

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/policy
Uploaded document of environmental policy and practice:	เอกสารแนบ 4 นโยบายคุณภาพ สิ่งแวดล้อม อาชีวอนามัยและความปลอดภัย.pdf

1.2 Environmental Practices

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

2.1 Disclosure Boundary in Energy Management

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

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	-	3,058,511.22	3,180,744.77
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	2,981,514.53	3,058,511.22	3,180,744.77
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	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

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.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / Kilowatt-hour product	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	-	-	-
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	-	-	-

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2020	2021	2022
Jet fuel	Litres	-	-	0.00
Diesel	Litres	-	-	55,677.25
Gasoline	Litres	-	-	41,045.81
Fuel oil	Litres	-	-	0.00

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

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	-	-	-
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		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
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
Boundary type	Country
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	150.00	150.00
Total water withdrawal	Cubic meters	-	39,513.00	31,910.00
Total water withdrawal by third-party water	Cubic meters	-	39,513.00	31,910.00
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
Percentage of the difference between total water withdrawal and target ^(*)	%	-	26,242.00	21,173.33
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	334.86	270.42
Intensity ratio of total water withdrawal to total revenues ^(**)	Cubic meters / Thousand Baht of total revenues	-	-	-

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.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	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		
		2020	2021	2022
Total water consumption	Cubic meters	-	39,513.00	31,910.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
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	-	-	-

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	0.00	0.00

Total water withdrawal expense from third-party water	Baht	-	-	-
Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	0.00	0.00

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

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

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	5,305,320.00	316,821.04
Non-hazardous waste	Kilograms	-	38,400.00	30,661.04
Hazardous waste	Kilograms	-	5,266,920.00	286,160.00
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.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2020	2021	2022
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
Boundary type	Country
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

5.2 Greenhouse Gas Management Plan

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

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	3,702.00	1,825.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	80.00	255.00

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	-	1,416.00	1,419.00
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	2,206.00	151.00
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		
		2020	2021	2022
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
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
Verification of greenhouse gas emissions	No
Name of verifying company (Thai)	-

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

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

5.7 Absorption and removal of Greenhouse Gas

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

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Approved and published on 14/03/2023

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.bcpvggroup.com/storage/download/cg/policy/bcpvg-cg-human-rights-managementl-2020-th.pdf>

Uploaded document of Corporate human rights policy and practice: bcpvg-cg-human-rights-managementl-2020-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 Migrant Workers x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

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

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	118	118
Total number of male employees	Persons	69	67	61
Percentage of male employees	%	-	56.78	51.69

Total number of female employees	Persons	39	51	57
Percentage of female employees	%	-	43.22	48.31

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	-	7	10
Percentage of employees under 30 years old	%	-	5.93	8.47
Total number of employees 30-50 years old	Persons	-	96	96
Percentage of employees 30-50 years old	%	-	81.36	81.36
Total number of employees over 50 years old	Persons	-	15	12
Percentage of employees over 50 years old	%	-	12.71	10.17

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	-	5	6
Percentage of male employees under 30 years old	%	-	7.46	9.84
Total number of male employees 30-50 years old	Persons	-	54	48
Percentage of male employees 30-50 years old	%	-	80.60	78.69
Total number of male employees over 50 years old	Persons	-	8	7
Percentage of male employees over 50 years old	%	-	11.94	11.48

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	-	2	4
Percentage of female employees under 30 years old	%	-	3.92	7.02
Total number of female employees 30-50 years old	Persons	-	42	48
Percentage of female employees 30-50 years old	%	-	82.35	84.21
Total number of female employees over 50 years old	Persons	-	7	5
Percentage of female employees over 50 years old	%	-	13.73	8.77

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	-	-	66
Percentage of employees in operational level	%	-	-	55.93
Total number of employees in management level	Persons	-	-	50
Percentage of employees in management level	%	-	-	42.37
Total number of employees in executive level	Persons	-	-	2
Percentage of employees in executive level	%	-	-	1.69

