

## ESG Performance

Company Name: BANGCHAK CORPORATION PUBLIC COMPANY LIMITED Symbol: BCP

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:               | <a href="https://www.bangchak.co.th/storage/document/sustainability/2019/sustainability-policy-th.pdf">https://www.bangchak.co.th/storage/document/sustainability/2019/sustainability-policy-th.pdf</a> |
| Uploaded document of environmental policy and practice: | -                                                                                                                                                                                                       |

#### 1.2 Environmental Practices

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

### 2 Energy Management

#### 2.1 Disclosure Boundary in Energy Management

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

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

| Detail                                                                           | Unit           | Year          |               |               |
|----------------------------------------------------------------------------------|----------------|---------------|---------------|---------------|
|                                                                                  |                | 2020          | 2021          | 2022          |
| Electricity consumption target                                                   | Kilowatt-Hours | -             | -             | -             |
| Total electricity consumption within the organization                            | Kilowatt-Hours | -             | 13,623,062.91 | 13,026,269.80 |
| Electricity purchased for consumption from non-renewable energy sources          | Kilowatt-Hours | 14,109,275.36 | 13,600,189.67 | 13,006,001.00 |
| Electricity purchased or generated for consumption from renewable energy sources | Kilowatt-Hours | -             | 22,873.24     | 20,268.80     |

|                                                                                                                       |                                |   |           |           |
|-----------------------------------------------------------------------------------------------------------------------|--------------------------------|---|-----------|-----------|
| Difference between total electricity consumption within the organization and target <sup>(*)</sup>                    | Kilowatt-Hours                 | - | -         | -         |
| Percentage of the difference between total electricity consumption within the organization and target <sup>(**)</sup> | %                              | - | -         | -         |
| Intensity ratio of total electricity consumption within the organization to total number of employees                 | Kilowatt-Hours / Person / Year | - | 12,350.92 | 11,863.63 |

**Additional explanation:**

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

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

## 2.3 Electricity Consumption Intensity

| Detail                                                             | Unit                            | Year |      |      |
|--------------------------------------------------------------------|---------------------------------|------|------|------|
|                                                                    |                                 | 2020 | 2021 | 2022 |
| Intensity of total electricity consumption within the organization | Kilowatt-Hours / m <sup>2</sup> | -    | -    | -    |

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

| Detail                                                                    | Unit                 | Year |      |      |
|---------------------------------------------------------------------------|----------------------|------|------|------|
|                                                                           |                      | 2020 | 2021 | 2022 |
| Total electricity expense                                                 | Baht                 | -    | -    | -    |
| Percentage of total electricity expense to total expenses <sup>(**)</sup> | %                    | -    | -    | -    |
| Percentage of total electricity expense to total revenues <sup>(**)</sup> | %                    | -    | -    | -    |
| Intensity ratio of total electricity expense to total number of employees | Baht / Person / Year | -    | -    | -    |

**Additional explanation:**

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

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

## 2.5 Fuel Consumption

| Detail   | Unit   | Year       |      |      |
|----------|--------|------------|------|------|
|          |        | 2020       | 2021 | 2022 |
| Jet fuel | Litres | -          | -    | -    |
| Diesel   | Litres | 228,032.23 | -    | -    |
| Gasoline | Litres | 151,607.11 | -    | -    |

|             |                     |                |   |   |
|-------------|---------------------|----------------|---|---|
| Fuel oil    | Litres              | -              | - | - |
| Crude oil   | Barrels             | 35,479,110.00  | - | - |
| Natural gas | Standard cubic feet | 198,447,144.00 | - | - |
| LPG         | Kilograms           | -              | - | - |
| Steam       | Metric tonnes       | -              | - | - |
| Coal        | Metric tonnes       | -              | - | - |

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

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

| Detail                                                             | Unit | Year         |      |      |
|--------------------------------------------------------------------|------|--------------|------|------|
|                                                                    |      | 2020         | 2021 | 2022 |
| Total fuel expense                                                 | Baht | 7,921,526.22 | -    | -    |
| Percentage of total fuel expense to total expenses <sup>(**)</sup> | %    | -            | -    | -    |
| Percentage of total fuel expense to total revenues <sup>(**)</sup> | %    | -            | -    | -    |

**Additional explanation:**

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

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

## 2.7 Energy Consumption

| Detail                                           | Unit           | Year |              |              |
|--------------------------------------------------|----------------|------|--------------|--------------|
|                                                  |                | 2020 | 2021         | 2022         |
| Total energy consumption within the organization | Megawatt-Hours | -    | 3,400,330.02 | 3,802,162.54 |

## 2.8 Energy Consumption Intensity

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

|                                                               |                                 |   |   |   |
|---------------------------------------------------------------|---------------------------------|---|---|---|
| Intensity of total energy consumption within the organization | Megawatt-Hours / m <sup>2</sup> | - | - | - |
|---------------------------------------------------------------|---------------------------------|---|---|---|

**Additional explanation:**

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

## 3 Water Management

### 3.1 Disclosure Boundary in Water Management

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

### 3.2 Water Withdrawal by Sources

| Detail                                                                                | Unit                         | Year         |              |              |
|---------------------------------------------------------------------------------------|------------------------------|--------------|--------------|--------------|
|                                                                                       |                              | 2020         | 2021         | 2022         |
| Water withdrawal target                                                               | Cubic meters                 | -            | -            | -            |
| Total water withdrawal                                                                | Cubic meters                 | -            | 2,410,711.88 | 2,343,759.23 |
| Total water withdrawal by third-party water                                           | Cubic meters                 | 2,040,000.00 | 2,101,422.90 | 1,756,919.20 |
| Total water withdrawal by surface water                                               | Cubic meters                 | -            | 197,386.78   | 146,509.23   |
| Total water withdrawal by groundwater                                                 | Cubic meters                 | -            | 111,902.20   | 440,330.80   |
| Total water withdrawal by seawater                                                    | Cubic meters                 | -            | -            | -            |
| Total water withdrawal by produced water                                              | Cubic meters                 | -            | -            | -            |
| Difference between total water withdrawal and target <sup>(*)</sup>                   | Cubic meters                 | -            | -            | -            |
| Percentage of the difference between total water withdrawal and target <sup>(*)</sup> | %                            | -            | -            | -            |
| Intensity ratio of total water withdrawal to total number of employees                | Cubic meters / Person / Year | -            | 2,185.60     | 2,134.57     |

|                                                                            |                                                         |   |   |   |
|----------------------------------------------------------------------------|---------------------------------------------------------|---|---|---|
| Intensity ratio of total water withdrawal to total revenues <sup>(*)</sup> | Cubic meters /<br>Thousand Baht<br>of<br>total revenues | - | - | - |
|----------------------------------------------------------------------------|---------------------------------------------------------|---|---|---|

**Additional explanation:**

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

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

### 3.3 Water Discharge by Destinations

| Detail                                     | Unit         | Year |            |            |
|--------------------------------------------|--------------|------|------------|------------|
|                                            |              | 2020 | 2021       | 2022       |
| Total water discharge                      | Cubic meters | -    | 828,332.60 | 898,724.40 |
| Total water discharge to third-party water | Cubic meters | -    | 1,139.40   | 1,549.76   |
| Total water discharge to surface water     | Cubic meters | -    | 827,193.20 | 897,174.64 |
| 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 | -    | -    | -    |

### 3.5 Water Consumption Intensity

| Detail                                                                      | Unit                                                    | Year |      |      |
|-----------------------------------------------------------------------------|---------------------------------------------------------|------|------|------|
|                                                                             |                                                         | 2020 | 2021 | 2022 |
| Intensity ratio of total water consumption to total revenues <sup>(*)</sup> | Cubic meters /<br>Thousand Baht<br>of total<br>revenues | -    | -    | -    |
| Intensity of total water consumption                                        | Cubic meters /<br>m <sup>2</sup>                        | -    | -    | -    |

**Additional explanation:**

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

### 3.6 Water Withdrawal Expense

| Detail                                                                         | Unit                 | Year |      |      |
|--------------------------------------------------------------------------------|----------------------|------|------|------|
|                                                                                |                      | 2020 | 2021 | 2022 |
| Total water withdrawal expense                                                 | Baht                 | -    | 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 <sup>(1)</sup>  | %                    | -    | -    | -    |
| Percentage of total water withdrawal expense to total revenues <sup>(1)</sup>  | %                    | -    | -    | -    |
| Intensity ratio of total water withdrawal expense to total number of employees | Baht / Person / Year | -    | 0.00 | 0.00 |

**Additional explanation:**

<sup>(1)</sup> Total revenues and total expenses from consolidated financial statements.

