ESG Performance

Company Name: CHRISTIANI & NIELSEN (THAI) PUBLIC COMPANY LIMITED Symbol: CNT

Market: SET Industry Group: Property & Construction Sector: Construction Services

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://cnt-th.listedcompany.com/misc/CG/20220323-cnt-business-ethics-th.pdf
Uploaded document of environmental policy and practice:	environmental_policy_th-Copy.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Fuel Management x Water Management x Waste Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	2	6
Actual number of disclosure boundaries	-	2

2.2 Electricity Consumption(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	809,895.00	964,026.00
Total electricity consumption within the organization	Kilowatt-Hours	1,163,498.94	1,205,329.44	1,293,594.14
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	852,310.00	919,043.00	1,071,786.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	311,188.94	286,286.44	221,808.14
Difference between total electricity consumption within the organization and target(**)	Kilowatt-Hours	-	395,434.44	329,568.14

Percentage of the difference between total electricity consumption within the organization and target(**)	%	-	48.83	34.19
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	1,499.35	1,611.40	1,734.04

Additional explanation:

(*) Exclude electricity consumption outside of the Company.

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

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m^2	50.03	51.83	55.62

2.4 Electricity Expense(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	4,415,476.11	5,054,639.47	8,182,042.25
Percentage of total electricity expense to total expenses(**)	%	-	-	-
Percentage of total electricity expense to total revenues(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	5,690.05	6,757.54	10,967.89

Additional explanation:

(*) Exclude electricity expense outside of the Company.

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	1,349,951.91	1,038,586.16	999,390.95
Gasoline	Litres	158,264.14	151,832.36	145,764.34
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	46,498.47	48,825.50	44,491.14
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	42,728,734.94	40,685,443.77	38,509,108.97
Percentage of total fuel expense to total expenses(**)	%	-	-	-
Percentage of total fuel expense to total revenues(**)	%	-	-	-

Additional explanation:

(*) Exclude fuel expense outside of the Company.

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

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m^2	-	-	-

Additional explanation:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	2	6
Actual number of disclosure boundaries	-	2

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	16,298.00	23,986.20
Total water withdrawal	Cubic meters	20,611.00	36,708.00	44,148.00
Total water withdrawal by third-party water	Cubic meters	20,611.00	36,708.00	44,148.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target(*)	Cubic meters	-	20,410.00	20,161.80
Percentage of the difference between total water withdrawal and target(*)	%	-	125.23	84.06
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	26.56	49.07	59.18
Intensity ratio of total water withdrawal to total revenues(**)	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	20,611.00	36,708.00	44,148.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m^2	0.89	1.58	1.90

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	356,002.11	629,375.09	757,667.57
Total water withdrawal expense from third-party water	Baht	356,002.11	629,375.09	757,667.57

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses(*)	%	-	-	-
Percentage of total water withdrawal expense to total revenues(*)	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	458.77	841.41	1,015.64

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	2	6
Actual number of disclosure boundaries	-	2

4.2 Waste Generation(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	-	-	11,692.50
Non-hazardous waste	Kilograms	-	-	11,692.50
Hazardous waste	Kilograms	-	-	-
Intensity ratio of total waste generated to total revenues(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	-	-	6,028.50

Reused/Recycled non-hazardous waste	Kilograms	-	-	6,028.50
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	51.56
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	51.56
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	2	6
Actual number of disclosure boundaries	-	1

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan: No

URL of corporate greenhouse gas management plan: -

Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	0.00	0.00	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	0.00	108,740.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	0.00	0.00	-

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	0.00	0.00	6,442.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	0.00	0.00	102,298.00
Difference between total GHG emissions and target(*)	Metric tonnes of carbon dioxide equivalent	0.00	0.00	-
Percentage of the difference between total GHG emissions and target(*)	%	-	-	-

Additional explanation:

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

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	0.00	145.76
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m^2	-	-	-

Additional explanation:

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

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	2,391,000.05
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.05
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	2,391,000.00
Company Overview	Metric kilograms of carbon dioxide equivalent	-	-	2,391,000.00

5.7 Absorption and removal of Greenhouse Gas

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

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Approved and published on 29/03/2024

ESG Performance

Company Name: CHRISTIANI & NIELSEN (THAI) PUBLIC COMPANY LIMITED Symbol: CNT

Market: SET Industry Group: Property & Construction Sector: Construction Services

