

Board of Directors 2023 (as of December 31, 2023)

As corporate leaders and ultimately responsible parties, the Board of Directors not only plays a key role in ensuring sound long-term business performance and credibility among shareholders and stakeholders in Bangchak's best interests, but also forges sustainable business values. Working independently of the management, the Board of Directors is to perform its duties with responsibility, care, and integrity, while complying with the law, Company objectives and regulations, its own article of association, and those of the shareholders' meetings. Bangchak has set policies and guidelines for the Board of Directors as follows

Composition and appointment

1. The Board of Directors is composed of a minimum of 5 and a maximum of 15 members. At least a half of the Board must be residents in Thailand. Each director must be qualified by the law and Company regulations without sexism or other discrimination.
2. The Board consists of at least one-third being Independent directors.
3. The Board consists of directors who are knowledgeable, skillful, and experienced in the oil business, retail sales business, energy business, other related businesses (like petroleum exploration and production, power generation, and alternative energy), international business, accounting and finance, internal control, law, organizational development and innovation in information and digital technology, social / environmental / safety matters, and risk and crisis management. At least one of them must be adequately knowledgeable or experienced in accounting and finance. At least one non-executive director must possess experience in the core business or industry operated by Bangchak.
4. The Chairman of the Board should be an Independent Director and must not be the same person as the President and Chief Executive Officer. Additionally, the Chairman must not hold any position in the appointed Sub-committee (sometimes called Committee) in view of clear-cut responsibilities and duties. If the Chairman is not an Independent Director, the number of Independent Directors must exceed half of the Board; alternatively, an Independent Director must be appointed to jointly decide the Board agenda.
5. Each newly elected Director must attend an orientation course to ensure appreciation of objectives, main goals, vision, missions, corporate values, business characteristics and approach, applicable regulations, corporate governance policy, and other essential information for efficient performance.
6. Attend at least one training course organized by Thai Institute of Directors Association (IOD), such as Director Accreditation Program (DAP) or Director Certification Program (DCP) or equivalent, to increase expertise at work.

Appointment and Dismissal of Directors

1. Shareholder meetings elect Directors through majority voting, with one shareholder holding one vote per share and can elect Directors individually. The candidates with the most votes will be appointed Directors up to the number open at the meeting. If more candidates receive equal votes than the number of Directors required, the Chairman of the meeting must cast a deciding vote.
2. In every Annual General Meeting (AGM), one-third of the Directors must retire. If this number is not a multiple of three, then the number nearest to one-third. Pursuant to Thai laws and regulations as well as Bangchak's Articles of Association, one of the activities to be conducted at the AGM is to elect directors to replace those retiring directors. The directors who have completed their terms may be re-appointed.

3. Apart from vacating upon the expiry of term, the office shall be vacant upon:
- Death
 - Resignation
 - Lack of qualifications according to the Public Limited Companies Act and the Securities and Exchange Act
 - Decision of the shareholders' meeting to resign according to the Public Limited Companies Act
 - Court order
4. In case a director's position is vacant due to reasons other than the expiry of the term, the Board of Directors is to elect a candidate with qualifications according to the Company's regulations in the next meeting except when the Director's term is to be expired in less than two months. At least a threequarters vote of the Directors present at the meeting is required. The elected Director holds the position until the expiry term of the Director they have replaced.

1. Board Structure

The Board of Directors of the Bangchak Corporation Public Company Limited (as of December 31, 2023) consists of 15 members by having Mr. Pichai Chunhavajira as a Chairperson of the Board and Director. There is 1 executive director, 11 independent directors, and 3 other non-executive directors.

Board of directors			Executive directors	Independents directors	Other non-executive directors
1.	Mr. Pichai	Chunhavajira		✓	
2.	Mr. Surin	Chiravisit		✓	
3.	Mr. Prasong	Poontaneat		✓	
4.	Dr. Porameteer	Vimolsiri		✓	
5.	Mrs. Prisana	Praharnkhasuk		✓	
6.	Mr. Narin	Kalayanamit		✓	
7.	Pol.Lt.Gen. Samran	Nualma		✓	
8.	Maj. Gen. Yuttasak	Raksereepitak		✓	
9.	Mr. Achporn	Charuchinda		✓	
10.	Mr. Chaovalit	Ekabut		✓	
11.	Mrs. Vilai	Chattanrassamee		✓	
12.	Mr. Phairoj	Chotikasatien			✓
13.	Mr. Chanvit	Nakburee			✓
14.	Mrs. Woranuch	Phu-im			✓
15.	Mr. Chaiwat	Kovavisarach	✓		
Total board size			1	11	3

