

ESG Performance

Company Name: PACIFIC PIPE PUBLIC COMPANY LIMITED Symbol: PAP

Market: SET Industry Group: Industrials Sector: Steel

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:

Yes

URL of environmental policy and practice:

https://www.pacificpipe.co.th/files/policy/1.%20pap-i-qs02-sdsh-001_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AD%E0%B8%B2%E0%B8%8A%E0%B8%B5%E0%B8%A7%E0%B8%AD%E0%B8%99%E0%B8%B2%E0%B8%A1%E0%B8%B1%E0%B8%A2%20%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%9B%E0%B8%A5%E0%B8%AD%E0%B8%94%E0%B8%A0%E0%B8%B1%E0%B8%A2%E0%B9%81%E0%B8%A5%E0%B8%B0.pdf

Uploaded document of environmental policy and practice:

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1.2 Environmental Practices

Corporate environmental practices:

x Electricity Management x Waste Management x Water Management x Greenhouse Gas and Climate Change Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

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

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	23,528,949.36	19,883,149.44	17,563,109.20
Total electricity consumption within the organization	Kilowatt-Hours	20,288,928.00	17,921,540.00	18,238,848.00

Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	20,288,928.00	17,921,540.00	18,238,848.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	0.00	0.00	0.00
Difference between total electricity consumption within the organization and target ^(*)	Kilowatt-Hours	-3,240,021.36	-1,961,609.44	675,738.80
Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-13.77	-9.87	3.85
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	23,702.02	20,458.38	21,331.99

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	84.09109673	74.27903306	75.59417291

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	75,057,288.68	76,067,363.36	87,424,103.31
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	87,683.75	86,834.89	102,250.41

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	820,125.72	786,034.51	789,068.04
Gasoline	Litres	-	-	-
Fuel oil	Litres	684,821.00	0.00	0.00
Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	12,586.00	9,845.00	9,510.00
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	1,081.07	0.00	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	34,109,411.62	26,247,604.25	25,881,933.85
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	20,288.93	17,921.54	18,238.85

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	0.08409109	0.07427903	0.07559417

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	-	1
Actual number of disclosure boundaries	-	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	105,439.95	60,263.28	33,864.93
Total water withdrawal	Cubic meters	60,872.00	34,207.00	41,668.00
Total water withdrawal by third-party water	Cubic meters	60,872.00	34,207.00	41,668.00
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	-44,567.95	-26,056.28	7,803.07
Percentage of the difference between total water withdrawal and target ^(*)	%	-42.27	-43.24	23.04
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	71.11	39.05	48.73

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

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

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

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	-	-	-
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	60,872.00	34,207.00	41,668.00

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	0.25229491	0.14177704	0.17270049

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	2,448,089.64	1,461,969.66	1,733,848.68
Total water withdrawal expense from third-party water	Baht	2,448,089.64	1,461,969.66	1,733,848.68
Total water withdrawal expense from other sources	Baht	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses ⁽¹⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	2,859.92	1,668.92	2,027.89

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

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

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	5,070,990.00	1,777,431.00	1,292,065.00
Non-hazardous waste	Kilograms	164,270.00	85,672.00	76,560.00
Hazardous waste	Kilograms	4,906,720.00	1,691,759.00	1,215,505.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	1,789,900.00	1,427,185.00	1,845,636.00

Reused/Recycled non-hazardous waste	Kilograms	514,240.00	1,056,840.00	1,431,980.00
Reused/Recycled hazardous waste	Kilograms	1,275,660.00	370,345.00	413,656.00
Percentage of total reused/recycled waste to total waste generated	%	35.30	80.29	142.84
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	313.05	1,233.59	1,870.40
Percentage of reused/recycled hazardous waste to hazardous waste	%	26.00	21.89	34.03

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	-	1
Actual number of disclosure boundaries	-	-

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	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	13,817.68	12,619.23	-
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	1,967.57	1,892.58	-

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	9,795.48	8,784.72	-
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	2,054.63	1,941.93	-
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	-	-
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	16.14	14.41	-
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	0.09131358	0.08369468	-

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	Yes
Name of verifying company (Thai)	-	บริษัท อีซีอี จำกัด
Name of verifying company (English)	-	ECEE CO.,LTD

