



ESG Performance Report for Listed Companies in 2024

RATCH PATHANA ENERGY PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : RATCH PATHANA ENERGY PUBLIC COMPANY LIMITED Symbol : SCG

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

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

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

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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 over the past year : Yes

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

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Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

Energy management principles and standards : Other : -

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : -

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

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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	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

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 fuel consumption	2023 : fuel consumption 8,573,584,000.00 kBTU	2024 : Reduced by 0.1% or 5,000,000.00 kBTU

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)	10,797,699.56	14,975,265.11	14,765,122.34
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	31,200.00	15,600.00	282,152.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	10,766,499.56	14,959,665.11	14,482,970.34
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	56,532.46	77,592.05	71,675.35

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilowatt-hour of product)	0.00000000	0.00000000	0.20000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	11,995,944.00	12,725,116.70	16,067,310.00
Percentage of total electricity expense to total expenses (%) ^(**)	0.20	0.25	0.42
Percentage of total electricity expense to total revenues (%) ^(**)	0.21	0.23	0.44
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	62,805.99	65,933.25	77,996.65

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
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	411,081.54	419,251.68	394,172.02
Gasoline (Litres)	36,217.93	21,288.26	19,545.00
Fuel oil (Litres)	56,800.00	96,500.00	72,800.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	8,888.27	8,589.59	6,380.64
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00
Biomass (Kilograms)	226,852,199.35	219,200,768.00	180,904,729.14

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	0.00	0.00
Percentage of total fuel expense to total expenses (%) ^(**)	0.00	0.00	0.00
Percentage of total fuel expense to total revenues (%) ^(**)	0.00	0.00	0.00

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)	0.00	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) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	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	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

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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 1,698,676.00 Cubic meters	2024 : Reduced by 3% or 40,000.00 Cubic meters
Increase of recycled water for consumption	2024 : Recycled water for consumption 1,698,676.00 Cubic meters	2024 : Increased by 3% or 40,000.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

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Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	2,536,687.00	2,713,448.00	2,445,978.68
Water withdrawal by third-party water (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	2,536,687.00	2,713,448.00	2,445,978.68
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	13,281.08	14,059.32	11,873.68

	2022	2023	2024
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.44	0.50	0.66

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

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	100.00	100.00	100.00
Total wastewater discharge (cubic meters)	669,710.03	777,960.02	350,225.65

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	2,536,687.00	2,713,448.00	2,445,978.68

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	113,556.80	89,702.60	48,350.20

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.43934183	0.50050317	0.66353596
Intensity of total water consumption (Cubic meters / Megawatt-hour of product)	2.17000000	2.50000000	2.85000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	0.00	0.00	0.00
Total water withdrawal expense from third-party water (Baht)	0.00	0.00	0.00
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.00	0.00

	2022	2023	2024
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)	0.00	0.00	0.00

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	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

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
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2023 : non-hazardous waste and hazardous waste 17,320,970.00 Kilograms	2024 : Reduced by 10%	<ul style="list-style-type: none">• Recycle• Landfilling• Incineration without energy recovery

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)	19,094,800.00	17,220,970.00	15,294,810.00
Total non-hazardous waste (kilograms)	19,058,320.00	17,187,400.00	15,269,710.00
Total hazardous waste (kilograms)	36,480.00	33,570.00	25,100.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	3.31	3.18	4.15

	2022	2023	2024
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	3.30	3.17	4.14
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.01	0.01	0.01

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)	18,901,500.00	17,187,600.00	15,189,110.00
Reused/Recycled non-hazardous waste (Kilograms)	18,901,500.00	17,187,600.00	15,189,110.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	98.99	99.81	99.31
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	99.18	100.00	99.47
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	0.00	0.00

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	:	3
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

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Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Carbon Neutrality

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1	2022 : Greenhouse gas emissions 533,254.00 tCO ₂ e	2024 : Reduced by 10%	• Thailand Greenhouse Gas Management Organization (TGO)

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

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Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	673,739.00	839,557.07	454,122.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	533,254.00	474,331.07	353,952.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	463.00	512.00	616.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	140,022.00	364,714.00	99,554.00

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) ^(*)	0.116688	0.154859	0.123193
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	3,527.43	4,350.04	2,204.48
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	1.36300000	1.23180000	0.91870000
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person (employee))	3,527.42930000	3,154.92750000	2,204.47570000
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Kilowatt-hour of product)	0.00044500	0.00037100	0.00036860

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 : Yes

List of greenhouse gas verifier entity : Bureau verification (Thailand) Co., Ltd.

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	22,032.35	37,975.43
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Other projects (Metric kilograms of carbon dioxide equivalent)	0.00	22,032.35	37,975.43
Ting To Trash (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	22,425.51
Ting To Trash (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	22,425.51
Ting To Trash (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	22,425.51
Waste Bank Project for Environment (Metric kilograms of carbon dioxide equivalent)	0.00	22,032.35	549.92
Waste Bank Project for Environment (Metric kilograms of carbon dioxide equivalent)	0.00	22,032.35	549.92

	2022	2023	2024
Waste Bank Project for Environment (Metric kilograms of carbon dioxide equivalent)	0.00	22,032.35	549.92
Carbon Neutral Event (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	15,000.00
Carbon Neutral Event (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	15,000.00
Carbon Neutral Event (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	15,000.00

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

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ESG Performance

Company Name : RATCH PATHANA ENERGY PUBLIC COMPANY LIMITED Symbol : SCG

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

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, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Reference link for social and human rights policy and guidelines : <https://www.ratchpathana.com/storage/document/policy/human-rights-policy-th.pdf>

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 : Others : -

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Information on other social management

Plans, performance, and outcomes related to other social management

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
Total number of disclosure boundaries	:	3
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 by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace

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Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes
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Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Fair employee compensation	-	2022: -	2024: -
• Employee training and development	-	2024: -	2024: -
• Employee training and development	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Promoting employee relations and participation	-	2024: -	2024: -
• Occupational health and safety in workplace	-	2023: -	2024: -
• Occupational health and safety in workplace	-	2023: -	2024: -
• Occupational health and safety in workplace	-	2023: -	2024: -
• Child labor	-	2023: -	2024: -
• Non-discrimination	-	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 management : No

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	191	193	206
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	191	193	206
Male employees (persons)	131	132	136
Percentage of male employees (%)	68.59	68.39	66.02
Female employees (persons)	60	61	70
Percentage of female employees (%)	31.41	31.61	33.98

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	34	35	34
Percentage of employees under 30 years old (%)	17.80	18.13	16.50
Total number of employees 30-50 years old (Persons)	145	144	154
Percentage of employees 30-50 years old (%)	75.92	74.61	74.76
Total number of employees over 50 years old (Persons)	12	14	18
Percentage of employees over 50 years old (%)	6.28	7.25	8.74

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	26	25	20
Percentage of male employees under 30 years old (%)	19.85	18.94	14.71
Total number of male employees 30-50 years old (Persons)	94	95	102
Percentage of male employees 30-50 years old (%)	71.76	71.97	75.00
Total number of male employees over 50 years old (Persons)	11	12	14
Percentage of male employees over 50 years old (%)	8.40	9.09	10.29

Number of female employees categorized by age

	2022	2023	2024
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	2022	2023	2024
Total number of female employees under 30 years old (Persons)	8	10	14
Percentage of female employees under 30 years old (%)	13.33	16.39	20.00
Total number of female employees 30-50 years old (Persons)	51	49	52
Percentage of female employees 30-50 years old (%)	85.00	80.33	74.29
Total number of female employees over 50 years old (Persons)	1	2	4
Percentage of female employees over 50 years old (%)	1.67	3.28	5.71

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	135	131	142
Percentage of employees in operational level (%)	70.68	67.88	68.93
Total number of employees in management level (Persons)	47	53	55
Percentage of employees in management level (%)	24.61	27.46	26.70
Total number of employees in executive level (Persons)	9	9	9
Percentage of employees in executive level (%)	4.71	4.66	4.37

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	97	95	100
Percentage of male employees in operational level (%)	74.05	71.97	73.53
Total number of male employees in management level (Persons)	26	29	28
Percentage of male employees in management level (%)	19.85	21.97	20.59
Total number of male employees in executive level (Persons)	8	8	8
Percentage of male employees in executive level (%)	6.11	6.06	5.88

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	38	36	42
Percentage of female employees in operational level (%)	63.33	59.02	60.00
Total number of female employees in management level (Persons)	21	24	27
Percentage of female employees in management level (%)	35.00	39.34	38.57
Total number of female employees in executive level (Persons)	1	1	1
Percentage of female employees in executive level (%)	1.67	1.64	1.43

