

ESG Performance

Company Name: SIAM GLOBAL HOUSE PUBLIC COMPANY LIMITED Symbol: GLOBAL

Market: SET Industry Group: Services Sector: Commerce

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://investor.globalhouse.co.th/sustainable-development-policy-th/
Uploaded document of environmental policy and practice:	นโยบายด้านสิ่งแวดล้อม.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Waste Management x Water Management x Greenhouse Gas and Climate Change Management x Renewable/Clean Energy Management
------------------------------------	---

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Company	Branch
Total number of disclosure boundaries	12	83
Actual number of disclosure boundaries	12	83

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	7.00	7.00	7.00
Total electricity consumption within the organization	Kilowatt-Hours	72,367,475.00	69,305,359.00	74,017,211.48
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	72,367,475.00	69,305,359.00	74,017,211.48
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	72,367,468.00	69,305,352.00	74,017,204.48

Percentage of the difference between total electricity consumption within the organization and target ^(*)	%	1,033,820,971.43	990,076,457.14	1,057,388,635.43
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	7,269.46	6,887.15	6,738.03

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	47.97	45.25	47.16

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	290,174,197.30	344,046,288.87	431,000,548.99
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	29,148.59	34,189.24	39,235.37

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	151,228,296.00	148,917,328.00	160,755,603.12

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	47.97	45.25	47.16

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	Branch
Total number of disclosure boundaries	12	83
Actual number of disclosure boundaries	-	83

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	10.00	10.00	10.00
Total water withdrawal	Cubic meters	392,610.00	401,585.00	427,679.00
Total water withdrawal by third-party water	Cubic meters	296,940.00	343,113.00	329,504.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	95,670.00	58,472.00	98,175.00
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	392,600.00	401,575.00	427,669.00
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	3,926,000.00	4,015,750.00	4,276,690.00
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	39.44	39.91	38.93
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	392,610.00	401,585.00	427,679.00

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	9,059,789.29	8,861,751.64	9,106,520.85
Total water withdrawal expense from third-party water	Baht	9,059,789.29	8,861,751.64	9,106,520.85

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	910.07	880.63	829.00

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	Branch
Total number of disclosure boundaries	12	83
Actual number of disclosure boundaries	-	83

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	0.00	0.00	4,852,000.00
Non-hazardous waste	Kilograms	-	-	4,852,000.00
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	2,563,000.00	2,430,000.00	4,450,000.00

Reused/Recycled non-hazardous waste	Kilograms	2,563,000.00	2,430,000.00	4,450,000.00
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	91.71
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	91.71
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	Branch
Total number of disclosure boundaries	12	83
Actual number of disclosure boundaries	-	83

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	10.00	10.00	10.00
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	58,234.00	57,454.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	0.00	14,529.00	11,142.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	0.00	33,794.00	36,998.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	0.00	9,911.00	9,314.00
Difference between total GHG emissions and target ⁽¹⁾	Metric tonnes of carbon dioxide equivalent	-10.00	58,224.00	57,444.00
Percentage of the difference between total GHG emissions and target ⁽¹⁾	%	-100.00	582,240.00	574,440.00

Additional explanation:

⁽¹⁾ 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 ⁽¹⁾	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	5.79	5.23
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	0.00	0.00	0.00

Additional explanation:

⁽¹⁾ 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	Yes
Name of verifying company (Thai)	ศูนย์เชี่ยวชาญเฉพาะทางด้านกลยุทธ์ธุรกิจที่เป็นมิตรต่อสิ่งแวดล้อม มหาวิทยาลัยเกษตรศาสตร์ บริษัท วี กรีน เคยู จำกัด	

Name of verifying company (English)	V Green	V Green
-------------------------------------	---------	---------

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	16,760.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	16,760.00
Thailand Voluntary Emission Reduction	Metric kilograms of carbon dioxide equivalent	0.00	0.00	16,760.00

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	-	-	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

Approved and published on 06/03/2024

ESG Performance

Company Name: SIAM GLOBAL HOUSE PUBLIC COMPANY LIMITED Symbol: GLOBAL

Market: SET Industry Group: Services Sector: Commerce

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://investor.globalhouse.co.th/sustainable-development-policy-th/>
Uploaded document of Corporate human rights policy and practice: นโยบายสิทธิมนุษยชน-Human-Rights-Policy.pdf