## 4 Waste Management

### 4.1 Disclosure Boundary in Waste Management

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

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

| Detail                                                                         | Unit                                                 | Year         |              |              |
|--------------------------------------------------------------------------------|------------------------------------------------------|--------------|--------------|--------------|
|                                                                                |                                                      | 2020         | 2021         | 2022         |
| Total waste generated                                                          | Kilograms                                            | -            | 2,940,799.31 | 1,784,962.53 |
| Non-hazardous waste                                                            | Kilograms                                            | 484,660.00   | 322,070.00   | 200,368.99   |
| Hazardous waste                                                                | Kilograms                                            | 2,676,610.00 | 2,618,729.31 | 1,584,593.54 |
| Intensity ratio of total waste generated to total revenues <sup>(**)</sup>     | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -            | -            | -            |
| Intensity ratio of total non-hazardous waste to total revenues <sup>(**)</sup> | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -            | -            | -            |
| Intensity ratio of total hazardous waste to total revenues <sup>(**)</sup>     | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -            | -            | -            |

**Additional explanation:**

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

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

### 4.3 Reused / Recycled Waste

| Detail                      | Unit      | Year |              |              |
|-----------------------------|-----------|------|--------------|--------------|
|                             |           | 2020 | 2021         | 2022         |
| Total reused/recycled waste | Kilograms | -    | 2,934,219.31 | 1,745,847.98 |

|                                                                          |           |              |              |              |
|--------------------------------------------------------------------------|-----------|--------------|--------------|--------------|
| Reused/Recycled non-hazardous waste                                      | Kilograms | 484,660.00   | 322,070.00   | 161,517.04   |
| Reused/Recycled hazardous waste                                          | Kilograms | 2,675,340.00 | 2,612,149.31 | 1,584,330.94 |
| Percentage of total reused/recycled waste to total waste generated       | %         | -            | 99.78        | 97.81        |
| Percentage of reused/recycled non-hazardous waste to non-hazardous waste | %         | 100.00       | 100.00       | 80.61        |
| Percentage of reused/recycled hazardous waste to hazardous waste         | %         | 99.95        | 99.75        | 99.98        |

**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                          | Company |
| Total number of disclosure boundaries  | -       |
| Actual number of disclosure boundaries | -       |

### 5.2 Greenhouse Gas Management Plan

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

### 5.3 Greenhouse Gas Emissions (GHG Emissions)

| Detail                        | Unit                                       | Year       |              |              |
|-------------------------------|--------------------------------------------|------------|--------------|--------------|
|                               |                                            | 2020       | 2021         | 2022         |
| Total GHG emissions target    | Metric tonnes of carbon dioxide equivalent | -          | -            | -            |
| Total GHG emissions           | Metric tonnes of carbon dioxide equivalent | -          | 1,252,950.20 | 1,539,420.69 |
| Total GHG emissions - scope 1 | Metric tonnes of carbon dioxide equivalent | 884,271.46 | 821,634.27   | 931,381.96   |



|                                                                                    |                                            |          |            |            |
|------------------------------------------------------------------------------------|--------------------------------------------|----------|------------|------------|
| Total GHG emissions – scope 2                                                      | Metric tonnes of carbon dioxide equivalent | 6,857.06 | 6,514.52   | 5,843.94   |
| Total GHG emissions – scope 3                                                      | Metric tonnes of carbon dioxide equivalent | 0.00     | 424,801.41 | 602,194.79 |
| Difference between total GHG emissions and target <sup>(*)</sup>                   | Metric tonnes of carbon dioxide equivalent | -        | -          | -          |
| Percentage of the difference between total GHG emissions and target <sup>(*)</sup> | %                                          | -        | -          | -          |

**Additional explanation:**

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

## 5.4 Greenhouse Gas Emissions Intensity

| Detail                                                                  | Unit                                                                         | Year |          |          |
|-------------------------------------------------------------------------|------------------------------------------------------------------------------|------|----------|----------|
|                                                                         |                                                                              | 2020 | 2021     | 2022     |
| Intensity ratio of total GHG emissions to total revenues <sup>(*)</sup> | Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues | -    | -        | -        |
| Intensity ratio of total GHG emissions to total number of employees     | Metric tonnes of carbon dioxide equivalent / Person                          | -    | 1,135.95 | 1,402.02 |
| Intensity of GHG emissions                                              | Metric tonnes of carbon dioxide equivalent / m <sup>2</sup>                  | -    | -        | -        |

**Additional explanation:**

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

## 5.5 Verification of Greenhouse Gas Emissions

| Detail                                   | Year                                  |
|------------------------------------------|---------------------------------------|
|                                          | 2022                                  |
| Verification of greenhouse gas emissions | Yes                                   |
| Name of verifying company (Thai)         | บริษัท แอลอาร์คิวเอ (ประเทศไทย) จำกัด |
| Name of verifying company (English)      | LRQA (Thailand) Ltd.                  |

## 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 17/03/2023*

## ESG Performance

Company Name: BANGCHAK CORPORATION PUBLIC COMPANY LIMITED Symbol: BCP

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.bangchak.co.th/storage/document/sustainability/2020/human-rights-cpk-th.pdf>

Uploaded document of Corporate human rights policy and practice: -

#### 1.2 Human Rights Practices

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

### 2 Fair Labor Practices

#### 2.1 Disclosure Boundary in Fair Labor Practices

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

#### 2.2 Employment

##### 2.2.1 Employees by Gender

| Detail                         | Unit    | Year |       |       |
|--------------------------------|---------|------|-------|-------|
|                                |         | 2020 | 2021  | 2022  |
| Total number of employees      | Persons | -    | 1,103 | 1,098 |
| Total number of male employees | Persons | 854  | 759   | 752   |
| Percentage of male employees   | %       | -    | 68.81 | 68.49 |

|                                  |         |     |       |       |
|----------------------------------|---------|-----|-------|-------|
| Total number of female employees | Persons | 376 | 344   | 346   |
| Percentage of female employees   | %       | -   | 31.19 | 31.51 |

## 2.2.2 Employees by Age Group

| Detail                                       | Unit    | Year |       |       |
|----------------------------------------------|---------|------|-------|-------|
|                                              |         | 2020 | 2021  | 2022  |
| Total number of employees under 30 years old | Persons | 202  | 154   | 122   |
| Percentage of employees under 30 years old   | %       | -    | 13.96 | 11.11 |
| Total number of employees 30–50 years old    | Persons | 876  | 807   | 805   |
| Percentage of employees 30–50 years old      | %       | -    | 73.16 | 73.32 |
| Total number of employees over 50 years old  | Persons | 152  | 142   | 171   |
| Percentage of employees over 50 years old    | %       | -    | 12.87 | 15.57 |

## 2.2.3 Male Employees by Age group

| Detail                                            | Unit    | Year  |       |       |
|---------------------------------------------------|---------|-------|-------|-------|
|                                                   |         | 2020  | 2021  | 2022  |
| Total number of male employees under 30 years old | Persons | 145   | 109   | 85    |
| Percentage of male employees under 30 years old   | %       | 16.98 | 14.36 | 11.30 |
| Total number of male employees 30–50 years old    | Persons | 608   | 554   | 550   |
| Percentage of male employees 30–50 years old      | %       | 71.19 | 72.99 | 73.14 |
| Total number of male employees over 50 years old  | Persons | 101   | 96    | 117   |
| Percentage of male employees over 50 years old    | %       | 11.83 | 12.65 | 15.56 |

## 2.2.4 Female Employees by Age group

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

|                                                     |         |       |       |       |
|-----------------------------------------------------|---------|-------|-------|-------|
| Total number of female employees under 30 years old | Persons | 57    | 45    | 37    |
| Percentage of female employees under 30 years old   | %       | 15.16 | 13.08 | 10.69 |
| Total number of female employees 30–50 years old    | Persons | 268   | 253   | 255   |
| Percentage of female employees 30–50 years old      | %       | 71.28 | 73.55 | 73.70 |
| Total number of female employees over 50 years old  | Persons | 51    | 46    | 54    |
| Percentage of female employees over 50 years old    | %       | 13.56 | 13.37 | 15.61 |

### 2.2.5 Employees by Employee Category

| Detail                                         | Unit    | Year |       |       |
|------------------------------------------------|---------|------|-------|-------|
|                                                |         | 2020 | 2021  | 2022  |
| Total number of employees in operational level | Persons | 381  | 324   | 304   |
| Percentage of employees in operational level   | %       | -    | 29.37 | 27.69 |
| Total number of employees in management level  | Persons | 688  | 621   | 625   |
| Percentage of employees in management level    | %       | -    | 56.30 | 56.92 |
| Total number of employees in executive level   | Persons | 161  | 158   | 169   |
| Percentage of employees in executive level     | %       | -    | 14.32 | 15.39 |

### 2.2.6 Male Employees by Employee Category

| Detail                                              | Unit    | Year  |       |       |
|-----------------------------------------------------|---------|-------|-------|-------|
|                                                     |         | 2020  | 2021  | 2022  |
| Total number of male employees in operational level | Persons | 338   | 287   | 271   |
| Percentage of male employees in operational level   | %       | 39.58 | 37.81 | 36.04 |
| Total number of male employees in management level  | Persons | 413   | 375   | 379   |
| Percentage of male employees in management level    | %       | 48.36 | 49.41 | 50.40 |
| Total number of male employees in executive level   | Persons | 103   | 97    | 102   |
| Percentage of male employees in executive level     | %       | 12.06 | 12.78 | 13.56 |

### 2.2.7 Female Employees by Employee Category

| Detail                                                | Unit    | Year  |       |      |
|-------------------------------------------------------|---------|-------|-------|------|
|                                                       |         | 2020  | 2021  | 2022 |
| Total number of female employees in operational level | Persons | 43    | 37    | 33   |
| Percentage of female employees in operational level   | %       | 11.44 | 10.76 | 9.54 |
| Total number of female employees in management level  | Persons | 275   | 246   | 246  |

|                                                     |         |       |       |       |
|-----------------------------------------------------|---------|-------|-------|-------|
| Percentage of female employees in management level  | %       | 73.14 | 71.51 | 71.10 |
| Total number of female employees in executive level | Persons | 58    | 61    | 67    |
| Percentage of female employees in executive level   | %       | 15.43 | 17.73 | 19.36 |

## 2.2.8 Employment of Workers with Disabilities

| Detail                                                          | Unit    | Year |      |      |
|-----------------------------------------------------------------|---------|------|------|------|
|                                                                 |         | 2020 | 2021 | 2022 |
| Total employment of workers with disabilities                   | Persons | 0    | 12   | 12   |
| Total number of employees with disabilities                     | Persons | -    | 12   | 12   |
| Percentage of employees with disabilities                       | %       | -    | 1.09 | 1.09 |
| 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          | -    | 1,485,742,293.00 | 1,866,214,488.00 |
| Total male employee remuneration                                    | Baht          | -    | 1,013,718,423.00 | 1,245,490,830.00 |
| Percentage of remuneration in male employees                        | %             | -    | 68.23            | 66.74            |
| Total female employee remuneration                                  | Baht          | -    | 472,023,870.00   | 620,723,658.00   |
| Percentage of remuneration in female employees                      | %             | -    | 31.77            | 33.26            |
| Average remuneration of employees                                   | Baht / Person | -    | 1,347,001.17     | 1,699,648.90     |
| Average remuneration of male employees                              | Baht / Person | -    | 1,335,597.40     | 1,656,237.81     |
| Average remuneration of female employees                            | Baht / Person | -    | 1,372,162.41     | 1,793,999.01     |
| Ratio of average remuneration of female employees to male employees |               | -    | 1.03             | 1.08             |