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice:	Yes
URL of Corporate human rights policy and practice:	https://cnt-th.listedcompany.com/misc/CG/cnt-cg-human-rights-policy-th.pdf
Uploaded document of Corporate human rights policy and practice:	Human Rights Policy Thai Feb 2023.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	2	6
Actual number of disclosure boundaries	-	3

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	776	748	746
Total number of male employees	Persons	551	528	522
Percentage of male employees	%	71.01	70.59	69.97
Total number of female employees	Persons	225	220	224

Percentage of female employees	%	28.99	29.41	30.03

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	127	94	106
Percentage of employees under 30 years old	%	16.37	12.57	14.21
Total number of employees 30-50 years old	Persons	464	440	441
Percentage of employees 30-50 years old	%	59.79	58.82	59.12
Total number of employees over 50 years old	Persons	185	214	199
Percentage of employees over 50 years old	%	23.84	28.61	26.68

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	73	54	60
Percentage of male employees under 30 years old	%	13.25	10.23	11.49
Total number of male employees 30-50 years old	Persons	335	311	311
Percentage of male employees 30-50 years old	%	60.80	58.90	59.58
Total number of male employees over 50 years old	Persons	143	163	151
Percentage of male employees over 50 years old	%	25.95	30.87	28.93

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	54	40	46
Percentage of female employees under 30 years old	%	24.00	18.18	20.54
Total number of female employees 30–50 years old	Persons	129	129	130
Percentage of female employees 30–50 years old	%	57.33	58.64	58.04
Total number of female employees over 50 years old	Persons	42	51	48
Percentage of female employees over 50 years old	%	18.67	23.18	21.43

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	243	219	180
Percentage of employees in operational level	%	31.31	29.28	24.13
Total number of employees in management level	Persons	471	465	501
Percentage of employees in management level	%	60.70	62.17	67.16
Total number of employees in executive level	Persons	62	64	65
Percentage of employees in executive level	%	7.99	8.56	8.71

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	164	147	117
Percentage of male employees in operational level	%	29.76	27.84	22.41
Total number of male employees in management level	Persons	333	326	350
Percentage of male employees in management level	%	60.44	61.74	67.05
Total number of male employees in executive level	Persons	54	55	55
Percentage of male employees in executive level	%	9.80	10.42	10.54

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	79	72	63
Percentage of female employees in operational level	%	35.11	32.73	28.12
Total number of female employees in management level	Persons	138	139	151

Percentage of female employees in management level	%	61.33	63.18	67.41
Total number of female employees in executive level	Persons	8	9	10
Percentage of female employees in executive level	%	3.56	4.09	4.46

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	49	35	31
Total number of employees with disabilities	Persons	49	35	29
Percentage of employees with disabilities	%	6.31	4.68	3.89
Total number of workers who are not employees with disabilities	Persons	0	0	2

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	508,900,625.59	491,695,772.50	515,661,975.21
Total male employee remuneration	Baht	387,944,065.87	372,044,415.46	389,001,805.47
Percentage of remuneration in male employees	%	76.23	75.67	75.44
Total female employee remuneration	Baht	120,956,559.72	119,651,357.04	126,660,169.74
Percentage of remuneration in female employees	%	23.77	24.33	24.56
Average remuneration of employees	Baht / Person	655,799.78	657,347.29	691,235.89
Average remuneration of male employees	Baht / Person	704,072.71	704,629.57	745,214.19
Average remuneration of female employees	Baht / Person	537,584.71	543,869.80	565,447.19
Ratio of average remuneration of female employees to male employees		0.76	0.77	0.76

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	771	700	736
Percentage of total number of employees joining employee provident fund to total number of employees	%	85.80	80.40	98.66
Total amount of provident fund contributed by the Company	Baht	21,951,666.59	21,207,796.79	22,786,448.41
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	4.31	4.31	4.42

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	17.00	24.00	17.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	365,556.00	877,847.00	707,186.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	2,328,000.00	2,244,000.00	2,238,000.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	0.00	0.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	0	0
Percentage of employees that lost time injuries for 1 day or more	%	0.00	0.00	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
	Persons / 200,000 manhours(**)	0.00	0.00	0.00

Additional explanation:

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

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	60	88	61
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	7.73	11.76	8.18
Total number of male employee turnover leaving the Company voluntarily	Persons	40	62	47
Percentage of male employee turnover leaving the Company voluntarily	%	66.67	70.45	77.05
Total number of female employee turnover leaving the Company voluntarily	Persons	20	26	14
Percentage of female employee turnover leaving the Company voluntarily	%	33.33	29.55	22.95
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 29/03/2024

ESG Performance

Company Name: CHRISTIANI & NIELSEN (THAI) PUBLIC COMPANY LIMITED Symbol: CNT

Market: SET Industry Group: Property & Construction Sector: Construction Services

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://cnt-th.listedcompany.com/misc/CG/20240315-cnt-cg-policy-manual-th.pdf
Uploaded document of corporate governance policy and practices:	CNT CG Policy Manual TH update 28Feb24.pdf

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Independence of the Board of Directors from the Management x Director Development x Corporate Governance of Subsidiaries and Associated Companies x Determination of Director Remuneration x Board Performance Evaluation

1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://cnt-th.listedcompany.com/misc/CG/20220323-cnt-business-ethics-th.pdf
Uploaded document of Code of Conduct:	20220323-cnt-business-ethics-th.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information

2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	11	1	9	1
		12		10	
	% of total directors	91.67	8.33	90.00	10.00
		100		100	
Executive directors	Persons	3	0	3	0
		3		3	
	% of total directors	25.00	0	30.00	0
		25.00		30.00	
Non-executive directors	Persons	8	1	6	1
		9		7	
	% of total directors	66.67	8.33	60.00	10.00
		75.00		70.00	
- Independent directors	Persons	5	1	3	1
		6		4	
	% of total directors	41.67	8.33	30.00	10.00
		50.00		40.00	
- Non-executive directors who have no position in independent directors	Persons	3	0	3	0
		3		3	
	% of total directors	25.00	0	30.00	0
		25.00		30.00	

Average director age	Years	57	42		54	43
		56			53	
The Chairman of the Board is an independent director	Yes / No	Yes			Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No			No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No			No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes			Yes	

Additional explanation:

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

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย เกษมสิทธิ์ ปฐมศักดิ์	First appointment date of director:	10 Apr 2012
	Name (English):	Mr. KASEMSIT PATHOMSAK	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1970	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Audit x Governance/ Compliance x Finance & Securities x Property Fund & REITs x Leadership x Strategic Management x Corporate Management		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		

2)	Name (Thai):	นาย กิริต ชาห์	First appointment date of director:	11 Nov 2011
	Name (English):	Mr. KIRIT SHAH	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Commerce	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Banking x Finance & Securities x Industrial Materials & Machinery x Construction Services x Transportation & Logistics x Strategic Management x Leadership		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		
3)	Name (Thai):	นาย สุรศักดิ์ โอสถานุเคราะห์	First appointment date of director:	1 Dec 2009
	Name (English):	Mr. SURASAK OSATHANUGRAHA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Banking x Accounting x Finance x Corporate Social Responsibility x Data Management x Data Analysis x Corporate Management x Leadership x Strategic Management x Risk Management		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		
4)	Name (Thai):	นาย คูชรู คาลี วาเดีย	First appointment date of director:	11 Nov 2011
	Name (English):	Mr. KHUSHROO KALI WADIA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1963	Executive director position:	Yes
	Nationality:	x India	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Construction Services x Property Development x Commerce x Human Resource Management x Sustainability x Data Management x Data Analysis x Statistics x Corporate Management x Leadership x Strategic Management x Risk Management x Corporate Social Responsibility x Accounting		
	Shares:	4,976,500		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.484140		

5)	Name (Thai):	นาย อิษฎ์ชาญ ชาห์	First appointment date of director:	10 Apr 2012
	Name (English):	Mr. ISHAAN SHAH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1988	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Management	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Finance x Corporate Management x Leadership x Strategic Management		
	Shares:	94,372,280		
	Paid-up stock:	1,027,904,144		
	%Shares:	9.181039		
6)	Name (Thai):	นาย กฤษณ์ ธีรเกาศัลย์	First appointment date of director:	6 Dec 2012
	Name (English):	Mr. KRIS THIRAKAOSAL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1977	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Engineering x Governance/ Compliance x Audit x Leadership		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		