1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Migrant Workers x Child Labor x Consumer Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Company	Branch
Total number of disclosure boundaries	12	83
Actual number of disclosure boundaries	12	83

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	9,955	10,063	10,985
Total number of male employees	Persons	5,667	5,770	6,248
Percentage of male employees	%	56.93	57.34	56.88
Total number of female employees	Persons	4,288	4,293	4,737

Percentage of female employees	%	43.07	42.66	43.12
--------------------------------	---	-------	-------	-------

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	4,122	4,120	4,464
Percentage of employees under 30 years old	%	41.41	40.94	40.64
Total number of employees 30–50 years old	Persons	5,366	5,345	5,863
Percentage of employees 30–50 years old	%	53.90	53.12	53.37
Total number of employees over 50 years old	Persons	467	598	658
Percentage of employees over 50 years old	%	4.69	5.94	5.99

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	2,298	2,299	2,516
Percentage of male employees under 30 years old	%	40.55	39.84	40.27
Total number of male employees 30–50 years old	Persons	3,087	3,092	3,319
Percentage of male employees 30–50 years old	%	54.47	53.59	53.12
Total number of male employees over 50 years old	Persons	282	379	413
Percentage of male employees over 50 years old	%	4.98	6.57	6.61

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	1,824	1,821	1,948
Percentage of female employees under 30 years old	%	42.54	42.42	41.12
Total number of female employees 30-50 years old	Persons	2,279	2,253	2,544
Percentage of female employees 30-50 years old	%	53.15	52.48	53.70
Total number of female employees over 50 years old	Persons	185	219	245
Percentage of female employees over 50 years old	%	4.31	5.10	5.17

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	7,824	7,930	8,695
Percentage of employees in operational level	%	78.59	78.80	79.15
Total number of employees in management level	Persons	2,120	2,121	2,278
Percentage of employees in management level	%	21.30	21.08	20.74
Total number of employees in executive level	Persons	11	12	12
Percentage of employees in executive level	%	0.11	0.12	0.11

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	4,335	4,459	4,847
Percentage of male employees in operational level	%	76.50	77.28	77.58
Total number of male employees in management level	Persons	1,324	1,303	1,393
Percentage of male employees in management level	%	23.36	22.58	22.30
Total number of male employees in executive level	Persons	8	8	8
Percentage of male employees in executive level	%	0.14	0.14	0.13

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	3,489	3,471	3,848
Percentage of female employees in operational level	%	81.37	80.85	81.23
Total number of female employees in management level	Persons	796	818	885

Percentage of female employees in management level	%	18.56	19.05	18.68
Total number of female employees in executive level	Persons	3	4	4
Percentage of female employees in executive level	%	0.07	0.09	0.08

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	83	82	79
Total number of employees with disabilities	Persons	65	59	56
Percentage of employees with disabilities	%	0.65	0.59	0.51
Total number of workers who are not employees with disabilities	Persons	18	23	23

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	1,652,419,060.00	1,601,057,560.00	1,993,634,280.00
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	165,988.86	159,103.40	181,486.96
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	8,912	9,116	9,724
Percentage of total number of employees joining employee provident fund to total number of employees	%	89.52	90.59	88.62
Total amount of provident fund contributed by the Company	Baht	42,549,848.00	51,896,863.00	54,439,901.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	2.58	3.24	2.73

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	8.29	8.08	8.59

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	198,653.45	1,940,965.09	1,799,219.50

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	25,634,517.77	27,113,703.11	-

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	101.00	104.00	106.00
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	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	0.00	0.00	0.00

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	2,104
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	19.15
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

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

Approved and published on 06/03/2024

ESG Performance

Company Name: SIAM GLOBAL HOUSE PUBLIC COMPANY LIMITED Symbol: GLOBAL

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:	https://investor.globalhouse.co.th/corporate-governance-th/#company-documents
Uploaded document of corporate governance policy and practices:	คู่มือการกำกับดูแลกิจการและจริยธรรม.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 Independence of the Board of Directors from the Management x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies x Director Development x Determination of Director Remuneration
---	---

1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://investor.globalhouse.co.th/corporate-governance-th/#company-documents
Uploaded document of Code of Conduct:	คู่มือการกำกับดูแลกิจการและจริยธรรม.pdf