2. Board Independence Statement

There is a need to ensure that independent directors are critical to good governance, looking after the interests of Bangchak and its shareholders by imposing checks and balances on Board decision-making and commanding awareness of their duties with due regard for righteousness and free views from any party's influence. The Board therefore devised definitions and qualifications of independent directors in the corporate governance policy, with stricter shareholding requirements than those of SEC and SET, that is, 0.5% against the legal maximum of 1% of the total eligible voting shares of Bangchak, its parent company, subsidiaries, associates, major shareholder or controller, and independent directors' related parties.

SEC/SET	Bangchak
<ol style="list-style-type: none"> 1. Holding no more than one% of the total voting shares of the applicant, parent company, subsidiary, associate company, major shareholder or controlling person of the applicant, including shares held by the connected persons of such independent director. 2. Not being or having been an executive director, employee, staff, advisor earning regular monthly salary or the controlling person of the applicant, its parent company, subsidiary, associate company, same-level subsidiary, major shareholder or controlling person, unless the foregoing status has ended for at least two years prior to the date of filing the application with the SEC Office. In this regard, such prohibited characteristics shall exclude the case where an independent director used to be a government official or advisor of a governmental agency, which is a major shareholder or the controlling person of the applicant. 3. Not being a person who is related by blood or legal registration as father, mother, spouse, sibling and child, including spouse of child, other directors, executives, major shareholders, controlling person or person to be nominated as director, executive or controlling person of the applicant or its subsidiary. 4. Not having or having had a business relationship with the applicant, its parent company, subsidiary, associate company, major shareholder or controlling person in a manner that may interfere with independent discretion, which includes not being or having been a significant shareholder or the controlling person of any person having a business relationship with the applicant, its parent company, subsidiary, associate company, major shareholder or controlling person, unless such foregoing relationships have ended for at least two years prior to the date of filing the application with the SEC Office. 5. Not being or having been an auditor of the applicant, its parent company, subsidiary, associate company, majority shareholder, or controlling person, and not 	<ol style="list-style-type: none"> 1. Hold no more than 0.5% of all the voting shares of Bangchak and its parent company, subsidiaries, affiliates, major shareholders or controlling persons. An Independent Director's shares must include those held by related person to that Independent Director. 2. Not be nor ever have been a director who is involved with management, an employee, a salaried adviser or a controlling individual of Bangchak, its parent company or any of its subsidiaries, affiliates, peer companies under the same parent company, major Shareholders or controlling individuals/entities. An exception is made in the case of a candidate who used to hold one of the positions mentioned above but left it at least two years prior. An individual who was a civil servant of or an adviser to a government agency that was a Bangchak major shareholder or controlling entity is not forbidden from being a Bangchak Independent Director. 3. Not have familial (blood ties or legal) relations to individuals such as a parent, spouse, sibling, child, spouse of the child of another Director, an Executive, a major Shareholder, a controlling individual or an individual who is about to be nominated as a Director, an Executive or a controlling individual of Bangchak or any of its subsidiaries. 4. Not have nor ever had a business relationship with Bangchak, its parent company or any of its subsidiaries, affiliates, major Shareholders or controlling individuals/entities in a manner that might obstruct their independent use of discretion. In addition, they must not be nor have ever been a significant Shareholder or a controlling individual of an entity having a business relationship with Bangchak, its parent company or any of its subsidiaries, affiliates, major Shareholders or Bangchak controlling individuals/entities. An exception is made in the case of a candidate who used to have such a relationship or hold one of the positions mentioned

