

ESG Performance

Company Name: GUNKUL ENGINEERING PUBLIC COMPANY LIMITED Symbol: GUNKUL

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

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://www.gunkul.com/storage/document/cg/environment-and-climate-change-management-policy-th.pdf
Uploaded document of environmental policy and practice:	-

1.2 Environmental Practices

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

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	29	96
Actual number of disclosure boundaries	17	19

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	3,920,511.32
Total electricity consumption within the organization	Kilowatt-Hours	3,683,180.17	4,225,136.47	3,837,076.52
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	3,580,399.76	4,126,854.02	3,746,174.52
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	102,780.41	98,282.45	90,902.00

Difference between total electricity consumption within the organization and target ^(*)	Kilowatt-Hours	-	-	-83,434.80
Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-2.13
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	3,840.65	3,466.07	3,279.55

Additional explanation:

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

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

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / Person (employee)	3,840.65	3,466.07	3,279.55

2.4 Electricity Expense^(*)

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

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	-	236,701.03	679,919.28
Gasoline	Litres	-	107,268.21	337,509.68

Fuel oil	Litres	-	-	-
Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	226.75	344.43
LPG	Kilograms	-	-	15.00
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

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

Additional explanation:

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

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

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	3,683.18	4,225.14	3,837.08

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-

Intensity of total energy consumption within the organization	Megawatt-Hours / Person (employee)	3.84064668	3.46606766	3.27955258
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Additional explanation:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	29	96
Actual number of disclosure boundaries	17	18

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	57,872.93
Total water withdrawal	Cubic meters	37,310.58	60,918.87	44,183.07
Total water withdrawal by third-party water	Cubic meters	6,903.00	15,905.87	16,320.07
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	30,407.58	45,013.00	27,863.00
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ^(*)	Cubic meters	-	-	-13,689.86
Percentage of the difference between total water withdrawal and target ^(*)	%	-	-	-23.66
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	38.91	49.97	37.76

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

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

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

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	37,310.58	60,918.87	44,183.07
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	37,310.58	60,918.87	44,183.07
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	0.00	0.00	0.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / Person (employee)	-	13.05	13.95

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	0.00	0.00	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 ⁽¹⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	0.00	0.00	0.00

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	29	96
Actual number of disclosure boundaries	17	18

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	166,790.00	396,500.65	202,500.23
Non-hazardous waste	Kilograms	162,920.00	388,620.65	184,080.23
Hazardous waste	Kilograms	3,870.00	7,880.00	18,420.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	163,690.00	249,931.00	39,760.00

Reused/Recycled non-hazardous waste	Kilograms	162,091.00	244,232.00	33,370.00
Reused/Recycled hazardous waste	Kilograms	1,599.00	5,699.00	6,390.00
Percentage of total reused/recycled waste to total waste generated	%	98.14	63.03	19.63
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	99.49	62.85	18.13
Percentage of reused/recycled hazardous waste to hazardous waste	%	41.32	72.32	34.69

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	29	96
Actual number of disclosure boundaries	15	18

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	Yes
URL of corporate greenhouse gas management plan:	https://www.gunkul.com/th/sustainability/for-a-sustainable-environment?tab_id=tab-greenhouse-gas-emission-management
Uploaded document of Corporate greenhouse gas management plan:	-

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	2,267.44	5,172.75
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	2,386.78	5,445.00	13,634.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	660.55	1,092.00	2,707.00

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	1,393.99	1,439.00	1,874.00
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	332.24	2,914.00	9,053.00
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	3,177.56	8,461.25
Percentage of the difference between total GHG emissions and target ^(*)	%	-	140.14	163.57

Additional explanation:

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

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	2.49	4.47	11.65
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

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

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	Yes	Yes
Name of verifying company (Thai)	บริษัท บูโร เวอร์ิตัส เซอร์ทิฟิเคชั่น (ประเทศไทย) จำกัด	บริษัท บูโร เวอร์ิตัส เซอร์ทิฟิเคชั่น (ประเทศไทย)
Name of verifying company (English)	Bureau Veritas Certification – Thailand Ltd.	BUREAU VERIFICATION (THAILAND) COMPANY LIMITED