7)	Name (Thai):	นาย จอห์น สก็อต ไฮเน็ค	First appointment date of director:	10 Apr 2013
	Name (English):	Mr. JOHN SCOTT HEINECKE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1971	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Corporate Management x Leadership x Strategic Management		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		
8)	Name (Thai):	นาย วิเทศ รัตนากร	First appointment date of director:	24 Apr 2017
	Name (English):	Mr. VITES RATANAKORN	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1965	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Industrial Materials & Machinery x Construction Services x Property Development x Risk Management x Sustainability x Leadership		

	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		
9)	Name (Thai):	นาย สุริยนต์ ตู้จินดา	First appointment date of director:	22 Apr 2019
	Name (English):	Mr. SURIYON TUCHINDA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Risk Management x Sustainability x Audit x Governance/ Compliance x Leadership		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		
10)	Name (Thai):	นาง เรณุกา ดิวารี ชามา	First appointment date of director:	21 Apr 2022
	Name (English):	Mrs. RENUKA DIWALI SHARMA	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1980	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Business Administration x Leadership		

	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย สานติ กระจ่างเนตร์	First appointment date of director:	15 Sep 2008
	Name (English):	Mr. SANTI GRACHANGNETARA	Director termination date:	21 Apr 2023
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1944	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement director (English):	Mr. KASEMSIT PATHOMSAK
	Skill and expertise:	x Industrial Materials & Machinery x Construction Materials x Construction Services x Property Development x Corporate Management x Strategic Management x Risk Management x Audit x Governance/ Compliance	Appointment date of replacement director:	21 Apr 2023
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		
2)	Name (Thai):	นาย สุพล ทับทิมจรูญ	First appointment date of director:	8 Dec 2015
	Name (English):	Mr. SUPHON TUBTIMCHAROON	Director termination date:	21 Apr 2023
	Gender:	Male	Director position:	Director
	Year of birth:	1951	Executive director position:	No

	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	No replacement director
	Skill and expertise:	x Leadership x Corporate Management x Commerce x Construction Services x Energy & Utilities	Appointment date of replacement director:	-
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย เกษมสิทธิ์ ปฐมศักดิ์	Appointment date of audit committee member:	15 May 2012
	Name (English):	Mr. KASEMSIT PATHOMSAK	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1970	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย กฤษณ์ ธีรเกาศัลย์	Appointment date of audit committee member:	6 Dec 2012
	Name (English):	Mr. KRIS THIRAKAOSAL	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1977	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย สุริยนต์ ตู้จินดา	Appointment date of audit committee member:	27 Feb 2020
	Name (English):	Mr. SURIYON TUCHINDA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		

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

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

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาย คูชรู คาลี วาเดีย	Appointment date of executive committee member:	14 Nov 2013
	Name (English)	Mr. KHUSHROO KALI WADIA	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1963		
	Nationality:	x India		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Science		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย สุรศักดิ์ โอสถานุเคราะห์	Appointment date of executive committee member:	1 Dec 2009
	Name (English)	Mr. SURASAK OSATHANUGRAHA	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1968		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย วิเทศ รัตนากร	Appointment date of executive committee member:	24 Apr 2017
	Name (English)	Mr. VITES RATANAKORN	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1965		
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย กิริต ชาห์	Appointment date of executive committee member:	8 Aug 2014
	Name (English)	Mr. KIRIT SHAH	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1953		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Commerce		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย อิษฎ์ชาญ ชาห์	Appointment date of executive committee member:	8 Aug 2014
	Name (English)	Mr. ISHAAN SHAH	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1988		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Audit and Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	นาย เกษมสิทธิ์ ปฐมศักดิ์	Mr. KASEMSIT PATHOMSAK	Chairman
2	นาย กฤษณ์ ธีรเกาศัลย์	Mr. KRIS THIRAKAOSAL	Member
3	นาย สุริยนต์ ตู้จินดา	Mr. SURIYON TUCHINDA	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย เกษมสิทธิ์ ปฐมศักดิ์	Mr. KASEMSIT PATHOMSAK	Chairman
2	นาย กฤษณ์ ธีรเกาศัลย์	Mr. KRIS THIRAKAOSAL	Member
3	นาย กิริต ชาห์	Mr. KIRIT SHAH	Member