Significant changes in the number of employees

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

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	10
Northern (Person)	N/A	N/A	70
Central (Person)	N/A	N/A	34
Northeastern (Person)	N/A	N/A	4
Southern (Person)	N/A	N/A	0
Eastern (Person)	N/A	N/A	18

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	11
Northern (Person)	N/A	N/A	26
Central (Person)	N/A	N/A	9
Northeastern (Person)	N/A	N/A	4
Southern (Person)	N/A	N/A	1
Eastern (Person)	N/A	N/A	19

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
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	113,729,078.00	116,508,264.00	130,063,737.00
Total male employee remuneration (baht)	82,008,502.25	83,545,023.75	90,524,360.95
Percentage of remuneration in male employees (%)	72.11	71.71	69.60
Total female employee remuneration (baht)	31,720,575.75	32,963,240.25	39,539,376.05
Percentage of remuneration in female employees (%)	27.89	28.29	30.40
Average remuneration of employees (Baht / Person)	595,440.20	603,669.76	631,377.36
Average remuneration of male employees (Baht / Person)	626,019.10	632,916.84	665,620.29
Average remuneration of female employees (Baht / Person)	528,676.25	540,380.98	564,848.23
Ratio of average remuneration of female employees to male employees	0.84	0.85	0.85

Provident fund management policy

Provident fund management policy : Doesn't Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	179	163	172
Proportion of employees who are PVD members (%)	93.71	84.00	83.00
Total amount of provident fund contributed by the company (baht)	3,802,126.00	3,989,090.00	4,300,257.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	3.34	3.42	3.31

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	46.30	46.96	69.89
Total amount spent on employee training and development (Baht)	860,037.00	1,670,647.40	2,321,051.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000144	0.000323	0.000603
Percentage of training and development expenses to total revenue (%) ^(*)	0.000149	0.000308	0.000630

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)	447,758.00	447,749.50	432,023.00
Total number of hours worked by employees (Hours)	447,758.00	447,749.50	432,023.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

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

	2022	2023	2024
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)	7	8	16
Total number of male employee turnover leaving the company voluntarily (persons)	4	3	11
Total number of female employee turnover leaving the company voluntarily (persons)	3	5	5
Proportion of voluntary resignations (%)	100.00	4.15	7.77
Percentage of male employee turnover leaving the Company voluntarily (%)	2.09	1.55	5.34
Percentage of female employee turnover leaving the Company voluntarily (%)	1.57	2.59	2.43
	2022	2023	2024
Evaluation result of employee engagement	Yes	No	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
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Policy and guidelines on communicating the impact of products and services to customers / consumers

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

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The company has used the results of the customer satisfaction survey from the previous year to develop a plan for improving safety, health, and wellness knowledge in the workplace, as well as maintaining strong relationships with customers. In the year 2024, the company organized seminars two training sessions under topics about "Workplace Safety in Electrical Operations and Assisting Accident Victims from Electrical Incidents" and "Greenhouse Gas Management for the Organization".. Additionally, the company conducts continuous relationship-building activities every year.

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 relationshipProtection of customer personal information	electricity and steam customer satisfaction index for not less than 90%.	2023: satisfaction index for not less than 90%.	2024: satisfaction index for not less than 90%.

Information on performance and results of customer management

Performance and outcomes of customer management

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

In the past year , neither the company nor subsidiaries have been involved in customer disputes or complaints regarding the violation of personal data, human rights, or significant customer complaints. The other complaints were analyzed in order to prevent, monitor and adjust to the organization in order that such defects might not happen again.

Diagram of performance and outcomes of customer management





Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 038-481555
 Fax : 038-481-551
 Email : -
 Company's website : www.ratchpathana.com
 Address : -

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, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management, 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 : Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Others : -	-	2023: -	2024: -

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? : Yes

	2022	2023	2024
Value of purchasing goods and/or services from the community (Baht)	313,727,426.00	280,028,272.00	287,998,663.00

Non-financial benefits

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

	2022	2023	2024
Hiring local partners or suppliers (Persons)	2,000.00	2,250.00	2,590.00

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	12,178,354.00	11,657,434.00	9,732,737.78
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.204512	0.225567	0.252920
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.210923	0.215025	0.264026

Additional Explanation : () Total revenues and total expenses from total financial statement*

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 : RATCH PATHANA ENERGY PUBLIC COMPANY LIMITED Symbol : SCG

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

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

-

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, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

-

Determination of Director Remuneration

-

Independence of the Board of Directors from the Management

-

Director Development

-

Board Performance Evaluation

-

Corporate Governance of Subsidiaries and Associated Companies

-

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, Business competitor, Business partner, Creditor, Government agencies, Community and society, Other guidelines regarding shareholders and stakeholders

Shareholder

-

Employee

-

Customer

-

Business competitor

-

Business partner

-

Creditor

-

Government agencies

-

Community and society

-

Environment

-

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company realizes the importance of good Corporate Governance. The company supports fair treatment and responsibility to stakeholders and to act in accordance with laws and CG principles. Therefore, the company has established business ethical for conducting business, as well as ethical guidelines which approved by the Board of Directors' meeting No. 7/2021 on December 11, 2021, for the company's directors, executives, and employees to ensure that everyone is aware of and adheres to the same principles

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, Gift giving or receiving, entertainment, or business hospitality, Information and assets usage and protection, Human rights, Safety and occupational health at work, Other 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

-

Gift giving or receiving, entertainment, or business hospitality

-

Information and assets usage and protection

-

Human rights

-

Safety and occupational health at work

-

Non-infringement of Intellectual Property

-

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 : No

-

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

-

Other corporate governance performance and outcomes

-

Corporate Governance Structure

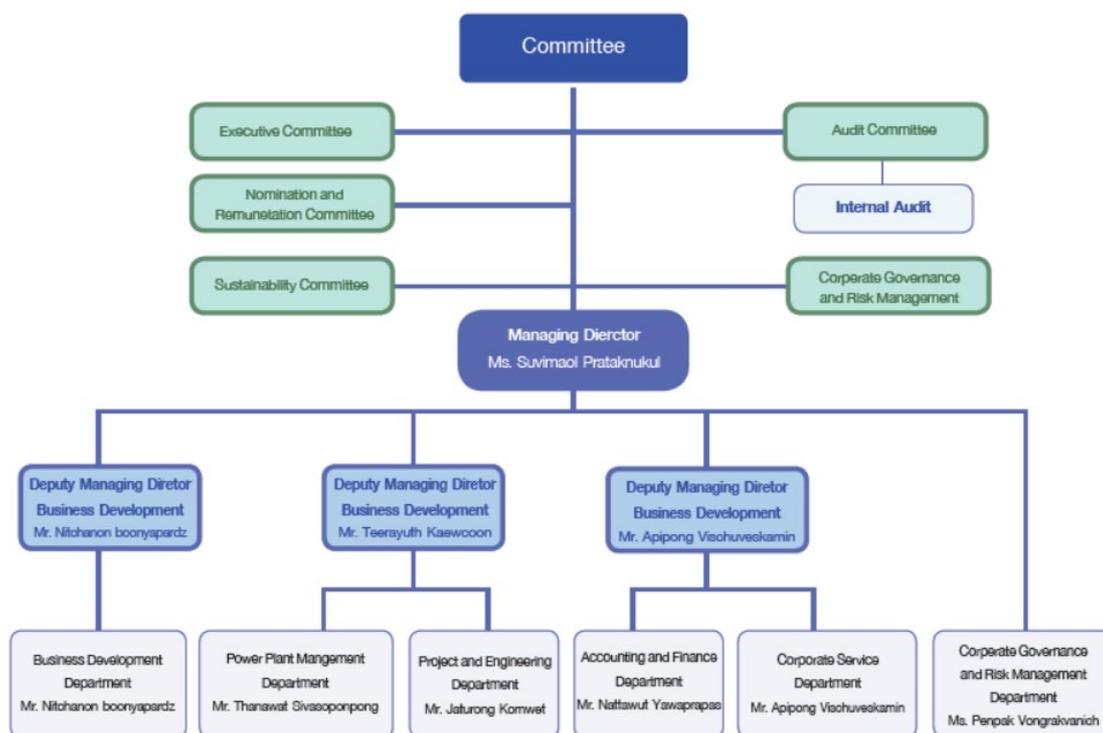
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