### 2.3.2 Employee Provident Fund

| Detail                                                                                                 | Unit    | Year |                |               |
|--------------------------------------------------------------------------------------------------------|---------|------|----------------|---------------|
|                                                                                                        |         | 2020 | 2021           | 2022          |
| Total number of employees joining employee provident fund                                              | Persons | -    | 1,066          | 1,071         |
| Percentage of total number of employees joining employee provident fund to total number of employees   | %       | -    | 96.65          | 97.54         |
| Total amount of provident fund contributed by the Company                                              | Baht    | -    | 130,734,979.00 | 95,988,146.00 |
| Percentage of total amount of provident fund contributed by the Company to total employee remuneration | %       | -    | 8.80           | 5.14          |



## 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 | 23.29 | 27.99 | 29.08 |

### 2.4.2 Employee training and development expenses

| Detail                                                  | Unit | Year          |               |               |
|---------------------------------------------------------|------|---------------|---------------|---------------|
|                                                         |      | 2020          | 2021          | 2022          |
| Total amount spent on employee training and development | Baht | 10,722,721.80 | 15,863,300.10 | 17,491,892.01 |

## 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 | 2,344,462.90 | 1,258,971.00 | 2,043,252.00 |

### 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 <sup>(*)</sup> | 0.00 | 0.00 | 0.00 |
|                                         | Persons / 200,000 manhours <sup>(**)</sup>  | 0.00 | 0.00 | 0.00 |

**Additional explanation:**

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

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

## 2.6 Employee Relation and Engagement

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

| Detail                                                                                                       | Unit     | Year |       |       |
|--------------------------------------------------------------------------------------------------------------|----------|------|-------|-------|
|                                                                                                              |          | 2020 | 2021  | 2022  |
| Total number of employee turnover leaving the Company voluntarily                                            | Persons  | 0    | 57    | 49    |
| Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees | %        | -    | 5.17  | 4.46  |
| Total number of male employee turnover leaving the Company voluntarily                                       | Persons  | 25   | 37    | 25    |
| Percentage of male employee turnover leaving the Company voluntarily                                         | %        | -    | 64.91 | 51.02 |
| Total number of female employee turnover leaving the Company voluntarily                                     | Persons  | 14   | 20    | 24    |
| Percentage of female employee turnover leaving the Company voluntarily                                       | %        | -    | 35.09 | 48.98 |
| Significant labor dispute                                                                                    | Yes / No | No   | No    | No    |

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

*Approved and published on 17/03/2023*

## ESG Performance

Company Name: BANGCHAK CORPORATION PUBLIC COMPANY LIMITED Symbol: BCP

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:               | <a href="https://www.bangchak.co.th/th/cg/corporate-governance">https://www.bangchak.co.th/th/cg/corporate-governance</a> |
| Uploaded document of corporate governance policy and practices: | -                                                                                                                         |

#### 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 |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

#### 1.3 Code of Conduct

|                                       |                                                                                                                           |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Corporate code of conduct:            | Yes                                                                                                                       |
| URL of Code of Conduct:               | <a href="https://www.bangchak.co.th/th/cg/corporate-governance">https://www.bangchak.co.th/th/cg/corporate-governance</a> |
| Uploaded document of Code of Conduct: | -                                                                                                                         |

#### 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 |
|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|

## 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              | 13    | 2      |
|                                                                         |                      | 15    |        |
|                                                                         | % of total directors | 86.67 | 13.33  |
|                                                                         |                      | 100   |        |
| Executive directors                                                     | Persons              | 1     | 0      |
|                                                                         |                      | 1     |        |
|                                                                         | % of total directors | 6.67  | 0      |
|                                                                         |                      | 6.67  |        |
| Non-executive directors                                                 | Persons              | 12    | 2      |
|                                                                         |                      | 14    |        |
|                                                                         | % of total directors | 80.00 | 13.33  |
|                                                                         |                      | 93.33 |        |
| - Independent directors                                                 | Persons              | 9     | 1      |
|                                                                         |                      | 10    |        |
|                                                                         | % of total directors | 60.00 | 6.67   |
|                                                                         |                      | 66.67 |        |
| - Non-executive directors who have no position in independent directors | Persons              | 3     | 1      |
|                                                                         |                      | 4     |        |
|                                                                         | % of total directors | 20.00 | 6.67   |
|                                                                         |                      | 26.67 |        |

|                                                                                                                   |          |     |    |
|-------------------------------------------------------------------------------------------------------------------|----------|-----|----|
| Average director age                                                                                              | Years    | 63  | 59 |
|                                                                                                                   |          | 62  |    |
| The Chairman of the Board is an independent director                                                              | Yes / No | Yes |    |
| 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 | No  |    |

**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 สุเทพ วงศ์วรเศรษฐ์                                                                                                        | First appointment date of director: | 1 Nov 2021        |
|    | Name (English):                                | Mr. SUTHEP WONGVORAZATHE                                                                                                      | Type of director:                   | Existing director |
|    | Gender:                                        | Male                                                                                                                          | Director position:                  | Vice Chairman     |
|    | Year of birth:                                 | 1948                                                                                                                          | Executive director position:        | No                |
|    | Nationality:                                   | x Thailand                                                                                                                    | Independent director position:      | No                |
|    | Highest level of education:                    | Master's degree                                                                                                               | DAP course:                         | Yes               |
|    | Study field of the highest level of education: | Business Administration                                                                                                       | DCP course:                         | No                |
|    | Residence in Thailand:                         | Yes                                                                                                                           |                                     |                   |
|    | Skill and expertise:                           | x Finance x Corporate Management x Risk Management x Energy & Utilities x Petrochemicals & Chemicals x Governance/ Compliance |                                     |                   |
|    | Shares:                                        | 375,000                                                                                                                       |                                     |                   |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                                 |                                     |                   |
|    | %Shares:                                       | 0.027235                                                                                                                      |                                     |                   |

|    |                                                |                                                                                                                                                                                      |                                     |                       |
|----|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------|
| 2) | Name (Thai):                                   | นาย พิชัย ชุนทวธิ์                                                                                                                                                                   | First appointment date of director: | 24 May 2012           |
|    | Name (English):                                | Mr. PICHAJ 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:      | Yes                   |
|    | Highest level of education:                    | Master's degree                                                                                                                                                                      | DAP course:                         | Yes                   |
|    | Study field of the highest level of education: | Finance                                                                                                                                                                              | DCP course:                         | Yes                   |
|    | Residence in Thailand:                         | Yes                                                                                                                                                                                  |                                     |                       |
|    | Skill and expertise:                           | x Corporate Management x Risk Management x Petrochemicals & Chemicals x Governance/ Compliance x Finance x Energy & Utilities                                                        |                                     |                       |
|    | Shares:                                        | 450,000                                                                                                                                                                              |                                     |                       |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                                                                                        |                                     |                       |
|    | %Shares:                                       | 0.032682                                                                                                                                                                             |                                     |                       |
| 3) | Name (Thai):                                   | นาย ชัยวัฒน์ โควาวิสารัช                                                                                                                                                             | First appointment date of director: | 30 Oct 2012           |
|    | Name (English):                                | Mr. CHAIWAT KOVAVISARACH                                                                                                                                                             | Type of director:                   | Existing director     |
|    | Gender:                                        | Male                                                                                                                                                                                 | Director position:                  | Director              |
|    | Year of birth:                                 | 1966                                                                                                                                                                                 | 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 Governance/ Compliance x Petrochemicals & Chemicals x Energy & Utilities x Engineering x Corporate Management x Information & Communication Technology x Finance x Risk Management |                                     |                       |

|    |                                                |                                                                                                                     |                                     |                                                                                      |
|----|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------|
|    | Shares:                                        | 1,950,000                                                                                                           |                                     |                                                                                      |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                       |                                     |                                                                                      |
|    | %Shares:                                       | 0.141620                                                                                                            |                                     |                                                                                      |
| 4) | Name (Thai):                                   | พล.ต.ท. ชัยวัฒน์ โชติมา                                                                                             | First appointment date of director: | 9 Apr 2014                                                                           |
|    | Name (English):                                | Pol.Lt.Gen. CHAIWAT CHOTIMA                                                                                         | 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:                    | 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 Risk Management x Petrochemicals & Chemicals x Energy & Utilities x Governance/ Compliance x Corporate Management |                                     |                                                                                      |
|    | Shares:                                        | 300,000                                                                                                             |                                     |                                                                                      |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                       |                                     |                                                                                      |
|    | %Shares:                                       | 0.021788                                                                                                            |                                     |                                                                                      |
| 5) | Name (Thai):                                   | นาง ปริศนา ประหารง้าศึก                                                                                             | First appointment date of director: | 5 Apr 2016                                                                           |
|    | Name (English):                                | Mrs. PRISANA PRAHARNKHASUK                                                                                          | Type of director:                   | Continuing director (Full term of directorship and being re-appointed as a director) |
|    | Gender:                                        | Female                                                                                                              | Director position:                  | Director                                                                             |
|    | Year of birth:                                 | 1954                                                                                                                | Executive director position:        | No                                                                                   |
|    | Nationality:                                   | x Thailand                                                                                                          | Independent director position:      | Yes                                                                                  |
|    | Highest level of education:                    | Master's degree                                                                                                     | DAP course:                         | No                                                                                   |
|    | Study field of the highest level of education: | Accounting                                                                                                          | DCP course:                         | Yes                                                                                  |
|    | Residence in Thailand:                         | Yes                                                                                                                 |                                     |                                                                                      |