5.6 Reduction of Greenhouse Gas

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

5.7 Absorption and removal of Greenhouse Gas

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

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Approved and published on 20/05/2024

ESG Performance

Company Name: PACIFIC PIPE PUBLIC COMPANY LIMITED Symbol: PAP

Market: SET Industry Group: Industrials Sector: Steel

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice:

Yes

URL of Corporate human rights policy and practice:

<https://www.pacificpipe.co.th/files/policy/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99%20%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9B%E0%B8%8F%E0%B8%B4%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%B4%E0%B8%95%E0%B9%88%E0%B8%AD%E0%B9%81%E0%B8%A3%E0%B8%87%E0%B8%87%E0%B8%B2%E0%B8%99.pdf>

Uploaded document of Corporate human rights policy and practice:

Human Rights and Labor Practices Policy.pdf

1.2 Human Rights Practices

Corporate human rights practices:

x Employee Rights x Migrant Workers x Community and Environment Rights x Safety and Occupational Health at Work x Child Labor x Consumer Rights 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	-	1
Actual number of disclosure boundaries	-	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023

Total number of employees	Persons	856	876	855
Total number of male employees	Persons	679	697	679
Percentage of male employees	%	79.32	79.57	79.42
Total number of female employees	Persons	177	179	176
Percentage of female employees	%	20.68	20.43	20.58

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	261	248	235
Percentage of employees under 30 years old	%	30.49	28.31	27.49
Total number of employees 30–50 years old	Persons	526	550	534
Percentage of employees 30–50 years old	%	61.45	62.79	62.46
Total number of employees over 50 years old	Persons	69	78	86
Percentage of employees over 50 years old	%	8.06	8.90	10.06

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	198	191	181
Percentage of male employees under 30 years old	%	29.16	27.40	26.66
Total number of male employees 30–50 years old	Persons	423	440	424
Percentage of male employees 30–50 years old	%	62.30	63.13	62.44
Total number of male employees over 50 years old	Persons	58	66	74
Percentage of male employees over 50 years old	%	8.54	9.47	10.90

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees under 30 years old	Persons	63	57	54
Percentage of female employees under 30 years old	%	35.59	31.84	30.68
Total number of female employees 30–50 years old	Persons	103	110	110
Percentage of female employees 30–50 years old	%	58.19	61.45	62.50
Total number of female employees over 50 years old	Persons	11	12	12
Percentage of female employees over 50 years old	%	6.21	6.70	6.82

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	804	816	799
Percentage of employees in operational level	%	93.93	93.15	93.45
Total number of employees in management level	Persons	45	55	51
Percentage of employees in management level	%	5.26	6.28	5.96
Total number of employees in executive level	Persons	7	5	5
Percentage of employees in executive level	%	0.82	0.57	0.58

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	642	652	636
Percentage of male employees in operational level	%	94.55	93.54	93.67
Total number of male employees in management level	Persons	33	42	40
Percentage of male employees in management level	%	4.86	6.03	5.89
Total number of male employees in executive level	Persons	4	3	3
Percentage of male employees in executive level	%	0.59	0.43	0.44

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	162	164	163
Percentage of female employees in operational level	%	91.53	91.62	92.61
Total number of female employees in management level	Persons	12	13	11

Percentage of female employees in management level	%	6.78	7.26	6.25
Total number of female employees in executive level	Persons	3	2	2
Percentage of female employees in executive level	%	1.69	1.12	1.14

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	1	1
Total number of employees with disabilities	Persons	0	1	1
Percentage of employees with disabilities	%	0.00	0.11	0.12
Total number of workers who are not employees with disabilities	Persons	0	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	31,889,937.56	40,090,469.24	27,509,629.04
Total male employee remuneration	Baht	23,308,454.97	31,944,085.89	21,848,147.38
Percentage of remuneration in male employees	%	73.09	79.68	79.42
Total female employee remuneration	Baht	8,581,482.59	8,146,383.35	5,661,481.66
Percentage of remuneration in female employees	%	26.91	20.32	20.58
Average remuneration of employees	Baht / Person	37,254.60	45,765.38	32,175.00
Average remuneration of male employees	Baht / Person	34,327.62	45,830.83	32,176.95
Average remuneration of female employees	Baht / Person	48,482.95	45,510.52	32,167.51
Ratio of average remuneration of female employees to male employees		1.41	0.99	1.00