SEC/SET	Bangchak
<p>being a significant shareholder, controlling person, or partner of the audit firm which employs the auditor of the applicant, its parent company, subsidiary, associate company, majority shareholder, or controlling person, unless the foregoing relationship has ended for not less than two years prior to the date of filing the application with the SEC Office.</p> <p>6. Not being or having been a provider of professional services, which includes serving as a legal advisor or financial advisor being paid with a service fee of more than two million baht per year by the applicant, its parent company, subsidiary, associated company, majority shareholder, or controlling person, and not being a significant shareholder, controlling person, or partner of such provider of professional services, unless the foregoing relationship has ended for not less than two years prior to the date of filing the application with the SEC Office.</p> <p>7. Not being a director who is appointed as the representative of directors of the applicant, major shareholder, or shareholder who is a connected person of a majority shareholder.</p> <p>8. Not undertaking any business of the same nature and in significant competition with the business of the applicant or its subsidiary, or not being a significant partner in a partnership, or an executive director, employee, staff, advisor earning regular monthly salary, or holding more than one percent of the voting shares of another company that undertakes a business of the same nature and in significant competition with the business of the applicant or its subsidiary.</p> <p>9. Not having any other characteristics that cause the inability to express independent opinions on the business operation of the applicant</p>	<p>above but ended it or left it at least two years prior to the date of appointment.</p> <p>5. Not be nor ever have been an auditor of Bangchak, its parent company or any of its subsidiaries, affiliates, major Shareholders or controlling individuals/entities. In addition, he/she must not be a significant Shareholder, a controlling individual or a partner of the audit firm where the auditors of Bangchak, its parent company, or any of its subsidiaries, affiliates, major Shareholders or controlling individuals/entities work. An exception is made in the case of a candidate who used to hold any of the positions mentioned above but left it at least two years prior to the date of appointment.</p> <p>6. Not be nor ever have been a provider of any professional service (including services as a legal or financial adviser) who receives compensation to the amount of over two million baht per year from Bangchak or any of its subsidiaries, affiliates, major Shareholders or controlling individuals/entities. In addition, he/she must not be a significant Shareholder, a controlling individual or a partner of a provider of such professional services. An exception is made in the case of a candidate who used to hold any of the positions mentioned above but left it at least two years prior to the date of appointment.</p> <p>7. Not own businesses that are in the same industry and significant competition to the business of Bangchak or any of its subsidiaries. They must not be significant partners in a limited partnership or directors who are involved in management, employees, and salaried advisers or own more than one percent of all voting shares of another firm that runs a business that is in the same industry as and is in significant competition with the business of Bangchak or any of its subsidiaries.</p> <p>8. Not be appointed as an agent of another Bangchak Director, a major Bangchak Shareholder or a Bangchak Shareholder connected with a major Bangchak Shareholder.</p> <p>9. Not have any other characteristics that might hinder the free expression of their opinions about Bangchak operations.</p> <p>After being appointed an Independent Director who meets the nine criteria stated above, might be tasked by the Board of Directors with making decisions in regard to the operations of the Company, its parent company or any of its subsidiaries, affiliates, peer companies under the same parent company, major</p>

SEC/SET	Bangchak
	<p>Shareholders or controlling individuals/entities. They must be able to make collective decisions.</p> <p>The definitions in regards to Independent Directors are in line with the regulations of definitions in the notification of the Capital Market Supervisory Board on the issuance and offering of securities.</p>

Independent Director

- Independent directors according to definitions from CSA, SEC/SET, and Bangchak

Board of Directors (as of December 31, 2023)			SEC/SET	Bangchak	Independent Directors with 4 or less other mandates
1.	Mr. Pichai	Chunhavajira	✓	✓	✓
2.	Mr. Surin	Chiravisit	✓	✓	✓
3.	Mr. Prasong	Poontaneat	✓	✓	✓
4.	Dr. Porametee	Vimolsiri	✓	✓	✓
5.	Mrs. Prisana	Praharnkhasuk	✓	✓	✓
6.	Mr. Narin	Kalayanamit	✓	✓	✓
7.	Pol.Lt.Gen. Samran	Nualma	✓	✓	✓
8.	Maj. Gen. Yuttasak	Raksereepitak	✓	✓	✓
9.	Mr. Achporn	Charuchinda	✓	✓	✓
10.	Mr. Chaovalit	Ekabut	✓	✓	✓
11.	Mrs. Vilai	Chattanrassamee	✓	✓	✓
Total			11	11	11

3. Board Diversity & Board Industry Experience

3.1 Board Diversity

The Board Diversity has skills that are in line with the company's business strategy through the implementation of the Skills Table (Board Skills Matrix) and a variety of educational backgrounds, experience, without prejudice.