|           |                                                |                                                                                                                                            |                                     |                   |
|-----------|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------|
|           | Skill and expertise:                           | x Energy & Utilities x Risk Management x Corporate Management x Governance/ Compliance x Petrochemicals & Chemicals x Accounting x Finance |                                     |                   |
|           | Shares:                                        | 300,000                                                                                                                                    |                                     |                   |
|           | Paid-up stock:                                 | 1,376,923,157                                                                                                                              |                                     |                   |
|           | %Shares:                                       | 0.021788                                                                                                                                   |                                     |                   |
| <b>6)</b> | Name (Thai):                                   | นาย ปรมะ วิมลศิริ                                                                                                                          | First appointment date of director: | 7 Jun 2018        |
|           | Name (English):                                | Mr. PORAMETEE VIMOLSIRI                                                                                                                    | Type of director:                   | Existing director |
|           | Gender:                                        | Male                                                                                                                                       | Director position:                  | Director          |
|           | Year of birth:                                 | 1960                                                                                                                                       | Executive director position:        | No                |
|           | Nationality:                                   | x Thailand                                                                                                                                 | Independent director position:      | Yes               |
|           | Highest level of education:                    | Doctoral degree                                                                                                                            | DAP course:                         | No                |
|           | Study field of the highest level of education: | Finance                                                                                                                                    | DCP course:                         | Yes               |
|           | Residence in Thailand:                         | Yes                                                                                                                                        |                                     |                   |
|           | Skill and expertise:                           | x Finance x Risk Management x Corporate Management x Energy & Utilities x Petrochemicals & Chemicals x Governance/ Compliance              |                                     |                   |
|           | Shares:                                        | 150,000                                                                                                                                    |                                     |                   |
|           | Paid-up stock:                                 | 1,376,923,157                                                                                                                              |                                     |                   |
|           | %Shares:                                       | 0.010894                                                                                                                                   |                                     |                   |
| <b>7)</b> | Name (Thai):                                   | นางสาว กุลยา ตันติเตมิก                                                                                                                    | First appointment date of director: | 8 Apr 2021        |
|           | Name (English):                                | Ms. KULAYA TANTITEMIT                                                                                                                      | Type of director:                   | Existing director |
|           | Gender:                                        | Female                                                                                                                                     | Director position:                  | Director          |
|           | Year of birth:                                 | 1972                                                                                                                                       | Executive director position:        | No                |
|           | Nationality:                                   | x Thailand                                                                                                                                 | Independent director position:      | No                |
|           | Highest level of education:                    | Doctoral degree                                                                                                                            | DAP course:                         | No                |



|    |                                                |                                                                                                                                                        |                                     |                   |
|----|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------|
|    | Study field of the highest level of education: | Economics                                                                                                                                              | DCP course:                         | Yes               |
|    | Residence in Thailand:                         | Yes                                                                                                                                                    |                                     |                   |
|    | Skill and expertise:                           | x Governance/ Compliance x Energy & Utilities x Petrochemicals & Chemicals x Corporate Management x Risk Management x Economics x Finance x Accounting |                                     |                   |
|    | Shares:                                        | 300,000                                                                                                                                                |                                     |                   |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                                                          |                                     |                   |
|    | %Shares:                                       | 0.021788                                                                                                                                               |                                     |                   |
| 8) | Name (Thai):                                   | พลเอก ทรงวิทย์ หุ่นภักดี                                                                                                                               | First appointment date of director: | 1 Oct 2021        |
|    | Name (English):                                | GEN. SONGWIT NOONPACKDEE                                                                                                                               | Type of director:                   | Existing 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: | Engineering                                                                                                                                            | DCP course:                         | Yes               |
|    | Residence in Thailand:                         | Yes                                                                                                                                                    |                                     |                   |
|    | Skill and expertise:                           | x Engineering x Governance/ Compliance x Risk Management x Corporate Management x Energy & Utilities x Petrochemicals & Chemicals                      |                                     |                   |
|    | Shares:                                        | 300,000                                                                                                                                                |                                     |                   |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                                                          |                                     |                   |
|    | %Shares:                                       | 0.021788                                                                                                                                               |                                     |                   |
| 9) | Name (Thai):                                   | นาย จำเริญ โพธิยอด                                                                                                                                     | First appointment date of director: | 1 Oct 2021        |
|    | Name (English):                                | Mr. CHANROEN PHOTHYOD                                                                                                                                  | Type of director:                   | Existing director |
|    | Gender:                                        | Male                                                                                                                                                   | Director position:                  | Director          |

|            |                                                |                                                                                                                                                                   |                                     |                   |
|------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------|
|            | Year of birth:                                 | 1963                                                                                                                                                              | 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: | Political Science                                                                                                                                                 | DCP course:                         | Yes               |
|            | Residence in Thailand:                         | Yes                                                                                                                                                               |                                     |                   |
|            | Skill and expertise:                           | x Law x Governance/<br>Compliance x Risk<br>Management x Corporate<br>Management x Finance x<br>Energy & Utilities x<br>Petrochemicals & Chemicals<br>x Economics |                                     |                   |
|            | Shares:                                        | 600,000                                                                                                                                                           |                                     |                   |
|            | Paid-up stock:                                 | 1,376,923,157                                                                                                                                                     |                                     |                   |
|            | %Shares:                                       | 0.043575                                                                                                                                                          |                                     |                   |
| <b>10)</b> | Name (Thai):                                   | นาย บุญชอบ สุทธมนัสวงษ์                                                                                                                                           | First appointment date of director: | 28 Oct 2021       |
|            | Name (English):                                | Mr. BOONCHOB<br>SUTHAMANUSWONG                                                                                                                                    | Type of director:                   | Existing director |
|            | Gender:                                        | Male                                                                                                                                                              | Director position:                  | Director          |
|            | Year of birth:                                 | 1963                                                                                                                                                              | 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: | Political Science                                                                                                                                                 | DCP course:                         | No                |
|            | Residence in Thailand:                         | Yes                                                                                                                                                               |                                     |                   |
|            | Skill and expertise:                           | x Governance/ Compliance x<br>Risk Management x Corporate<br>Management x Energy &<br>Utilities x Petrochemicals<br>& Chemicals x Law                             |                                     |                   |
|            | Shares:                                        | 0                                                                                                                                                                 |                                     |                   |
|            | Paid-up stock:                                 | 1,376,923,157                                                                                                                                                     |                                     |                   |
|            | %Shares:                                       | 0.000000                                                                                                                                                          |                                     |                   |

|     |                                                |                                                                                                                                                       |                                     |                                                                                      |
|-----|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------|
| 11) | Name (Thai):                                   | นาย ประสงค์ พุนเณศ                                                                                                                                    | First appointment date of director: | 1 Nov 2021                                                                           |
|     | Name (English):                                | Mr. PRASONG POONTANEAT                                                                                                                                | Type of director:                   | Continuing director (Full term of directorship and being re-appointed as a 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:                    | Honorary 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 Law x Corporate Management<br>x Risk Management x Governance/ Compliance x Finance x Energy & Utilities<br>x Petrochemicals & Chemicals x Economics |                                     |                                                                                      |
|     | Shares:                                        | 0                                                                                                                                                     |                                     |                                                                                      |
|     | Paid-up stock:                                 | 1,376,923,157                                                                                                                                         |                                     |                                                                                      |
|     | %Shares:                                       | 0.000000                                                                                                                                              |                                     |                                                                                      |
| 12) | Name (Thai):                                   | นาย อัครพร จารุจินดา                                                                                                                                  | First appointment date of director: | 4 Jan 2022                                                                           |
|     | Name (English):                                | Mr. ACHPORN CHARUCHINDA                                                                                                                               | 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:                    | Barrister                                                                                                                                             | DAP course:                         | No                                                                                   |
|     | Study field of the highest level of education: | Law                                                                                                                                                   | DCP course:                         | No                                                                                   |
|     | Residence in Thailand:                         | Yes                                                                                                                                                   |                                     |                                                                                      |

|            |                                                |                                                                                                                           |                                     |                                                                                      |
|------------|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------|
|            | Skill and expertise:                           | x Law x Corporate Social Responsibility x Human Resource Management x Sustainability x Governance/ Compliance x Insurance |                                     |                                                                                      |
|            | Shares:                                        | 0                                                                                                                         |                                     |                                                                                      |
|            | Paid-up stock:                                 | 1,376,923,157                                                                                                             |                                     |                                                                                      |
|            | %Shares:                                       | 0.000000                                                                                                                  |                                     |                                                                                      |
| <b>13)</b> | Name (Thai):                                   | นาย ชาวลิต เอกบุตร                                                                                                        | First appointment date of director: | 27 Jan 2022                                                                          |
|            | Name (English):                                | Mr. CHAOVALIT EKABUT                                                                                                      | Type of director:                   | Continuing director (Full term of directorship and being re-appointed as a 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: | Engineering                                                                                                               | DCP course:                         | Yes                                                                                  |
|            | Residence in Thailand:                         | Yes                                                                                                                       |                                     |                                                                                      |
|            | Skill and expertise:                           | x Industrial Materials & Machinery x Packaging x Audit x Internal Control x Engineering x Construction Materials x Steel  |                                     |                                                                                      |
|            | Shares:                                        | 300,000                                                                                                                   |                                     |                                                                                      |
|            | Paid-up stock:                                 | 1,376,923,157                                                                                                             |                                     |                                                                                      |
|            | %Shares:                                       | 0.021788                                                                                                                  |                                     |                                                                                      |
| <b>14)</b> | Name (Thai):                                   | นาย นรินทร์ กลยานมิตร                                                                                                     | First appointment date of director: | 8 Apr 2022                                                                           |
|            | Name (English):                                | Mr. NARIN KALAYANAMIT                                                                                                     | Type of director:                   | Newly appointed director to replace the ex-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:                         | No                                                  |
|            | Study field of the highest level of education: | Management                                                                                                                 | DCP course:                         | Yes                                                 |
|            | Residence in Thailand:                         | Yes                                                                                                                        |                                     |                                                     |
|            | Skill and expertise:                           | x Economics x Corporate Social Responsibility x Human Resource Management x Governance/ Compliance x Insurance             |                                     |                                                     |
|            | Shares:                                        | 300,000                                                                                                                    |                                     |                                                     |
|            | Paid-up stock:                                 | 1,376,923,157                                                                                                              |                                     |                                                     |
|            | %Shares:                                       | 0.021788                                                                                                                   |                                     |                                                     |
| <b>15)</b> | Name (Thai):                                   | พล.ต.ท. สำราญ นวลมา                                                                                                        | First appointment date of director: | 8 Apr 2022                                          |
|            | Name (English):                                | Pol.Lt.Gen. SAMRAN NUALMA                                                                                                  | Type of director:                   | Newly appointed director to replace the ex-director |
|            | Gender:                                        | Male                                                                                                                       | Director position:                  | Director                                            |
|            | Year of birth:                                 | 1973                                                                                                                       | 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 Governance/ Compliance x Leadership x Corporate Management x Corporate Social Responsibility x Human Resource Management |                                     |                                                     |
|            | Shares:                                        | 300,000                                                                                                                    |                                     |                                                     |
|            | Paid-up stock:                                 | 1,376,923,157                                                                                                              |                                     |                                                     |
|            | %Shares:                                       | 0.021788                                                                                                                   |                                     |                                                     |