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	305	279	283
Percentage of total number of employees joining employee provident fund to total number of employees	%	35.63	31.85	33.10
Total amount of provident fund contributed by the Company	Baht	3,867,885.33	3,929,518.61	4,025,262.17
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	12.13	9.80	14.63

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	10.74	11.00	18.94

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	388,727.00	2,960,267.28	3,744,059.60

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	1,947,431.00	1,764,661.00	1,777,031.00

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	39.00	24.00	40.00
Total number of employees that lost time injuries for 1 day or more	Persons	-	-	-
Percentage of employees that lost time injuries for 1 day or more	%	-	-	-
Total number of employees that fatalities as a result of work-related injury	Persons	-	-	-
Percentage of employees that fatalities as a result of work-related injury	%	-	-	-

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	-	-	-
	Persons / 200,000 manhours ^(**)	-	-	-

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	0	0	0
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	-
Total number of male employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of male employee turnover leaving the Company voluntarily	%	-	-	-
Total number of female employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of female employee turnover leaving the Company voluntarily	%	-	-	-
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 20/05/2024

ESG Performance

Company Name: PACIFIC PIPE PUBLIC COMPANY LIMITED Symbol: PAP

Market: SET Industry Group: Industrials Sector: Steel

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://www.pacificpipe.co.th/files/good_coperate_governance/cg_2024_for%20web.pdf
Uploaded document of corporate governance policy and practices:	CG_2024_for web.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 Determination of Director Remuneration x Independence of the Board of Directors from the Management x Director Development x Board Performance Evaluation
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.pacificpipe.co.th/files/Code%20of%20conduct_2024_for%20web.pdf
Uploaded document of Code of Conduct:	Code of conduct_2024_for web.pdf

1.4 Policy and Practices related to Code of Conduct

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

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	4	3	6	3
		7		9	
	% of total directors	57.14	42.86	66.67	33.33
		100		100	
Executive directors	Persons	0	2	1	2
		2		3	
	% of total directors	0	28.57	11.11	22.22
		28.57		33.33	
Non-executive directors	Persons	4	1	5	1
		5		6	
	% of total directors	57.14	14.29	55.56	11.11
		71.43		66.67	
- Independent directors	Persons	3	1	4	1
		4		5	
	% of total directors	42.86	14.29	44.44	11.11
		57.14		55.56	
- Non-executive directors who have no position in independent directors	Persons	1	0	1	0
		1		1	
	% of total directors	14.29	0	11.11	0
		14.29		11.11	

Average director age	Years	63	47	59	48
		56		55	
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	No		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 เกรียงไกร รักกุลชน	First appointment date of director:	20 Apr 2007
	Name (English):	Mr. KRIENGKRAI RUKKULCHON	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1957	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Barrister	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Steel x Law x Accounting x Finance x Corporate Social Responsibility		
	Shares:	0		
	Paid-up stock:	660,000,000		
	%Shares:	0.000000		
2)	Name (Thai):	ดร. วิษณุ อร่ามวาริกุล	First appointment date of director:	24 Apr 2014

	Name (English):	Dr. VICHARN ARAMVAREEKUL	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1948	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Steel x Accounting x Finance x Risk Management x Corporate Social Responsibility		
	Shares:	0		
	Paid-up stock:	660,000,000		
	%Shares:	0.000000		
3)	Name (Thai):	ดร. สมชาย หารญหิรัญ	First appointment date of director:	11 Apr 2023
	Name (English):	Dr. SOMCHAI HARNHIRUN	Type of director:	Newly appointed director not being replaced the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1957	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Steel x Risk Management x Corporate Social Responsibility		
	Shares:	0		
	Paid-up stock:	660,000,000		

	%Shares:	0.000000		
4)	Name (Thai):	นางสาว ปิยะนุส ชัยจรวงศ์	First appointment date of director:	12 Jun 2008
	Name (English):	Ms. PIYANUS CHAIKAJORNWAT	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1975	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:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Steel x Risk Management		
	Shares:	0		
	Paid-up stock:	660,000,000		
	%Shares:	0.000000		
5)	Name (Thai):	นาย บุญศักดิ์ อภิชาตอนันต์	First appointment date of director:	12 Apr 2022
	Name (English):	Mr. BUNSAK APHICHARTANAT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1972	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:	Innovative Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Accounting x Information & Communication Technology x Risk Management		
	Shares:	0		
	Paid-up stock:	660,000,000		