Board of directors (As of December 31, 2023)			Gender	Skills Matrix								
				Knowledge about Company Business	International Business	Accounting and Finance	Management	Law	Organizational Development and Innovation	Information Technology and Cybersecurity	Society, Environment, and Safety	Risk and Crisis Management
1.	Mr. Pichai	Chunhavajira	M	✓	✓	✓	✓		✓		✓	✓
2.	Mr. Surin	Chiravisit	M	✓			✓	✓	✓		✓	✓
3.	Mr. Prasong	Poontaneat	M	✓	✓	✓	✓	✓	✓			✓
4.	Dr. Porametee	Vimolsiri	M	✓	✓	✓	✓		✓		✓	✓
5.	Mrs. Prisana	Praharnkhasuk	F	✓	✓	✓	✓		✓	✓		✓
6.	Mr. Narin	Kalayanamit	M	✓	✓	✓	✓		✓			✓
7.	Pol.Lt.Gen. Samran	Nualma	M	✓			✓	✓			✓	✓
8.	Maj. Gen. Yuttasak	Raksereepitak	M	✓			✓		✓	✓	✓	✓
9.	Mr. Achporn	Charuchinda	M	✓	✓		✓	✓	✓			✓
10.	Mr. Chaovalit	Ekabut	M	✓	✓	✓	✓	✓	✓			✓
11.	Mrs. Vilai	Chattanrassamee	F	✓		✓	✓		✓			✓
12.	Mr. Phairoj	Chotikasatien	M	✓			✓	✓	✓		✓	✓
13.	Mr. Chanvit	Nakburee	M	✓		✓	✓		✓			✓
14.	Mrs. Woranuch	Phu-im	F	✓		✓	✓	✓	✓			✓
15.	Mr. Chaiwat	Kovavisarach	M	✓	✓	✓	✓		✓	✓	✓	✓
Total				15	8	10	15	7	14	3	7	15

Note: M and F represent male and female gender, respectively.

✓ represents having expertise or experience in those fields.

3.2 Board Industry Experience

Refer to Board Skills Matrix and each of directors' education background and work experience, all 15 directors have practical work experience in Bangchak's business including but not limited to oil, retail, energy, international, or other applicable businesses, including petroleum exploration and production, power plant, renewable energy and risk management. Three out of 15 directors are knowledgeable, skilled, and experienced in the Energy sector of GICS Level 1 namely, Mrs. Prisana Phaharnkhasuk, Mr. Achporn Charuchinda, and Mr. Chaiwat Kovavisarach.

Mrs. Prisana Praharnkhasuk (Independent Director and Chairperson of Nomination and Remuneration Committee): Mrs. Prisana has an educational background in Business Administration (bachelor's and master's degree). She has experiences in energy as director for Siam Solar Power Public Company Limited from 2017-2019 and OKEA ASA – Oslo Stock Exchange (OSE) from 2019-2021. Her expertise is valuable to Bangchak in providing accounting and finance strategic recommendations.

Mr. Achporn Charuchinda (Independent Director): Mr. Achporn holds a Bachelor of Laws degree and a qualified Thai Barrister-at-Law. He has extended experience as a director at PTT Exploration and Production Public Company Limited from 2013 to 2021. His working experiences is contributable to Bangchak's risk evaluation and strategic performances.

Mr. Chaiwat Kovavisarach (Executive Director): Mr. Chaiwat holds a Bachelor and Master of Engineering background along with a Master of Business Administration. He has a comprehensive experience with Bangchak Corporation Public Company Limited, serving as the President and Chief Executive Officer in 2015 and as the Group Chief Executive Officer and President since 2022. Additionally, he has served as Chairman of OKEA - ASA – Oslo Stock Exchange (OSE). His experience provides Bangchak with strategic leadership and a global perspective.



4. Board Effectiveness

In 2023, the Board held 15 meetings with exclusive meetings of the independent directors, the non-executive directors and one annual seminar on corporate strategies with the management to review and revise the corporate vision on annual basis under Bangchak's vision, mission, and values, together with an assessment of business circumstances in which the percentage of meeting attendance of the Board of Directors is 97.17%.