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	-	-	37
Percentage of male employees in operational level	%	-	-	60.66
Total number of male employees in management level	Persons	-	-	22
Percentage of male employees in management level	%	-	-	36.07
Total number of male employees in executive level	Persons	-	-	2
Percentage of male employees in executive level	%	-	-	3.28

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	-	-	29
Percentage of female employees in operational level	%	-	-	50.88
Total number of female employees in management level	Persons	-	-	28

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

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	-	0	0
Percentage of employees with disabilities	%	-	0.00	0.00
Total number of workers who are not employees with disabilities	Persons	-	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	-	0.00	0.00
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
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		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	-	108	111
Percentage of total number of employees joining employee provident fund to total number of employees	%	-	91.53	94.07
Total amount of provident fund contributed by the Company	Baht	-	-	12,966,762.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	-

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	60.00	34.00	34.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	2,205,751.00	1,704,211.00	3,758,983.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	419,000.00	243,369.00	267,555.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	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
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	-	0.00	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	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		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	0	26
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	22.03
Total number of male employee turnover leaving the Company voluntarily	Persons	-	-	14
Percentage of male employee turnover leaving the Company voluntarily	%	-	-	53.85
Total number of female employee turnover leaving the Company voluntarily	Persons	-	-	12
Percentage of female employee turnover leaving the Company voluntarily	%	-	-	46.15
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

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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.bcpvggroup.com/storage/download/cg/policy/20220113-bcpvg-cg-policy-th.pdf
Uploaded document of corporate governance policy and practices:	นโยบายการกำกับดูแลกิจการที่ดี บริษัท บีซีพีจี จำกัด (มหาชน) ฉบับทบทวน ครั้งที่ 7.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 Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.bcpvggroup.com/storage/download/cg/policy/20220113-bcpvg-cg-policy-th.pdf
Uploaded document of Code of Conduct:	นโยบายการกำกับดูแลกิจการที่ดี บริษัท บีซีพีจี จำกัด (มหาชน) ฉบับทบทวน ครั้งที่ 7.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers 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	
		Male	Female
Directors	Persons	11	1
		12	
	% of total directors	91.67	8.33
		100	
Executive directors	Persons	1	0
		1	
	% of total directors	8.33	0
		8.33	
Non-executive directors	Persons	10	1
		11	
	% of total directors	83.33	8.33
		91.67	
- Independent directors	Persons	7	1
		8	
	% of total directors	58.33	8.33
		66.67	
- Non-executive directors who have no position in independent directors	Persons	3	0
		3	
	% of total directors	25.00	0
		25.00	

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

Additional explanation:

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

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย พิชัย ชุนทวจิธร	First appointment date of director:	25 Mar 2016
	Name (English):	Mr. PICHAJ CHUNHAWAJIRA	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		
	Shares:	1,169,642		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.040226		
2)	Name (Thai):	นาย ชัยวัฒน์ โควาวิสารัช	First appointment date of director:	9 Apr 2019
	Name (English):	Mr. CHAIWAT KOVAVISARACH	Type of director:	Existing director

	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		
	Skill and expertise:	x Petrochemicals & Chemicals x Engineering x Energy & Utilities		
	Shares:	745,646		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.025644		
3)	Name (Thai):	นาง วิไล ฉัททันต์รัมย์	First appointment date of director:	25 Mar 2016
	Name (English):	Mrs. VILAI CHATTANRASSAMEE	Type of director:	Existing director
	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		
	Skill and expertise:	x Audit x Accounting		
	Shares:	359,274		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.012356		
4)	Name (Thai):	พลเอก คณิต สาพิทักษ์	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 x Professional Services		
	Shares:	196,875		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.006771		
5)	Name (Thai):	นาย ธรรมยศ 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:	2,907,687,760		
	%Shares:	0.011607		
6)	Name (Thai):	นาย ทวณัท ทนทกวรรณ	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 Engineering		
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.000000		
7)	Name (Thai):	พลเอก สักดา 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:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Sustainability x Corporate Social Responsibility x Governance/ Compliance x Leadership		
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.000000		
8)	Name (Thai):	นาย สุรินทร์ จิรวชิษฐ์	First appointment date of director:	1 Nov 2021
	Name (English):	Mr. SURIN CHIRAVISIT	Type of director:	Existing director