	%Shares:	0.000000		
6)	Name (Thai):	นาย สมชัย เละพจน์พานิช	First appointment date of director:	17 Mar 2004
	Name (English):	Mr. SOMCHAI LEKAPOJPANICH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Innovation Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Steel x Accounting x Finance x Risk Management		
	Shares:	28,000,000		
	Paid-up stock:	660,000,000		
	%Shares:	4.242424		
7)	Name (Thai):	ดร. เอื้อพร ปัญญาใส	First appointment date of director:	1 Jan 2020
	Name (English):	Dr. AEIMPORN PUNYASAI	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1968	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Innovation Management	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Steel x Information & Communication Technology x Corporate Social Responsibility x Risk Management		
	Shares:	0		

	Paid-up stock:	660,000,000		
	%Shares:	0.000000		
8)	Name (Thai):	นางสาว ธิติมา วัฒนศักดิ์กุล	First appointment date of director:	1 Dec 2021
	Name (English):	Ms. THITIMA VATANASAKDAKUL	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1980	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:	E-Commerce	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Steel x Accounting x Finance x Information & Communication Technology x Risk Management		
	Shares:	0		
	Paid-up stock:	660,000,000		
	%Shares:	0.000000		
9)	Name (Thai):	นาย คณิน เละพจน์พานิช	First appointment date of director:	11 Apr 2023
	Name (English):	Mr. KANIN LEKAPOJPANICH	Type of director:	Newly appointed director not being replaced the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1990	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Electrical and Electronic Engineering	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Engineering		
	Shares:	24,250,000		
	Paid-up stock:	660,000,000		
	%Shares:	3.674242		

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

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	ดร. สมชาย หาญหิรัญ	Appointment date of audit committee member:	11 Apr 2023
	Name (English):	Dr. SOMCHAI HARNHIRUN	Type of director:	Newly appointed director not being replaced the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1957	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	ดร. วิชารณ อรามวารีกุล	Appointment date of audit committee member:	24 Apr 2014
	Name (English):	Dr. VICHARN ARAMVAREEKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman

	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นางสาว ปิยะนุส ชัยจรวงศ์	Appointment date of audit committee member:	12 Mar 2008
	Name (English):	Ms. PIYANUS CHAIKAJORNWAT	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1975	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
4)	Name (Thai):	นาย บุญศักดิ์ อภิชาตอนันต์	Appointment date of audit committee member:	12 Apr 2022
	Name (English):	Mr. BUNSAK APHICHARTANAT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1972	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes

	Study field of the highest level of education:	Innovative Management	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	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
No data		

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

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

No.	Name (Thai)	Name (English)	Position
1	นาย เกรียงไกร รักกุลชน	Mr. KRIENGKRAI RUKKULCHON	Chairman
2	นางสาว ปิยะนุส ชัยจอร์วัฒน	Ms. PIYANUS CHAIKAJORNWAT	Member
3	นาย สมชัย เละพจน์พานิช	Mr. SOMCHAI LEKAPOJPANICH	Member

2) Name of sub-committees (English) Executive and Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย สมชัย เลະพจน์พานิช	Mr. SOMCHAI LEKAPOJPANICH	Chairman
2	ดร. เอื้อมพร ปัญญาไส	Dr. AEIMPORN PUNYASAI	Member
3	นางสาว ธิติมา วัฒนศักดิ์กุล	Ms. THITIMA VATANASAKDAKUL	Member
4	นาย จูติกร อุซยาพร	Mr. THITAKORN USSAYAPORN	Member
5	นางสาว วิริยา อัมพรมณฑกุล	Ms. Viriya Ampornnapakul	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Executive and Risk Management Committee
Nomination	Remuneration Nomination and Corporate Governance Committee
Remuneration	Remuneration Nomination and Corporate Governance Committee
Corporate governance	Remuneration Nomination and Corporate Governance Committee
Corporate sustainability development	Executive 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):	ดร. เอื้อมพร ปัญญาไส	The highest-ranking executive position:	Yes
	Name (English):	Dr. AEIMPORN PUNYASAI	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Female	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1968	Appointment date of executive:	1 Jan 2020
	Nationality:	x Thailand		