3) Name of sub-committees (English) Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย เกษมสิทธิ์ ปฐมศักดิ์	Mr. KASEMSIT PATHOMSAK	Chairman
2	นาย กฤษณ์ ธีรเกาศัลย์	Mr. KRIS THIRAKAOSAL	Member
3	นาย กิริต ชาห์	Mr. KIRIT SHAH	Member

4) Name of sub-committees (English) Sustainability and Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย สุริยนต์ ตู้จินดา	Mr. SURIYON TUCHINDA	Chairman
2	นาย คูชรู คาลี วาเดีย	Mr. KHUSHROO KALI WADIA	Member
3	นาย สุรศักดิ์ โอสถานุเคราะห์	Mr. SURASAK OSATHANUGRAHA	Member
4	นาย วิเทศ รัตนากร	Mr. VITES RATANAKORN	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Sustainability and Risk Management Committee
Nomination	Nomination Committee
Remuneration	Remuneration Committee
Corporate governance	Audit and Corporate Governance Committee
Corporate sustainability development	Sustainability and Risk Management Committee

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย คูชรู คาลี วาเดีย	The highest-ranking executive position:	Yes
	Name (English):	Mr. KHUSHROO KALI WADIA	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร (CEO)
	Gender:	Male	Executive position (English):	Chief Executive Officer (CEO)
	Year of birth:	1963	Appointment date of executive:	14 Nov 2013
	Nationality:	x India		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Science		
	Skill and expertise:	x Economics x Construction Services x Property Development x Commerce x Human Resource Management x Sustainability x Data Management x Data Analysis x Statistics x Corporate Management x Leadership x Strategic Management x Risk Management x Corporate Social Responsibility x Accounting		
	Highest responsibility in corporate accounting and finance:	No		

	Accounting supervisor:	No		
2)	Name (Thai):	นาย สุรศักดิ์ โอสถานุเคราะห์	The highest-ranking executive position:	No
	Name (English):	Mr. SURASAK OSATHANUGRAHA	Executive position (Thai):	ประธานเจ้าหน้าที่ฝ่ายการเงิน (CFO)
	Gender:	Male	Executive position (English):	Chief Financial Officer (CFO)
	Year of birth:	1968	Appointment date of executive:	1 Sep 2012
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Economics x Banking x Accounting x Finance x Corporate Social Responsibility x Data Management x Data Analysis x Corporate Management x Leadership x Strategic Management x Risk Management		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
3)	Name (Thai):	นาย วิเทศ รัตนากร	The highest-ranking executive position:	No
	Name (English):	Mr. VITES RATANAKORN	Executive position (Thai):	ประธานเจ้าหน้าที่ฝ่ายปฏิบัติการ (COO)
	Gender:	Male	Executive position (English):	Chief Operating Officer (COO)
	Year of birth:	1965	Appointment date of executive:	24 Apr 2017
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Industrial Materials & Machinery x Construction Services x Property Development x Risk Management x Sustainability x Leadership		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย พิเชฐ นิ่มพานิชย์	The highest-ranking executive position:	No
	Name (English):	Mr. PICHET NIMPANICH	Executive position (Thai):	ประธานเจ้าหน้าที่ฝ่ายพัฒนาธุรกิจ (CBDO)
	Gender:	Male	Executive position (English):	Chief Business Development Officer (CBDO)
	Year of birth:	1962	Appointment date of executive:	1 Jan 2017
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Negotiation x Engineering x Leadership x Data Analysis		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย พงษ์ศักดิ์ ดิฐพงศ์ภักดี	The highest-ranking executive position:	No
	Name (English):	Mr. PONGSAK DITTAPONGPAKDEE	Executive position (Thai):	กรรมการผู้จัดการ หน่วยธุรกิจ 1
	Gender:	Male	Executive position (English):	Managing Director, Business Unit 1
	Year of birth:	1966	Appointment date of executive:	26 Feb 2016
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Engineering x Project Management x Property Development x Construction Services x Construction Materials		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