	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		
	Skill and expertise:	x Law x Audit x Internal Control		
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.000000		
9)	Name (Thai):	พล.ต.อ. วิสณุ ปราสาททองโอสถ	First appointment date of director:	1 Feb 2022
	Name (English):	POL. GEN. VISANU PRASATTONGOSOTH	Type of director:	Newly appointed director to replace the ex-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 Professional Services x Leadership x Risk Management		
	Shares:	200,000		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.006878		
10)	Name (Thai):	นาย นิวัติ อติเรก	First appointment date of director:	1 Feb 2022
	Name (English):	Mr. NIWAT ADIREK	Type of director:	Newly appointed director to replace the ex-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:	Electrical Power Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Energy & Utilities x Engineering x Risk Management x Governance/ Compliance		
	Shares:	3,400		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.000117		
11)	Name (Thai):	พลเอก อดิเรก พงษ์ศักดิ์	First appointment date of director:	7 Apr 2022
	Name (English):	GENERAL ONGARD PONGSAKDI	Type of director:	Newly appointed director to replace the ex-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 of Arts	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Sustainability x Leadership x Governance/ Compliance x Energy & Utilities		
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.000000		
12)	Name (Thai):	นาย ธีรชัย อิตนนวนิช	First appointment date of director:	7 Apr 2022

	Name (English):	Mr. THEERAJ ATHANAVANICH	Type of director:	Newly appointed director to replace the ex-director
	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		
	Skill and expertise:	x Marketing x Finance x Audit		
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%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):	นาย บัณฑิต สะเพียรชัย	First appointment date of director:	17 Jul 2015
	Name (English):	Mr. BUNDIT SAPIANCHAI	Director termination date:	1 Jan 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1964	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Honorary degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	No replacement director
	Skill and expertise:	x Risk Management x Corporate Management x Project Management x Governance/ Compliance x Leadership x Engineering x Petrochemicals & Chemicals x Energy & Utilities	Appointment date of replacement director:	-

	Shares:	1,427,128		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.049081		
2)	Name (Thai):	พลเอก อุทิศ สุนทร	First appointment date of director:	1 Dec 2015
	Name (English):	GEN. UTIS SUNTHORN	Director termination date:	7 Apr 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1954	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Management in Social Development	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement director (English):	No replacement director
	Skill and expertise:	x Leadership x Governance/ Compliance x Corporate Social Responsibility x Sustainability	Appointment date of replacement director:	-
	Shares:	337,500		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.011607		
3)	Name (Thai):	นาย นรินทร์ กล้ายานมิตร	First appointment date of director:	9 Apr 2019
	Name (English):	Mr. NARIN KALAYANAMIT	Director termination date:	7 Apr 2022
	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:	No
	Study field of the highest level of education:	Management and Human Relations	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	No replacement director