5.6 Reduction of Greenhouse Gas

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

5.7 Absorption and removal of Greenhouse Gas

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

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Approved and published on 26/03/2024

ESG Performance

Company Name: GUNKUL ENGINEERING PUBLIC COMPANY LIMITED Symbol: GUNKUL

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.gunkul.com/storage/document/cg/human-rights-policy-th.pdf>
Uploaded document of Corporate human rights policy and practice: -

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	29	96
Actual number of disclosure boundaries	29	26

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	959	1,219	1,170
Total number of male employees	Persons	610	739	713
Percentage of male employees	%	63.61	60.62	60.94
Total number of female employees	Persons	349	480	457

Percentage of female employees	%	36.39	39.38	39.06
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	-	-	362
Percentage of employees under 30 years old	%	-	-	30.94
Total number of employees 30–50 years old	Persons	-	-	691
Percentage of employees 30–50 years old	%	-	-	59.06
Total number of employees over 50 years old	Persons	-	-	117
Percentage of employees over 50 years old	%	-	-	10.00

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	-	-	221
Percentage of male employees under 30 years old	%	-	-	31.00
Total number of male employees 30–50 years old	Persons	-	-	426
Percentage of male employees 30–50 years old	%	-	-	59.75
Total number of male employees over 50 years old	Persons	-	-	66
Percentage of male employees over 50 years old	%	-	-	9.26

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	-	-	141
Percentage of female employees under 30 years old	%	-	-	30.85
Total number of female employees 30-50 years old	Persons	-	-	265
Percentage of female employees 30-50 years old	%	-	-	57.99
Total number of female employees over 50 years old	Persons	-	-	51
Percentage of female employees over 50 years old	%	-	-	11.16

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	-	-	1,031
Percentage of employees in operational level	%	-	-	88.12
Total number of employees in management level	Persons	-	-	93
Percentage of employees in management level	%	-	-	7.95
Total number of employees in executive level	Persons	-	-	46
Percentage of employees in executive level	%	-	-	3.93

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	-	-	611
Percentage of male employees in operational level	%	-	-	85.69
Total number of male employees in management level	Persons	-	-	68
Percentage of male employees in management level	%	-	-	9.54
Total number of male employees in executive level	Persons	-	-	34
Percentage of male employees in executive level	%	-	-	4.77

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	-	-	420
Percentage of female employees in operational level	%	-	-	91.90
Total number of female employees in management level	Persons	-	-	25

Percentage of female employees in management level	%	-	-	5.47
Total number of female employees in executive level	Persons	-	-	12
Percentage of female employees in executive level	%	-	-	2.63

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	8	11	7
Total number of employees with disabilities	Persons	8	11	7
Percentage of employees with disabilities	%	0.83	0.90	0.60
Total number of workers who are not employees with disabilities	Persons	0	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	0.00	0.00	728,467,024.78
Total male employee remuneration	Baht	-	-	463,509,636.17
Percentage of remuneration in male employees	%	-	-	63.63
Total female employee remuneration	Baht	-	-	264,957,388.61
Percentage of remuneration in female employees	%	-	-	36.37
Average remuneration of employees	Baht / Person	0.00	0.00	622,621.39
Average remuneration of male employees	Baht / Person	-	-	650,083.64
Average remuneration of female employees	Baht / Person	-	-	579,775.47
Ratio of average remuneration of female employees to male employees		-	-	0.89

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	-	553	590
Percentage of total number of employees joining employee provident fund to total number of employees	%	-	45.37	50.43
Total amount of provident fund contributed by the Company	Baht	-	-	20,516,489.02
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	2.82

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	5.01	5.61	8.09

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	2,000,000.00	1,200,000.00	3,630,000.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	2,393,664.00	3,042,624.00	2,779,920.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	2.00	5.00	2.00
Total number of employees that lost time injuries for 1 day or more	Persons	2	5	2
Percentage of employees that lost time injuries for 1 day or more	%	0.21	0.41	0.17
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	0.00	0.00	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.84	1.64	0.72
	Persons / 200,000 manhours ^(**)	0.17	0.33	0.14