	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Innovation Management		
	Skill and expertise:	x Economics x Steel x Information & Communication Technology x Corporate Social Responsibility x Risk Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นางสาว ธิติมา วัฒนศักดิ์กุล	The highest-ranking executive position:	No
	Name (English):	Ms. THITIMA VATANASAKDAKUL	Executive position (Thai):	กรรมการบริหาร
	Gender:	Female	Executive position (English):	Executive Director
	Year of birth:	1980	Appointment date of executive:	1 Oct 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	E-Commerce		
	Skill and expertise:	x Economics x Steel x Accounting x Finance x Information & Communication Technology x Risk Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย ฐิตกร อุซยาพร	The highest-ranking executive position:	No
	Name (English):	Mr. THITAKORN USSAYAPORN	Executive position (Thai):	ประธานเจ้าหน้าที่ด้านการพาณิชย์
	Gender:	Male	Executive position (English):	CHIEF OF COMMERCIAL OFFICER
	Year of birth:	1965	Appointment date of executive:	4 May 2020
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		

	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	-		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย พุทธิ ลิ่วโลกุลรัตน์	The highest-ranking executive position:	No
	Name (English):	Mr. PERT LEEVILAIKULRATT	Executive position (Thai):	ประธานเจ้าหน้าที่การเงิน
	Gender:	Male	Executive position (English):	CHIEF FINANCIAL OFFICER
	Year of birth:	1978	Appointment date of executive:	1 Oct 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	-		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย คณิน เละพจน์พานิช	The highest-ranking executive position:	No
	Name (English):	Mr. KANIN LEKAPOJPANICH	Executive position (Thai):	รักษาการประธานเจ้าหน้าที่ปฏิบัติการ
	Gender:	Male	Executive position (English):	ACTING CHIEF OPERATING OFFICER
	Year of birth:	1990	Appointment date of executive:	1 Oct 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Electrical and Electronic Engineering		
	Skill and expertise:	x Engineering		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Prangtong Choeisaweang	prangtong.cho@pacificpipe.co.th	-
Company secretary	Ms. VIRIYA AMPORNNAPAKUL	viriya@pacificpipe.co.th	-
Head of the internal audit or the outsourced internal auditor	Mr. NARITCHAI BHUREPONGSANOND	Naritchai.Bhu@pacificpipe.co.th	-
Head of the compliance unit	Mr. NARITCHAI BHUREPONGSANOND	Naritchai.Bhu@pacificpipe.co.th	-
Head of the investor relation	Ms. LALITA MAHAMANEEKHAJON	lalita.mah@pacificpipe.co.th	-

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. Mrs. WILAI SUNTHONWANE Email: wilai.sunthonwanee@th.ey.com Telephone: - 2. Mrs. CHONLAROS SUNTIASVARAPORN Email: Chonlaros.Suntiasvaraporn@th.ey.com Telephone: - 3. Mr. CHATCHAI KASEMSRITHANAWAT Email: Chatchai.Kasemsrithanawat@th.ey.com Telephone: -	1,540,000.00	-

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):	ดร. วิชาญ อรัณวารัฐกุล	First appointment date of director:	24 Apr 2014
	Name (English):	Dr. VICHARN ARAMVAREEKUL	Director position:	Vice Chairman
	Gender:	Male	Executive director position:	No
	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Steel x Accounting x Finance x Risk Management x Corporate Social Responsibility		
	Shares:	0		
	Paid-up stock:	660,000,000		
	%Shares:	0.000000		
2)	Name (Thai):	นางสาว ธิติมา วัฒนศักดิ์กุล	First appointment date of director:	1 Dec 2021
	Name (English):	Ms. THITIMA VATANASAKDAKUL	Director position:	Director
	Gender:	Female	Executive director position:	Yes
	Year of birth:	1980	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:	E-Commerce		
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Steel x Accounting x Finance x Information & Communication Technology x Risk Management		
	Shares:	0		
	Paid-up stock:	660,000,000		
	%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	
1)	Name (Thai):	ดร. สมชาย ชาญหิรัญ	First appointment date of director:	11 Apr 2023
	Name (English):	Dr. SOMCHAI HARNHIRUN	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1957	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Doctoral degree	DCP course:	No
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Steel x Risk Management x Corporate Social Responsibility		
	Shares:	0		
	Paid-up stock:	660,000,000		
	%Shares:	0.000000		