	Skill and expertise:	x Risk Management x Audit x Sustainability x Corporate Social Responsibility x Internal Control x Governance/ Compliance	Appointment date of replacement director:	-
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%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):	นาง วิไล ฉัททันต์รัมย์	Appointment date of audit committee member:	1 Dec 2015
	Name (English):	Mrs. VILAI CHATTANRASSAMEE	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1953	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	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		
	Expertise in accounting information review:	Yes		
	Shares:	359,274		
	%Shares:	0.012356		
2)	Name (Thai):	นาย สุรินทร์ จีรวัดิชญ์	Appointment date of audit committee member:	1 Dec 2021
	Name (English):	Mr. SURIN CHIRAVISIT	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1947	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:	Law	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นายธีระชัย ทัศนพานิช	Appointment date of audit committee member:	19 Apr 2022
	Name (English):	Mr. THEERAJ ATHANAVANICH	Type of director:	Newly appointed director to replace the ex-director
	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		
	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):	พลเอก อุทิศ สุนทร	Appointment date of audit committee member:	1 Dec 2015
	Name (English):	GEN. UTIS SUNTHORN	Termination date of audit committee member:	7 Apr 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1954	Independent director position:	Yes

	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Management in Social Development	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement audit committee member (English):	No replacement director
	Expertise in accounting information review:	No	Appointment date of replacement audit committee member:	-
	Shares:	337,500		
	%Shares:	0.011607		
2)	Name (Thai):	นาย นรินทร์ กลยานมิตร	Appointment date of audit committee member:	1 Sep 2020
	Name (English):	Mr. NARIN KALAYANAMIT	Termination date of audit committee member:	7 Apr 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1958	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:	Management and Human Relations	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement audit committee member (English):	No replacement director
	Expertise in accounting information review:	Yes	Appointment date of replacement audit committee member:	-
	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) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	พลเอก คณิต สาพิทักษ์	GENERAL KANIT SAPITAKS	Chairman
2	นาง วิลไล ฉัททันตรัสมี	Mrs. VILAI CHATTANRASSAMEE	Member
3	นาย สุรินทร์ จีรวินิชย์	Mr. SURIN CHIRAVISIT	Member

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

No.	Name (Thai)	Name (English)	Position
1	พล.ต.อ. วิสณุ ปราสาททองโอสถ	POL. GEN. VISANU PRASATTONGOSOTH	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) Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	พลเอก องอาจ พงษ์ศักดิ์	GENERAL ONGARD PONGSAKDI	Chairman
2	พลเอก ศักดา นิยมคำ	GENERAL SAKDA NIEMKHAM	Member
3	นาย นิวัต อติเรก	Mr. NIWAT ADIREK	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย ชัยวัฒน์ โควาวิสารัช	Mr. CHAIWAT KOVAVISARACH	Chairman
2	นาย ธรรมยศ ศรีช่วย	Mr. THAMMAYOT SRICHUAI	Member
3	นาย นิวัต อติเรก	Mr. NIWAT ADIREK	Member
4	นาย ภูวดล สุนทรวิภาต	Mr. Phuwadon Suntornwipart	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 Committee
Corporate sustainability development	Corporate Governance 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:	Electrical Power Engineering		
	Skill and expertise:	x Corporate Management x Energy & Utilities x Engineering x Risk Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย ภูวดล สุนทรวิภาต	The highest-ranking executive position:	No
	Name (English):	Mr. Phuwadon Suntornwipart	Executive position (Thai):	ผู้จัดการใหญ่
	Gender:	Male	Executive position (English):	President
	Year of birth:	1968	Appointment date of executive:	1 Feb 2022
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Engineering		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาง เสาวภาพ สุมะศรี	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 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Finance x Accounting		

	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
4)	Name (Thai):	นางสาว สัตยา มหัตตนาพานิช	The highest-ranking executive position:	Yes
	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 Law x Accounting x Finance x Sustainability x Budgeting x Governance/ Compliance x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย ชานวติย์ ตรังอดิษฐ์กุล	The highest-ranking executive position:	Yes
	Name (English):	Mr. Charnvit Tragadisaiikul	Executive position (Thai):	รักษาการ รองกรรมการผู้จัดการใหญ่ สายงานปฏิบัติการ
	Gender:	Male	Executive position (English):	Acting Senior Executive Vice President Operation
	Year of birth:	1980	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 Engineering x Strategic Management x Finance		
	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@bcpvggroup.com	023358951
Company secretary	Mrs. Sattaya Mahattanaphanij	sattaya@bcpvggroup.com	023358941
Head of the internal audit or the outsourced internal auditor	Mrs. Thiparat Suikim	thiparat@bcpvggroup.com	023358906
Head of the compliance unit	Mrs. Sattaya Mahattanaphanij	sattaya@bcpvggroup.com	023358941
Head of the investor relation	Mrs. Voranart Meethavorn	voranart@bcpvggroup.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: -	1,267,000.00	Details: BOI condition compliance and others Total service fee (baht): 300,000.00