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	
	10	2
Executive directors	1	
	0	1
Non-executive directors	11	
	10	1
Independent directors	4	
	4	0

	2024	
	Male (persons)	Female (persons)
Non-executive directors who have no position in independent directors	7	
	6	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	83.33	16.67
Executive directors	8.33	
	0.00	8.33
Non-executive directors	91.67	
	83.33	8.33
Independent directors	33.33	
	33.33	0.00
Non-executive directors who have no position in independent directors	58.33	
	50.00	8.33

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	59	
	62	46

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. SUJARIT PATCHIMNAN Gender: Male Age : 79 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Chairman of the Board of Directors (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	10 May 2016	Law, Energy & Utilities, Public Administration, Human Resource Management, Governance/ Compliance
<p>2. Mr. NITUS VORAPHONPIPUT Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Vice-chairman of the Board of Directors (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	14 May 2024	Energy & Utilities, Engineering, Public Administration, Governance/ Compliance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. THIRASAK VIKITSET</p> <p>Gender: Male</p> <p>Age : 73 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</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 : 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 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	20 Nov 1996	Energy & Utilities, Engineering, Governance/ Compliance, Strategic Management, Human Resource Management
<p>4. Mr. VORAYOS THONGTAN</p> <p>Gender: Male</p> <p>Age : 46 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</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 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	1 Jan 2021	Energy & Utilities, Finance, Engineering, Governance/ Compliance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SAKARIN TANGKAVACHIRANON Gender: Male Age : 58 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 Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	14 Dec 2021	Energy & Utilities, Engineering, Governance/ Compliance, Strategic Management, Human Resource Management
<p>6. Mrs. WADEERAT CHAROENCOOP Gender: Female Age : 50 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 Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	14 Dec 2021	Finance, Accounting, Governance/ Compliance, Energy & Utilities, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. CHINAPAT VISUTTIPAT Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	14 Dec 2021	Law, Governance/ Compliance, Strategic Management, Audit, Risk Management
<p>8. Mr. CHAISAK YONGBANJERD Gender: Male Age : 66 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	5 Jan 2022	Governance/ Compliance, Energy & Utilities, Economics, Strategic Management, Engineering

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Ms. Suvimol Prataknukul Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	1 Jan 2024	Energy & Utilities, Human Resource Management, Engineering, Governance/ Compliance, Strategic Management
<p>10. Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA Gender: Male Age : 71 years Highest level of education : Barrister Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	1 Apr 2024	Public Administration, Governance/ Compliance, Law, Strategic Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Mr. VEERA SRICHANACHAICHOK Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	1 Jun 2024	Energy & Utilities, Accounting, Finance, Strategic Management, Governance/ Compliance
<p>12. Mr. AMPHOL WATTANAWORAPHONG Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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 : Newly appointed director to replace the ex-director</p>	12 Nov 2024	Property Development, Governance/ Compliance, Strategic Management, Engineering, Law

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.*

List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Ms. CHOOSRI KIETKAJORNKUL Gender: Female Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years : - DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) <p><u>Indirect shareholding details</u></p> <p>0</p>	<p>Vice-chairman of the Board of Directors (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	13 May 2024	<p>Mr. NITUS VORAPHONPIPUT</p> <p>Appointment date of replacement director : 14 May 2014</p>
<p>2. Mr. VICHAI KULSOMPJOB Gender: Male Age : 47 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 Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No 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>	12 Nov 2024	<p>Mr. AMPHOL WATTANAWORAPHONG</p> <p>Appointment date of replacement director : 12 Nov 2024</p>

List of directors	Position	Date of resignation / termination	Replacement director
<p>3. Mr. NATAPONG VANARAT Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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>	31 May 2024	<p>Mr. VEERA SRICHANACHAICHOK</p> <p>Appointment date of replacement director : 1 Jun 2024</p>
<p>4. Mr. WARAWUTH CHAIPIRIYAPITAK Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 100 Shares (0.000009 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 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>	31 Mar 2024	-

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.

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. SUJARIT PATCHIMNAN	Chairman of the Board of Directors		✓		✓	
2. Mr. NITUS VORAPHONPIPUT	Vice-chairman of the Board of Directors		✓		✓	✓
3. Mr. THIRASAK VIKITSET	Director		✓		✓	✓
4. Mr. VORAYOS THONGTAN	Director		✓		✓	✓
5. Mr. SAKARIN TANGKAVACHIRANON	Director		✓		✓	✓
6. Mrs. WADEERAT CHAROENCOOP	Director		✓		✓	✓
7. Mr. CHINAPAT VISUTTIPAT	Director		✓	✓		
8. Mr. CHAISAK YONGBANJERD	Director		✓	✓		
9. Ms. Suvimol Pratakukul	Director	✓				✓
10. Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA	Director		✓	✓		
11. Mr. VEERA SRICHANACHAICHOK	Director		✓	✓		
12. Mr. AMPHOL WATTANAWORAPHONG	Director		✓		✓	✓
Total (persons)		1	11	4	7	7

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	8.33
2. Property Development	1	8.33
3. Energy & Utilities	9	75.00
4. Law	4	33.33
5. Accounting	2	16.67
6. Finance	3	25.00
7. Human Resource Management	4	33.33
8. Engineering	7	58.33
9. Strategic Management	11	91.67
10. Risk Management	2	16.67
11. Audit	1	8.33
12. Governance/ Compliance	12	100.00
13. Public Administration	3	25.00

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 directors and the Management : Have

Methods of balancing power between the board of directors and Management : Others : Merger or Segregation of the function

1. Merger or Segregation of the function

The Company prescribes that the Chairman of the Board of Directors shall not be an Executive Director, Managing Director and shall not have any relationship with the entire management. There is a clear separation in the functions with respect to supervisory policies and the management of routine functions. The Company has prepared a Charter of the Board of Directors which clearly prescribes and delineates the powers of all committees and the Managing Director.

The Chairman of the Board of Directors is the leader and controller of Board of Directors meetings in order to

ensure independence. All directors are able to fully express opinions or make suggestions. The management of the executives is supported through the grant of powers and responsibilities to the Managing Director. The Board of Directors does not interfere with routine management work. Although the Chairman of the Board of Directors is not an Independent Director, the Company remains confident that the duties have always been undertaken with an understanding of good corporate governance principles. Decisions on significant matters approved by each relevant committee have achieved a balance and reviewed strictly.

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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

- Others
 - oversee corporate governance to ensure the best interest of the Company and shareowners in accordance and compliance with corporate policies, relevant legal and regulatory requirements, corporate objectives and regulations, as well as resolutions of the Board of Directors and the Shareowners' meetings.

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

-

Executive Committee

Role

- Others
 - purpose of executing corporate business management as assigned by the Company's Board of Directors.

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

-

Corporate Governance and Risk Management Committee

Role

- Risk management
- Corporate governance

Scope of authorities, role, and duties

-

Reference link for the charter

-

Sustainability Committee

Role

- Sustainability development
- Climate-related risks and opportunities governance

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
<p>1. Mr. CHINAPAT VISUTTIPAT Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	14 Dec 2021	Law, Governance/ Compliance, Strategic Management, Audit, Risk Management
<p>2. Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA Gender: Male Age : 71 years Highest level of education : Barrister Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	1 Apr 2024	Public Administration, Governance/ Compliance, Law, Strategic Management, Risk Management
<p>3. Mr. VEERA SRICHANACHAICHOK^(*) Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	1 Jun 2024	Energy & Utilities, Accounting, Finance, Strategic Management, Governance/ Compliance

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement committee member
<p>1. Mr. NATAPONG VANARAT^(*) Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p>	31 May 2024	<p>Mr. VEERA SRICHANACHAICHOK</p> <p>Appointment date of replacement committee member : 1 Jun 2024</p>
<p>2. Mr. WARAWUTH CHAIPIRIYAPITAK^(*) Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p>	31 Mar 2024	-

Additional explanation :

() Directors with expertise in accounting information review*

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. SAKARIN TANGKAVACHIRANON Gender: Male Age : 58 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</p>	The chairman of the executive committee	14 Dec 2021
<p>2. Mr. UDOMPONG CHUNTHARUMPORN Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	14 Dec 2021
<p>3. Mr. VIROJ THEERAVATVATEE Gender: Male Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	6 Mar 2007
<p>4. Mr. VORAYOS THONGTAN Gender: Male Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Jan 2021
<p>5. Mr. SONTAYA TABKHAN Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	13 May 2013
<p>6. Ms. Suvimol Prataknukul Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Jan 2024

