



ESG Performance Report for Listed Companies in 2024

PHATRA LEASING PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 31 March 2025



ESG Performance

Company Name : PHATRA LEASING PUBLIC COMPANY LIMITED Symbol : PL

Market : SET Industry Group : Financials Sector : Finance & Securities

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

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

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

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

Changes in environmental policies, guidelines, and/or goals : Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan	:	Yes
--------------------------------------	---	-----

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2024 : energy consumption 336,952.00 Kilowatt-Hours	2026 : Reduced by 2%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes
---	---	-----

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	205,317.00	235,074.00	336,952.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	205,317.00	235,074.00	336,952.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	1,307.75	1,516.61	2,173.88

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

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	967,072.75	1,709,917.94	1,635,780.48

	2022	2023	2024
Percentage of total electricity expense to total expenses (%) ^(**)	0.04	0.07	0.07
Percentage of total electricity expense to total revenues (%) ^(**)	0.03	0.06	0.06
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	6,159.70	11,031.73	10,553.42

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	48,421.58	60,765.98	50,006.10
Gasoline (Litres)	73,953.57	108,923.72	91,886.97

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	4,432,231.25	5,987,754.55	5,097,063.59
Percentage of total fuel expense to total expenses (%) ^(**)	0.17	0.26	0.20
Percentage of total fuel expense to total revenues (%) ^(**)	0.15	0.22	0.19

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	0.00	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	0.00000000	0.00000000

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

Water management

Disclosure boundary in water management over the past years

Boundary type : Company
Total number of disclosure boundaries : -
Actual number of disclosure boundaries : -
Data disclosure coverage (%) : 0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 1,513.00 Cubic meters	2026 : Reduced by 2%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	484.00	1,414.00	1,513.00
Water withdrawal by third-party water (cubic meters)	484.00	1,414.00	1,513.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	3.08	9.12	9.76
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	484.00	1,414.00	1,513.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00016311	0.00052382	0.00056001

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	8,470.00	24,475.00	33,356.00
Total water withdrawal expense from third-party water (Baht)	8,470.00	24,475.00	33,356.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	53.95	157.90	215.20

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type : Company

Total number of disclosure boundaries : -

Actual number of disclosure boundaries : -

Data disclosure coverage (%) : 0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2023	2026 : Increased by 600.00 Kilograms	• Recycle

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	6,392.10
Total non-hazardous waste (kilograms)	N/A	N/A	6,392.10
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	0.00

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	829.40
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	12.98

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type : Company
Total number of disclosure boundaries : -
Actual number of disclosure boundaries : -
Data disclosure coverage (%) : 0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	0.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000000	0.000000	0.000000
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.00

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

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

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

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

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

Absorption and removal of Greenhouse Gas

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

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

ESG Performance

Company Name : PHATRA LEASING PUBLIC COMPANY LIMITED Symbol : PL
 Market : SET Industry Group : Financials Sector : Finance & Securities

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes
 Social and human rights guidelines : Employee Rights, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Supplier rights

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

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

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes
 Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Company
Data disclosure coverage (%) : 0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : Yes
Employee and labor management plan implemented : Fair employee compensation, Employee training and
by the Company in the past year development, Promoting employee relations and
participation, Occupational health and safety in workplace

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development • Promoting employee relations and participation • Occupational health and safety in workplace	-	2023: -	2024: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	157	155	155
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	157	155	155
Male employees (persons)	85	79	81
Percentage of male employees (%)	54.14	50.97	52.26
Female employees (persons)	72	76	74

	2022	2023	2024
Percentage of female employees (%)	45.86	49.03	47.74

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	25	20	22
Percentage of employees under 30 years old (%)	15.92	12.90	14.19
Total number of employees 30-50 years old (Persons)	108	108	110
Percentage of employees 30-50 years old (%)	68.79	69.68	70.97
Total number of employees over 50 years old (Persons)	24	27	23
Percentage of employees over 50 years old (%)	15.29	17.42	14.84

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	11	8	9
Percentage of male employees under 30 years old (%)	12.94	10.13	11.11
Total number of male employees 30-50 years old (Persons)	61	56	60
Percentage of male employees 30-50 years old (%)	71.76	70.89	74.07
Total number of male employees over 50 years old (Persons)	13	15	12
Percentage of male employees over 50 years old (%)	15.29	18.99	14.81