### 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):                                   | พ.ร.อ. สุชีพ หวังโมศรี                                                                                                    | First appointment date of director:       | 26 May 2015               |
|    | Name (English):                                | ADM. SUCHEEP WHOUNGMAITREE                                                                                                | Director termination date:                | 8 Apr 2022                |
|    | Gender:                                        | Male                                                                                                                      | Director position:                        | Director                  |
|    | Year of birth:                                 | 1957                                                                                                                      | 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: | Military                                                                                                                  | DCP course:                               | Yes                       |
|    | Residence in Thailand:                         | Yes                                                                                                                       | Name of replacement director (English):   | Pol.Lt.Gen. SAMRAN NUALMA |
|    | Skill and expertise:                           | x Governance/ Compliance x Risk Management x Corporate Management x Energy & Utilities x Petrochemicals & Chemicals x Law | Appointment date of replacement director: | 8 Apr 2022                |
|    | Shares:                                        | 0                                                                                                                         |                                           |                           |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                             |                                           |                           |
|    | %Shares:                                       | 0.000000                                                                                                                  |                                           |                           |
| 2) | Name (Thai):                                   | พลเอก วิชญ์ เทพหัสดิน ณ อยุธยา                                                                                            | First appointment date of director:       | 5 Apr 2016                |
|    | Name (English):                                | GEN. VITCH DEVAHASDIN                                                                                                     | Director termination date:                | 18 Feb 2022               |
|    | Gender:                                        | Male                                                                                                                      | Director position:                        | Director                  |
|    | Year of birth:                                 | 1950                                                                                                                      | 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: | Management                                                                                                                | DCP course:                               | No                        |
|    | Residence in Thailand:                         | Yes                                                                                                                       | Name of replacement director (English):   | Mr. NARIN KALAYANAMIT     |

|  |                      |                                                                                                                                       |                                              |            |
|--|----------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|------------|
|  | Skill and expertise: | x Risk Management x<br>Corporate Management x<br>Petrochemicals & Chemicals<br>x Energy & Utilities x Law x<br>Governance/ Compliance | Appointment date of<br>replacement director: | 8 Apr 2022 |
|  | Shares:              | 0                                                                                                                                     |                                              |            |
|  | Paid-up stock:       | 1,376,923,157                                                                                                                         |                                              |            |
|  | %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 |                                                                                               |
|-----------|---------------------------------------------------|-------------------------------|-------------------------------------------------|-----------------------------------------------------------------------------------------------|
| <b>1)</b> | Name (Thai):                                      | นาย ปรมิธี วิมลศิริ           | Appointment date of audit<br>committee member:  | 11 Apr 2020                                                                                   |
|           | Name (English):                                   | Mr. PORAMETEE VIMOLSIRI       | Type of director:                               | Existing director                                                                             |
|           | Gender:                                           | Male                          | Director position:                              | Director                                                                                      |
|           | Year of birth:                                    | 1960                          | Independent director<br>position:               | Yes                                                                                           |
|           | Nationality:                                      | x Thailand                    | Audit committee position:                       | Chairman of the audit<br>committee                                                            |
|           | Highest level of education:                       | Doctoral degree               | DAP course:                                     | No                                                                                            |
|           | Study field of the highest<br>level of education: | Finance                       | DCP course:                                     | Yes                                                                                           |
|           | Residence in Thailand:                            | Yes                           |                                                 |                                                                                               |
|           | Expertise in accounting<br>information review:    | No                            |                                                 |                                                                                               |
|           | Shares:                                           | 150,000                       |                                                 |                                                                                               |
|           | %Shares:                                          | 0.010894                      |                                                 |                                                                                               |
| <b>2)</b> | Name (Thai):                                      | นาง ปรีศนา ประหารวัชฎ์        | Appointment date of audit<br>committee member:  | 28 Apr 2021                                                                                   |
|           | Name (English):                                   | Mrs. PRISANA<br>PRAHARNKHASUK | Type of director:                               | Continuing director (Full<br>term of directorship and<br>being re-appointed as a<br>director) |
|           | Gender:                                           | Female                        | Director position:                              | Director                                                                                      |
|           | Year of birth:                                    | 1954                          | Independent director<br>position:               | Yes                                                                                           |
|           | Nationality:                                      | x Thailand                    | Audit committee position:                       | Member of the audit<br>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:                                        | 300,000                 |                                             |                                                     |
|           | %Shares:                                       | 0.021788                |                                             |                                                     |
| <b>3)</b> | Name (Thai):                                   | นาย อีฬพร จารุจินดา     | Appointment date of audit committee member: | 4 Jan 2022                                          |
|           | Name (English):                                | Mr. ACHPORN CHARUCHINDA | Type of director:                           | Existing director                                   |
|           | Gender:                                        | Male                    | Director position:                          | Director                                            |
|           | Year of birth:                                 | 1953                    | Independent director position:              | Yes                                                 |
|           | Nationality:                                   | x Thailand              | Audit committee position:                   | Member of the audit committee                       |
|           | Highest level of education:                    | Barrister               | DAP course:                                 | No                                                  |
|           | Study field of the highest level of education: | Law                     | DCP course:                                 | No                                                  |
|           | Residence in Thailand:                         | Yes                     |                                             |                                                     |
|           | Expertise in accounting information review:    | No                      |                                             |                                                     |
|           | Shares:                                        | 0                       |                                             |                                                     |
|           | %Shares:                                       | 0.000000                |                                             |                                                     |
| <b>4)</b> | Name (Thai):                                   | นาย นรินทร์ กลัยานมิตร  | Appointment date of audit committee member: | 21 Apr 2022                                         |
|           | Name (English):                                | Mr. NARIN KALAYANAMIT   | Type of director:                           | Newly appointed director to replace the ex-director |
|           | 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              | DCP course:                                 | Yes                                                 |
|           | Residence in Thailand:                         | Yes                     |                                             |                                                     |



|  |                                             |          |  |  |
|--|---------------------------------------------|----------|--|--|
|  | Expertise in accounting information review: | No       |  |  |
|  | Shares:                                     | 300,000  |  |  |
|  | %Shares:                                    | 0.021788 |  |  |

### 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):                                   | พล.ต.ท. ชัยวัฒน์ โชติมา     | Appointment date of audit committee member:             | 26 Apr 2016                   |
|    | Name (English):                                | Pol.Lt.Gen. CHAIWAT CHOTIMA | Termination date of audit committee member:             | 21 Apr 2022                   |
|    | Gender:                                        | Male                        | Director position:                                      | Director                      |
|    | Year of birth:                                 | 1952                        | 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: | Political Science           | DCP course:                                             | Yes                           |
|    | Residence in Thailand:                         | Yes                         | Name of replacement audit committee member (English):   | Mr. NARIN KALAYANAMIT         |
|    | Expertise in accounting information review:    | Yes                         | Appointment date of replacement audit committee member: | 21 Apr 2022                   |
|    | Shares:                                        | 300,000                     |                                                         |                               |
|    | %Shares:                                       | 0.021788                    |                                                         |                               |

### 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) Sustainability and Corporate Governance Committee

| No. | Name (Thai)              | Name (English)              | Position |
|-----|--------------------------|-----------------------------|----------|
| 1   | นาย นรินทร์ กัลยาณมิตร   | Mr. NARIN KALAYANAMIT       | Chairman |
| 2   | นาย สุเทพ วงศ์วรเศรษฐ    | Mr. SUTHEP WONGVORAZATHE    | Member   |
| 3   | นาย บุญชอบ สุทธมนัสวงษ์  | Mr. BOONCHOB SUTHAMANUSWONG | Member   |
| 4   | พล.ต.ท. สำราญ นวลมา      | Pol.Lt.Gen. SAMRAN NUALMA   | Member   |
| 5   | นาย ชัยวัฒน์ โค้ววิสารัช | Mr. CHAIWAT KOVAVISARACH    | Member   |
| 6   | นางสาว กุลยา ตันติเตมิก  | Ms. KULAYA TANTITEMIT       | Member   |

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

| No. | Name (Thai)              | Name (English)           | Position |
|-----|--------------------------|--------------------------|----------|
| 1   | นาย ประสงค์ พูนเนศ       | Mr. PRASONG POONTANEAT   | Chairman |
| 2   | พลเอก ทรงวิทย์ หนูนภักดี | GEN. SONGWIT NOONPACKDEE | Member   |
| 3   | นาย จำเริญ โพธิยอด       | Mr. CHANROEN PHOTHYOD    | Member   |
| 4   | นาย ชาวลิต เอกบุตร       | Mr. CHAOVALIT EKABUT     | Member   |
| 5   | นาย ชัยวัฒน์ โค้ววิสารัช | Mr. CHAIWAT KOVAVISARACH | Member   |

