

ESG Performance

Company Name: Advice IT Infinite Public Company Limited Symbol: ADVICE

Market: SET Industry Group: Services Sector: Commerce

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice: No
URL of environmental policy and practice: -
Uploaded document of environmental policy and practice: -

1.2 Environmental Practices

Corporate environmental practices: x Electricity Management x Water Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

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

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	955,182.00	890,046.00	912,467.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	-	-	-
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	583.50	521.41	538.33

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	-	-	-

2.4 Electricity Expense^(*)

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

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	-	-	-
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
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	-	-	-
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	0.00	0.00	0.00

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:

⁽¹⁾ 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
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	13,863.00	16,381.00	24,909.00
Total water withdrawal by third-party water	Cubic meters	-	-	-
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 ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	8.47	9.60	14.70
Intensity ratio of total water withdrawal to total revenues ⁽²⁾	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

⁽¹⁾ 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.

⁽²⁾ 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	13,863.00	16,381.00	24,909.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ⁽¹⁾	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	0.00	0.00	0.00
Total water withdrawal expense from third-party water	Baht	-	-	-

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	0.00	0.00	0.00

Additional explanation:

⁽⁷⁾ 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
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	0.00	0.00	0.00
Non-hazardous waste	Kilograms	-	-	-
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	0.00	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
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
Total number of disclosure boundaries	-	-
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	0.00	0.00	2,861.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	2,152.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	-	-	457.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	-	252.00
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	0.00	0.00	1.69
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

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

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	-	Yes
Name of verifying company (Thai)	-	นาย วรณนัย พิพัฒน์วิทยานนท์
Name of verifying company (English)	-	Mr. Wattanai Phiphatwittayanon

5.6 Reduction of Greenhouse Gas

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

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
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 23/04/2024

ESG Performance

Company Name: Advice IT Infinite Public Company Limited Symbol: ADVICE

Market: SET Industry Group: Services Sector: Commerce

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: No
URL of Corporate human rights policy and practice: -
Uploaded document of Corporate human rights policy and practice: -

1.2 Human Rights Practices

Corporate human rights practices: x Migrant Workers x Community and Environment Rights x Safety and Occupational Health at Work

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
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	1,637	1,707	1,695
Total number of male employees	Persons	1,002	1,036	1,028
Percentage of male employees	%	61.21	60.69	60.65
Total number of female employees	Persons	635	671	667

Percentage of female employees	%	38.79	39.31	39.35
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	-	-	-
Percentage of employees under 30 years old	%	-	-	-
Total number of employees 30-50 years old	Persons	-	-	-
Percentage of employees 30-50 years old	%	-	-	-
Total number of employees over 50 years old	Persons	-	-	-
Percentage of employees over 50 years old	%	-	-	-

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	-	-	-
Percentage of male employees under 30 years old	%	-	-	-
Total number of male employees 30-50 years old	Persons	-	-	-
Percentage of male employees 30-50 years old	%	-	-	-
Total number of male employees over 50 years old	Persons	-	-	-
Percentage of male employees over 50 years old	%	-	-	-

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	-	-	-
Percentage of female employees under 30 years old	%	-	-	-
Total number of female employees 30-50 years old	Persons	-	-	-
Percentage of female employees 30-50 years old	%	-	-	-
Total number of female employees over 50 years old	Persons	-	-	-
Percentage of female employees over 50 years old	%	-	-	-

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	-	-	-
Percentage of employees in operational level	%	-	-	-
Total number of employees in management level	Persons	-	-	-
Percentage of employees in management level	%	-	-	-
Total number of employees in executive level	Persons	-	-	-
Percentage of employees in executive level	%	-	-	-

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	-	-	-
Percentage of male employees in operational level	%	-	-	-
Total number of male employees in management level	Persons	-	-	-
Percentage of male employees in management level	%	-	-	-
Total number of male employees in executive level	Persons	-	-	-
Percentage of male employees in executive level	%	-	-	-