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	14	12	13
Percentage of female employees under 30 years old (%)	19.44	15.79	17.57
Total number of female employees 30-50 years old (Persons)	47	52	50
Percentage of female employees 30-50 years old (%)	65.28	68.42	67.57
Total number of female employees over 50 years old (Persons)	11	12	11

	2022	2023	2024
Percentage of female employees over 50 years old (%)	15.28	15.79	14.86

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	58	61	98
Percentage of employees in operational level (%)	36.94	39.35	63.23
Total number of employees in management level (Persons)	81	78	52
Percentage of employees in management level (%)	51.59	50.32	33.55
Total number of employees in executive level (Persons)	18	16	5
Percentage of employees in executive level (%)	11.46	10.32	3.23

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	24	22	42
Percentage of male employees in operational level (%)	28.24	27.85	51.85
Total number of male employees in management level (Persons)	47	45	34
Percentage of male employees in management level (%)	55.29	56.96	41.98
Total number of male employees in executive level (Persons)	14	12	5
Percentage of male employees in executive level (%)	16.47	15.19	6.17

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	34	39	56
Percentage of female employees in operational level (%)	47.22	51.32	75.68
Total number of female employees in management level (Persons)	34	33	18
Percentage of female employees in management level (%)	47.22	43.42	24.32

	2022	2023	2024
Total number of female employees in executive level (Persons)	4	4	0
Percentage of female employees in executive level (%)	5.56	5.26	0.00

Significant changes in the number of employees

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

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	115.29	118.25	118.96
Average remuneration of employees (Baht / Person)	0.73	0.76	0.76

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	157	147	148
Proportion of employees who are PVD members (%)	100.00	94.84	95.48
Total amount of provident fund contributed by the company (baht)	10,698,572.13	11,254,368.50	10,950,801.38
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	9,303,106.09	9,537,600.00	9,280,339.83

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	8.00	8.00	9.00
Total amount spent on employee training and development (Baht)	95,000.00	98,920.00	65,000.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000036	0.000043	0.000026
Percentage of training and development expenses to total revenue (%) ^(*)	0.000032	0.000037	0.000024

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	287,685.51
Total number of hours worked by employees (Hours)	285,053.20	288,914.99	287,685.51

Statistic of accident and injuries of employees from work

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

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	14	19	14
Total number of male employee turnover leaving the company voluntarily (persons)	9	14	7
Total number of female employee turnover leaving the company voluntarily (persons)	5	5	7
Proportion of voluntary resignations (%)	N/A	N/A	9.03
Percentage of male employee turnover leaving the Company voluntarily (%)	5.73	9.03	4.52
Percentage of female employee turnover leaving the Company voluntarily (%)	3.18	3.23	4.52
	2022	2023	2024
Evaluation result of employee engagement	-	-	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : Yes

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

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

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

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

Information on customer management plan

Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company in : Development of customer satisfaction and customer relationship,
the past year Consumer data privacy and protection

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none">• Development of customer satisfaction and customer relationship• Protection of customer personal information	-	2023: -	2024: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	-	-	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : 0-2290-7575

Fax : 0-2693-2298-99

Email : internalaudit@pl.co.th

Company's website : www.pl.co.th

Address : 252/6, Muang Thai Phatra Complex, 29th Floor,
Rachadaphisek Road,
Huaykwang, Bangkok 10320

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Disadvantaged and vulnerable groups, Reducing inequality

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

ESG Performance

Company Name : PHATRA LEASING PUBLIC COMPANY LIMITED Symbol : PL

Market : SET Industry Group : Financials Sector : Finance & Securities

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Reference link for the full version of corporate governance policy and guidelines : <https://investor.pl.co.th/storage/document/sustainability/good-corporate-governance-policy-en.pdf>

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation

Nomination of Directors

Reference link for Nomination of Directors : <https://investor.pl.co.th/storage/document/sustainability/good-corporate-governance-policy-en.pdf>

Determination of Director Remuneration

Reference link for Determination of Director Remuneration : <https://investor.pl.co.th/storage/document/sustainability/good-corporate-governance-policy-en.pdf>

Independence of the Board of Directors from the Management

Reference link for Independence of the Board of Directors from the Management : <https://investor.pl.co.th/storage/document/sustainability/good-corporate-governance-policy-en.pdf>