Additional explanation:

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

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	190	217	317
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	19.81	17.80	27.09
Total number of male employee turnover leaving the Company voluntarily	Persons	105	136	171
Percentage of male employee turnover leaving the Company voluntarily	%	55.26	62.67	53.94
Total number of female employee turnover leaving the Company voluntarily	Persons	85	81	146
Percentage of female employee turnover leaving the Company voluntarily	%	44.74	37.33	46.06
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

Company Name: GUNKUL ENGINEERING PUBLIC COMPANY LIMITED Symbol: GUNKUL

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

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://www.gunkul.com/storage/document/cg/corporate-governance-policy-th.pdf
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
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.gunkul.com/storage/document/cg/company-code-of-conduct-th.pdf
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 Prevention of Misuse of Inside Information x Whistleblowing and Protection of Whistleblowers
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	6	4	6	5
		10		11	
	% of total directors	60.00	40.00	54.55	45.45
		100		100	
Executive directors	Persons	2	3	2	3
		5		5	
	% of total directors	20.00	30.00	18.18	27.27
		50.00		45.45	
Non-executive directors	Persons	4	1	4	2
		5		6	
	% of total directors	40.00	10.00	36.36	18.18
		50.00		54.55	
- Independent directors	Persons	3	1	3	2
		4		5	
	% of total directors	30.00	10.00	27.27	18.18
		40.00		45.45	
- Non-executive directors who have no position in independent directors	Persons	1	0	1	0
		1		1	
	% of total directors	10.00	0	9.09	0
		10.00		9.09	

Average director age	Years	60	55	61	57
		58		59	
The Chairman of the Board is an independent director	Yes / No	No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting ¹	Yes / No	Yes		Yes	

Additional explanation:

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

Remark:

¹ Mr. Chongrak Rarueysong, Chairman of the Audit Committee, has been appointed by the Board of Directors Meeting No. 8/2022 on August 10, 2022 to be Lead 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 กัลกุล ดำรงปิยวุฒิ	First appointment date of director:	10 Aug 2009
	Name (English):	Mr. GUNKUL DHUMRONGPIYAWUT	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1954	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Honorary degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DGP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Industrial Materials & Machinery x Risk Management x Finance x Governance/ Compliance x Economics x Construction Services x Energy & Utilities x Data Analysis x Negotiation x Corporate Management x Change Management x Leadership x Strategic Management		
	Shares:	314,751,270		
	Paid-up stock:	8,882,530,974		
	%Shares:	3.543486		
2)	Name (Thai):	นาย เฉลิมพล ศรีเจริญ	First appointment date of director:	10 Aug 2009
	Name (English):	Mr. CHALOEMPON SRICHAROEN	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1969	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Fine and Applied Arts	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Procurement x Negotiation x Strategic Management x Budgeting x Governance/ Compliance x Industrial Materials & Machinery		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
3)	Name (Thai):	นาง อารีวรรณ เฉลิมแดน	First appointment date of director:	10 Aug 2009
	Name (English):	Mrs. AREEWAN CHALOEMDAN	Type of director:	Existing director