2.2.7 Female Employees by Employee Category

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

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

2.2.8 Employment of Workers with Disabilities

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

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	573,940,246.44	527,040,115.86	515,731,673.52
Total male employee remuneration	Baht	-	-	-
Percentage of remuneration in male employees	%	-	-	-
Total female employee remuneration	Baht	-	-	-
Percentage of remuneration in female employees	%	-	-	-
Average remuneration of employees	Baht / Person	350,604.92	308,752.26	304,266.47
Average remuneration of male employees	Baht / Person	-	-	-
Average remuneration of female employees	Baht / Person	-	-	-
Ratio of average remuneration of female employees to male employees		-	-	-

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	-	191	175
Percentage of total number of employees joining employee provident fund to total number of employees	%	-	11.19	10.32
Total amount of provident fund contributed by the Company	Baht	-	-	-
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	-

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	8.00	8.00	8.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	2,368,233.16	1,783,699.34	2,521,653.12

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	-	-	-

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	-	-	-
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	20	28	23
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	1.22	1.64	1.36
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 23/04/2024

ESG Performance

Company Name: Advice IT Infinite Public Company Limited Symbol: ADVICE

Market: SET Industry Group: Services Sector: Commerce

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:	-
Uploaded document of corporate governance policy and practices:	20. ADVICE - นโยบายการกำกับดูแลกิจการที่ดี_Signed.pdf

1.2 Policy and Practices related to the Board of Directors

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

Corporate code of conduct:	Yes
URL of Code of Conduct:	-
Uploaded document of Code of Conduct:	19. ADVICE - คู่มือจริยธรรมธุรกิจ (2).pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information x Prevention of Conflicts of Interest
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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	0	0	9	1
		0		10	
	% of total directors	0	0	90.00	10.00
		0		100	
Executive directors	Persons	0	0	2	0
		0		2	
	% of total directors	0	0	20.00	0
		0		20.00	
Non-executive directors	Persons	0	0	7	1
		0		8	
	% of total directors	0	0	70.00	10.00
		0		80.00	
- Independent directors	Persons	0	0	3	1
		0		4	
	% of total directors	0	0	30.00	10.00
		0		40.00	
- Non-executive directors who have no position in independent directors	Persons	0	0	4	0
		0		4	
	% of total directors	0	0	40.00	0
		0		40.00	

Average director age	Years	0	0	55	52
		0		54	
The Chairman of the Board is an independent director	Yes / No	-		Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	-		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	-		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / 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 ศานิต รังน้อย	First appointment date of director:	26 Apr 2022
	Name (English):	Mr. SANIT RANGNOI	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1948	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	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Insurance x Accounting x Law x Finance x Data Analysis x Change Management x Leadership x Risk Management x Governance/ Compliance		
	Shares:	500,000		
	Paid-up stock:	620,000,000		
	%Shares:	0.080645		

2)	Name (Thai):	นาย นัทฐ์ นัฐนิธการิชต์	First appointment date of director:	29 Sep 2017
	Name (English):	Mr. NATH NATNITHIKARAT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1971	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Finance & Securities x Commerce x Transportation & Logistics x Information & Communication Technology x Accounting x Procurement x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
	Shares:	166,280,000		
	Paid-up stock:	620,000,000		
	%Shares:	26.819355		
3)	Name (Thai):	นาย อมร ทาทอง	First appointment date of director:	29 Sep 2017
	Name (English):	Mr. AMORN TATHONG	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1972	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:	Statics	DGP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Information & Communication Technology x IT Management x Data Management x Data Analysis x Statistics x Governance/ Compliance		
	Shares:	71,280,000		
	Paid-up stock:	620,000,000		
	%Shares:	11.496774		
4)	Name (Thai):	นาย ปรมเมษฐ์ เอกอุ้น	First appointment date of director:	26 Dec 2019
	Name (English):	Mr. PORAMET EK-UN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1980	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	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 Business Administration x IT Management x Data Management x Data Analysis x Transportation & Logistics		
	Shares:	998,700		
	Paid-up stock:	620,000,000		
	%Shares:	0.161081		
5)	Name (Thai):	นาย เอกชัย ระวีแสงสุรย์	First appointment date of director:	26 Dec 2019
	Name (English):	Mr. EKKACHAI RAWEESANGSOON	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1977	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:	information technology	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Transportation & Logistics x Information & Communication Technology x Accounting		
	Shares:	2,861,600		
	Paid-up stock:	620,000,000		
	%Shares:	0.461548		
6)	Name (Thai):	นาย บัญชา วงศ์หลีกภัย	First appointment date of director:	14 Jan 2021
	Name (English):	Mr. BUNCHA WONGLEAKPAI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1977	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Below a bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	-	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Digital Marketing x Commerce		
	Shares:	6,330,000		
	Paid-up stock:	620,000,000		
	%Shares:	1.020968		
7)	Name (Thai):	นาย ปรีชา ทองถนอมกุล	First appointment date of director:	14 Jan 2021
	Name (English):	Mr. PREECHA THONGTHANOMKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1978	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No