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. SUJARIT PATCHIMNAN	The chairman of the subcommittee
	Mr. SAKARIN TANGKAVACHIRANON	Member of the subcommittee
	Mr. VICHAI KULSOMPFOB	Member of the subcommittee
	Ms. CHOOSRI KIETKAJORNKUL	Member of the subcommittee
Corporate Governance and Risk Management Committee	Mr. CHINAPAT VISUTTIPAT	The chairman of the subcommittee (Independent director)
	Mr. CHAISAK YONGBANJERD	Member of the subcommittee (Independent director)
	Ms. Suvimol Pratakukul	Member of the subcommittee (Independent director)
	Ms. Apipong Vischuveskamin	Member of the subcommittee
Sustainability Committee	Ms. Suvimol Pratakukul	The chairman of the subcommittee
	Ms. Apipong Vischuveskamin	Member of the subcommittee
	Mr. Jaturong Kornwet	Member of the subcommittee
	Mr. Nattawut Yawaprapas	Member of the subcommittee
	Mrs. Uthoomporn Sinprajackpol	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. Nitshanon Boonyapardz Gender: Male Age : 41 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 : No</p>	Deputy Managing Director- Business Development	1 Mar 2022	Energy & Utilities, Information & Communication Technology, IT Management, Strategic Management, Governance/ Compliance
<p>2. Mr. Teerayuth Kaewcoon Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineer Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Deputy Managing Director - Operations	29 Jul 2009	Energy & Utilities, Human Resource Management, Strategic Management, Engineering, Governance/ Compliance
<p>3. Ms. Apipong Vischuveskamin Gender: Male Age : 50 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</p>	Deputy Managing Director - Finance and Management	29 Jul 2009	Economics, Energy & Utilities, Engineering, Strategic Management, Governance/ Compliance
<p>4. Mr. Nattawut Yawaprapas^(*) Gender: Male Age : 45 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Accounting & Finance Department Manager	1 Mar 2019	Accounting, Finance, Strategic Management, Governance/ Compliance, Energy & Utilities

List of executives	Position	First appointment date	Skills and expertise
<p>5. Mr. Penpak Vongrakvanich Gender: Female Age : 55 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 : No</p>	<p>Corporate Governance and Risk Management Department Manager</p>	<p>29 Jul 2019</p>	<p>Energy & Utilities, Accounting, Finance, Strategic Management, Governance/ Compliance</p>
<p>6. Ms. Suvimol Prataknukul Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Managing Director (The highest-ranking executive)</p>	<p>1 Jan 2024</p>	<p>Energy & Utilities, Human Resource Management, Engineering, Governance/ Compliance, Strategic Management</p>
<p>7. Mr. Thanawat Siwasoponpong Gender: Male Age : 43 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</p>	<p>Power Plant Management Department Manager</p>	<p>24 Dec 2021</p>	<p>Economics, Engineering, Energy & Utilities, Governance/ Compliance, Strategic Management</p>
<p>8. Mr. Jaturong Kornwet Gender: Male Age : 51 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 : No</p>	<p>Project & Engineering Department Manager</p>	<p>1 Mar 2019</p>	<p>Energy & Utilities, Strategic Management, Human Resource Management, Engineering, Governance/ Compliance</p>

List of executives	Position	First appointment date	Skills and expertise
9. Mr. Wittaya Tachati ^(**) Gender: Male Age : 48 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Accounting Division Manager	2 Oct 2023	Accounting, Energy & Utilities, Finance, Strategic Management, Governance/ Compliance

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 31 Dec 2024
 next four executives as of date

Remuneration policy for executive directors and executives

1. Director Remuneration Policy

The Board of Directors established the Director Nomination and Remuneration Policy (approved from the Board of Directors' resolution No. 8/2023 on November 11, 2023) to ensure that director remuneration is fairly considered. The Board of directors also appointed and assigned the Nomination and Remuneration Committee to consider criteria, payment method and remuneration limit for the Board of Directors and sub-committee, and then proposed to the Board of Directors to endorse and the shareholders' meeting for approval.

1.1. Criteria in remuneration consideration

1.1.1. Suitable with scope of duty, assigned responsibility and the performance of the board such as business growth in terms of production capacity, assets and net profit, etc.

1.1.2. Comparable to peer companies in the same industry with similar scale and sufficient to retain the qualified directors

1.2 Benefit payment

1.2.1 Annual benefit: reflexing the responsibility and operating result of the board of directors' performance.

1.2.2 Meeting allowance: reflexing the board of directors' performance and encouraging the regular meeting attendance.

1.2.3 Other benefits allowance (if any) based on the proposal of the nomination and remuneration committee.

The director's compensation is not including the benefits or welfare receiving as employee of the company. The company disclosed the amount of individual compensation of directors and sub-committees in annual report.

1.3 Payment methods

1.3.1 **Annual benefit:** paid to all directors by the consideration of the Nomination and Remuneration Committee based on policy and criteria of the remuneration and performance evaluation and proposed to the Board of Directors for approval.

1.3.2 **Meeting allowance:** paid to all directors attending the meeting. In case of more than 1 meeting per month, the said allowance was not supposed to be paid more than one time.

1.2.1 **Other benefits allowance (if any) :** -None-

2 **Remuneration for Executives (the management) :** The remuneration for the Executive Directors, the 4 top-ranking executives under the Managing Director, and other executives in the same level as the 4th ranking executive. The remuneration details were classified into salary and patron accorded their status as company employees.

2.1 **Monetary compensation :** Salary and Patron

2.1 **Other Remuneration:**

The company has established welfare and other compensations apart from salary and bonus contribution to the

management and all employees. These reflect domestic economic conditions such as the provident fund, health, life and accident insurance, in accordance with the company's policy and regulations related to the operational performance. The Company has no policy to pay other remuneration except the remuneration of directors or employee. There are no shares, debentures or other securities are given to executive directors.

(A) Other remuneration for the company directors

-None-

(B) Other remuneration for Executives : Provident fund contribution

Does the board of directors or the remuneration committee : Doesn't Have
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)	25,260,000.00	25,460,000.00	27,700,000.00

The remuneration for the Executive Directors, the 4 top-ranking executives under the Managing Director, and other executives in the same level as the 4th ranking executive. The remuneration details were classified into salary and patron accorded their status as company employees.

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	865,452.00	917,928.00	9,700,920.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

none

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. Mr. Wittaya Tachati	wittaya.ta@ratchpathana.com	038481555

List of the company secretary

General information	Email	Telephone number
1. Mr. Apipong Vischuveskamin	csecretary@ratchpathana.com	038481555

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Apinan Sripramoch	datchchai@diaaudit.com	02-259-5300

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Penpak Vongrakvanich	penpak@ratchpathana.com	038481555

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Nattawut Yawaprapas	nattawut.ya@ratchpathana.com	038481555

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	1,620,000.00	Types of non-audit service : Audit fee for verifying the compliance with conditions applied to the investment promotion certificate (BOI) is THB 70,000 per each certificate Details of non-audit service : Audit fee for verifying the compliance with conditions applied to the investment promotion certificate (BOI) is THB 70,000 per each certificate Amount paid during the fiscal year 0.00 baht Amount to be paid in the future 0.00 baht Total non-audit fee 140,000.00 baht	1. Mr. NATTHAPHONG TANTICHATTANON Email: natthaphong@kpmg.co.th Telephone number: - License number: 8829 2. Mr. WAIYAWAT KORSAMARNCHAIYAKIJ Email: Waiyawat@kpmg.co.th Telephone number: - License number: 6333 3. Ms. DUSSANEE YIMSUWAN Email: dussanee@kpmg.co.th Telephone number: - License number: 10235