	Gender:	Female	Director position:	Director
	Year of birth:	1969	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Industrial Materials & Machinery x Energy & Utilities x Marketing x Human Resource Management x Data Management x Data Analysis x Negotiation x Accounting x IT Management x Leadership x Strategic Management x Budgeting x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
4)	Name (Thai):	นางสาว นฤชล ดำรงปิยวุฒิ	First appointment date of director:	10 Aug 2009
	Name (English):	Ms. NARUECHON DHUMRONGPIYAWUT	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1983	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Construction Services x Energy & Utilities x Transportation & Logistics x Accounting x Finance x Procurement x IT Management x Data Management x Data Analysis x Negotiation x Leadership x Strategic Management x Risk Management x Budgeting x Governance/ Compliance		
	Shares:	431,193		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.004854		
5)	Name (Thai):	นาย สมบูรณ์ เอื้ออักษณาสัย	First appointment date of director:	9 Jun 2010
	Name (English):	Mr. SOMBOON AUEATCHASAI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1970	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Industrial Materials & Machinery x Construction Services x Energy & Utilities x Information & Communication Technology x Law x Marketing x Accounting x Finance x Human Resource Management x Procurement x IT Management x Data Management x Data Analysis x Negotiation x Project Management x Corporate Management x Change Management x Leadership x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Shares:	33,600,000		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.378271		
6)	Name (Thai):	นางสาว โสภชา คำรงปียวุฒิ	First appointment date of director:	10 Aug 2009
	Name (English):	Ms. SOPACHA DHUMRONGPIYAWUT	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1966	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Honorary degree	DAP course:	Yes
	Study field of the highest level of education:	Fine and Applied Arts	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Industrial Materials & Machinery x Construction Services x Energy & Utilities x Finance x Human Resource Management x Procurement x Data Analysis x Negotiation x Project Management x Corporate Management x Leadership x Change Management x Strategic Management x Risk Management x Budgeting x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
7)	Name (Thai):	นาย จงรัก รະวญทรง	First appointment date of director:	3 Jul 2015
	Name (English):	Mr. CHONGRAK RARUEYSONG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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:	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 Industrial Materials & Machinery x Data Analysis x Strategic Management x Risk Management x Audit x Internal Control x Governance/ Compliance x Sustainability x Corporate Social Responsibility x Accounting x Finance x Law x Economics		
	Shares:	0		

	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
8)	Name (Thai):	นาย ธารกร อังภูเบศร์	First appointment date of director:	20 Apr 2018
	Name (English):	Mr. TARAKORN ANGPUBATE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1964	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:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Food & Beverage x Finance & Securities x Accounting x Finance x Industrial Materials & Machinery x Information & Communication Technology x Law x Marketing x Data Analysis x Negotiation x Leadership x Strategic Management x Risk Management x Audit x Internal Control x Governance/ Compliance x Human Resource Management		
	Shares:	1,400,039		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.015762		
9)	Name (Thai):	นาง พนรัตน์ ปานมณี	First appointment date of director:	20 Apr 2018
	Name (English):	Mrs. PANARAT PANMANEE	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1948	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:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance x Law x Data Analysis x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
10)	Name (Thai):	พลเอก ทารไชยยันต์ ศรีสุวรรณ	First appointment date of director:	18 Apr 2019
	Name (English):	GEN. TARNCHAIYAN SRISUWAN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Political Science	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Leadership x Risk Management x Governance/ Compliance x Law		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
11)	Name (Thai):	นางสาว สมจิณณ์ พิลึก	First appointment date of director:	3 Aug 2023
	Name (English):	Ms. SOMCHINT PILOUK	Type of director:	Newly appointed director to replace the ex-director

	Gender:	Female	Director position:	Director
	Year of birth:	1961	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:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Engineering x Audit x Risk Management x Strategic Management x Data Analysis x Industrial Materials & Machinery x Energy & Utilities x Governance/ Compliance x Change Management x Project Management		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		

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

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย จงรัก รະวณรง	Appointment date of audit committee member:	14 Dec 2020
	Name (English):	Mr. CHONGRAK RARUEYSONG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1953	Independent director position:	Yes

	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาง พนารัตน์ ปานมณี	Appointment date of audit committee member:	14 May 2018
	Name (English):	Mrs. PANARAT PANMANEE	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral 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:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย ธารกร อังภูเบศวร์	Appointment date of audit committee member:	14 Dec 2020
	Name (English):	Mr. TARAKORN ANGPUBATE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1964	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:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	1,400,039		
	%Shares:	0.015762		
4)	Name (Thai):	นางสาว สมจิณณ์ พิลึก	Appointment date of audit committee member:	3 Aug 2023
	Name (English):	Ms. SOMCHINT PILOUK	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1961	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		

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

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

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นางสาว โสภชา ดำรงปิยวุฒิ	Appointment date of executive committee member:	10 Aug 2009
	Name (English)	Ms. SOPACHA DHUMRONGPIYAWUT	Executive committee position:	Chairman of the executive committee