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors	Information on Director Tenure
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):	พล.ต.อ. วิสณุ ปราสาททองโอสถ	First appointment date of director:	1 Feb 2022
	Name (English):	POL. GEN. VISANU PRASATTONGOSOTH	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1962	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 Professional Services x Leadership x Risk Management		
	Shares:	200,000		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.006878		
2)	Name (Thai):	นาย นิวัต อติโรก	First appointment date of director:	1 Feb 2022
	Name (English):	Mr. NIWAT ADIREK	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1958	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No

	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Electrical Power Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Energy & Utilities x Engineering x Risk Management x Governance/ Compliance		
	Shares:	3,400		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.000117		
3)	Name (Thai):	พลเอก อดิเรก พงษ์ศักดิ์	First appointment date of director:	7 Apr 2022
	Name (English):	GENERAL ONGARD PONGSAKDI	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1953	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:	Master of Arts		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Sustainability x Leadership x Governance/ Compliance x Energy & Utilities		
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%Shares:	0.000000		
4)	Name (Thai):	นายธีระชัย อดิเรกพานิช	First appointment date of director:	7 Apr 2022
	Name (English):	Mr. THEERAJ ATHANAVANICH	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1965	Independent director position:	Yes

	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DGP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Finance x Audit		
	Shares:	0		
	Paid-up stock:	2,907,687,760		
	%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
No data		

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 2022

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. Mr. CHAIWAT KOVAVISARACH (Vice Chairman)	-	12/13	92.31	Participating	Did not hold the meeting
3. Mrs. VILAI CHATTANRASSAMEE (Director)	-	13/13	100.00	Participating	Did not hold the meeting
4. GENERAL KANIT SAPITAKS (Director)	-	13/13	100.00	Participating	Did not hold the meeting

5. Mr. THAMMAYOT SRICHUAI (Director)	-	13/13	100.00	Participating	Did not hold the meeting
6. Mr. THAWORN NGAMGANOKWAN (Director)	-	13/13	100.00	Participating	Did not hold the meeting
7. GENERAL SAKDA NIEMKHAM (Director)	-	13/13	100.00	Participating	Did not hold the meeting
8. Mr. SURIN CHIRAVISIT (Director)	-	13/13	100.00	Participating	Did not hold the meeting
9. POL. GEN. VISANU PRASATTONGOSOTH (Director)	-	12/12	100.00	Participating	Did not hold the meeting
10. Mr. NIWAT ADIREK (Director)	-	12/12	100.00	Participating	Did not hold the meeting
11. GENERAL ONGARD PONGSAKDI (Director)	-	10/10	100.00	Non-participating	Did not hold the meeting
12. Mr. THEERAJ ATHANAVANICH (Director)	-	8/10	80.00	Non-participating	Did not hold the meeting
13. Mr. BUNDIT SAPIANCHAI (Director)	1 Jan 2022	0/0	0	Non-participating	Did not hold the meeting
14. GEN. UTIS SUNTHORN (Director)	7 Apr 2022	3/3	100.00	Participating	Did not hold the meeting
15. Mr. NARIN KALAYANAMIT (Director)	7 Apr 2022	3/3	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: 12 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. Mrs. VILAI CHATTANRASSAMEE (Chairman of the audit committee)	-	12/12	100.00
2. Mr. SURIN CHIRAVISIT (Member of the audit committee)	-	12/12	100.00
3. Mr. THEERAJ ATHANAVANICH (Member of the audit committee)	-	7/8	87.50