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

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SUJARIT PATCHIMNAN	Chairman of the Board of Directors	10 May 2016	Law, Energy & Utilities, Public Administration, Human Resource Management, Governance/ Compliance
Mr. NITUS VORAPHONPIPUT	Vice-chairman of the Board of Directors	14 May 2024	Energy & Utilities, Engineering, Public Administration, Governance/ Compliance, Strategic Management
Mr. THIRASAK VIKITSET	Director	20 Nov 1996	Energy & Utilities, Engineering, Governance/ Compliance, Strategic Management, Human Resource Management
Mr. VORAYOS THONGTAN	Director	1 Jan 2021	Energy & Utilities, Finance, Engineering, Governance/ Compliance, Strategic Management
Mr. SAKARIN TANGKAVACHIRANON	Director	14 Dec 2021	Energy & Utilities, Engineering, Governance/ Compliance, Strategic Management, Human Resource Management
Mrs. WADEERAT CHAROENCOOP	Director	14 Dec 2021	Finance, Accounting, Governance/ Compliance, Energy & Utilities, Strategic Management
Mr. CHINAPAT VISUTTIPAT	Director	14 Dec 2021	Law, Governance/ Compliance, Strategic Management, Audit, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
Mr. CHAISAK YONGBANJERD	Director	5 Jan 2022	Governance/ Compliance, Energy & Utilities, Economics, Strategic Management, Engineering
Ms. Suvimol Pratakukul	Director	1 Jan 2024	Energy & Utilities, Human Resource Management, Engineering, Governance/ Compliance, Strategic Management
Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA	Director	1 Apr 2024	Public Administration, Governance/ Compliance, Law, Strategic Management, Risk Management
Mr. VEERA SRICHANACHAICHOK	Director	1 Jun 2024	Energy & Utilities, Accounting, Finance, Strategic Management, Governance/ Compliance
Mr. AMPHOL WATTANAWORAPHONG	Director	12 Nov 2024	Property Development, Governance/ Compliance, Strategic Management, Engineering, Law

Selection of independent directors

Criteria for selecting independent directors

1. Independent Director Selection

As of December 31, 2024, the company has 4 independent directors from total of 12 directors. The independent directors are independent from management and major shareholders. The number of independent directors complies with rules and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. The rules and regulations require the company to have at least one-third of the Board but not less than 3 people as independent directors. The Board of Directors appointed the Nomination and Remuneration Committee to select and verify candidates' qualifications and also consider major shareholders and minority shareholders' proposal. The consideration includes checking in the directors' pool provided by notable organization which has name list of scholars in various fields. The Nomination and Remuneration Committee then considers the qualification based on the definition of an independent director specified in the announcement of Thai Capital Market Supervisory Board as follows:

Independent director's qualifications

- The person must hold no more than 1% of shares with voting rights of the Company, the parent Company, the associates, the affiliates, the major shareholders or the entities with the authority to control the Company; inclusive of shareholding by individuals related to such independent directors.
- The person must not be serving, or have served, as a director who is involved with the management, or a staff member, an employee or a consultant with a monthly wage. The person also must not be or be an individual with the authority to control the Company, the parent Company, the associates, the affiliates, the associates of the same level, the major shareholders or of the entities with the authority to control the Company, with the exception of the case where he or she has retired from such a position for at least two years prior to the day on which he or she is appointed as an independent director. The ineligibility, however, does not include the case where an independent director has previously served as a public servant or a consultant of a government agency which is a major shareholder of, or an entity with the

authority to control the Company.

3. The person must not be related by blood or law as father, mother, spouse, sibling or child, spouse of son or daughter of executives, major shareholders, individuals with the authority to control the Company or candidates for the position of an executive or an individual with the authority to control the Company or an associate.

4. The person must not have, or have had, a business relationship with the Company, the parent Company, the associates, the affiliates, the major shareholders or the entities with the authority to control the Company, in such a manner that may interfere with one's independent discretion. The person also must have not been or has been a shareholder, individuals with the authority to control the Company, of the person who has business relationship with the Company, the parent Company, the associates, the affiliates, the major shareholder or the entities with the authority to control the Company. There is an exception in the case where he or she has retired from such a position for at least two years prior to the day on which he or she is appointed as an independent director.

The business relationship as described in the above paragraph is inclusive of normal trading transactions for the conduct of business; lease or letting of immovable; transactions relating to assets or service; provision or acceptance of financial assistance through acceptance or provision of loans and guarantees, the use of assets as collateral and other such practices which result in the Company or the party to the agreement being under the obligation to repay the other party for an amount from 3% of net tangible assets of the Company or from Twenty Million Baht whichever is lower. The calculation of such obligation to debt is to be in accordance with the related transaction value calculation method as per the Announcement of the Capital Market Supervisory Board on the Related Transaction Criteria with exceptions. The said obligation to debt includes that which has materialized during the period of one year prior to the day of business relationship with the same individual.

5. The person must not be, or has been, an auditor of the Company, the parent Company, the associates, the affiliates, the major shareholders or the entities with the authority to control the Company. The person also must not be a significant shareholder, an individual with the authority to control or a partner of the audit office with which the auditor the Company, the parent Company, the associates, the affiliates, the major shareholders or the entities with the authority to control the Company is associated. There is an exception in such case where he or she has retired from such a position for at least two years prior to the day on which he or she is appointed as an independent director.

6. The person must not be, or has been, a provider of a professional service including the service as a legal consultant or a financial consultant for which greater than Two Million Baht of fee is paid per year by the Company, the parent Company, the associates, the affiliates, the major shareholders or the entities with the authority to control the Company. The person also must not be a significant shareholder or an individual with the authority to control or a partner of such provider of professional service. There is an exception in such case where he or she has retired from such a position for at least two years prior to the day on which he or she is appointed as an independent director.

7. The person must not be a director appointed to represent a director of the Company, a major shareholder or a shareholder who is related to a major shareholder.

8. The person must not be in a business of the same nature as, and of significant competition to, that of the Company or an associate. The person also must not be a significant partner in a partnership; a director who is involved with the management; a staff member; an employee; a consultant with a monthly wage; as well as, a shareholder who holds more than 1% of shares with voting rights of another Company which is engaged in a business of the same nature as and of significant competition to that of the Company or an associate.

9. The person must not have any other characteristic which is an obstacle to the giving of free opinion on the operation of the Company

In the event of any announcement by the Capital Market Supervisory Board imposing the revision to the qualifications for independent director, the Company's independent director would thereby be required to possess such qualifications well complying with such revision.

After having been appointed as an independent director following the qualifications specified under items (1) through (9) above, the independent director may be assigned by the Board of Directors to make decisions on the operation of the Company, the parent Company, the associates, the affiliates, the associates of the same level, the major shareholders or the entities with the authority to control the Company in the manner of a collective decision.

Additionally, in the past accounting period, the independent directors of the Company had neither business relationship nor professional services. Also, the appointed independent directors never have or had business relationship or professional services exceeded than the rules stipulated in the notification of the Capital Market Supervisory Board regarding the Application for and Approval of Offer for Sale of Newly Issued Shares.

The independent directors are independent from the management and major shareholder's control.

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

Number of directors from major shareholders

Number of directors from each group of major shareholders : 7
over the past year (persons)

Rights of minority shareholders on director appointment

1. In this respect, the shareholders holding one share or several shares, but not over 5% of total number of shareholders with voting rights, were allowed to propose agenda and nominate the candidates to be elected as the Director in advance according to the Company's regulations, during November 13 - December 31, 2023. The Company informed such information to the shareholders through the information board of SET and on the Company's website, www.ratchpathana.com under the item of "Investor Relations" section "Shareholder Information: Shareholder Meeting" on November 13, 2023. Nonetheless, there was neither meeting agenda nor nomination of the Directors proposed in advance.

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

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. SUJARIT PATCHIMNAN (Chairman of the Board of Directors)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2005: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2023: Brief Session: Insider Trading & Conflict of Interest
2. Mr. NITUS VORAPHONPIPUT (Vice-chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: Role of the Chairman Program (RCP) • 2023: Director Certification Program (DCP) • 2023: Director Accreditation Program (DAP)
3. Mr. THIRASAK VIKITSET (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2005: Director Certification Program (DCP) • 2003: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2024: Business Technology Transformation • 2024: Data Science • 2023: Brief Session: Insider Trading & Conflict of Interest
4. Mr. VORAYOS THONGTAN (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2023: Subsidiary Governance Program (SGP) • 2019: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2024: ESG and GEN AI • 2023: Brief Session: Insider Trading & Conflict of Interest • 2018: How to Development a Risk Management Plan (HRP)
5. Mr. SAKARIN TANGKAVACHIRANON (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2016: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2024: Strategic Project Management & Contral, Asia Business Connect • 2023: Brief Session: Insider Trading & Conflict of Interest
6. Mrs. WADEERAT CHAROENCOOP (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2019: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2024: Financial Measures That Matter Workshop • 2023: Brief Session: Insider Trading & Conflict of Interest • 2022: Directors Diploma Program (Fellow Member) • 2019: Directors Diploma Examination (Exam) • 2015: Corporate Governance for Executive (CGE SCCC)
7. Mr. CHINAPAT VISUTTIPAT (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2022: Financial Statements for Directors (FSD) • 2021: Successful Formulation & Execution of Strategy (SFE) • 2012: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2013: Directors Diploma Program (Fellow Member)
8. Mr. CHAISAK YONGBANJERD (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: ESG in the Boardroom: A Practical Guide for Board (ESG) • 2022: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2023: Brief Session: Insider Trading & Conflict of Interest