Director Development

Reference link for Director Development : <https://investor.pl.co.th/storage/document/sustainability/good-corporate-governance-policy-en.pdf>

Board Performance Evaluation

Reference link for Board Performance Evaluation : <https://investor.pl.co.th/storage/document/sustainability/good-corporate-governance-policy-en.pdf>

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Creditor, Government agencies

Shareholder

Reference link for Shareholder : <https://investor.pl.co.th/storage/document/sustainability/good-corporate-governance-policy-en.pdf>

Employee

Customer

Creditor

Government agencies

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information

Prevention of Conflicts of Interest

Anti-corruption

Whistleblowing and Protection of Whistleblowers

Prevention of Misuse of Inside Information

Promotion of compliance with the business code of conduct

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

Participation in anti-corruption networks

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

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

Diagram of participation in anti-corruption networks



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

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

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

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

Implementation of the CG Code for listed companies

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

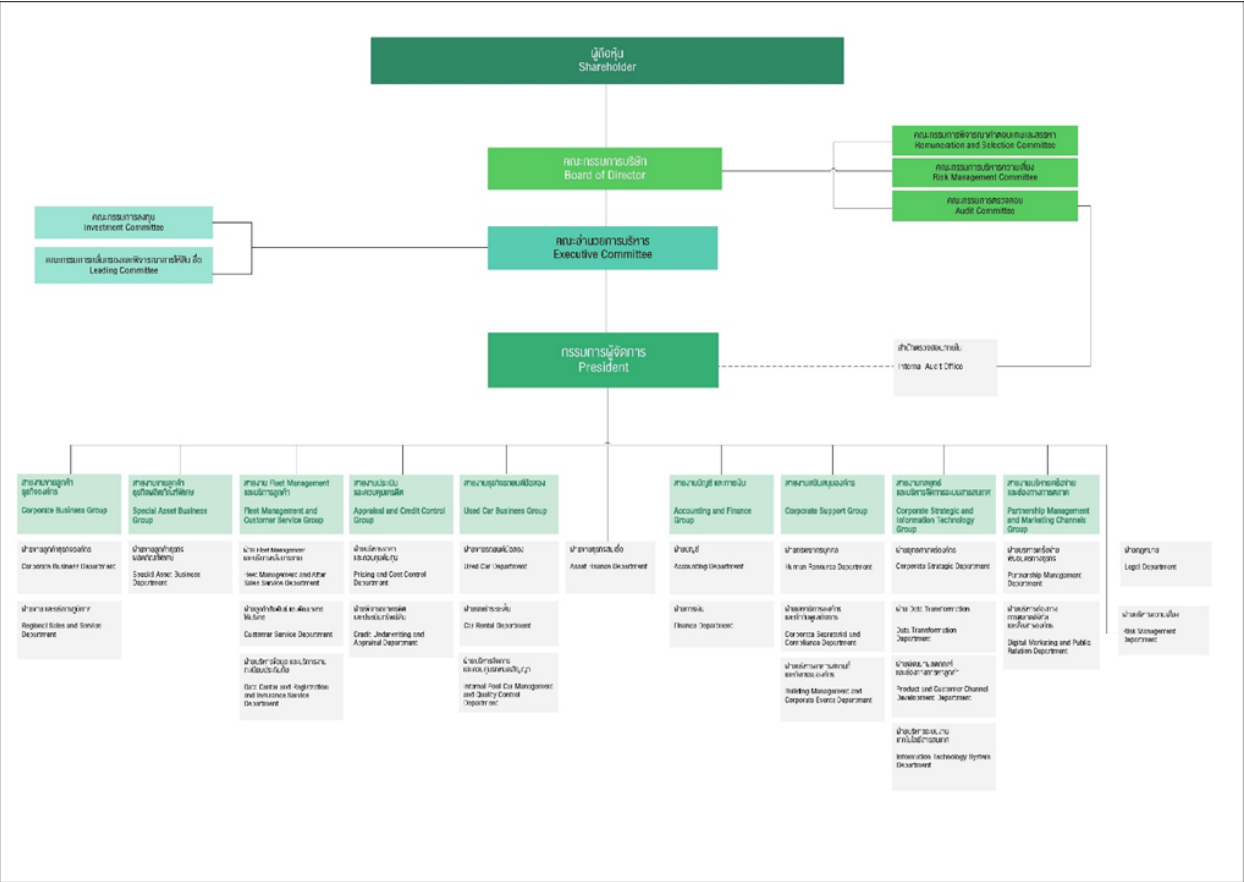
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	12	
	9	3
Executive directors	1	
	1	0
Non-executive directors	11	
	8	3
Independent directors	5	
	4	1