	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	science technology	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Information & Communication Technology x IT Management x Data Analysis		
	Shares:	100,000		
	Paid-up stock:	620,000,000		
	%Shares:	0.016129		
8)	Name (Thai):	นาย ปราบการ ทวีสุวรรณ	First appointment date of director:	26 Apr 2022
	Name (English):	Mr. PRAKARN TAWISUWAN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	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:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Economics x Banking x Finance & Securities x Commerce x Accounting x Finance x Corporate Social Responsibility x Sustainability x Negotiation x Change Management x Risk Management x Audit x Internal Control x Governance/ Compliance		
	Shares:	500,000		
	Paid-up stock:	620,000,000		
	%Shares:	0.080645		

9)	Name (Thai):	นางสาว วรรดา ตั้งสืบกุล	First appointment date of director:	11 May 2022
	Name (English):	Ms. VORADA THANGSURBKUL	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1971	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:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Economics x Banking x Insurance x Information & Communication Technology x Accounting x Finance x Audit		
	Shares:	500,000		
	Paid-up stock:	620,000,000		
	%Shares:	0.080645		
10)	Name (Thai):	นาย นิยม เต็มศรีสุข	First appointment date of director:	28 Sep 2022
	Name (English):	Mr. NIYOM TERMSRISUK	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	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:	Public and private management	DCP course:	No
	Residence in Thailand:	Yes		

Skill and expertise:	x Law x Corporate Social Responsibility x Human Resource Management x Sustainability x Negotiation x Corporate Management x Change Management x Risk Management x Audit x Internal Control x Governance/ Compliance		
Shares:	0		
Paid-up stock:	620,000,000		
%Shares:	0.000000		

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

General Information of Directors	Information on Director Tenure
No data	

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย ปราบการ ทวีสุวรรณ	Appointment date of audit committee member:	26 Apr 2022
	Name (English):	Mr. PRAKARN TAWISUWAN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	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		
	Expertise in accounting information review:	Yes		
	Shares:	500,000		
	%Shares:	0.080645		

2)	Name (Thai):	นางสาว วรดา ตั้งสืบกุล	Appointment date of audit committee member:	11 May 2022
	Name (English):	Ms. VORADA THANGSURBKUL	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1971	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:	Business Administration	DGP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	500,000		
	%Shares:	0.080645		
3)	Name (Thai):	นาย นิยม เต็มศรีสุข	Appointment date of audit committee member:	28 Sep 2022
	Name (English):	Mr. NIYOM TERMSRISUK	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	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:	Public and private management	DGP course:	No
	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
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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 ณัฐ ณิชนิการัตต์	Appointment date of executive committee member:	1 Oct 2017
	Name (English)	Mr. NATH NATNITHIKARAT	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1971		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย บัญชา วงศ์เหล็กภัย	Appointment date of executive committee member:	14 Jan 2021
	Name (English)	Mr. BUNCHA WONGLEAKPAI	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1977		
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	-		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย ปรีชา ทองนอมกุล	Appointment date of executive committee member:	14 Jan 2021
	Name (English)	Mr. PREECHA THONGTHANOMKUL	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1978		

	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	science technology		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย ปรมเมษฐ์ เอกอุ้น	Appointment date of executive committee member:	26 Dec 2019
	Name (English)	Mr. PORAMET EK-UN	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1980		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย อมร ทาทอง	Appointment date of executive committee member:	29 Sep 2017
	Name (English)	Mr. AMORN TATHONG	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1972		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Statics		
	Residence in Thailand:	Yes		
6)	Name (Thai)	นาย ฉัตรชัย สายบัว	Appointment date of executive committee member:	1 Jul 2018
	Name (English)	Mr. Chatchai Saibua	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1964		

