



Performance Summary: Board Structure

Governance							
GRI	Required Data	Unit	OR Performance				
			2021	2022	2023	2024	Target
GRI 2-9 (2021)	Board Structure						
	Total board size	Persons	15	15	15	14	-
	Number of Executive Director	Persons	1	1	1	1	-
	Number of Independent Director	Persons	8	9	9	8	-
	Number of other Non-executive Director	Persons	14	14	14	13	-
GRI 405-1 (2016)	Diversity of Governance Bodies						
	Diversity of governance bodies breakdown by gender						
	Total number of individuals within the organization's governance bodies	Persons	15	15	15	14	-
	- Male	Persons	12	13	14	11	-
	- Female	Persons	3	2	1	3	-
	Percentage of individuals within the organization's governance	%	80.00	86.67	93.33	78.57	-
	Percentage of individuals within the organization's governance	%	20.00	13.33	6.67	21.43	-
	Diversity of governance bodies breakdown by age group						
	Total number of individuals within the organization's governance bodies with age under 30 years	Persons	0	0	0	0	-
	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	4	4	4	2	-
	Percentage of individuals within the organization's governance bodies with age between 30-50 years	%	26.67	26.67	26.67	14.29	-
	Total number of individuals within the organization's governance bodies with age over 50 years	Persons	11	11	11	12	-
	Percentage of individuals within the organization's governance bodies with age over 50 years	%	73.33	73.33	73.33	85.71	-
GRI 2-9 (2021)	Board Effectiveness						
	Percentage of average board meeting attendance	%	99.67	99.15	99.52	98.36	-
	Number of non-executive/independent directors with 4 or less other mandates	Persons	14	14	14	13	-
GRI 2-21 (2021)	CEO-to-Employee Pay Ratio						
	Total CEO compensation	THB	15,103,193	15,818,569	20,274,514	20,249,196.11	-
	Median employee compensation	THB	1,052,675	1,019,249	1,021,200	900,759.18	-
	Mean employee compensation	THB	1,539,804	1,558,694	1,577,341	1,385,553.13	-
	The ratio between the total annual compensation of the Chief Executive Officer and the median employee compensation	-	14.35	15.52	19.85	22.48	-
	The ratio between the total annual compensation of the Chief Executive Officer and the mean employee compensation	-	9.81	10.00	12.85	14.61	-
	The ratio of the percentage increase in annual total compensation for the Chief Executive Officer and median percentage increase in annual total compensation for employee	%	1	-1	147	0.01	-

Remarks:

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

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