	2024	
	Male (persons)	Female (persons)
Non-executive directors who have no position in independent directors	6	
	4	2

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	75.00	25.00
Executive directors	8.33	
	8.33	0.00
Non-executive directors	91.67	
	66.67	25.00
Independent directors	41.67	
	33.33	8.33
Non-executive directors who have no position in independent directors	50.00	
	33.33	16.67

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	67	
	68	64

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PHOTIPONG LAMSAM</p> <p>Gender: Male</p> <p>Age : 90 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 169,866 Shares (0.028477 %) 	<p>Chairman of the Board of Directors</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jun 2008	Finance, Sustainability, Governance/ Compliance, Leadership, Insurance
<p>2. Mr. POOMCHAI LAMSAM</p> <p>Gender: Male</p> <p>Age : 75 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 3,540,000 Shares (0.593452 %) 	<p>Vice-chairman of the Board of Directors</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	15 Aug 1996	Change Management, Risk Management, Human Resource Management, Insurance, Property Development

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. ARPATSORN BUNNAG</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 296,000 Shares (0.049622 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	15 Aug 1996	Audit, Risk Management, Corporate Management, Finance, Accounting
<p>4. Mr. POONPIPAT AUNGURIGUL</p> <p>Gender: Male</p> <p>Age : 77 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	29 Nov 1999	Internal Control, Risk Management, Corporate Management, Finance, Accounting

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SARA LAMSAM</p> <p>Gender: Male</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,860,000 Shares (0.311814 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	29 Jan 2004	Sustainability, Banking, Governance/ Compliance, Insurance, Leadership
<p>6. Mr. PIPOP KUNASOL</p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	25 Jan 2007	Finance, Finance & Securities, Leadership, Corporate Social Responsibility, Accounting

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. ANUPON LIKITPURKPAISAN</p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	27 Nov 2008	Data Management, Risk Management, Corporate Management, Finance, Negotiation
<p>8. Mrs. NUALPHAN LAMSAM</p> <p>Gender: Female</p> <p>Age : 58 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,800,000 Shares (0.301755 %) 	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	25 Feb 2010	Change Management, Corporate Management, Brand Management, Sustainability, Insurance

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mrs. CHANTRA PURNARIKSHA</p> <p>Gender: Female</p> <p>Age : 78 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	17 Nov 2011	Change Management, Human Resource Management, Corporate Management, Audit, Finance
<p>10. Mr. SUTEE MOKKHAVESA</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	29 Apr 2016	Risk Management, Corporate Management, Finance, Data Analysis, Insurance

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Mr. SUEBTRAKUL SOONTHORNTHUM</p> <p>Gender: Male</p> <p>Age : 82 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Oct 2016	Risk Management, Audit, Banking, Insurance, Governance/ Compliance
<p>12. Mrs. Duangporn Wasanasompong</p> <p>Gender: Female</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	25 Jan 2024	Business Administration, Insurance, Finance & Securities, Finance, Risk Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors

Board of Director / คณะกรรมการบริษัท

			
นายโพธิพงษ์ ลำซำ Mr. Photipong Lamsam	นายภูมิไชย ลำซำ Mr. Poomchai Lamsam	นายสาร ลำซำ Mr. Sara Lamsam	นางนวลพรรณ ลำซำ Mrs. Nualphan Lamsam
ประธานกรรมการ Chairman	รองประธานกรรมการ Vice Chairman	กรรมการ Director	กรรมการ Director
			
นายปิ๊ป กุณาศล Mr. Pipop Kunasol	ดร.สุธี โมกชเวส Dr. Sutee Mokdhavasa	นางดวงพร วาสนาสมpong Mrs. Duangporn Wisanasompong	นายสืบตระกูล สุนทรธรรม Mr. Suebtrakul Soonthornthum
กรรมการ และกรรมการผู้จัดการ Director and President	กรรมการ Director	กรรมการ Director	กรรมการอิสระ Independent Director
			