6)	Name (Thai):	นาย วัชระ พรหมขุนทอง	The highest-ranking executive position:	No
	Name (English):	Mr. WATCHARA PROMKHUNTHONG	Executive position (Thai):	กรรมการผู้จัดการ หน่วยธุรกิจ 2
	Gender:	Male	Executive position (English):	Managing Director, Business Unit 2
	Year of birth:	1966	Appointment date of executive:	26 Feb 2016
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Engineering x Project Management x Property Development x Construction Services x Construction Materials		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
7)	Name (Thai):	นาย ปองศักดิ์ สุทรปรีดา	The highest-ranking executive position:	No
	Name (English):	Mr. PONGSAK SUTTHAPREEDA	Executive position (Thai):	กรรมการผู้จัดการ หน่วยธุรกิจ 3
	Gender:	Male	Executive position (English):	Managing Director, Business Unit 3
	Year of birth:	1967	Appointment date of executive:	26 Feb 2016
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Engineering x Project Management x Property Development x Construction Services x Construction Materials		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Mrs. PHANEE CHAROENCHAROENCHAI	phaneech@cn-thai.co.th	+66 2 338 8077
Company secretary	Mr. SURASAK OSATHANUGRAHA	surasakos@cn-thai.co.th	+66 2 338 8100
Head of the internal audit or the outsourced internal auditor	Mr. GRIDSANA POTHIN	gridsapo@cn-thai.co.th	+66 2 338 8161
Head of the compliance unit	Mr. SURASAK OSATHANUGRAHA	surasakos@cn-thai.co.th	+66 2 338 8100
Head of the investor relation	Mr. KHUSHROO KALI WADIA	khushroowa@cn-thai.co.th	+66 2 338 8111
	Mr. SURASAK OSATHANUGRAHA	surasakos@cn-thai.co.th	+66 2 338 8100
	Mrs. PHANEE CHAROENCHAROENCHAI	phaneech@cn-thai.co.th	+66 2 338 8077
	Mr. NATTASAN KANOKTADSAKUL	nattaska@cn-thai.co.th	+66 2 338 8085

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
EY OFFICE LIMITED	1. Ms. Patcharawan Koonarangsri Email: Patcharawan. Koonarangsri@th.ey.com Telephone: +66 2 264 9090 2. Mrs. Sarinda Hirunprasurtwutti Email: Sarinda. Hirunprasurtwutti@th.ey.com Telephone: +66 2 264 9090 3. Ms. Satida Ratananurak Email: Satida.Ratananurak@th. ey.com Telephone: +66 2 264 9090	4,440,000.00	-

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย สุรศักดิ์ โอสถานุเคราะห์	First appointment date of director:	1 Dec 2009
	Name (English):	Mr. SURASAK OSATHANUGRAHA	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1968	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Banking x Accounting x Finance x Corporate Social Responsibility x Data Management x Data Analysis x Corporate Management x Leadership x Strategic Management x Risk Management		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		
2)	Name (Thai):	นาย วิเทศ รัตนากร	First appointment date of director:	24 Apr 2017
	Name (English):	Mr. VITES RATANAKORN	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1965	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No

	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Industrial Materials & Machinery x Construction Services x Property Development x Risk Management x Sustainability x Leadership		
	Shares:	0		
	Paid-up stock:	1,027,904,144		
	%Shares:	0.000000		

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

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 7 times

Date of AGM meeting: 21 Apr 2023

EGM meeting: Yes

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. KASEMSIT PATHOMSAK (Chairman of the board)	-	7/7	100.00	Participating	Participating
2. Mr. KIRIT SHAH (Vice Chairman)	-	7/7	100.00	Participating	Participating

3. Mr. SURASAK OSATHANUGRAHA (Director)	-	7/7	100.00	Participating	Participating
4. Mr. KHUSHROO KALI WADIA (Director)	-	7/7	100.00	Participating	Participating
5. Mr. ISHAAN SHAH (Director)	-	6/7	85.71	Participating	Participating
6. Mr. KRIS THIRAKAOSAL (Director)	-	7/7	100.00	Participating	Participating
7. Mr. JOHN SCOTT HEINECKE (Director)	-	7/7	100.00	Participating	Participating
8. Mr. VITES RATANAKORN (Director)	-	7/7	100.00	Participating	Participating
9. Mr. SURIYON TUCHINDA (Director)	-	7/7	100.00	Participating	Participating
10. Mrs. RENUKA DIWALI SHARMA (Director)	-	6/7	85.71	Participating	Participating
11. Mr. SANTI GRACHANGNETARA (Chairman of the board)	21 Apr 2023	2/2	100.00	Participating	Non-participating
12. Mr. SUPHON TUBTIMCHAROON (Director)	21 Apr 2023	2/2	100.00	Participating	Non-participating

