niwat Adirek	Member

3) Name of sub-committees (English) Investment Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ธรรมยศ ศรีช่วย	Mr. Thammayot Srichuai	Chairman
2	นางสาว ภัทรฎี ชินกุลกิจนิวัฒน์	Ms. Phatpuree Chinkulkitnivat	Member
3	นาย นิวัต อติเรก	Mr. Niwat Adirek	Member

4) Name of sub-committees (English) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	พลเอก คณิต สาทักษ์	General Kanit Sapitaks	Chairman
2	พลเอก องอาจ พงษ์ศักดิ์	General Ongard Pongsakdi	Member
3	นาย สุเทพ วงศ์วรเศรษฐ์	Mr. Suthep Wongvorazathe	Member
4	พลตำรวจโท ชัยวัฒน์ โชติมา	Police Lieutenant General Chaiwat Chotima	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Enterprise-wide Risk Management Committee
Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee
Corporate governance	Corporate Governance and Sustainable Development Committee
Corporate sustainability development	Corporate Governance and Sustainable Development Committee

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย นิวัต อติเรก	The highest-ranking executive position:	Yes

	Name (English):	Mr. Niwat Adirek	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1958	Appointment date of executive:	1 Feb 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Corporate Management x Energy & Utilities x Engineering x Business Administration x Human Resource Management x Sustainability x Corporate Social Responsibility x Leadership x Strategic Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นางสาว เสาวภาพ สุมขศรี	The highest-ranking executive position:	No
	Name (English):	Mrs. Saowapap Sumeksri	Executive position (Thai):	รองกรรมการผู้จัดการใหญ่ สายงานการเงินและบัญชี
	Gender:	Female	Executive position (English):	Senior Executive Vice President Finance and Accounting
	Year of birth:	1968	Appointment date of executive:	1 Oct 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Accounting x Finance x Fund Management x Data Analysis x Budgeting		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		

3)	Name (Thai):	นางสาว สัตยา มหัตถนาพานิช	The highest-ranking executive position:	No
	Name (English):	Ms. Sattaya Mahattanaphanij	Executive position (Thai):	รองกรรมการผู้จัดการใหญ่ สายงานบริหารความเป็นเลิศองค์กร
	Gender:	Female	Executive position (English):	Senior Executive Vice President, Corporate Excellence
	Year of birth:	1965	Appointment date of executive:	1 Jan 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Finance & Securities x Energy & Utilities x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x Procurement x IT Management x Data Management x Corporate Management x Leadership x Governance/ Compliance x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย ชานวิต ทรังอดิศัยกุล	The highest-ranking executive position:	No
	Name (English):	Mr. Charnvit Trangadisaiikul	Executive position (Thai):	รองกรรมการผู้จัดการใหญ่ สายงานการลงทุน
	Gender:	Male	Executive position (English):	Senior Executive Vice President, Investment
	Year of birth:	1980	Appointment date of executive:	1 Feb 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	-		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย ก้องเกียรติ กาญจนพันธุ์	The highest-ranking executive position:	No
	Name (English):	Mr. Kongkiat Kanjanapan	Executive position (Thai):	ผู้ช่วยกรรมการผู้จัดการใหญ่ สายงานการเงินและบัญชี
	Gender:	Male	Executive position (English):	Executive Vice President, Finance and Accounting
	Year of birth:	1966	Appointment date of executive:	1 Jul 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Economics		
	Skill and expertise:	x Business Administration x Economics x Finance & Securities x Energy & Utilities x Finance x Data Analysis x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย ฉัตรชัย ลอยบัณฑิตฐ	The highest-ranking executive position:	No
	Name (English):	Mr. Chatchai Loybundit	Executive position (Thai):	ผู้ช่วยกรรมการผู้จัดการใหญ่ สายงานการลงทุน
	Gender:	Male	Executive position (English):	Executive Vice President of Investment
	Year of birth:	1975	Appointment date of executive:	1 Jul 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Energy & Utilities x Data Analysis		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Mr. Pongsak Chanama	pongsak@bcpgggroup.com	023358951
Company secretary	Mrs. Sattaya Mahattanaphanij	sattaya@bcpgggroup.com	023358941
Head of the internal audit or the outsourced internal auditor	Ms. Warun Aumetanapan	warun@bcpgggroup.com	023358977
Head of the compliance unit	Mrs. Sattaya Mahattanaphanij	sattaya@bcpgggroup.com	023358941
Head of the investor relation	Mrs. Voranart Meethavorn	voranart@bcpgggroup.com	023358945

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mr. Sakda Kaothanthong Email: sakda@kpmg.co.th Telephone: -	1,300,000.00	Details: Non-audit fees which are BOI condition compliance and others Total service fee (baht): 340,000.00

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	พลตำรวจโท ชัยวัฒน์ โชติมา	First appointment date of director:	10 Apr 2023
	Name (English):	Police Lieutenant General Chaiwat Chotima	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1952	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Political Science		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Energy & Utilities x Internal Control x Human Resource Management x Corporate Management		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		
2)	Name (Thai):	นางสาว ปัทมวดี ชินกุลดิขนิวัฒน์	First appointment date of director:	17 Oct 2023
	Name (English):	Ms. Phatpuree Chinkulkitnivat	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1974	Independent director position:	No