นางจันทรา บุรณกุลย์ Mrs. Chandra Purnaniksha	นายอนุพล ลิขิตพุกปัยสาล Mr. Anupon Likitpukpaison	นายอาทิตย์สร บุนนาค Mr. Arpatzom Bunag	นายพูนพิพัฒน์ อึ้งยฎีกุล Mr. Poonpipat Aungungrul
กรรมการอิสระ Independent Director	กรรมการอิสระ Independent Director	กรรมการอิสระ Independent Director	กรรมการอิสระ Independent Director

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. PHOTIPONG LAMSAM	Chairman of the Board of Directors		✓		✓	✓
2. Mr. POOMCHAI LAMSAM	Vice-chairman of the Board of Directors		✓		✓	✓
3. Mr. ARPATSORN BUNNAG	Director		✓	✓		
4. Mr. POONPIPAT AUNGURIGUL	Director		✓	✓		
5. Mr. SARA LAMSAM	Director		✓		✓	✓
6. Mr. PIPOP KUNASOL	Director	✓				✓
7. Mr. ANUPON LIKITPURKPAISAN	Director		✓	✓		
8. Mrs. NUALPHAN LAMSAM	Director		✓		✓	✓
9. Mrs. CHANTRA PURNARIKSHA	Director		✓	✓		
10. Mr. SUTEE MOKKHAVESA	Director		✓		✓	✓
11. Mr. SUEBTRAKUL SOONTHORNTHUM	Director		✓	✓		
12. Mrs. Duangporn Wasanasompong	Director		✓		✓	
Total (persons)		1	11	5	6	6

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Banking	2	16.67
2. Finance & Securities	2	16.67
3. Insurance	7	58.33
4. Property Development	1	8.33
5. Accounting	3	25.00
6. Finance	8	66.67
7. Corporate Social Responsibility	1	8.33
8. Human Resource Management	2	16.67
9. Sustainability	3	25.00
10. Data Management	1	8.33
11. Data Analysis	1	8.33
12. Brand Management	1	8.33
13. Negotiation	1	8.33
14. Corporate Management	6	50.00
15. Change Management	3	25.00
16. Leadership	3	25.00
17. Risk Management	7	58.33
18. Audit	3	25.00
19. Internal Control	1	8.33
20. Governance/ Compliance	3	25.00
21. Business Administration	1	8.33

Information about the other directors

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

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

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

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

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

Methods of balancing power between the board of directors : Others : -
and Management

Information on the roles and duties of the board of directors

Board charter : Have

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Remuneration and Selection Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Executive Committee

Role

- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Investment Committee

Role

- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Lending Committee

Role

- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. SUEBTRAKUL SOONTHORNTHUM ^(*) Gender: Male Age : 82 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	18 Oct 2016	Risk Management, Audit, Banking, Insurance, Governance/ Compliance
2. Mr. ARPATSORN BUNNAG Gender: Male Age : 72 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	29 Nov 1999	Audit, Risk Management, Corporate Management, Finance, Accounting
3. Mr. POONPIPAT AUNGURIGUL Gender: Male Age : 77 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	29 Nov 1999	Internal Control, Risk Management, Corporate Management, Finance, Accounting

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
The Remuneration and Selection Committee	Mr. POOMCHAI LAMSAM	The chairman of the subcommittee
	Mrs. CHANTRA PURNARIKSHA	Member of the subcommittee (Independent director)
	Mr. ARPATSORN BUNNAG	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
The Risk Management Committee	Mr. ANUPON LIKITPURKPAISAN	The chairman of the subcommittee (Independent director)
	Mr. SARA LAMSAM	Member of the subcommittee
	Mr. PIPOP KUNASOL	Member of the subcommittee
	Mr. SUTEE MOKKHAVESA	Member of the subcommittee
	Mrs. Duangporn Wasanasompong	Member of the subcommittee
The Executive Committee	Mr. SARA LAMSAM	The chairman of the subcommittee
	Mr. PIPOP KUNASOL	Member of the subcommittee
	Mr. SUTEE MOKKHAVESA	Member of the subcommittee
	Mr. Naruepol Watanakun	Member of the subcommittee
The Investment Committee	Mr. PIPOP KUNASOL	The chairman of the subcommittee
	Mr. SUTEE MOKKHAVESA	Member of the subcommittee
	Mrs. Duangporn Wasanasompong	Member of the subcommittee
The Lending Committee	Mr. PIPOP KUNASOL	The chairman of the subcommittee
	Mr. SUTEE MOKKHAVESA	Member of the subcommittee
	Mrs. Duangporn Wasanasompong	Member of the subcommittee
	Mr. Naruepol Watanakun	Member of the subcommittee
	Mr. Suphol Pinthong	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. PIPOP KUNASOL^(*)</p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	<p>PRESIDENT</p> <p>(The highest-ranking executive)</p>	1 Jan 2009	Finance, Finance & Securities, Leadership, Corporate Social Responsibility, Accounting
<p>2. Mr. Thanan Suebsiri</p> <p>Gender: Male</p> <p>Age : 55 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President	1 Jan 2023	Business Administration, Automotive, Industrial Materials & Machinery, Corporate Management, Strategic Management
<p>3. Mr. Soottichai Sombatsiri</p> <p>Gender: Male</p> <p>Age : 52 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President	1 Jan 2023	Business Administration, Economics, Automotive, Negotiation, Leadership
<p>4. Mr. Naruepol Watanakun</p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President	1 Jan 2023	Business Administration, Automotive, Marketing, Corporate Management, Strategic Management