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

| No. | Name (Thai)              | Name (English)              | Position |
|-----|--------------------------|-----------------------------|----------|
| 1   | นาง ปรีศนา ประหารจำเริญ  | Mrs. PRISANA PRAHARNKHASUK  | Chairman |
| 2   | พลเอก ทรงวิทย์ หนูนภักดี | GEN. SONGWIT NOONPACKDEE    | Member   |
| 3   | พล.ต.ท. ชัยวัฒน์ โชติมา  | Pol.Lt.Gen. 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                 | Sustainability and Corporate Governance Committee |
| Corporate sustainability development | Sustainability and 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 ชัยวัฒน์ โควาวิสารัช                                                                                                                                                             | The highest-ranking executive position: | Yes                                                             |
|    | Name (English):                                             | Mr. CHAIWAT KOVAVISARACH                                                                                                                                                             | Executive position (Thai):              | ประธานเจ้าหน้าที่บริหารกลุ่มบริษัทบางจากและกรรมการผู้จัดการใหญ่ |
|    | Gender:                                                     | Male                                                                                                                                                                                 | Executive position (English):           | GROUP CHIEF EXECUTIVE OFFICER AND PRESIDENT                     |
|    | Year of birth:                                              | 1966                                                                                                                                                                                 | Appointment date of executive:          | 1 Jan 2015                                                      |
|    | Nationality:                                                | x Thailand                                                                                                                                                                           |                                         |                                                                 |
|    | Highest level of education:                                 | Master's degree                                                                                                                                                                      |                                         |                                                                 |
|    | Study field of the highest level of education:              | Engineering                                                                                                                                                                          |                                         |                                                                 |
|    | Skill and expertise:                                        | x Governance/ Compliance x Petrochemicals & Chemicals x Energy & Utilities x Engineering x Corporate Management x Information & Communication Technology x Finance x Risk Management |                                         |                                                                 |
|    | Highest responsibility in corporate accounting and finance: | No                                                                                                                                                                                   |                                         |                                                                 |
|    | Accounting supervisor:                                      | No                                                                                                                                                                                   |                                         |                                                                 |
| 2) | Name (Thai):                                                | นาย สมชัย เตชะวณิช                                                                                                                                                                   | The highest-ranking executive position: | No                                                              |

|           |                                                             |                                                                                                                                               |                                         |                                                                        |
|-----------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|------------------------------------------------------------------------|
|           | Name (English):                                             | Mr. Somchai Tejavanija                                                                                                                        | Executive position (Thai):              | ประธานเจ้าหน้าที่การตลาด กลุ่มธุรกิจการตลาด                            |
|           | Gender:                                                     | Male                                                                                                                                          | Executive position (English):           | Chief Marketing Officer, Marketing Business Group                      |
|           | Year of birth:                                              | 1962                                                                                                                                          | Appointment date of executive:          | 1 Oct 2014                                                             |
|           | Nationality:                                                | x Thailand                                                                                                                                    |                                         |                                                                        |
|           | Highest level of education:                                 | Master's degree                                                                                                                               |                                         |                                                                        |
|           | Study field of the highest level of education:              | Business Administration                                                                                                                       |                                         |                                                                        |
|           | Skill and expertise:                                        | x Petrochemicals & Chemicals x Energy & Utilities x Engineering x Risk Management x Strategic Management x Governance/ Compliance x Marketing |                                         |                                                                        |
|           | Highest responsibility in corporate accounting and finance: | No                                                                                                                                            |                                         |                                                                        |
|           | Accounting supervisor:                                      | No                                                                                                                                            |                                         |                                                                        |
| <b>3)</b> | Name (Thai):                                                | นาย ปฏิวัติ ทิวะศิริ                                                                                                                          | The highest-ranking executive position: | No                                                                     |
|           | Name (English):                                             | Mr. Pativat Tivasasit                                                                                                                         | Executive position (Thai):              | ประธานเจ้าหน้าที่ปฏิบัติการ-โรงกลั่นกลุ่มธุรกิจโรงกลั่นและการค้าน้ำมัน |
|           | Gender:                                                     | Male                                                                                                                                          | Executive position (English):           | Chief Operation Officer, Refinery and Oil Trading Business Group       |
|           | Year of birth:                                              | 1960                                                                                                                                          | Appointment date of executive:          | 1 Sep 2019                                                             |
|           | Nationality:                                                | x Thailand                                                                                                                                    |                                         |                                                                        |
|           | Highest level of education:                                 | Bachelor's degree                                                                                                                             |                                         |                                                                        |
|           | Study field of the highest level of education:              | Science                                                                                                                                       |                                         |                                                                        |
|           | Skill and expertise:                                        | x Petrochemicals & Chemicals x Energy & Utilities x Strategic Management x Risk Management x Governance/ Compliance x Engineering             |                                         |                                                                        |
|           | Highest responsibility in corporate accounting and finance: | No                                                                                                                                            |                                         |                                                                        |
|           | Accounting supervisor:                                      | No                                                                                                                                            |                                         |                                                                        |

|    |                                                             |                                                                                                                                                                                                                           |                                         |                                                                        |
|----|-------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|------------------------------------------------------------------------|
| 4) | Name (Thai):                                                | นาย สุรชัย โขจิตเสวีวงศ์                                                                                                                                                                                                  | The highest-ranking executive position: | No                                                                     |
|    | Name (English):                                             | Mr. Surachai Kositsareewong                                                                                                                                                                                               | Executive position (Thai):              | ที่ปรึกษาอาวุโส                                                        |
|    | Gender:                                                     | Male                                                                                                                                                                                                                      | Executive position (English):           | Senior Executive Advisor                                               |
|    | Year of birth:                                              | 1962                                                                                                                                                                                                                      | Appointment date of executive:          | 1 Aug 2009                                                             |
|    | Nationality:                                                | x Thailand                                                                                                                                                                                                                |                                         |                                                                        |
|    | Highest level of education:                                 | Master's degree                                                                                                                                                                                                           |                                         |                                                                        |
|    | Study field of the highest level of education:              | Business Administration                                                                                                                                                                                                   |                                         |                                                                        |
|    | Skill and expertise:                                        | x Accounting x Finance x Strategic Management x Risk Management x Governance/ Compliance x Budgeting                                                                                                                      |                                         |                                                                        |
|    | Highest responsibility in corporate accounting and finance: | No                                                                                                                                                                                                                        |                                         |                                                                        |
|    | Accounting supervisor:                                      | No                                                                                                                                                                                                                        |                                         |                                                                        |
| 5) | Name (Thai):                                                | นาย โชคชัย อัสวรางษณ์                                                                                                                                                                                                     | The highest-ranking executive position: | No                                                                     |
|    | Name (English):                                             | Mr. Chokchai Atsawarangsalit                                                                                                                                                                                              | Executive position (Thai):              | รองกรรมการผู้จัดการใหญ่ กลุ่มงานบริหารและพัฒนาศักยภาพองค์กร            |
|    | Gender:                                                     | Male                                                                                                                                                                                                                      | Executive position (English):           | Senior Executive Vice President, Corporate Management and Organization |
|    | Year of birth:                                              | 1968                                                                                                                                                                                                                      | Appointment date of executive:          | 1 Sep 2019                                                             |
|    | Nationality:                                                | x Thailand                                                                                                                                                                                                                |                                         |                                                                        |
|    | Highest level of education:                                 | Master's degree                                                                                                                                                                                                           |                                         |                                                                        |
|    | Study field of the highest level of education:              | Business Administration                                                                                                                                                                                                   |                                         |                                                                        |
|    | Skill and expertise:                                        | x Petrochemicals & Chemicals x Energy & Utilities x Information & Communication Technology x Strategic Management x Risk Management x Governance/ Compliance x IT Management<br>x Engineering x Human Resource Management |                                         |                                                                        |