4. GEN. UTIS SUNTHORN (Member of the audit committee)	7 Apr 2022	3/3	100.00
5. Mr. NARIN KALAYANAMIT (Member of the audit committee)	7 Apr 2022	3/3	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:	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)	-	487,500.00	1,540,150.00	No
2. Mr. CHAIWAT KOVAVISARACH (Vice Chairman)	-	405,000.00	1,386,135.00	No
3. Mrs. VILAI CHATTANRASSAMEE (Director)	-	390,000.00	1,232,120.00	No
4. GENERAL KANIT SAPITAKS (Director)	-	390,000.00	1,232,120.00	No
5. Mr. THAMMAYOT SRICHUAI (Director)	-	390,000.00	1,232,120.00	No
6. Mr. THAWORN NGAMGANOKWAN (Director)	-	390,000.00	1,232,120.00	No
7. GENERAL SAKDA NIEMKHAM (Director)	-	390,000.00	1,232,120.00	No
8. Mr. SURIN CHIRAVISIT (Director)	-	390,000.00	205,916.00	No
9. POL. GEN. VISANU PRASATTONGSOTH (Director)	-	360,000.00	0.00	No
10. Mr. NIWAT ADIREK (Director)	-	360,000.00	0.00	No
11. GENERAL ONGARD PONGSAKDI (Director)	-	300,000.00	0.00	No
12. Mr. THEERAJ ATHANAVANICH (Director)	-	240,000.00	0.00	No

13. Mr. BUNDIT SAPIANCHAI (Director)	1 Jan 2022	0.00	1,232,120.00	No
14. GEN. UTIS SUNTHORN (Director)	7 Apr 2022	90,000.00	1,232,120.00	No
15. Mr. NARIN KALAYANAMIT (Director)	7 Apr 2022	90,000.00	1,232,120.00	No
Total (Baht)	-	4,672,500.00	12,989,161.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	4,672,500.00
Other monetary remuneration	Baht	12,989,161.00
Total director remuneration	Baht	17,661,661.00

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

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: Yes
URL of executive remuneration policy and criteria: <https://www.bcpgroup.com/storage/download/cg/policy/20220113-bcp-g-cg-policy-th.pdf>
Uploaded document of executive remuneration policy and criteria: 20220113-bcp-g-cg-policy-th.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	104,435,000.00	103,000,000.00	101,300,000.00

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. PICHAJ CHUNHAVAJIRA (Chairman of the board)	Non-participating	-
2. Mr. CHAIWAT KOVAVISARACH (Vice Chairman)	Non-participating	-
3. Mrs. VILAI CHATTANRASSAMEE (Director)	Non-participating	-
4. GENERAL KANIT SAPITAKS (Director)	Non-participating	-
5. Mr. THAMMAYOT SRICHUAI (Director)	Non-participating	-
6. Mr. THAWORN NGAMGANOKWAN (Director)	Non-participating	-
7. GENERAL SAKDA NIEMKHAM (Director)	Non-participating	-
8. Mr. SURIN CHIRAVISIT (Director)	Non-participating	-
9. POL. GEN. VISANU PRASATTONGOSOTH (Director)	Non-participating	-
10. Mr. NIWAT ADIREK (Director)	Participating	-
11. GENERAL ONGARD PONGSAKDI (Director)	Participating	-
12. Mr. THEERAJ ATHANAVANICH (Director)	Participating	-
13. Mr. BUNDIT SAPIANCHAI (Director)	Non-participating	-
14. GEN. UTIS SUNTHORN (Director)	Non-participating	-
15. Mr. NARIN KALAYANAMIT (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: -

4.2 Sustainability Report

Corporate Sustainability Report:	No
URL of corporate sustainability report:	-

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	x GRI Standards
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