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Suphol Pinthong Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	First Senior Vice President Head of Appraisal and Credit Control Group	1 Feb 2024	Economics, Finance & Securities, Automotive, Industrial Materials & Machinery, Finance
6. Mrs. Karaked Junvanitrattana ^(**) Gender: Female Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	First Senior Vice President of Accounting Department	1 Feb 2021	Finance & Securities, Accounting, Finance, Business Administration, Budgeting

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

Does the board of directors or the remuneration committee : Yes
have an opinion on the remuneration policy for executive
directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	31,552,007.00	33,516,735.00	24,010,747.00

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	2,723,280.00	2,841,780.00	2,401,075.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Karaked Junvanitrattana	karaked@pl.co.th	02-290-7575 Ext.203

List of the company secretary

General information	Email	Telephone number
1. Ms. Potjana Kleepubon	company_secretary@pl.co.th	02-290-7575 Ext.113

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Ukrit Chotitaksin	ukrit@pl.co.th	02-290-7575 Ext.205

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Potjana Kleepubon	potjana@pl.co.th	02-290-7575 Ext.113
2. Mr. Choke Prawitthana	choke_p@pl.co.th	02-290-7575 Ext.126

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Potjana Kleepubon	ir@pl.co.th	02-2907599

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone number 0 2677 2000	2,250,000.00	-	1. Ms. PANTIP GULSANTITHAMRONG Email: pantip@kpmg.co.th License number: 4208

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Rights of minority shareholders on director appointment

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
-	Finance & Securities, Automotive, Accounting, Finance, Risk Management

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PHOTIPONG LAMSAM (Chairman of the Board of Directors)	Non-participating	-
2. Mr. POOMCHAI LAMSAM (Vice-chairman of the Board of Directors)	Non-participating	-
3. Mr. ARPATSORN BUNNAG (Director)	Non-participating	-
4. Mr. POONPIPAT AUNGURIGUL (Director)	Non-participating	-
5. Mr. SARA LAMSAM (Director)	Non-participating	-
6. Mr. PIPOP KUNASOL (Director)	Non-participating	-
7. Mr. ANUPON LIKITPURKPAISAN (Director)	Non-participating	-
8. Mrs. NUALPHAN LAMSAM (Director)	Non-participating	-
9. Mrs. CHANTRA PURNARIKSHA (Director)	Non-participating	-
10. Mr. SUTEE MOKKHAVESA (Director)	Non-participating	-
11. Mr. SUEBTRAKUL SOONTHORNTHUM (Director)	Non-participating	-
12. Mrs. Duangporn Wasanasompong (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

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

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
-------------------	-----------------	--------------------------------	--------------------

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	94.26	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	96.67	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
The Remuneration and Selection Committee	Group assessment	93.33	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
The Risk Management Committee	Group assessment	94.44	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
The Executive Committee	Group assessment	96.67	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
The Investment Committee	Group assessment	95.56	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 9
(times)