Summary of Board meeting attendance				
Board of directors			Meeting attendance / total (times)	
			Meeting	%
1.	Mr. Pichai	Chunhavajira	15/15	100
2.	Mr. Surin	Chiravisit	10/10	100
3.	Mr. Prasong	Poontaneat	15/15	100
4.	Pol.Lt.Gen. Samran	Nualma	14/15	93.33
5.	Maj. Gen. Yuttasak	Raksereepitak	6/6	100
6.	Mrs. Prisana	Praharnkhasuk	15/15	100
7.	Dr. Porametea	Vimolsiri	15/15	100
8.	Mr. Achporn	Charuchinda	15/15	100
9.	Mr. Chaovalit	Ekabut	15/15	100
10.	Mr. Narin	Kalayanamit	15/15	100
11.	Mrs. Vilai	Chattanrassamee	10/10	100
12.	Mrs. Woranuch	Phu-im	10/10	100
13.	Mr. Chanvit	Nakburee	13/13	100
14.	Mr. Phairoj	Chotikasatien	1/2	50
15.	Mr. Chaiwat	Kovavisarach	15/15	100
Directors whose terms were completed and resigned directors in 2023				
1.	Mr. Suthep	Wongvorazathe	5/5	100
2.	Pol. Lt. Gen. Chaiwat	Chotima	5/5	100
3.	Mr. Chamroen	Phothiyod	5/5	100
4.	Gen. Songwit	Noonpackdee	8/8	100
5.	Mr. Boonchob	Suthamanuswong	12/12	100
Average Percentage				97.17

5. Board Average Tenure

The average tenure of board members is 3.7 years, as of December 31, 2023.

Board of directors			Appointment date	Tenure (Year)
1.	Mr. Pichai	Chunhavajira	April 24, 2012	11.9
2.	Mr. Surin	Chiravisit	April 11, 2023	0.9
3.	Mr. Prasong	Poontaneat	November 1, 2021	2.3
4.	Pol.Lt.Gen. Samran	Nualma	April 8, 2022	1.9
5.	Maj. Gen. Yuttasak	Raksereepitak	July 20, 2023	0.6
6.	Mrs. Prisana	Praharnkhasuk	April 5, 2016	7.1
7.	Dr. Porameteer	Vimolsiri	June 7, 2018	5.7
8.	Mr. Achporn	Charuchinda	January 4, 2022	2.1
9.	Mr. Chaovalit	Ekabut	January 27, 2022	2
10.	Mr. Narin	Kalayanamit	April 8, 2022	1.9
11.	Mrs. Vilai	Chattarassamee	April 11, 2023	0.9
12.	Mrs. Woranuch	Phu-im	April 11, 2023	0.9
13.	Mr. Chanvit	Nakburee	January 27, 2023	1
14.	Mr. Phairoj	Chotikasatien	October 31, 2023	0.3
15.	Mr. Chaiwat	Kovavisarach	October 30, 2012	11.3
Directors whose terms were completed and resigned directors in 2023				
1.	Mr. Suthep	Wongvorazathe	October 30, 2012 (Term expired on April 11, 2023)	10.4
2.	Pol. Lt. Gen. Chaiwat	Chotima	April 9, 2014 (Term expired on April 11, 2023)	9.0
3.	Mr. Chamroen	Phothiyod	October 1, 2021 (Term expired on April 11, 2023)	1.5
4.	Gen. Songwit	Noonpackdee	October 1, 2021 (Resigned on June 23, 2023)	1.7
5.	Mr. Boonchob	Suthamanuswong	October 28, 2021 (Resign on October 24, 2023)	1.9
Average board tenure				3.7

6. Assessment of Directors' performances

The Board completes business performance assessment forms at least once a year, which the Company Secretary arranges for delivery and collection for making an executive summary or the results for presentation at a Board meeting. Directors jointly consider business performance and suggest improvements. Assessment scores are given in percent, with >85% = excellent, >75% = very good, >65% = good, >50% = fair, and <50% = need improvement. The Board conducts the evaluation in three forms, namely individual evaluation (self-evaluation), individual evaluation (cross-evaluation) and group evaluation. The assessment is summarized below:

1) Individual directors

- Self-assessment relies on three topics, namely responsibility for their roles, training and self-development, and conformance to the corporate governance policy. The overall summary of assessment findings showed an average score of 97.50%, regarded as excellent.
- Cross-assessment by group (3-4 unnamed directors assessing another director) relies on two topics, namely responsibility for their roles and directors' independence. The overall summary of assessment findings showed an average of 97.10%, regarded as excellent.

2) Entire Board relies on topics, namely Structure and Skills, Strategic Direction and Planning, Policy, Monitoring and Supervision, Accountability, Meeting and Development. The overall summary of assessment findings showed an average score of 97.90%, regarded as excellent.

3) Sub-committees rely on responsibilities and meetings; the evaluations of all Committees were as follows:

- Audit Committee, the group evaluation had an average score of 98.60%, rated excellent.
- Nomination and Remuneration Committee, the group evaluation had an average score of 98.89%, rated excellent.
- Sustainability and Corporate Governance Committee, the group evaluation had an average score of 97.33%, rated excellent.
- Enterprise-wide Risk Management Committee, the group evaluation had an average score of 98.06%, rated excellent.