	Gender:	Female		
	Year of birth:	1966		
	Nationality:	x Thailand		
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Fine and Applied Arts		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย สมบูรณ์ เอื้ออักษณาสัย	Appointment date of executive committee member:	10 Aug 2009
	Name (English)	Mr. SOMBOON AUEATCHASAI	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1970		
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นางสาว นฤชา ดำรงปิยวุฒิ	Appointment date of executive committee member:	10 Aug 2009
	Name (English)	Ms. NARUECHON DHUMRONGPIYAWUT	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1983		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาง อารีวรรณ เฉลิมนแดน	Appointment date of executive committee member:	10 Aug 2009
	Name (English)	Mrs. AREEWAN CHALOEMDAN	Executive committee position:	Member of the executive committee

	Gender:	Female		
	Year of birth:	1969		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย เฉลิมพล ศรีเจริญ	Appointment date of executive committee member:	10 Aug 2009
	Name (English)	Mr. CHALOEMPON SRICHAROEN	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1969		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Fine and Applied Arts		
	Residence in Thailand:	Yes		

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ธรากร อังภูบสวร์	Mr. TARAKORN ANGPUBATE	Chairman
2	นางสาว โสภชา ดำรงปิยวุฒิ	Ms. SOPACHA DHUMRONGPIYAWUT	Member

3	นาย สมชาย ไตรรัตนภิรมย์	Mr. Somchai Trairatanapirom	Member
4	นาย จูติพงศ์ เตชะรัตนยืนยง	Mr. Thitipong Techaratanayuenyong	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย วิศิษฐ์ สุกรทรัพย์	Mr. Visit Sukarasep	Chairman
2	นาย เดชา ชูกลิ่น	Mr. Decha Chooligorn	Member
3	นาย หทัย อุทัย	Mr. Hathai Uthai	Member
4	นาง สมลักษณ์ คณิงเหตุ	Mrs. Somluk Kanuenghet	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย สมชาย ไตรรัตนภิรมย์	Mr. Somchai Trairatanapirom	Chairman
2	นาย จงรัก รวยทรง	Mr. CHONGRAK RARUEYSONG	Member
3	นาย พงเทพ ภูษาพันธ์	Mr. Pongtep Thithapand	Member

2.1.5.2 Roles of sub-committees

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

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย สมบูรณ์ เอื้ออักษณาสัย	The highest-ranking executive position:	Yes
	Name (English):	Mr. SOMBOON AUEATCHASAI	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1970	Appointment date of executive:	5 Mar 2021
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Economics x Industrial Materials & Machinery x Construction Services x Energy & Utilities x Information & Communication Technology x Law x Marketing x Accounting x Finance x Human Resource Management x Procurement x IT Management x Data Management x Data Analysis x Negotiation x Project Management x Corporate Management x Change Management x Leadership x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นางสาว นฤชล ดำรงปิยวุฒิ	The highest-ranking executive position:	No
	Name (English):	Ms. NARUECHON DHUMRONGPIYAWUT	Executive position (Thai):	ประธานเจ้าหน้าที่ปฏิบัติการ กลุ่มธุรกิจพลังงานและกลยุทธ์การลงทุน

	Gender:	Female	Executive position (English):	Chief Operating Officer, Sustainable Energy Business and Strategic Investment
	Year of birth:	1983	Appointment date of executive:	5 Mar 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Economics x Construction Services x Energy & Utilities x Transportation & Logistics x Accounting x Finance x Procurement x IT Management x Data Management x Data Analysis x Negotiation x Leadership x Strategic Management x Risk Management x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาง อารีวรรณ เฉลิมแดน	The highest-ranking executive position:	No
	Name (English):	Mrs. AREEWAN CHALOEMDAN	Executive position (Thai):	ประธานเจ้าหน้าที่ปฏิบัติการ กลุ่มธุรกิจอุปกรณ์ไฟฟ้าแรงสูง
	Gender:	Female	Executive position (English):	Chief Operating Officer, High Voltage Equipment Business
	Year of birth:	1969	Appointment date of executive:	5 Mar 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		

