

Board Structure								
GRI	Required Data	Unit	OR Performance					
			2020	2021	2022	2023	Target	
GRI 2-9 (2021)	Board Structure							
	Total board size	Persons	10	15	15	15	-	
	Number of Executive Director	Persons	1	1	1	1	-	
	Number of Independent Director	Persons	6	8	9	9	-	
	Number of other Non-executive Director	Persons	9	14	14	14	-	
GRI 405-1 (2016)	Diversity of Governance Bodies							
	Diversity of governance bodies breakdown by gender							
	Total number of individuals within the organization's	Persons	10	15	15	15	-	
	- Male	Persons	7	12	13	14	-	
	- Female	Persons	3	3	2	1	-	
	Percentage of individuals within the organization's governance bodies (Male)	%	70.00	80.00	86.67	93.33	-	
	Percentage of individuals within the organization's governance bodies (Female)	Persons	30.00	20.00	13.33	6.67	-	
	Diversity of governance bodies breakdown by age group							
	Total number of individuals within the organization's governance bodies with age under 30 years	Persons	-	-	-	-	-	
	Percentage of individuals within the organization's governance bodies with age under 30 years	%	0	0	0	0	-	
	Total number of individuals within the organization's governance bodies with age between 30-50 years	Persons	3	4	4	4	-	
	Percentage of individuals within the organization's governance bodies with age between 30-50 years	%	30.00	26.67	26.67	26.67	-	
	Total number of individuals within the organization's governance bodies with age over 50 years	Persons	7	11	11	11	-	
	Percentage of individuals within the organization's governance bodies with age over 50 years	%	70.00	73.33	73.33	73.33	-	
	GRI 2-9 (2021)	Board Effectiveness						
		Percentage of average board meeting attendance	%	97.86	99.67	99.15	99.52	75.00
Number of non-executive/independent directors with 4 or less other mandates		Persons	9	14	14	14	-	
Board Average Tenure								
Average tenure of board member		Years	N/A	N/A	2.28	1.60	-	
-	Management Ownership							
	Chief Executive Officer owning shares	Multiple of base salary	N/A	0	0	0	-	
	Average across other executive committee members owning shares	Multiple of base salary	N/A	0.69	0.32	0.21	-	
GRI 2-21 (2021)	CEO-to-Employee Pay Ratio ^[1]							
	Total CEO compensation (Base Salary + Annual Bonus)	THB	12,786,525	15,103,193	15,818,569	20,274,514	-	

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			2020	2021	2022	2023	Target
	Median employee compensation (Base Salary + Annual Bonus)	THB	912,390	1,052,675	1,019,249	1,021,200	-
	Mean employee compensation (Base Salary + Annual Bonus)	THB	1,317,233	1,539,804	1,558,694	1,577,341	-
	The ratio between the total annual compensation of the Chief Executive Officer and the median employee compensation	-	14.01	14.35	15.52	19.85	-
	The ratio between the total annual compensation of the Chief Executive Officer and the mean employee	-	9.71	9.81	10.15	12.85	-
	The ratio of the percentage increase in annual total compensation for the Chief Executive Officer and median percentage increase in annual total compensation for	-	4	1	1	147	-

Remarks:

N/A (Not Applicable): There is no relevant to the operations of OR.

No Data: There is no data in the reporting year.