	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Education		
	Residence in Thailand:	Yes		
7)	Name (Thai)	นาย จักรกฤษ วัชรศักดิ์ศิลป์	Appointment date of executive committee member:	2 Oct 2017
	Name (English)	Mr. Chukkrit Watcharasaksilp	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1968		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
8)	Name (Thai)	นางสาว ปิยธิดา ปาปะจี	Appointment date of executive committee member:	2 Oct 2017
	Name (English)	Ms. Piyathida Papakee	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1984		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
9)	Name (Thai)	นาง อโนชา เลิศเจริญวัฒน์	Appointment date of executive committee member:	2 Oct 2023
	Name (English)	Mrs. Anocha Loetjaroenwat	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1967		

	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	information technology		
	Residence in Thailand:	Yes		
10)	Name (Thai)	นาย ศรินทร์ ปัญหา	Appointment date of executive committee member:	2 Oct 2023
	Name (English)	Mr. Sarun Panha	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1976		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
11)	Name (Thai)	นาย ภาณุวัฒน์ รุ้ยยิ่ง	Appointment date of executive committee member:	1 Feb 2019
	Name (English)	Mr. Panuwat Ruying	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1982		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Computer Science		
	Residence in Thailand:	Yes		

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

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

No.	Name (Thai)	Name (English)	Position
1	นาย ปราการ ทวีสุวรรณ	Mr. PRAKARN TAWISUWAN	Chairman
2	นาย นิยม เต็มศรีสุข	Mr. NIYOM TERMSRISUK	Member
3	นางสาว วรดา ตั้งสีบบกุล	Ms. VORADA THANGSURBKUL	Member
4	นาย จักรกฤษ วัชรศักดิ์ศิลป์	Mr. Chukkrit Watcharasaksilp	Member
5	นางสาว ปิยธิดา ปาปะนีย์	Ms. Piyathida Papakee	Member

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

No.	Name (Thai)	Name (English)	Position
1	นางสาว วรดา ตั้งสีบบกุล	Ms. VORADA THANGSURBKUL	Chairman
2	นาย นิยม เต็มศรีสุข	Mr. NIYOM TERMSRISUK	Member
3	นาย ปราการ ทวีสุวรรณ	Mr. PRAKARN TAWISUWAN	Member
4	นาย ณัฐ ณ์ัฐนิธการัต	Mr. NATH NATNITHIKARAT	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	No
Nomination	No
Remuneration	No
Corporate governance	No
Corporate sustainability development	No

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 ณัฐ ญัตินิหาริชาติ	The highest-ranking executive position:	Yes
	Name (English):	Mr. NATH NATNITHIKARAT	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1971	Appointment date of executive:	29 Sep 2017
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Business Administration x Finance & Securities x Commerce x Transportation & Logistics x Information & Communication Technology x Accounting x Procurement x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
	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. Boonsiri Saelao	boonsiri.s@advice.co.th	02-9088888 (Auto) # 519
Company secretary	Ms. Phakamas Thepthong	Phakamas.th@advice.co.th	0886548899
Head of the internal audit or the outsourced internal auditor	Ms. Wanvimol Jongsuriyapas	plia@plgroup.co.th	02 526 6100
Head of the compliance unit	-	-	-
Head of the investor relation	-	-	-

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)
D I A INTERNATIONAL AUDITING COMPANY LIMITED	1. Mrs. Suvimol Kityakian Email: - Telephone: -	3,270,000.00	-

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
No data		

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: 8 times

Date of AGM meeting: 7 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. SANIT RANGNOI (Chairman of the board)	-	7/8	87.50	Participating	Did not hold the meeting
2. Mr. NATH NATNITHIKARAT (Director)	-	8/8	100.00	Participating	Did not hold the meeting
3. Mr. AMORN TATHONG (Director)	-	8/8	100.00	Participating	Did not hold the meeting
4. Mr. PORAMET EK-UN (Director)	-	8/8	100.00	Participating	Did not hold the meeting
5. Mr. EKKACHAI RAWEESANGSOON (Director)	-	8/8	100.00	Participating	Did not hold the meeting