	Skill and expertise:	x Economics x Industrial Materials & Machinery x Energy & Utilities x Marketing x Human Resource Management x Data Management x Data Analysis x Negotiation x Accounting x IT Management x Leadership x Strategic Management x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย ชัยศิริ วัฒนชาญณรงค์	The highest-ranking executive position:	No
	Name (English):	Mr. Chaisiri Wattanacharnnarong	Executive position (Thai):	ประธานเจ้าหน้าที่ปฏิบัติการ กลุ่มธุรกิจวิศวกรรม และ Turnkey
	Gender:	Male	Executive position (English):	Chief Operating Officer, Engineering and Turnkey Business
	Year of birth:	1975	Appointment date of executive:	5 Mar 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Construction Materials x Construction Services x Energy & Utilities x Human Resource Management x Project Management x Negotiation x Engineering x Leadership x Risk Management x Budgeting x Governance/ Compliance x Design		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย ฐิติพงศ์ เตชะรัตนยืนยง	The highest-ranking executive position:	No
	Name (English):	Mr. Thitipong Techaratanayuanyong	Executive position (Thai):	ประธานเจ้าหน้าที่ด้านการเงิน และบัญชี (CFO)
	Gender:	Male	Executive position (English):	Chief Financial Officer (CFO)

	Year of birth:	1975	Appointment date of executive:	5 Mar 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Banking x Finance & Securities x Property Fund & REITs x Energy & Utilities x Accounting x Finance x Human Resource Management x Fund Management x IT Management x Data Management x Data Analysis x Statistics x Negotiation x Leadership x Strategic Management x Risk Management x Budgeting x Internal Control x Governance/ Compliance x Audit		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย ธีรภาพ ปัญญาสาคร	The highest-ranking executive position:	No
	Name (English):	Mr. Theerapab Punyasakhon	Executive position (Thai):	ประธานเจ้าหน้าที่ปฏิบัติการ กลุ่มสนับสนุนธุรกิจ
	Gender:	Male	Executive position (English):	Chief Operating Officer, Business Support
	Year of birth:	1973	Appointment date of executive:	5 Mar 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Law		
	Skill and expertise:	x Law x Data Management x Negotiation x Leadership x Governance/ Compliance x Sustainability x Corporate Social Responsibility x Human Resource Management x Energy & Utilities		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Suttirat Tangnorakul	suttirat@gunkul.com	-
Company secretary	Ms. Chantira Jongjamareeseethong	chantra@gunkul.com	-
Head of the internal audit or the outsourced internal auditor	Mr. Tanetsiri Farkmitr	tanetsiri.fak@gunkul.com	-
Head of the compliance unit	Mr. Tanetsiri Farkmitr	tanetsiri.fak@gunkul.com	-
Head of the investor relation	Mr. Thitipong Techaratanayuenyong	thitipong.tec@gunkul.com	-

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mr. Waiyawat Kosamarnchaiyakij Email: waiyawat@kpmg.co.th Telephone: - 2. Ms. Dusanee Yimsuwan Email: dussanee@kpmg.co.th Telephone: - 3. Ms. Sophit Prompol Email: sophit@kpmg.co.th Telephone: -	1,560,000.00	-

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย เฉลิมพล ศรีเจริญ	First appointment date of director:	10 Aug 2009
	Name (English):	Mr. CHALOEMPON SRICHAROEN	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1969	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Fine and Applied Arts		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Procurement x Negotiation x Strategic Management x Budgeting x Governance/ Compliance x Industrial Materials & Machinery		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
2)	Name (Thai):	นางสาว โสภชา ดำรงปิยวุฒิ	First appointment date of director:	10 Aug 2009
	Name (English):	Ms. SOPACHA DHUMRONGPIYAWUT	Director position:	Director
	Gender:	Female	Executive director position:	Yes
	Year of birth:	1966	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Honorary degree	DCP course:	Yes
	Study field of the highest level of education:	Fine and Applied Arts		