List of directors	Participation in training in the past financial year	History of training participation
9. Ms. Suvimol Prataknukul (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2025: Subsidiary Governance Program (SGP) • 2024: Director Certification Program (DCP) • 2020: Financial Statements for Directors (FSD) • 2019: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2024: Corporate Governance for Executive
10. Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2005: Advanced Audit Committee Program (AACP) • 2005: Director Accreditation Program (DAP)
11. Mr. VEERA SRICHANACHAICHOK (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: Advanced Audit Committee Program (AACP) • 2005: Director Accreditation Program (DAP)
12. Mr. AMPHOL WATTANAWORAPHONG (Director)	Participating	-
13. Ms. CHOOSRI KIETKAJORNKUL (Vice-chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2022: Director Leadership Certification Program (DLCP) • 2021: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2023: Brief Session: Insider Trading & Conflict of Interest
14. Mr. VICHAI KULSOMPJOB (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2005: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2023: Brief Session: Insider Trading & Conflict of Interest • 2006: Company Secretary Program (CSP)
15. Mr. NATAPONG VANARAT (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2022: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2023: Brief Session: Insider Trading & Conflict of Interest
16. Mr. WARAWUTH CHAIPRIYAPITAK (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2019: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company carried out the board's performance assessment, divided into 6 aspects as follows:

1. Board structure and qualifications
2. Roles, duties and responsibilities of the Board of Directors
3. The Board of Directors' meeting
4. Dynamics of the Board of Directors' Responsibilities Relationship with the management
5. Development of directors

The performance assessment procedures are as follows;

1. The performance assessment of the Board of Directors as in group at least once a year.
2. Corporate Secretary summarizes and reports the result of the performance Board assessment to the Nomination and Remuneration Committee in order to consider any guidelines to improve the performance of the Board of Directors

efficiently.

3. The Nomination and Remuneration reports the result and other additional guidelines to improve the efficiency of the Board of Directors' performance to the Board.

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

The evaluation result for the year 2024 was in "Excellent" level with the average score of 91.39

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
Board of Directors	Group assessment	91.39	100
	Self-assessment	93.85	100
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	91.52	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	96.99	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	93.75	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Corporate Governance and Risk Management Committee	Group assessment	92.67	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Sustainability Committee	Group assessment	91.52	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

With regard to the performance appraisal of Managing Director, this would be carried out annually by the Chairman and the Board of Directors based on the company goals and operating performance. The assessment based on the guideline as

recommended by the Stock Exchange of Thailand's guidelines will be covering; and reported to the Board of Director in 2 aspects.

1. The assessment of Key Performance Index (KPI)
2. The assessment of Leadership competency

The appraisal result is considered as private information and cannot be disclosed to public.

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 : 12
(times)

Date of AGM meeting : 18 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. SUJARIT PATCHIMNAN (Chairman of the Board of Directors)	9	/	9	1	/	1	N/A	/	N/A
2. Mr. NITUS VORAPHONPIPUT (Vice-chairman of the Board of Directors)	4	/	5	0	/	0	N/A	/	N/A
3. Mr. THIRASAK VIKITSET (Director)	9	/	9	1	/	1	N/A	/	N/A
4. Mr. VORAYOS THONGTAN (Director)	9	/	9	1	/	1	N/A	/	N/A
5. Mr. SAKARIN TANGKAVACHIRANON (Director)	8	/	9	1	/	1	N/A	/	N/A
6. Mrs. WADEERAT CHAROENCOOP (Director)	9	/	9	1	/	1	N/A	/	N/A
7. Mr. CHINAPAT VISUTTIPAT (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A

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)
8. Mr. CHAISAK YONGBANJERD (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
9. Ms. Suvimol Prataknukul (Director)	9	/	9	1	/	1	N/A	/	N/A
10. Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
11. Mr. VEERA SRICHANACHAICHOK (Director, Independent director)	5	/	5	1	/	1	N/A	/	N/A
12. Mr. AMPHOL WATTANAWORAPHONG (Director)	1	/	1	0	/	0	N/A	/	N/A
13. Ms. CHOOSRI KIETKAJORNKUL (Vice-chairman of the Board of Directors)	3	/	3	1	/	1	N/A	/	N/A
14. Mr. VICHAI KULSOMPFOB (Director)	7	/	8	1	/	1	N/A	/	N/A
15. Mr. NATAPONG VANARAT (Director, Independent director)	4	/	4	0	/	0	N/A	/	N/A
16. Mr. WARAWUTH CHAIPIRIYAPITAK (Director, Independent director)	2	/	2	0	/	0	N/A	/	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

run errands

Remuneration of the board of directors

Types of remuneration of the board of directors

1.2 Payment methods

1.2.1 **Annual benefit:** paid to all directors by the consideration of the Nomination and Remuneration Committee based on policy and criteria of the remuneration and performance evaluation and proposed to the Board of Directors for approval.

1.2.2 **Meeting allowance:** paid to all directors attending the meeting. In case of more than 1 meeting per month, the said allowance was not supposed to be paid more than one time.

Position	(Baht/time)		
1. The Board of Directors			
Chairman	20,000		
Director	10,000		
2. The Audit Committee			
Chairman	10,000		
Director	10,000		
3. The Executive Committee			
Chairman	10,000		
Director	10,000		
4. The Nomination and Remuneration Committee			
Chairman	5,000		
Director	5,000		
5. The Corporate Governance and Risk Management Committee		Chairman	5,000
Director	5,000		
6. The Sustainability Committee			
Chairman	5,000		
Director	5,000		