|    |                                                             |                                                                                                                                                      |                                         |                                                                        |
|----|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|------------------------------------------------------------------------|
|    | Highest responsibility in corporate accounting and finance: | No                                                                                                                                                   |                                         |                                                                        |
|    | Accounting supervisor:                                      | No                                                                                                                                                   |                                         |                                                                        |
| 6) | Name (Thai):                                                | นาย กิตติพงษ์ ลิ้มสุวรรณโรจน์                                                                                                                        | The highest-ranking executive position: | No                                                                     |
|    | Name (English):                                             | Mr. Kittiphong Limsuwannarot                                                                                                                         | Executive position (Thai):              | รองกรรมการผู้จัดการใหญ่ ปฏิบัติหน้าที่ที่บริษัท บีบีจีไอ จำกัด (มหาชน) |
|    | Gender:                                                     | Male                                                                                                                                                 | Executive position (English):           | Senior Executive Vice President, appointed to BBGI Plc.                |
|    | Year of birth:                                              | 1964                                                                                                                                                 | Appointment date of executive:          | 1 Oct 2020                                                             |
|    | Nationality:                                                | x Thailand                                                                                                                                           |                                         |                                                                        |
|    | Highest level of education:                                 | Master's degree                                                                                                                                      |                                         |                                                                        |
|    | Study field of the highest level of education:              | Science                                                                                                                                              |                                         |                                                                        |
|    | Skill and expertise:                                        | x Food & Beverage x Agribusiness x Petrochemicals & Chemicals x Energy & Utilities x Strategic Management x Risk Management x Governance/ Compliance |                                         |                                                                        |
|    | Highest responsibility in corporate accounting and finance: | No                                                                                                                                                   |                                         |                                                                        |
|    | Accounting supervisor:                                      | No                                                                                                                                                   |                                         |                                                                        |
| 7) | Name (Thai):                                                | นาย ภูวดล สุนทรวิภาต                                                                                                                                 | The highest-ranking executive position: | No                                                                     |
|    | Name (English):                                             | Mr. Phuwadon Suntornwipart                                                                                                                           | Executive position (Thai):              | รองกรรมการผู้จัดการใหญ่ ปฏิบัติหน้าที่ที่บริษัท บีซีพีจี จำกัด (มหาชน) |
|    | Gender:                                                     | Male                                                                                                                                                 | Executive position (English):           | Senior Executive Vice President, appointed to BCPG Plc.                |
|    | Year of birth:                                              | 1968                                                                                                                                                 | Appointment date of executive:          | 1 Jul 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 x Strategic Management x Risk Management x Governance/ Compliance x Petrochemicals & Chemicals x Energy & Utilities |                                         |                                                            |
|    | Highest responsibility in corporate accounting and finance: | No                                                                                                                                |                                         |                                                            |
|    | Accounting supervisor:                                      | No                                                                                                                                |                                         |                                                            |
| 8) | Name (Thai):                                                | นาย ธรรมรัตน์ ประยูรสุข                                                                                                           | The highest-ranking executive position: | No                                                         |
|    | Name (English):                                             | Mr. Thamarat Paryoonsuk                                                                                                           | Executive position (Thai):              | รองกรรมการผู้จัดการใหญ่ กลุ่มธุรกิจโรงกลั่นและการค้าน้ำมัน |
|    | Gender:                                                     | Male                                                                                                                              | Executive position (English):           | Senior Executive Vice President, Refinery Business Group   |
|    | Year of birth:                                              | 1970                                                                                                                              | Appointment date of executive:          | 1 Dec 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 Petrochemicals & Chemicals x Energy & Utilities x Engineering x Strategic Management x Risk Management x Governance/ Compliance |                                         |                                                            |
|    | Highest responsibility in corporate accounting and finance: | No                                                                                                                                |                                         |                                                            |
|    | Accounting supervisor:                                      | No                                                                                                                                |                                         |                                                            |
| 9) | Name (Thai):                                                | นาย บัณฑิต หรรษาไพบุลย์                                                                                                           | The highest-ranking executive position: | No                                                         |
|    | Name (English):                                             | Mr. Bundit Hansapaiboon                                                                                                           | Executive position (Thai):              | รองกรรมการผู้จัดการใหญ่ กลุ่มงานยุทธศาสตร์                 |
|    | Gender:                                                     | Male                                                                                                                              | Executive position (English):           | Senior Executive Vice President, Corporate Strategy        |
|    | Year of birth:                                              | 1972                                                                                                                              | Appointment date of executive:          | 1 Dec 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 Petrochemicals & Chemicals x Energy & Utilities x Engineering x Governance/ Compliance x Risk Management x Strategic Management x Sustainability |                                         |                                                         |
|     | Highest responsibility in corporate accounting and finance: | No                                                                                                                                                 |                                         |                                                         |
|     | Accounting supervisor:                                      | No                                                                                                                                                 |                                         |                                                         |
| 10) | Name (Thai):                                                | นางสาว ภัทรี ชินกุลกิจนิวัฒน์                                                                                                                      | The highest-ranking executive position: | No                                                      |
|     | Name (English):                                             | Ms. Phatpuree Chinkulkitnivat                                                                                                                      | Executive position (Thai):              | รองกรรมการผู้จัดการใหญ่ กลุ่มงานบัญชีและการเงิน         |
|     | Gender:                                                     | Female                                                                                                                                             | Executive position (English):           | Senior Executive Vice President, Accounting and Finance |
|     | Year of birth:                                              | 1974                                                                                                                                               | 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 Banking x Finance & Securities x Governance/ Compliance x Budgeting x Risk Management x Strategic Management x Finance x Accounting              |                                         |                                                         |
|     | Highest responsibility in corporate accounting and finance: | Yes                                                                                                                                                |                                         |                                                         |
|     | Accounting supervisor:                                      | No                                                                                                                                                 |                                         |                                                         |

## 2.2 Related Corporate Governance Officers

| Position/Role                                                 | Name (English)                | Email                      | Telephone |
|---------------------------------------------------------------|-------------------------------|----------------------------|-----------|
| Accounting supervisor                                         | Ms. Chantip Wongchieowittaya  | chantip@bangchak.co.th     | -         |
| Company secretary                                             | Ms. Wannasiri Trongtrakulwong | Wannasiri.t@bangchak.co.th | 023358401 |
| Head of the internal audit or the outsourced internal auditor | Ms. Pornjit Sojisunsanee      | pornjit@bangchak.co.th     | 023354569 |
| Head of the compliance unit                                   | Ms. Pakawadee Junrayapes      | pakawadee@bangchak.co.th   | 023354050 |



|                               |                       |                           |           |
|-------------------------------|-----------------------|---------------------------|-----------|
| Head of the investor relation | Ms. Tipwadee Sudwayha | Tipwadee.s@bangchak.co.th | 023358663 |
|-------------------------------|-----------------------|---------------------------|-----------|

## 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 | <p>1. Mr. Sakda Kaothanthong<br/>Email: info@kpmg.co.th<br/>Telephone: 026772000</p> <p>2. Mr. Waiyawat<br/>Kosamarnchaiyakij<br/>Email: info@kpmg.co.th<br/>Telephone: 026772000</p> | 2,000,000.00     | <p>Details: The Company paid for other fees amounting to 0.65 Million Baht</p> <p>Total service fee (baht): 650,000.00</p> |

### 3 Performance Report on Corporate Governance

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

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

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

|    | General Information of Directors               |                                                                                                                                            | Information on Director Tenure      |            |
|----|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------|
| 1) | Name (Thai):                                   | นาง ปรีศนา ประหารจักษัก                                                                                                                    | First appointment date of director: | 5 Apr 2016 |
|    | Name (English):                                | Mrs. PRISANA PRAHARNKHASUK                                                                                                                 | Director position:                  | Director   |
|    | Gender:                                        | Female                                                                                                                                     | Executive director position:        | No         |
|    | Year of birth:                                 | 1954                                                                                                                                       | 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: | Accounting                                                                                                                                 |                                     |            |
|    | Residence in Thailand:                         | Yes                                                                                                                                        |                                     |            |
|    | Skill and expertise:                           | x Energy & Utilities x Risk Management x Corporate Management x Governance/ Compliance x Petrochemicals & Chemicals x Accounting x Finance |                                     |            |
|    | Shares:                                        | 300,000                                                                                                                                    |                                     |            |
|    | Paid-up stock:                                 | 1,376,923,157                                                                                                                              |                                     |            |
|    | %Shares:                                       | 0.021788                                                                                                                                   |                                     |            |
| 2) | Name (Thai):                                   | นาย ประสงค์ พูนธเนศ                                                                                                                        | First appointment date of director: | 1 Nov 2021 |
|    | Name (English):                                | Mr. PRASONG POONTANEAT                                                                                                                     | Director position:                  | Director   |
|    | Gender:                                        | Male                                                                                                                                       | Executive director position:        | No         |
|    | Year of birth:                                 | 1959                                                                                                                                       | Independent director position:      | Yes        |
|    | Nationality:                                   | x Thailand                                                                                                                                 | DAP course:                         | No         |
|    | Highest level of education:                    | Honorary degree                                                                                                                            | DCP course:                         | Yes        |
|    | Study field of the highest level of education: | Political Science                                                                                                                          |                                     |            |

|           |                                                |                                                                                                                                                       |                                     |             |
|-----------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------|
|           | Residence in Thailand:                         | Yes                                                                                                                                                   |                                     |             |
|           | Skill and expertise:                           | x Law x Corporate Management<br>x Risk Management x Governance/ Compliance x Finance x Energy & Utilities<br>x Petrochemicals & Chemicals x Economics |                                     |             |
|           | Shares:                                        | 0                                                                                                                                                     |                                     |             |
|           | Paid-up stock:                                 | 1,376,923,157                                                                                                                                         |                                     |             |
|           | %Shares:                                       | 0.000000                                                                                                                                              |                                     |             |
| <b>3)</b> | Name (Thai):                                   | นาย เชาวลิต เอกบุตร                                                                                                                                   | First appointment date of director: | 27 Jan 2022 |
|           | Name (English):                                | Mr. CHAOVALIT EKABUT                                                                                                                                  | Director position:                  | Director    |
|           | Gender:                                        | Male                                                                                                                                                  | Executive director position:        | No          |
|           | Year of birth:                                 | 1958                                                                                                                                                  | Independent director position:      | Yes         |
|           | Nationality:                                   | x Thailand                                                                                                                                            | DAP course:                         | Yes         |
|           | Highest level of education:                    | Master's degree                                                                                                                                       | DCP course:                         | Yes         |
|           | Study field of the highest level of education: | Engineering                                                                                                                                           |                                     |             |
|           | Residence in Thailand:                         | Yes                                                                                                                                                   |                                     |             |
|           | Skill and expertise:                           | x Industrial Materials & Machinery x Packaging x Audit x Internal Control x Engineering x Construction Materials x Steel                              |                                     |             |
|           | Shares:                                        | 300,000                                                                                                                                               |                                     |             |
|           | Paid-up stock:                                 | 1,376,923,157                                                                                                                                         |                                     |             |
|           | %Shares:                                       | 0.021788                                                                                                                                              |                                     |             |

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

|           | General Information of Directors |                        | Information on Director Tenure      |            |
|-----------|----------------------------------|------------------------|-------------------------------------|------------|
| <b>1)</b> | Name (Thai):                     | นาย นรินทร์ กลัยานมิตร | First appointment date of director: | 8 Apr 2022 |

|           |                                                |                                                                                                                            |                                     |            |
|-----------|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------|
|           | Name (English):                                | Mr. NARIN KALAYANAMIT                                                                                                      | Director position:                  | Director   |
|           | Gender:                                        | Male                                                                                                                       | Executive director position:        | No         |
|           | Year of birth:                                 | 1958                                                                                                                       | 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: | Management                                                                                                                 |                                     |            |
|           | Residence in Thailand:                         | Yes                                                                                                                        |                                     |            |
|           | Skill and expertise:                           | x Economics x Corporate Social Responsibility x Human Resource Management x Governance/ Compliance x Insurance             |                                     |            |
|           | Shares:                                        | 300,000                                                                                                                    |                                     |            |
|           | Paid-up stock:                                 | 1,376,923,157                                                                                                              |                                     |            |
|           | %Shares:                                       | 0.021788                                                                                                                   |                                     |            |
| <b>2)</b> | Name (Thai):                                   | พล.ต.ท. สำราญ นวลมา                                                                                                        | First appointment date of director: | 8 Apr 2022 |
|           | Name (English):                                | Pol.Lt.Gen. SAMRAN NUALMA                                                                                                  | Director position:                  | Director   |
|           | Gender:                                        | Male                                                                                                                       | Executive director position:        | No         |
|           | Year of birth:                                 | 1973                                                                                                                       | 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 Governance/ Compliance x Leadership x Corporate Management x Corporate Social Responsibility x Human Resource Management |                                     |            |
|           | Shares:                                        | 300,000                                                                                                                    |                                     |            |
|           | Paid-up stock:                                 | 1,376,923,157                                                                                                              |                                     |            |

|  |          |          |  |  |
|--|----------|----------|--|--|
|  | %Shares: | 0.021788 |  |  |
|--|----------|----------|--|--|