	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Industrial Materials & Machinery x Construction Services x Energy & Utilities x Finance x Human Resource Management x Procurement x Data Analysis x Negotiation x Project Management x Corporate Management x Leadership x Change Management x Strategic Management x Risk Management x Budgeting x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
3)	Name (Thai):	นาย จงรัก รະวณทรน	First appointment date of director:	3 Jul 2015
	Name (English):	Mr. CHONGRAK RARUEYSONG	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1953	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Industrial Materials & Machinery x Data Analysis x Strategic Management x Risk Management x Audit x Internal Control x Governance/ Compliance x Sustainability x Corporate Social Responsibility x Accounting x Finance x Law x Economics		
	Shares:	0		

	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		
4)	Name (Thai):	นาง พนารัตน์ ปานมนณี	First appointment date of director:	20 Apr 2018
	Name (English):	Mrs. PANARAT PANMANEE	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance x Law x Data Analysis x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นางสาว สมจิณณ์ พิลึก	First appointment date of director:	3 Aug 2023
	Name (English):	Ms. SOMCHINT PILOUK	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1961	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No

	Highest level of education:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Engineering x Audit x Risk Management x Strategic Management x Data Analysis x Industrial Materials & Machinery x Energy & Utilities x Governance/ Compliance x Change Management x Project Management		
	Shares:	0		
	Paid-up stock:	8,882,530,974		
	%Shares:	0.000000		

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

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors²

Number of the Board of Directors meeting over the past year: 9 times

Date of AGM meeting: 21 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. GUNKUL DHUMRONGPIYAWUT (Chairman of the board)	-	9/9	100.00	Participating	Did not hold the meeting
2. Mr. CHALOEMPON SRICHAROEN (Director)	-	9/9	100.00	Participating	Did not hold the meeting

3. Mrs. AREEWAN CHALOEMDAN (Director)	-	9/9	100.00	Participating	Did not hold the meeting
4. Ms. NARUECHON DHUMRONGPIYAW UT (Director)	-	9/9	100.00	Participating	Did not hold the meeting
5. Mr. SOMBOON AUEATCHASAI (Director)	-	9/9	100.00	Participating	Did not hold the meeting
6. Ms. SOPACHA DHUMRONGPIYAW UT (Director)	-	9/9	100.00	Participating	Did not hold the meeting
7. Mr. CHONGRAK RARUEYSONG (Director)	-	9/9	100.00	Participating	Did not hold the meeting
8. Mr. TARAKORN ANGPUBATE (Director)	-	9/9	100.00	Participating	Did not hold the meeting
9. Mrs. PANARAT PANMANEE (Director)	-	9/9	100.00	Participating	Did not hold the meeting
10. GEN. TARNCHAIYAN SRISUWAN (Director)	-	9/9	100.00	Participating	Did not hold the meeting
11. Ms. SOMCHINT PILOUK (Director)	-	3/3	100.00	Non-participating	Did not hold the meeting

Remark:

² Ms. Somchint Pilouk was appointed as a Company Director and member of the Audit Committee on August 3, 2023, following the annual shareholders' meeting of 2023.

3.3 Meeting Attendance of Audit Committee³

Number of the audit committee meeting over the past year: 6 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. CHONGRAK RARUEYSONG (Chairman of the audit committee)	-	6/6	100.00
2. Mrs. PANARAT PANMANEE (Member of the audit committee)	-	6/6	100.00
3. Mr. TARAKORN ANGPUBATE (Member of the audit committee)	-	6/6	100.00
4. Ms. SOMCHINT PILOUK (Member of the audit committee)	-	2/2	100.00

Remark:

3

Ms. Somchint Pilouk was appointed as a Company Director and member of the Audit Committee on August 3, 2023.