	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Economics x Finance & Securities x Finance x Accounting x Leadership x Budgeting		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		
3)	Name (Thai):	นางสาว สลักจิต พงษ์ศิริจันทร์	First appointment date of director:	21 Nov 2023
	Name (English):	Ms. Salagjit Pongsirichan	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1967	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Law x Accounting x Finance x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย สุเทพ วงศ์วรเศรษฐ์	First appointment date of director:	10 Apr 2023
	Name (English):	Mr. Suthep Wongvorazathe	Director position:	Vice Chairman
	Gender:	Male	Executive director position:	No
	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Economics x Finance & Securities x Finance x Audit x Energy & Utilities x Internal Control x Human Resource Management		
	Shares:	0		
	Paid-up stock:	2,995,759,339		
	%Shares:	0.000000		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 13 times

Date of AGM meeting: 7 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. Pichai Chunhavajira (Chairman of the board)	-	13/13	100.00	Participating	Did not hold the meeting

2. General Kanit Sapitaks (Director)	-	12/13	92.31	Participating	Did not hold the meeting
3. Mr. Thammayot Srichuai (Director)	-	13/13	100.00	Participating	Did not hold the meeting
4. Mr. Thaworn Ngamganokwan (Director)	-	13/13	100.00	Participating	Did not hold the meeting
5. General Sakda Niemkham (Director)	-	13/13	100.00	Participating	Did not hold the meeting
6. Police General Visanu Prasattongosoth (Director)	-	13/13	100.00	Participating	Did not hold the meeting
7. Mr. Niwat Adirek (Director)	-	13/13	100.00	Participating	Did not hold the meeting
8. General Ongard Pongsakdi (Director)	-	13/13	100.00	Participating	Did not hold the meeting
9. Mr. Suthep Wongvorazathe (Vice Chairman)	-	9/9	100.00	Non-participating	Did not hold the meeting
10. Police Lieutenant General Chaiwat Chotima (Director)	-	9/9	100.00	Non-participating	Did not hold the meeting
11. Ms. Phatpuree Chinkulkitnivat (Director)	-	2/2	100.00	Non-participating	Did not hold the meeting
12. Ms. Salagjit Pongsirichan (Director)	-	1/1	100.00	Non-participating	Did not hold the meeting
13. Mrs. Vilai Chattanrassamee (Director)	10 Apr 2023	4/4	100.00	Participating	Did not hold the meeting
14. Mr. Surin Chiravisit (Director)	10 Apr 2023	4/4	100.00	Participating	Did not hold the meeting
15. Mr. Chaiwat Kovavisarach (Vice Chairman)	1 Oct 2023	9/10	90.00	Participating	Did not hold the meeting
16. Mr. Theeraj Athanavanich (Director)	12 Apr 2023	4/4	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 13 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. Thaworn Ngamganokwan (Chairman of the audit committee)	-	9/9	100.00
2. General Sakda Niemkham (Member of the audit committee)	-	9/9	100.00
3. Ms. Salagjit Pongsirichan (Member of the audit committee)	-	1/1	100.00
4. Mr. Theeraj Athanavanich (Member of the audit committee)	12 Apr 2023	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:

Yes

URL of director remuneration policy and criteria:

<https://www.bcpgroup.com/storage/download/cg/policy/20220113-bcp-g-cg-policy-th.pdf>

Uploaded document of director remuneration policy and criteria:

com/storage/download/cg/policy/20220113-bcp-g-cg-policy-th.pdf
20220113-bcp-g-cg-policy-th.pdf

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. Pichai Chunhavajira (Chairman of the board)	-	937,500.00	2,020,710.00	No
2. General Kanit Sapitaks (Director)	-	795,000.00	1,616,568.00	No
3. Mr. Thammayot Srichuai (Director)	-	993,750.00	1,616,568.00	No
4. Mr. Thaworn Ngamganokwan (Director)	-	1,210,000.00	1,616,568.00	No
5. General Sakda Niemkham (Director)	-	1,083,666.67	1,616,568.00	No
6. Police General Visanu Prasattongosoth (Director)	-	900,000.00	1,479,271.00	No
7. Mr. Niwat Adirek (Director)	-	1,020,000.00	1,479,271.00	No
8. General Ongard Pongsakdi (Director)	-	832,500.00	1,191,389.00	No

9. Mr. Suthep Wongvorazathe (Vice Chairman)	-	826,416.66	0.00	No
10. Police Lieutenant General Chaiwat Chotima (Director)	-	576,000.00	0.00	No
11. Ms. Phatpuree Chinkulkitnivat (Director)	-	149,516.00	0.00	No
12. Ms. Salagjit Pongsirichan (Director)	-	111,667.00	0.00	No
13. Mrs. Vilai Chattanrassamee (Director)	10 Apr 2023	351,667.00	1,616,568.00	No
14. Mr. Surin Chiravisit (Director)	10 Apr 2023	328,333.00	1,616,568.00	No
15. Mr. Chaiwat Kovavisarach (Vice Chairman)	1 Oct 2023	738,750.00	1,818,640.00	No
16. Mr. Theeraj Athanavanich (Director)	12 Apr 2023	316,000.00	1,191,389.00	No
Total (Baht)	-	11,170,766.33	18,880,078.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	4,672,500.00	11,170,766.33
Other monetary remuneration	Baht	12,989,161.00	18,880,078.00
Total director remuneration	Baht	17,661,661.00	30,050,844.33