### 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: 8 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. SUTHEP WONGVORAZATHE<br>(Vice Chairman)        | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |
| 2. Mr. PICHAI CHUNHAVAJIRA<br>(Chairman of the board) | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |
| 3. Mr. CHAIWAT KOVAVISARACH<br>(Director)             | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |
| 4. Pol.Lt.Gen. CHAIWAT CHOTIMA<br>(Director)          | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |
| 5. Mrs. PRISANA PRAHARNKHASUK<br>(Director)           | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |
| 6. Mr. PORAMETEE VIMOLSIRI<br>(Director)              | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |
| 7. Ms. KULAYA TANTITEMIT<br>(Director)                | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |
| 8. GEN. SONGWIT NOONPACKDEE<br>(Director)             | -                | 10/13                   | 76.92                           | Participating | Did not hold the meeting |
| 9. Mr. CHANROEN PHOTHYOD<br>(Director)                | -                | 13/13                   | 100.00                          | Participating | Did not hold the meeting |

|                                               |             |       |        |                   |                          |
|-----------------------------------------------|-------------|-------|--------|-------------------|--------------------------|
| 10. Mr. BOONCHOB SUTHAMANUSWONG<br>(Director) | -           | 13/13 | 100.00 | Participating     | Did not hold the meeting |
| 11. Mr. PRASONG POONTANEAT<br>(Director)      | -           | 13/13 | 100.00 | Participating     | Did not hold the meeting |
| 12. Mr. ACHPORN CHARUCHINDA<br>(Director)     | -           | 12/13 | 92.31  | Participating     | Did not hold the meeting |
| 13. Mr. CHAOVALIT EKABUT<br>(Director)        | -           | 12/12 | 100.00 | Participating     | Did not hold the meeting |
| 14. Mr. NARIN KALAYANAMIT<br>(Director)       | -           | 10/10 | 100.00 | Participating     | Did not hold the meeting |
| 15. Pol.Lt.Gen. SAMRAN NUALMA<br>(Director)   | -           | 10/10 | 100.00 | Non-participating | Did not hold the meeting |
| 16. ADM. SUCHEEP WHOUNGMAITREE<br>(Director)  | 8 Apr 2022  | 3/3   | 100.00 | Participating     | Did not hold the meeting |
| 17. GEN. VITCH DEVAHASDIN<br>(Director)       | 18 Feb 2022 | 2/2   | 100.00 | Non-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. Mr. PORAMETEE VIMOLSIRI<br>(Chairman of the audit committee)   | -                | 12/12                                 | 100.00                                        |
| 2. Mrs. PRISANA PRAHARNKHASUK<br>(Member of the audit committee)  | -                | 12/12                                 | 100.00                                        |
| 3. Mr. ACHPORN CHARUCHINDA<br>(Member of the audit committee)     | -                | 12/12                                 | 100.00                                        |
| 4. Mr. NARIN KALAYANAMIT<br>(Member of the audit committee)       | -                | 8/8                                   | 100.00                                        |
| 5. Pol.Lt.Gen. CHAIWAT CHOTIMA<br>(Member of the audit committee) | 21 Apr 2022      | 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://investor.bangchak.co.th/th/document/shareholder-meetings?category\\_id=5&year=2022](https://investor.bangchak.co.th/th/document/shareholder-meetings?category_id=5&year=2022)

Uploaded document of director remuneration policy and criteria:

-

### 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. SUTHEP WONGVORAZATHE<br>(Vice Chairman)        | -                | 517,500.00               | 3,780,000.00                       | Yes                             |
| 2. Mr. PICHAI CHUNHAVAJIRA<br>(Chairman of the board) | -                | 525,000.00               | 4,200,000.00                       | Yes                             |
| 3. Mr. CHAIWAT KOVAVISARACH<br>(Director)             | -                | 645,000.00               | 3,360,000.00                       | Yes                             |
| 4. Pol.Lt.Gen. CHAIWAT CHOTIMA<br>(Director)          | -                | 540,000.00               | 3,397,000.00                       | Yes                             |
| 5. Mrs. PRISANA PRAHARNKHASUK<br>(Director)           | -                | 772,500.00               | 3,480,000.00                       | Yes                             |
| 6. Mr. PORAMETEE VIMOLSIRI<br>(Director)              | -                | 731,250.00               | 3,510,000.00                       | Yes                             |
| 7. Ms. KULAYA TANTITEMIT<br>(Director)                | -                | 525,000.00               | 3,360,000.00                       | Yes                             |
| 8. GEN. SONGWIT NOONPACKDEE<br>(Director)             | -                | 390,000.00               | 3,360,000.00                       | Yes                             |
| 9. Mr. CHANROEN PHOTHİYOD<br>(Director)               | -                | 540,000.00               | 3,360,000.00                       | Yes                             |
| 10. Mr. BOONCHOB SUTHAMANUSWONG<br>(Director)         | -                | 495,000.00               | 3,360,000.00                       | Yes                             |
| 11. Mr. PRASONG POONTANEAT<br>(Director)              | -                | 562,500.00               | 3,360,000.00                       | Yes                             |
| 12. Mr. ACHPORN CHARUCHINDA<br>(Director)             | -                | 570,000.00               | 3,452,439.24                       | Yes                             |
| 13. Mr. CHAOVALIT EKABUT<br>(Director)                | -                | 510,000.00               | 3,121,140.08                       | Yes                             |
| 14. Mr. NARIN KALAYANAMIT<br>(Director)               | -                | 517,500.00               | 2,547,739.73                       | Yes                             |

|                                              |             |              |               |     |
|----------------------------------------------|-------------|--------------|---------------|-----|
| 15. Pol.Lt.Gen. SAMRAN NUALMA<br>(Director)  | -           | 360,000.00   | 2,456,520.55  | Yes |
| 16. ADM. SUCHEEP WHOUNGMAITREE<br>(Director) | 8 Apr 2022  | 135,000.00   | 903,479.45    | Yes |
| 17. GEN. VITCH DEVAHASDIN<br>(Director)      | 18 Feb 2022 | 142,500.00   | 498,076.68    | Yes |
| <b>Total (Baht)</b>                          | -           | 8,478,750.00 | 51,506,395.73 | -   |

### 3.4.3 Director Remunerations

| Detail                      | Unit | Year          |
|-----------------------------|------|---------------|
|                             |      | 2022          |
| Meeting allowance           | Baht | 8,478,750.00  |
| Other monetary remuneration | Baht | 51,506,395.73 |
| Total director remuneration | Baht | 59,985,145.73 |

**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.bangchak.co.th/storage/document/ar/ar2022-th.pdf>  
Uploaded document of executive remuneration policy and criteria: -

### 3.4.5 Executive Remuneration

| Detail                       | Unit | Year           |                |                |
|------------------------------|------|----------------|----------------|----------------|
|                              |      | 2020           | 2021           | 2022           |
| Total executive remuneration | Baht | 134,228,253.00 | 133,039,872.13 | 160,414,318.26 |

### 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. SUTHEP WONGVORAZATHE<br>(Vice Chairman)        | Participating                                | -        |
| 2. Mr. PICHAJ CHUNHAVAJIRA<br>(Chairman of the board) | Participating                                | -        |
| 3. Mr. CHAIWAT KOVAVISARACH<br>(Director)             | Participating                                | -        |
| 4. Pol.Lt.Gen. CHAIWAT CHOTIMA<br>(Director)          | Participating                                | -        |
| 5. Mrs. PRISANA PRAHARNKHASUK<br>(Director)           | Participating                                | -        |
| 6. Mr. PORAMETEE VIMOLSIRI<br>(Director)              | Participating                                | -        |
| 7. Ms. KULAYA TANTITEMIT<br>(Director)                | Participating                                | -        |
| 8. GEN. SONGWIT NOONPACKDEE<br>(Director)             | Participating                                | -        |
| 9. Mr. CHANROEN PHOTHIYOD<br>(Director)               | Participating                                | -        |
| 10. Mr. BOONCHOB SUTHAMANUSWONG<br>(Director)         | Participating                                | -        |
| 11. Mr. PRASONG POONTANEAT<br>(Director)              | Participating                                | -        |
| 12. Mr. ACHPORN CHARUCHINDA<br>(Director)             | Participating                                | -        |
| 13. Mr. CHAOVALIT EKABUT<br>(Director)                | Participating                                | -        |
| 14. Mr. NARIN KALAYANAMIT<br>(Director)               | Participating                                | -        |
| 15. Pol.Lt.Gen. SAMRAN NUALMA<br>(Director)           | Participating                                | -        |
| 16. ADM. SUCHEEP WHOUNGMAITREE<br>(Director)          | Participating                                | -        |
| 17. GEN. VITCH DEVAHASDIN<br>(Director)               | 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.bangchak.co.th/th/document/sustainability-report>

Uploaded document of corporate sustainability policy: -

## 4.2 Sustainability Report

|                                         |                                                                                                                                         |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Corporate Sustainability Report:        | Yes                                                                                                                                     |
| URL of corporate sustainability report: | <a href="https://www.bangchak.co.th/th/document/sustainability-report">https://www.bangchak.co.th/th/document/sustainability-report</a> |

## 4.3 Sustainability Disclosure Standards

|                                                                         |                                                                                                         |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| Company sustainability disclosure aligned with standards or guidelines: | <input checked="" type="checkbox"/> GRI Standards <input checked="" type="checkbox"/> Integrated Report |
|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|

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