6. Mr. BUNCHA WONGLEAKPAI (Director)	-	8/8	100.00	Participating	Did not hold the meeting
7. Mr. PREECHA THONGTHANOMKUL (Director)	-	8/8	100.00	Participating	Did not hold the meeting
8. Mr. PRAKARN TAWISUWAN (Director)	-	8/8	100.00	Participating	Did not hold the meeting
9. Ms. VORADA THANGSURBKUL (Director)	-	8/8	100.00	Participating	Did not hold the meeting
10. Mr. NIYOM TERMSRISUK (Director)	-	8/8	100.00	Participating	Did not hold the meeting

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. PRAKARN TAWISUWAN (Chairman of the audit committee)	-	5/5	100.00
2. Ms. VORADA THANGSURBKUL (Member of the audit committee)	-	5/5	100.00
3. Mr. NIYOM TERMSRISUK (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:	-
Uploaded document of director remuneration policy and criteria:	CS001_2566 - คำตอบแทนกรรมการ_signed.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. SANIT RANGNOI (Chairman of the board)	-	245,000.00	1,440,000.00	No
2. Mr. NATH NATNITHIKARAT (Director)	-	0.00	-	No
3. Mr. AMORN TATHONG (Director)	-	160,000.00	1,003,328.00	No

4. Mr. PORAMET EK-UN (Director)	-	160,000.00	480,000.00	No
5. Mr. EKKACHAI RAWEESANGSOON (Director)	-	0.00	907,882.00	No
6. Mr. BUNCHA WONGLEAKPAI (Director)	-	160,000.00	480,000.00	No
7. Mr. PREECHA THONGTHANOMKUL (Director)	-	160,000.00	480,000.00	No
8. Mr. PRAKARN TAWISUWAN (Director)	-	160,000.00	-	No
9. Ms. VORADA THANGSURBKUL (Director)	-	160,000.00	-	No
10. Mr. NIYOM TERMSRISUK (Director)	-	160,000.00	-	No
Total (Baht)	-	1,365,000.00	4,791,210.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	0.00	1,365,000.00
Other monetary remuneration	Baht	0.00	4,791,210.00
Total director remuneration	Baht	0.00	6,156,210.00

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: No
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	29,826,848.92	29,339,592.59	30,317,743.76

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. SANIT RANGNOI (Chairman of the board)	Non-participating	Thai Institute of Directors (IOD) - 2005: Director Accreditation Program (DAP) - 2006: Director Certification Program (DCP) Others - 2007: Role of the Compensation Committee - 2012: Financial Institutions Governance Program
2. Mr. NATH NATNITHIKARAT (Director)	Non-participating	Thai Institute of Directors (IOD) - 2015: Director Certification Program (DCP) - 2015: Role of the Chairman Program (RCP)
3. Mr. AMORN TATHONG (Director)	Non-participating	Thai Institute of Directors (IOD) - 2016: Director Certification Program (DCP)
4. Mr. PORAMET EK-UN (Director)	Non-participating	Thai Institute of Directors (IOD) - 2016: Director Certification Program (DCP)
5. Mr. EKKACHAI RAWEESANGSOON (Director)	Non-participating	Thai Institute of Directors (IOD) - 2017: Director Accreditation Program (DAP)
6. Mr. BUNCHA WONGLEAKPAI (Director)	Non-participating	Thai Institute of Directors (IOD) - 2021: Director Accreditation Program (DAP)
7. Mr. PREECHA THONGTHANOMKUL (Director)	Non-participating	Thai Institute of Directors (IOD) - 2021: Director Accreditation Program (DAP)
8. Mr. PRAKARN TAWISUWAN (Director)	Non-participating	Thai Institute of Directors (IOD) - 2017: Advanced Audit Committee Program (AACP) - 2006: Director Certification Program (DCP)
9. Ms. VORADA THANGSURBKUL (Director)	Non-participating	-
10. Mr. NIYOM TERMSRISUK (Director)	Participating	Thai Institute of Directors (IOD) - 2023: Advanced Audit Committee Program (AACP) - 2023: Board Nomination and Compensation Program (BNCP)

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:	-
Uploaded document of corporate sustainability policy:	32. ADVICE - นโยบายด้านการพัฒนาองค์กรอย่างยั่งยืน (ESG).pdf

4.2 Sustainability Report

Corporate Sustainability Report:	No
URL of corporate sustainability report:	-

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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Approved and published on 23/04/2024