2)	Name (Thai):	นาย คณิน เละพจน์พานิช	First appointment date of director:	11 Apr 2023
	Name (English):	Mr. KANIN LEKAPOJPANICH	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1990	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Electrical and Electronic Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Engineering		
	Shares:	24,250,000		
	Paid-up stock:	660,000,000		
	%Shares:	3.674242		

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: 11 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. KRIENGKRAI RUKKULCHON (Chairman of the board)	-	7/7	100.00	Participating	Did not hold the meeting
2. Dr. VICHARN ARAMVAREEKUL (Vice Chairman)	-	7/7	100.00	Participating	Did not hold the meeting
3. Dr. SOMCHAI HARNHIRUN (Director)	-	5/5	100.00	Non-participating	Did not hold the meeting
4. Ms. PIYANUS CHAIKAJORNWAT (Director)	-	7/7	100.00	Participating	Did not hold the meeting

5. Mr. BUNSAK APHICHARTANAT (Director)	-	7/7	100.00	Participating	Did not hold the meeting
6. Mr. SOMCHAI LEKAPOJPANICH (Director)	-	7/7	100.00	Participating	Did not hold the meeting
7. Dr. AEIMPORN PUNYASAI (Director)	-	7/7	100.00	Participating	Did not hold the meeting
8. Ms. THITIMA VATANASAKDAKUL (Director)	-	7/7	100.00	Participating	Did not hold the meeting
9. Mr. KANIN LEKAPOJPANICH (Director)	-	5/5	100.00	Non-participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 6 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Dr. SOMCHAI HARNHIRUN (Chairman of the audit committee)	-	4/4	100.00
2. Dr. VICHARN ARAMVAREEKUL (Member of the audit committee)	-	6/6	100.00
3. Ms. PIYANUS CHAIKAJORNWAT (Member of the audit committee)	-	6/6	100.00
4. Mr. BUNSAK APHICHARTANAT (Member of the audit committee)	-	6/6	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://www.pacificpipe.co.th/files/good_coperate_governance/cg_2024_for%20web.pdf
Uploaded document of director remuneration policy and criteria:	-

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. KRIENGKRAI RUKKULCHON (Chairman of the board)	-	220,000.00	720,000.00	Yes

2. Dr. VICHARN ARAMVAREEKUL (Vice Chairman)	-	240,000.00	560,000.00	Yes
3. Dr. SOMCHAI HARNHIRUN (Director)	-	180,000.00	392,500.00	Yes
4. Ms. PIYANUS CHAIKAJORNWAT (Director)	-	260,000.00	510,000.00	Yes
5. Mr. BUNSAK APHICHARTANAT (Director)	-	230,000.00	390,000.00	Yes
6. Mr. SOMCHAI LEKAPOJPANICH (Director)	-	365,000.00	600,000.00	Yes
7. Dr. AEIMPORN PUNYASAI (Director)	-	0.00	330,000.00	Yes
8. Ms. THITIMA VATANASAKDAKUL (Director)	-	0.00	330,000.00	Yes
9. Mr. KANIN LEKAPOJPANICH (Director)	-	0.00	180,000.00	Yes
Total (Baht)	-	1,495,000.00	4,012,500.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	1,360,000.00	1,495,000.00
Other monetary remuneration	Baht	8,620,000.00	4,012,500.00
Total director remuneration	Baht	9,980,000.00	5,507,500.00

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

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company:

Yes

URL of executive remuneration policy and criteria:

[https://www.pacificpipe.co.](https://www.pacificpipe.co.th/files/good_coperate_governance/cg_2024_for%20web.pdf)

[th/files/good_coperate_governance/cg_2024_for%20web.pdf](https://www.pacificpipe.co.th/files/good_coperate_governance/cg_2024_for%20web.pdf)

Uploaded document of executive remuneration policy and criteria:

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3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	26,281,340.00	21,539,762.60	15,697,942.67