1.1.3 **Other benefits allowance (if any) :** -None-

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. SUJARIT PATCHIMNAN (Chairman of the Board of Directors)			305,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	180,000.00	100,000.00	280,000.00	No	
Nomination and Remuneration Committee	25,000.00	0.00	25,000.00	No	
2. Mr. NITUS VORAPHONPIPUT (Vice-chairman of the Board of Directors)			100,000.00		0.00
Board of Directors	40,000.00	60,000.00	100,000.00	-	
3. Mr. THIRASAK VIKITSET (Director)			165,000.00		0.00
Board of Directors	90,000.00	75,000.00	165,000.00	No	
4. Mr. VORAYOS THONGTAN (Director)			285,000.00		35,000.00
Board of Directors	90,000.00	75,000.00	165,000.00	No	
Executive Committee	120,000.00	0.00	120,000.00	No	
5. Mr. SAKARIN TANGKAVACHIRANON (Director)			305,000.00		0.00
Board of Directors	80,000.00	80,000.00	160,000.00	No	
Executive Committee	120,000.00	0.00	120,000.00	No	
Nomination and Remuneration Committee	25,000.00	0.00	25,000.00	No	
6. Mrs. WADEERAT CHAROENCOOP (Director)			165,000.00		0.00
Board of Directors	90,000.00	75,000.00	165,000.00	-	
7. Mr. CHINAPAT VISUTTIPAT (Director)			250,000.00		0.00
Board of Directors	90,000.00	80,000.00	170,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	60,000.00	0.00	60,000.00	No	
Corporate Governance and Risk Management Committee	20,000.00	0.00	20,000.00	No	
8. Mr. CHAISAK YONGBANJERD (Director)			185,000.00		0.00
Board of Directors	90,000.00	75,000.00	165,000.00	No	
Corporate Governance and Risk Management Committee	20,000.00	0.00	20,000.00	No	
9. Ms. Suvimol Prataknukul (Director)			330,000.00		35,000.00
Board of Directors	90,000.00	80,000.00	170,000.00	No	
Executive Committee	120,000.00	0.00	120,000.00	No	
Sustainability Committee	20,000.00	0.00	20,000.00	No	
Corporate Governance and Risk Management Committee	20,000.00	0.00	20,000.00	No	
10. Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA (Director)			176,000.00		0.00
Board of Directors	70,000.00	56,000.00	126,000.00	No	
Audit Committee	50,000.00	0.00	50,000.00	No	
11. Mr. VEERA SRICHANACHAICHOK (Director)			134,000.00		0.00
Board of Directors	50,000.00	44,000.00	94,000.00	No	
Audit Committee	40,000.00	0.00	40,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
12. Mr. AMPHOL WATTANAWORAPHONG (Director)			11,000.00		0.00
Board of Directors	10,000.00	1,000.00	11,000.00	No	
13. Mr. UDOMPONG CHUNTHARUMPORN (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
14. Mr. VIROJ THEERAVATVATEE (Member of the executive committee)			120,000.00		55,000.00
Executive Committee	120,000.00	0.00	120,000.00	No	
15. Mr. SONTAYA TABKHAN (Member of the executive committee)			120,000.00		0.00
Executive Committee	120,000.00	0.00	120,000.00	No	
16. Ms. Apipong Vischuveskamin (Member of the subcommittee)			40,000.00		35,000.00
Sustainability Committee	20,000.00	0.00	20,000.00	No	
Corporate Governance and Risk Management Committee	20,000.00	0.00	20,000.00	No	
17. Mr. Jaturong Kornwet (Member of the subcommittee)			20,000.00		45,000.00
Sustainability Committee	20,000.00	0.00	20,000.00	No	
18. Mr. Nattawut Yawaprapas (Member of the subcommittee)			20,000.00		35,000.00
Sustainability Committee	20,000.00	0.00	20,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
19. Mrs. Uthoomporn Sinprajackpol (Member of the subcommittee)			20,000.00		0.00
Sustainability Committee	20,000.00	0.00	20,000.00	No	
20. Ms. CHOOSRI KIETKAJORNKUL (Vice-chairman of the Board of Directors)			80,000.00		0.00
Board of Directors	30,000.00	35,000.00	65,000.00	No	
Nomination and Remuneration Committee	15,000.00	0.00	15,000.00	No	
21. Mr. VICHAI KULSOMPFOB (Director)			160,000.00		0.00
Board of Directors	70,000.00	65,000.00	135,000.00	No	
Nomination and Remuneration Committee	25,000.00	0.00	25,000.00	No	
22. Mr. NATAPONG VANARAT (Director)			91,000.00		0.00
Board of Directors	40,000.00	31,000.00	71,000.00	No	
Audit Committee	20,000.00	0.00	20,000.00	No	
23. Mr. WARAWUTH CHAIPIRIYAPITAK (Director)			49,000.00		0.00
Board of Directors	20,000.00	19,000.00	39,000.00	No	
Audit Committee	10,000.00	N/A	10,000.00	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	1,130,000.00	951,000.00	2,081,000.00
2. Audit Committee	180,000.00	0.00	180,000.00
3. Executive Committee	600,000.00	0.00	600,000.00
4. Nomination and Remuneration Committee	90,000.00	0.00	90,000.00
5. Corporate Governance and Risk Management Committee	80,000.00	0.00	80,000.00
6. Sustainability Committee	100,000.00	0.00	100,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	2,180,000.00
Other monetary remuneration (Baht)	951,000.00
Total (Baht)	3,131,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(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 companies : Yes
- Mechanism for overseeing subsidiaries and associated companies : Yes
- Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The company has a set of regulations for supervision of subsidiaries and associated companies which approved by the Board of Directors' meeting No. 5/2024 held on June 26, 2024. The aim is to ensure that the Board of Directors, executives, and related parties involved in overseeing the subsidiaries and associate company, to understand and recognize their roles, responsibilities, and accountabilities in achieving the company and stakeholder objectives and goals.

The Nomination and Remuneration Committee will select the person and present it to the Board of Directors to consider the selecting person nominated and appointed to be a director in subsidiaries and associate. The number of individual that the Company voted to appoint as a director is in accordance with the Company’s proportion of shareholding. The person who was appointed as a director in subsidiary or associated companies was entitled to perform the operations for the best interests of their subsidiaries or associate companies, unless it is important policies affecting the Company’s business operations. The Company required the appointed person to be approved by The Executive Committee and / or the Board of Directors prior to cast a vote. The company has no control power over the selected Board of Directors’ operating decisions.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders’ agreement)

For Sahagreen Forest Co., Ltd, the subsidiary, the Company has the agreement with other shareholder in accordance with “Joint Venture Agreement for Biomass Power Plant Project” date August 21, 2010.

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 : No / In progress
over the past year

1. Conflict of Interest

The Board of Directors handled conflict of interest issues and related-parties transactions with due care while considering the best benefit of the company as the priority. The transaction conditions must be market condition with fair treatment as transactions with other counterparties. The control system was transparently implemented and complied with regulations of the Securities and Exchange Commission. The company announced this issue as a policy in corporate governance and also in the business ethics and code of conduct. The information was disclosed thoroughly in the business ethic under topic “Conflict of Interest” and “Related-Parties Transaction”.

1.1 Conflict of Interest Mitigation

The company disclose this information in the Annual Report (Form 56-1 One Report) Part 2 “Corporate Governance, Conflict of Interest”.

In the past year, there was no violation regarding the transaction considered as related-parties transaction referring to the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission. The company disclose the information in the Annual Report (Form 56-1 One Report) “Related-Parties Transaction”.

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 : Yes
information to seek benefits over the past year

1. Using Inside Information to Seek for Personal Benefit

The company has the Insider Information Management Policy approved by the Board of Directors’ meeting No. 5/2024 held on June 26, 2024 and the code of business ethics to implement to the Company and shareholders, including the code of

conduct for directors, executives and employees. The directors, the executives and employees must behave with integrity, accountability and moral consciousness. Under no circumstance should they exploit their authority for the benefit of themselves and / or others. All relevant employees must protect the interests and the Company's asset. They must not use the Company's information or assets for the benefit of themselves and/or not to engage in any action which assists any individual in business that competes with Company. The company monitors the proper internal data use according to the principles of good corporate governance, which are in written and published on the Intranet and Company's website. Reporting of Holding and Changing of Holding of Securities and Derivatives are as follows.

(1) The Company will provide knowledge to the board of directors and executives of the company including persons holding an executive position in accounting or finance at a divisional manager or equivalent level regarding their duties on preparing, disclosing and submitting the reports on their holding and changing of holding of securities and derivatives, and their spouse or cohabiting couple and minor children to the Office of the Securities and Exchange Commission ("Office of SEC") according to Securities Act, Notification of the Securities and Exchange Commission and applicable notifications of Capital Market Supervisory Board including punishment according to relevant laws.

(2) The board of directors and executives of the Company including persons holding an executive position in accounting or finance at a divisional manager or equivalent level of the Company must prepare, disclose and submit the reports on holding and changing of holding of their securities and derivatives and/or their related person to the company secretary before every submitting to the Office of SEC in a form and within the following periods:

2.1 within 3 working days from the date of purchase, sale, transfer or acceptance of transfer of securities or derivatives in the case where the person with the duty to report is a director or an executive of the company, and in accordance with all of the following regulations:

(a) the Company shall report the names of the directors and executives through the Directors and Executives Information System according to the method specified by the Office of SEC in the Notification of the Office of SEC concerning Forms and Methods for Reporting or Changing the Information of Company Directors and Executives;

(b) the persons with the reporting duty report shall report purchase, sale, transfer or acceptance of transfer of securities or derivatives before having their names listed in the Directors and Executives Information System under (a).

2.2 within 7 working days from the date of purchase, sale, transfer, or acceptance of transfer of securities or derivatives in any case other than 2.1. And notify to the company's secretary to record the change and balance of individual securities holding to report in the next board of directors meeting.

The company appointed DIA Audit Co., Ltd., the internal auditor, to review the 'Cyber (ITGC)' and the evaluation related to PDPA. The audited result showed the risk level was low.

In the past year, the Company did not receive any warning letter of rules and regulations violation from the Securities and Exchange Commission (SEC). and The Stock Exchange of Thailand (SET)

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 : Review of appropriateness 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

The company has a process to review, monitor and assess the risks of corruption, as well as programs for preventing such risks. The Corporate Governance and Risk Management Committee is the risk assessor in corruption and coordination together with the working team to implement anti-corruption project. The responsibility are reviewing the internal control and internal audit follow-up. In the case of fraud, internal audit work unit will report directly to the Audit Committee and the Audit Committee will report to the Board of Directors, respectively.

In the past year, the Corporate Governance and Risk Management Committee has reviewed policy and practices relating to anti-corruption. Working with the anti-corruption working group and the internal audit, the committee performed the annual audit plan. The report to the Audit Committee and the Board of Directors by quarterly.

In cases of corruption occurred, the investigation committee will report the investigation results directly to Managing Director or the chairman of the Audit Committee. The Audit Committee will then report to the Board of Directors. It is important to note that the whistleblower and the complainant's identities will be kept confidential by the company.

In the past year, the company by the Corporate Governance and Risk Management Committee did not get any warning or been punished due to the shortfall of complying with the rules. There were no cases of law violation in terms of labor laws, consumers, competition and environment. The company did not get complaints from shareholders and stakeholders.