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. KASEMSIT PATHOMSAK (Chairman of the audit committee)	-	5/5	100.00
2. Mr. KRIS THIRAKAOSAL (Member of the audit committee)	-	5/5	100.00
3. Mr. SURIYON TUCHINDA (Member of the audit committee)	-	5/5	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company: Yes

URL of director remuneration policy and criteria: https://cnt.listedcompany.com/misc/one-report/20230315-cnt-or2022-th-02.pdf

Uploaded document of director remuneration policy and criteria: ค่าตอบแทนกรรมการและผู้บริหาร_ไทย.pdf

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. KASEMSIT PATHOMSAK (Chairman of the board)	-	600,000.00	526,666.67	No
2. Mr. KIRIT SHAH (Vice Chairman)	-	210,000.00	120,000.00	No
3. Mr. SURASAK OSATHANUGRAHA (Director)	-	210,000.00	120,000.00	No
4. Mr. KHUSHROO KALI WADIA (Director)	-	210,000.00	120,000.00	No
5. Mr. ISHAAN SHAH (Director)	-	180,000.00	120,000.00	No
6. Mr. KRIS THIRAKAOSAL (Director)	-	390,000.00	300,000.00	No
7. Mr. JOHN SCOTT HEINECKE (Director)	-	210,000.00	120,000.00	No
8. Mr. VITES RATANAKORN (Director)	-	210,000.00	120,000.00	No
9. Mr. SURIYON TUCHINDA (Director)	-	390,000.00	300,000.00	No
10. Mrs. RENUKA DIWALI SHARMA (Director)	-	180,000.00	120,000.00	No
11. Mr. SANTI GRACHANGNETARA (Chairman of the board)	21 Apr 2023	120,000.00	73,333.33	No
12. Mr. SUPHON TUBTIMCHAROON (Director)	21 Apr 2023	60,000.00	36,666.67	No
Total (Baht)	-	2,970,000.00	2,076,666.67	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	2,790,000.00	2,970,000.00

Other monetary remuneration	Baht	2,148,333.00	2,076,666.67
Total director remuneration	Baht	4,938,333.00	5,046,666.67

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

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: Yes

URL of executive remuneration policy and criteria: https://cnt.listedcompany.com/misc/one-report/20230315-cnt-or2022-th-02.pdf

Uploaded document of executive remuneration policy and criteria: ค่าตอบแทนกรรมการและผู้บริหาร_ไทย.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	37,599,440.00	37,981,990.00	33,443,511.20

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No

Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. KASEMSIT PATHOMSAK (Chairman of the board)	Non-participating	-
2. Mr. KIRIT SHAH (Vice Chairman)	Non-participating	-
3. Mr. SURASAK OSATHANUGRAHA (Director)	Participating	**Others** - Insight in SET - Governance System for Fraud Detection - Closing accounts for businesses receiving investment promotion from the BOI - Professional Forensic Accounting Continuing development course in accounting knowledge - AFA Conference No. 23
4. Mr. KHUSHROO KALI WADIA (Director)	Non-participating	-

5. Mr. ISHAAN SHAH (Director)	Non-participating	-
6. Mr. KRIS THIRAKAOSAL (Director)	Non-participating	-
7. Mr. JOHN SCOTT HEINECKE (Director)	Non-participating	-
8. Mr. VITES RATANAKORN (Director)	Non-participating	-
9. Mr. SURIYON TUCHINDA (Director)	Non-participating	-
10. Mrs. RENUKA DIWALI SHARMA (Director)	Non-participating	-
11. Mr. SANTI GRACHANGNETARA (Chairman of the board)	Non-participating	-
12. Mr. SUPHON TUBTIMCHAROON (Director)	Non-participating	-

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	Yes
URL of corporate sustainability policy:	https://cnt.listedcompany.com/misc/sd/20240325-cnt-sd-2023-th.pdf
Uploaded document of corporate sustainability policy:	CNT CG Policy Manual TH update 28Feb24.pdf

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://cn-thai.co.th/en/index.php/investor/

4.3 Sustainability Disclosure Standards

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

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