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. KRIENGKRAI RUKKULCHON (Chairman of the board)	Participating	Thai Institute of Directors (IOD) - 2007: Director Accreditation Program (DAP) - 2021: Ethical Leadership Program (ELP) - 2021: Role of the Chairman Program (RCP) Others - 2023: The importance of the audit committee and confidence in the Thai capital market, TLCA - 2019: Corporate Governance for Directors and Senior Executives of Regulators, State Enterprises and Public Organizations, Class 21, King Prajadhipok' s Institute

2. Dr. VICHARN ARAMVAREEKUL (Vice Chairman)	Participating	Thai Institute of Directors (IOD) - 2019: Advanced Audit Committee Program (AACP) - 2013: Director Certification Program (DCP) Others - 2023: Roles and duties of directors and executives of listed companies, SEC - 2023: Director Forum Economic recession What should board watch out for, IOD - 2023: Director Briefing 4/2023: Enhancing Cybersecurity Oversight, IOD - 2023: Engaging Board in ESG: The Path to effective Sustainability, IOD - 2023: Delivering 'NET ZERO' Together, IOD - 2018: Board that Make Difference (BMD 6/2018), IOD - 2014: Role of Compensation Committee (RCC 19/2014), IOD - 2013: The Director Diploma Award (Director Diploma Examination No. 37/2013), IOD
3. Dr. SOMCHAI HARNHIRUN (Director)	Participating	Thai Institute of Directors (IOD) - 2009: Director Accreditation Program (DAP) Others - 2023: Hot Issue for Directors: Climate Governance 4- 2023 - 2009: Chief executive, Institute of the Civil Service Commission, National Defence College (NDC. 2009)
4. Ms. PIYANUS CHAIKAJORNWAT (Director)	Participating	Thai Institute of Directors (IOD) - 2009: Director Accreditation Program (DAP) Others - 2023: Roles and duties of directors and executives of listed companies, SEC - 2023: Hot issue for Directors: Climate Governance 1-2023

5. Mr. BUNSAK APHICHARTANAT (Director)	Participating	Thai Institute of Directors (IOD) - 2022: Director Accreditation Program (DAP) Others - 2023: Audit Committee Seminar: Corruption in decorating financial statements, EY - 2023: Create Audit Programs for Successful Engagement, TFAC - 2023: Future ASEAN Accountant: Building a Relevant and Reputable ASEAN Accountancy Profession, AFA - 2023: Roles and duties of directors and executives of listed companies, SEC - 2018: Strategic Financial Leadership Beyond Accounting, TLCA - Data Analytics for Internal Auditor , TFAC - Accounting for Disclosure of Related Party , T TFAC
6. Mr. SOMCHAI LEKAPOJPANICH (Director)	Non-participating	Thai Institute of Directors (IOD) - 2004: Director Accreditation Program (DAP) - 2009: Role of the Chairman Program (RCP)
7. Dr. AEIMPORN PUNYASAI (Director)	Participating	Thai Institute of Directors (IOD) - 2015: Director Accreditation Program (DAP) - 2020: Director Certification Program (DCP) - 2021: Director Leadership Certification Program (DLCP) - 2023: Ethical Leadership Program (ELP) Others - 2023: TEN X Class2, UTCC - 2023: Get to know the architect for senior executives, Class 5, ACT - 2023: Dx, Digital Transformation for NextGen Manufacturing, FTI
8. Ms. THITIMA VATANASAKDAKUL (Director)	Participating	Thai Institute of Directors (IOD) - 2013: Director Certification Program (DCP) Others - 2023: Digital Transformation Xponential, RISE - 2023: Roles and duties of directors and executives of listed companies, SEC
9. Mr. KANIN LEKAPOJPANICH (Director)	Participating	Thai Institute of Directors (IOD) - 2023: Director Accreditation Program (DAP) Others - 2023: Chief of Operation Officer, HCBI

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	Yes
URL of corporate sustainability policy:	https://www.pacificpipe.co.th/files/policy/sustainability%20policy_2024_for%20web.pdf
Uploaded document of corporate sustainability policy:	Sustainability Policy_2024_for web.pdf

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://www.pacificpipe.co.th/files/publications/56-1%20One%20Report_2566_TH.pdf

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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