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 : Yes
over the past year

Whistleblowing Channel

The Company provides employees and stakeholders an opportunity to report misconduct, illegal activities, corruption, or unethical behavior by the company's employees, as well as actions that could pose problems or cause harm to the company. Additionally, it includes the submission of complaints in cases where employees or stakeholders experience violations of rights or unfair treatment through the channels and processes established by the company. The details are as follows:

1. Direct notification in word or written to the direct supervisor. If it is not considered, the higher-level supervisor or the human resources management and development division manager should receive the notification instead
2. Suggestion box
3. Email or company's website
 - 3.1 Via <https://www.ratchpathana.com>
 - 3.2 Via Email

Contacts

E-mail Address

The Board of Directors : directors@ratchpathana.com

The Audit Committee : auditcommittee@ratchpathana.com

The Corporate Governance and Risk Management Committee : cgcommittee@ratchpathana.com

The Managing Director : MD@ratchpathana.com

Human Resource Management and Development Division : hrmanager@ratchpathana.com

4. The petition and information can be sent by postal service to the Chairman of each committee (Chairman), Managing Director, and Human Resource and Administration Department. The address is as follows:

Ratch Pathana Energy Public Company Limited
636 Moo 11, Sukhaphiban 8, Nongkham sub-district
Siracha District, Chonburi 20230

In addition, the company will confidentially keep related information and prioritize the security of the complainant, except when disclosure is required by law.

In the past year, there was no complaint of corruption.

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

The monitoring of compliance with other corporate governance policy and guidelines

-

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) : 6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. CHINAPAT VISUTTIPAT (Chairman of the audit committee)	6	/	6
2 Mr. NATTACHAK PATTAMASINGH NA AYUTHAYA (Member of the audit committee)	5	/	5
3 Mr. VEERA SRICHANACHAICHOK (Member of the audit committee)	4	/	4
4 Mr. NATAPONG VANARAT (Member of the audit committee)	2	/	2
5 Mr. WARAWUTH CHAIPIRIYAPITAK (Member of the audit committee)	1	/	1

The results of duty performance of the audit committee

The evaluation result for the year 2024 was in “Excellent” level with the average score of 96.99%

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SAKARIN TANGKAVACHIRANON (The chairman of the executive committee)	12	/	12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
2 Mr. UDOMPONG CHUNTHARUMPORN (Member of the executive committee)	0	/	0
3 Mr. VIROJ THEERAVATVATEE (Member of the executive committee)	12	/	12
4 Mr. VORAYOS THONGTAN (Member of the executive committee)	12	/	12
5 Mr. SONTAYA TABKHAN (Member of the executive committee)	12	/	12
6 Ms. Suvimol Pratakukul (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

The evaluation result for the year 2024 was in “Excellent” level with the average score of 91.52%

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 5
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SUJARIT PATCHIMNAN (The chairman of the subcommittee)	5	/	5
2 Mr. SAKARIN TANGKAVACHIRANON (Member of the subcommittee)	5	/	5
3 Mr. VICHAI KULSOMPJOB (Member of the subcommittee)	5	/	5
4 Ms. CHOOSRI KIETKAJORNKUL (Member of the subcommittee)	3	/	3

The results of duty performance of Nomination and Remuneration Committee

The evaluation result for the year 2024 was in “Excellent” level with the average score of 93.75%

Meeting attendance of Corporate Governance and Risk Management Committee

Meeting Corporate Governance and Risk : 4
Management Committee (times)

List of Directors	Meeting attendance of Corporate Governance and Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHINAPAT VISUTTIPAT (The chairman of the subcommittee)	4	/	4
2 Mr. CHAISAK YONGBANJERD (Member of the subcommittee)	4	/	4
3 Ms. Suvimol Pratakukul (Member of the subcommittee)	4	/	4
4 Ms. Apipong Vischuveskamin (Member of the subcommittee)	4	/	4

The results of duty performance of Corporate Governance and Risk Management Committee

The evaluation result for the year 2024 was in “Excellent” level with the average score of 92.67%

Meeting attendance of Sustainability Committee

Meeting Sustainability Committee (times) : 4

List of Directors	Meeting attendance of Sustainability Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. Suvimol Pratakukul (The chairman of the subcommittee)	4	/	4
2 Ms. Apipong Vischuveskamin (Member of the subcommittee)	4	/	4
3 Mr. Jaturong Kornwet (Member of the subcommittee)	4	/	4
4 Mr. Nattawut Yawaprapas (Member of the subcommittee)	4	/	4
5 Mrs. Uthoomporn Sinprajackpol (Member of the subcommittee)	4	/	4

The results of duty performance of Sustainability Committee

The evaluation result for the year 2024 was in “Excellent” level with the average score of 91.52%

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

-

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 17 Partnerships for the Goals

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>			
<ul style="list-style-type: none"> • Employees 	-	-	<ul style="list-style-type: none"> • Social Event • Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar • Others <ul style="list-style-type: none"> • -

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Shareholders • Others <ul style="list-style-type: none"> • - 	-	-	<ul style="list-style-type: none"> • Visit • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • - • - • - • - • -
<ul style="list-style-type: none"> • Competitors • Raw material distributors • Raw material manufacturers 	-	-	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • - • - • -
<ul style="list-style-type: none"> • Creditor • Financial institution 	-	-	<ul style="list-style-type: none"> • Training / Seminar • Others <ul style="list-style-type: none"> • - • - • - • - • - • -
<ul style="list-style-type: none"> • Customers 	-	-	<ul style="list-style-type: none"> • Satisfaction Survey • Training / Seminar • Others <ul style="list-style-type: none"> • -
<ul style="list-style-type: none"> • Suppliers • Business partners • Raw material distributors • Product distributors • Contractors • Joint venture partners 	-	-	<ul style="list-style-type: none"> • Satisfaction Survey • Training / Seminar • Others <ul style="list-style-type: none"> • -

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Community • Society 	-	-	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Others <ul style="list-style-type: none"> • - • - • - • -
<ul style="list-style-type: none"> • Government agencies and Regulators • Non-profit organization / NGOs 	-	-	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • -

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
-	<ul style="list-style-type: none"> • Energy Management
	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance
Good Corporate Governance	<ul style="list-style-type: none"> • Good Governance
Supply Chain Management	<ul style="list-style-type: none"> • Sustainable Supply Chain Management
Climate Change	<ul style="list-style-type: none"> • Greenhouse Gas Management • Others : Climate Change
Cybersecurity and Personal Data Protection	<ul style="list-style-type: none"> • Good Governance • Others : Cybersecurity and Personal Data Protection
Community and Social Development	<ul style="list-style-type: none"> • Others : Community and Social Development
Labor and Human Rights	<ul style="list-style-type: none"> • Human Rights
Human Resource Development	<ul style="list-style-type: none"> • Human Rights • Others : Human Resource Development

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://hub.optiwise.io/en/documents/155578/scg-sdreport-2024-en.pdf>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards, UN Global Compact

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 : Strategic Risk
• Climate change and disasters
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 2 -

Related risk factors : Compliance Risk
• Change in laws and regulations
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 3 -

Related risk factors : Operational Risk
• Impact on human rights
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 4 -

Related risk factors : Operational Risk
• Safety, occupational health, and working environment
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 5 -

Related risk factors : Strategic Risk
• Pandemic risk
Operational Risk
• Pandemic risk
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 6 -

Related risk factors : Strategic Risk
• Damage to company image and reputation
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 7 -

Related risk factors : Strategic Risk
• Economic risk
ESG risk factors : No

Risk characteristics

-

Risk 8 -

Related risk factors : Strategic Risk
• Changes in technologies
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 9 -

Related risk factors : Operational Risk
• Information security and cyber-attack
ESG risk factors : Yes

Risk characteristics

-

Risk-related consequences

-

Risk management measures

-

Risk 10 -

Related risk factors : Compliance Risk
• Change in laws and regulations
ESG risk factors : Yes

Risk characteristics

-

Risk management measures

-

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

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? : Yes

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	145.00	162.00	242.00

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 (%)	145.00	162.00	242.00

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 : Yes

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	6.73	0.51	2.99

Additional explanation for research and development (R&D) expenses over the past 3 years

-

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 innovation culture : Yes

-

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 innovation development? : Yes

	2022	2023	2024
Research and Development Cost (R&D) (Baht)	6,732,800.00	514,300.00	2,996,768.00

Non-financial benefits

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

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