Bangchak analyzed the topics of assessment, assessment outcomes, and reviewed performances, problems, and obstacles over the past year so as to improve the performance efficiency and effectiveness of the Board and its committees.



7. CEO Compensation

The Board has set the roles and duties of the management in Bangchak's day-to-day business management in line with the company's policies, plans, goals, regulations, and rules, as well as Board resolutions, within the approved budget. To this end, they are to conform strictly with integrity and care to maintain Bangchak's and its shareholders' interests to the best of their ability under corporate governance. They are to report updates on conformance to such resolutions together with key performance outcomes to the Board at least monthly.

Performance Appraisals of the President and Chief Executive Officer, and Senior Executives

Bangchak measures performance outcomes as KPIs

1. Financial Returns KPIs: EBITDA from Digital and high value added products, EBITDA from Digital and Cumulative Process Improvement (last 3 years), Consolidated Operating EBITDA, Consolidated Core PAT (Excl. Inventory Gain/Loss, Impairment), 2-Year Rolling Average Total Shareholder Return (TSR) Compared with Peers
2. Relative Financial Metrics KPIs: Market Share (Retail Channel), Corporate Operational Availability, Network: Distribution coverage against plan, Innovation Impact from Startup projects, Customer Satisfaction, Employee Engagement, Corporate Culture Awareness & Understanding, Race to Zero: CO2 emission Target, Leadership: DJSI Score

The President and chief executive officer must present his performance in various aspects, including the management of the refinery and marketing business units, business development, and organizational development, while discussing current management outcomes covering successes and obstacles, including the ability to expand business opportunities and competition, social and environmental policies, together with responses to public policies. NRC is to decide on the President and chief executive officer's compensation, which is then forwarded to the Board for approval. The President and chief executive officer earns benefits as the top management executive in addition to the compensation as a director.

8. Remuneration of Executives

- 1) Executives shall receive short-term remuneration, i.e. salary and bonus, and long-term remuneration, including the Employee Stock Ownership Program and the Employee Joint Investment Program, which the Board will consider on a case-by-case basis. These payments motivate executives, are on a par with industry practice, correlate to the Balanced Scorecard principles and to each person's key performance indices (KPIs), and connect compensation with performance.
- 2) Executives who serve as a director in a joint venture will be compensated according to the Company's regulations on the appointment of directors of joint ventures. As for the President and chief executive officer who is tasked with additional roles and responsibilities, as a subcommittee member for instance, will be paid according to the Board's decision based on merit of that task or responsibility
- 3) The Board has ordered a report on the remuneration of executives including the disclosure of payments made to executives who are appointed a role in a subsidiary to be included in the Company's annual report in compliance with the Corporate Governance Policy.
- 4) Refers to Section 89/7 under the Securities and Exchange Act B.E. 2551 which states that board of directors and executive management shall perform their duties in managing the Company with responsibility and caution and shall comply with all laws, the objectives, rules of the Company, resolutions of the board of directors, and the resolutions of the shareholders meeting. The Company's claw back provision also refers to Section 89/19 which specifies that executives who have been proven not to perform their duties according to the Section 89/7 or proven to be non-compliance with their duties under the Section 89/7 must return their benefits.

9. Management Ownership

As of December 31, 2023, there were 10 executive committee members holding company shares.

Position	Names	Shareholding in the Company (Shares)	%
Group Chief Executive Officer and President	1. Mr. Chaiwat Kovavisarach	2,500,000	0.18156
Executive committee members	1. Mr. Somchai Tejavanija	150,522	0.01093
	2. Mr. Pativat Tivasasit	102,000	0.00741
	Mr. Pativat Tivasasit's spouse	48,500	0.00352
	3. Ms. Phatpuree Chinkulkitnivat	267,600	0.01943
	4. Mr. Chokchai Atsawarangsalit	95,500	0.00693
	5. Mr. Kittiphong Limsuwannarot	135,500	0.00984
	6. Mr. Bundit Hansapai boon	261,696	0.01901
	Mr. Bundit Hansapai boon's spouse	33,424	0.00243
	7. Mr. Thamarat Paryoonsuk	280,800	0.02039
8. Mrs. Ratrimani Pasiphol	-	-	
9. Mr. Seri Anupantanan	216,500	0.01572	