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PHOTIPONG LAMSAM (Chairman of the Board of Directors)	9	/	9	1	/	1	N/A	/	N/A
2. Mr. POOMCHAI LAMSAM (Vice-chairman of the Board of Directors)	7	/	9	1	/	1	N/A	/	N/A
3. Mr. ARPATSORN BUNNAG (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
4. Mr. POONPIPAT AUNGURIGUL (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
5. Mr. SARA LAMSAM (Director)	9	/	9	1	/	1	N/A	/	N/A
6. Mr. PIPOP KUNASOL (Director)	9	/	9	1	/	1	N/A	/	N/A
7. Mr. ANUPON LIKITPURKPAISAN (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
8. Mrs. NUALPHAN LAMSAM (Director)	9	/	9	1	/	1	N/A	/	N/A
9. Mrs. CHANTRA PURNARIKSHA (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
10. Mr. SUTEE MOKKHAVESA (Director)	9	/	9	1	/	1	N/A	/	N/A
11. Mr. SUEBTRAKUL SOONTHORNTHUM (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
12. Mrs. Duangporn Wasanasompong (Director)	7	/	8	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. PHOTIPONG LAMSAM (Chairman of the Board of Directors)			851,703.30		N/A
Board of Directors	0.00	851,703.30	851,703.30	No	
2. Mr. POOMCHAI LAMSAM (Vice-chairman of the Board of Directors)			678,777.47		N/A
Board of Directors	0.00	638,777.47	638,777.47	No	
The Remuneration and Selection Committee	40,000.00	0.00	40,000.00	No	
3. Mr. ARPATSORN BUNNAG (Director)			545,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
Audit Committee	80,000.00	0.00	80,000.00	No	
The Remuneration and Selection Committee	40,000.00	0.00	40,000.00	No	
4. Mr. POONPIPAT AUNGURIGUL (Director)			505,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
Audit Committee	80,000.00	0.00	80,000.00	No	
5. Mr. SARA LAMSAM (Director)			598,777.47		N/A
Board of Directors	0.00	518,777.47	518,777.47	No	
The Executive Committee	0.00	0.00	0.00	No	
The Risk Management Committee	80,000.00	0.00	80,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
6. Mr. PIPOP KUNASOL (Director)			425,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
The Investment Committee	0.00	0.00	0.00	No	
The Lending Committee	0.00	0.00	0.00	No	
The Executive Committee	0.00	0.00	0.00	No	
The Risk Management Committee	0.00	0.00	0.00	No	
7. Mr. ANUPON LIKITPURKPAISAN (Director)			585,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
The Risk Management Committee	160,000.00	0.00	160,000.00	No	
8. Mrs. NUALPHAN LAMSAM (Director)			425,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
9. Mrs. CHANTRA PURNARIKSHA (Director)			465,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
The Remuneration and Selection Committee	40,000.00	0.00	40,000.00	No	
10. Mr. SUTEE MOKKHAVESA (Director)			485,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
The Investment Committee	0.00	0.00	0.00	No	
The Lending Committee	0.00	0.00	0.00	No	
The Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
The Risk Management Committee	60,000.00	0.00	60,000.00	No	
11. Mr. SUEBTRAKUL SOONTHORNTHUM (Director)			585,851.65		N/A
Board of Directors	0.00	425,851.65	425,851.65	No	
Audit Committee	160,000.00	0.00	160,000.00	No	
12. Mrs. Duangporn Wasanasompong (Director)			343,928.57		N/A
Board of Directors	0.00	263,928.57	263,928.57	No	
The Investment Committee	0.00	0.00	0.00	No	
The Lending Committee	0.00	0.00	0.00	No	
The Risk Management Committee	80,000.00	0.00	80,000.00	No	
13. Mr. Naruepol Watanakun (Member of the subcommittee)			0.00		N/A
The Executive Committee	0.00	0.00	0.00	No	
The Lending Committee	0.00	0.00	0.00	No	
14. Mr. Suphol Pinthong (Member of the subcommittee)			0.00		N/A
The Lending Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	0.00	5,680,000.01	5,680,000.01
2. Audit Committee	320,000.00	0.00	320,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
3. The Remuneration and Selection Committee	120,000.00	0.00	120,000.00
4. The Risk Management Committee	380,000.00	0.00	380,000.00
5. The Executive Committee	0.00	0.00	0.00
6. The Investment Committee	0.00	0.00	0.00
7. The Lending Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	820,000.00
Other monetary remuneration (Baht)	5,680,000.01
Total (Baht)	6,500,000.01

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : No
companies

Mechanism for overseeing subsidiaries and associated : No / In progress
companies