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

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company:

URL of executive remuneration policy and criteria:

Uploaded document of executive remuneration policy and criteria:

Yes

[https://www.bcpgroup.](https://www.bcpgroup.com/storage/download/cg/policy/20220113-bcp-g-policy-th.pdf)

[com/storage/download/cg/policy/20220113-bcp-g-policy-th.pdf](https://www.bcpgroup.com/storage/download/cg/policy/20220113-bcp-g-policy-th.pdf)
20220113-bcp-g-policy-th.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	103,000,000.00	101,300,000.00	105,000,000.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: Yes

Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. Pichai Chunhavajira (Chairman of the board)	Non-participating	Thai Institute of Directors (IOD) - 2006: Director Accreditation Program (DAP) - 2009: Director Certification Program (DCP)
2. General Kanit Sapitaks (Director)	Non-participating	Thai Institute of Directors (IOD) - 2016: Director Accreditation Program (DAP)
3. Mr. Thammayot Srichuai (Director)	Non-participating	Thai Institute of Directors (IOD) - 2017: Director Certification Program (DCP) Others - 2015: Corporate Governance for Executives Program
4. Mr. Thaworn Ngamganokwan (Director)	Participating	Thai Institute of Directors (IOD) - 2023: Advanced Audit Committee Program (AACP) - 2023: Financial Statements for Directors (FSD) - 2019: Risk Management Program for Corporate Leaders (RCL) - 2020: Strategic Board Master Class (SBM) - 2016: Director Certification Program (DCP)

5. General Sakda Niemkham (Director)	Participating	Thai Institute of Directors (IOD) - 2023: Advanced Audit Committee Program (AACP) - 2019: Director Accreditation Program (DAP) - 2023: Director Certification Program (DCP) - 2021: Ethical Leadership Program (ELP) - 2020: Strategic Board Master Class (SBM)
6. Police General Visanu Prasattongsoth (Director)	Non-participating	Thai Institute of Directors (IOD) - 2015: Advanced Audit Committee Program (AACP) - 2004: Director Accreditation Program (DAP) Others - 2005: Audit Committee Program - 2005: Finance for Non-Finance Director - 2015: Corporate Governance for Capital Market Intermediaries
7. Mr. Niwat Adirek (Director)	Non-participating	Thai Institute of Directors (IOD) - 2022: Director Certification Program (DCP)
8. General Ongard Pongsakdi (Director)	Participating	Thai Institute of Directors (IOD) - 2022: Director Accreditation Program (DAP) - 2024: Ethical Leadership Program (ELP) Others - 2022: Corporate Governance for Executives
9. Mr. Suthep Wongvorazathe (Vice Chairman)	Non-participating	Thai Institute of Directors (IOD) - 2005: Director Accreditation Program (DAP)
10. Police Lieutenant General Chaiwat Chotima (Director)	Non-participating	Thai Institute of Directors (IOD) - 2014: Director Certification Program (DCP) - 2014: Financial Statements for Directors (FSD)
11. Ms. Phatpuree Chinkulkitnivat (Director)	Non-participating	Thai Institute of Directors (IOD) - 2020: Director Certification Program (DCP)
12. Ms. Salagjit Pongsirichan (Director)	Participating	Thai Institute of Directors (IOD) - 2023: Director Certification Program (DCP)
13. Mrs. Vilai Chattanrassamee (Director)	Non-participating	Thai Institute of Directors (IOD) - 2001: Director Certification Program (DCP)

14. Mr. Surin Chiravisit (Director)	Non-participating	Thai Institute of Directors (IOD) - 2010: Director Certification Program (DCP) - 2013: Successful Formulation & Execution of Strategy (SFE) Others - 2012: How to Develop a Risk Management Plan - 2013: Role of the Nomination and Governance Committee
15. Mr. Chaiwat Kovavisarach (Vice Chairman)	Non-participating	Thai Institute of Directors (IOD) - 2013: Director Certification Program (DCP) - 2020: Role of the Chairman Program (RCP) Others - 2013: Role of the Nomination and Governance Committee
16. Mr. Theeraj Athanavanich (Director)	Non-participating	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment x Self-assessment x Cross-assessment
(Assessment of another director)

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: <https://www.bcpvggroup.com/th/sustainability/policy>

Uploaded document of corporate sustainability policy: Sustainability Management Policy_FN (1).pdf

4.2 Sustainability Report

Corporate Sustainability Report: Yes

URL of corporate sustainability report: <https://www.bcpvggroup.com/th/sustainability/home>

4.3 Sustainability Disclosure Standards

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

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