3.4 Remuneration of Directors and Executives**3.4.1 Director Remuneration Policy and Criteria**

Director remuneration policy and criteria of the Company:	Yes
URL of director remuneration policy and criteria:	https://www.gunkul.com/storage/document/cg/determination-on-the-remuneration-of-all-committees-policy-th.pdf
Uploaded document of director remuneration policy and criteria:	GUNKUL_POL-BOD_67-023_670228_(นโยบาย-การกำหนดค่าตอบแทน-Res-670228)-.pdf

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. GUNKUL DHUMRONGPIYAWUT (Chairman of the board)	-	950,000.00	0.00	No
2. Mr. CHALOEMPON SRICHAROEN (Director)	-	660,000.00	0.00	No
3. Mrs. AREEWAN CHALOEMDAN (Director)	-	660,000.00	0.00	No
4. Ms. NARUECHON DHUMRONGPIYAWUT (Director)	-	660,000.00	0.00	No
5. Mr. SOMBOON AUEATCHASAI (Director)	-	774,000.00	0.00	No
6. Ms. SOPACHA DHUMRONGPIYAWUT (Director)	-	1,120,000.00	0.00	No
7. Mr. CHONGRAK RARUEYSONG (Director)	-	1,085,000.00	0.00	No
8. Mr. TARAKORN ANGPUBATE (Director)	-	948,000.00	0.00	No
9. Mrs. PANARAT PANMANEE (Director)	-	768,000.00	0.00	No
10. GEN. TARNCHAIYAN SRISUWAN (Director)	-	460,000.00	0.00	No
11. Ms. SOMCHINT PILOUK (Director)	-	301,163.05	0.00	No
Total (Baht)	-	8,386,163.05	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	8,827,500.00	8,386,163.05
Other monetary remuneration	Baht	0.00	0.00
Total director remuneration	Baht	8,827,500.00	8,386,163.05

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.gunkul.com/storage/document/cg/remuneration-and-welfare-for-executives-and-employees-policy-th.pdf>

Uploaded document of executive remuneration policy and criteria:

GUNKUL_POL-BOD_67-026_670228_(นโยบาย-ค่าตอบแทน-Mgmt-Staff-Res-670228)-.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	124,873,330.84	111,510,858.20	107,650,811.70

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No

Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. GUNKUL DHUMRONGPIYAWUT (Chairman of the board)	Participating	Thai Institute of Directors (IOD) - 2008: Director Accreditation Program (DAP) - 2008: Director Certification Program (DCP)
2. Mr. CHALOEMPON SRICHAROEN (Director)	Participating	Thai Institute of Directors (IOD) - 2008: Director Accreditation Program (DAP)

3. Mrs. AREEWAN CHALOEMDAN (Director)	Participating	Thai Institute of Directors (IOD) - 2008: Director Accreditation Program (DAP) Others -
4. Ms. NARUECHON DHUMRONGPIYAWUT (Director)	Participating	Thai Institute of Directors (IOD) - 2008: Director Accreditation Program (DAP)
5. Mr. SOMBOON AUEATCHASAI (Director)	Participating	Thai Institute of Directors (IOD) - 2021: Advanced Audit Committee Program (AACP) - 2010: Director Accreditation Program (DAP) - 2011: Director Certification Program (DCP) Others - 2023:
6. Ms. SOPACHA DHUMRONGPIYAWUT (Director)	Participating	Thai Institute of Directors (IOD) - 2008: Director Accreditation Program (DAP) - 2008: Director Certification Program (DCP) - 2009: Role of the Chairman Program (RCP)
7. Mr. CHONGRAK RARUEYSONG (Director)	Participating	Thai Institute of Directors (IOD) - 2002: Director Certification Program (DCP) Others - 2002:
8. Mr. TARAKORN ANGPUBATE (Director)	Participating	Thai Institute of Directors (IOD) - 2012: Director Certification Program (DCP)
9. Mrs. PANARAT PANMANEE (Director)	Participating	Thai Institute of Directors (IOD) - 2018: Director Certification Program (DCP)
10. GEN. TARNCHAIYAN SRISUWAN (Director)	Participating	Thai Institute of Directors (IOD) - 2019: Director Accreditation Program (DAP)
11. Ms. SOMCHINT PILOUK (Director)	Participating	Thai Institute of Directors (IOD) - 2019: Director Certification Program (DCP)

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment x Self-assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:

Yes

URL of corporate sustainability policy:

<https://www.gunkul.com/storage/document/cg/sustainable-development-policy-th.pdf>

Uploaded document of corporate sustainability policy: -

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://www.gunkul.com/th/document/sustainability-reports

4.3 Sustainability Disclosure Standards

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