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

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

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. SUEBTRAKUL SOONTHORNTHUM (Chairman of the audit committee)	4	/	4
2 Mr. ARPATSORN BUNNAG (Member of the audit committee)	4	/	4
3 Mr. POONPIPAT AUNGURIGUL (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of The Remuneration and Selection Committee

Meeting The Remuneration and Selection : 2
Committee (times)

List of Directors	Meeting attendance of The Remuneration and Selection Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. POOMCHAI LAMSAM (The chairman of the subcommittee)	1	/	2
2 Mrs. CHANTRA PURNARIKSHA (Member of the subcommittee)	2	/	2
3 Mr. ARPATSORN BUNNAG (Member of the subcommittee)	2	/	2

The results of duty performance of The Remuneration and Selection Committee

Meeting attendance of The Risk Management Committee

Meeting The Risk Management Committee : 4
(times)

List of Directors	Meeting attendance of The Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. ANUPON LIKITPURKPAISAN (The chairman of the subcommittee)	4	/	4
2 Mr. SARA LAMSAM (Member of the subcommittee)	4	/	4

List of Directors	Meeting attendance of The Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
3 Mr. PIPOP KUNASOL (Member of the subcommittee)	4	/	4
4 Mr. SUTEE MOKKHAVESA (Member of the subcommittee)	3	/	4
5 Mrs. Duangporn Wasanasompong (Member of the subcommittee)	4	/	4

The results of duty performance of The Risk Management Committee

Meeting attendance of The Executive Committee

Meeting The Executive Committee (times) : 13

List of Directors	Meeting attendance of The Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SARA LAMSAM (The chairman of the subcommittee)	12	/	13
2 Mr. PIPOP KUNASOL (Member of the subcommittee)	13	/	13
3 Mr. SUTEE MOKKHAVESA (Member of the subcommittee)	12	/	13
4 Mr. Naruepol Watanakun (Member of the subcommittee)	12	/	12

The results of duty performance of The Executive Committee

Meeting attendance of The Investment Committee

Meeting The Investment Committee (times) : 5

List of Directors	Meeting attendance of The Investment Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PIPOP KUNASOL (The chairman of the subcommittee)	5	/	5
2 Mr. SUTEE MOKKHAVESA (Member of the subcommittee)	5	/	5
3 Mrs. Duangporn Wasanasompong (Member of the subcommittee)	4	/	4

The results of duty performance of The Investment Committee

Meeting attendance of The Lending Committee

Meeting The Lending Committee (times) : 0

List of Directors	Meeting attendance of The Lending Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PIPOP KUNASOL (The chairman of the subcommittee)	0	/	0
2 Mr. SUTEE MOKKHAVESA (Member of the subcommittee)	0	/	0
3 Mrs. Duangporn Wasanasompong (Member of the subcommittee)	0	/	0
4 Mr. Naruepol Watanakun (Member of the subcommittee)	0	/	0
5 Mr. Suphol Pinthong (Member of the subcommittee)	0	/	0

The results of duty performance of The Lending Committee

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability management goals

Does the company set sustainability management goals : Yes

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

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Employees	-	-	• Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar
• Customers	-	-	• Online Communication • Satisfaction Survey
<u>External stakeholders</u>			
• Creditor	-	-	• Visit • External Meeting
• Shareholders	-	-	• Annual General Meeting (AGM) • Complaint Reception
• Government agencies and Regulators	-	-	• External Meeting • Training / Seminar
• Suppliers	-	-	• Online Communication • External Meeting • Complaint Reception

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Climate Change Management	• Greenhouse Gas Management
Employee Care and Development	• Fair Labor Practices
Waste Management	• Waste and Waste Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn't Have data

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1

Related risk factors : Financial Risk

- Insufficient sources of funding

ESG risk factors : No

Risk 2

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

ESG risk factors : No

Risk 3

Related risk factors : Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

ESG risk factors : No

Risk 4

Related risk factors : Operational Risk

- Corruption

ESG risk factors : Yes

Risk 5

Related risk factors : Operational Risk

- Climate change and disasters
- Impact on the environment

ESG risk factors : Yes

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Link for company's sustainable supply chain management policy and guidelines : <https://investor.pl.co.th/en/document/annual-reports>

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes
innovation culture

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

	2022	2023	2024
paperless (%)	0.00	0.00	5.47

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.