1.4 Policy and Practices related to Code of Conduct

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

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	10	0	10	0
		10		10	
	% of total directors	100.00	0	100.00	0
		100		100	
Executive directors	Persons	2	0	2	0
		2		2	
	% of total directors	20.00	0	20.00	0
		20.00		20.00	
Non-executive directors	Persons	8	0	8	0
		8		8	
	% of total directors	80.00	0	80.00	0
		80.00		80.00	
- Independent directors	Persons	4	0	4	0
		4		4	
	% of total directors	40.00	0	40.00	0
		40.00		40.00	
- Non-executive directors who have no position in independent directors	Persons	4	0	4	0
		4		4	
	% of total directors	40.00	0	40.00	0
		40.00		40.00	

Average director age	Years	60	0	61	0
		60		61	
The Chairman of the Board is an independent director	Yes / No	No		No	
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		No	

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 อภิสิทธิ์ รุจิเกียรติกำจร	First appointment date of director:	26 Feb 2008
	Name (English):	Mr. APISIT RUJIKIATKAMJORN	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1945	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Master of Engineering	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Engineering x Leadership x Risk Management x Strategic Management		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.000000		
2)	Name (Thai):	นาย นิธิ กัทรโชค	First appointment date of director:	23 Nov 2012

	Name (English):	Mr. NITHI PATARACHOKE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1963	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Construction Materials x Information & Communication Technology x Accounting x Finance x Engineering x Risk Management x Strategic Management x Leadership		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.000000		
3)	Name (Thai):	นาย วงศ์ศักดิ์ สวัสดิ์พานิชย์	First appointment date of director:	10 May 2016
	Name (English):	Mr. VONGSAK SWASDIPANICH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	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:	Public Affairs	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Construction Materials x Law x Risk Management		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.000000		

4)	Name (Thai):	นาย วิฑูร สุริยวนากุล	First appointment date of director:	10 May 2017
	Name (English):	Mr. WITON SURIYAWANAKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Honorary degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Construction Materials x Information & Communication Technology x Accounting x Finance x Corporate Social Responsibility x Sustainability x Corporate Management x Engineering x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
	Shares:	28,470,233		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.569199		
5)	Name (Thai):	นาย ปรมัตถ์ นิสากอร์เสน	First appointment date of director:	9 Nov 2018
	Name (English):	Mr. PARAMATE NISAGORSEN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1967	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Information & Communication Technology x Accounting x Finance x IT Management x Engineering x Risk Management x Strategic Management		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.000000		
6)	Name (Thai):	นาย ไพโรจน์ เจือประทุม	First appointment date of director:	23 Apr 2019
	Name (English):	Mr. PAIROJ JUARPRATHOOM	Type of director:	Existing 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:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Public Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Accounting x Finance x Risk Management		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.000000		
7)	Name (Thai):	ดร. บุญชัย พิทักษ์ดำรงกิจ	First appointment date of director:	23 Apr 2019
	Name (English):	Mr. BOONCHAI PITUGDAMRONGKIJA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1954	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:	Management	DCP course:	Yes

	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Accounting x Finance x Risk Management x Audit x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.000000		
8)	Name (Thai):	พล.ต.อ. กวี สุภามันน์	First appointment date of director:	23 Apr 2019
	Name (English):	POL. GEN. KAWEE SUPANUN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	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:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Risk Management		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%Shares:	0.000000		
9)	Name (Thai):	นาย เกรียงไกร สุริยวนากุล	First appointment date of director:	30 Oct 2021
	Name (English):	Mr. KRIANGKAI SURIYAWANAKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1988	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:	Logistics & Supply Chain	DCP course:	No

	Residence in Thailand:	Yes		
	Skill and expertise:	x Transportation & Logistics x Information & Communication Technology x Accounting x Finance x Sustainability x Procurement x IT Management x Engineering x Governance/ Compliance x Strategic Management x Risk Management x Construction Materials		
	Shares:	534,956,555		
	Paid-up stock:	5,001,802,864		
	%Shares:	10.695275		
10)	Name (Thai):	นาย วิโรจน์ รัตนชัยสิทธิ์	First appointment date of director:	23 Nov 2022
	Name (English):	Mr. WIROAT RATTANACHAISIT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1970	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:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Strategic Management		
	Shares:	0		
	Paid-up stock:	5,001,802,864		
	%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 ไพโรจน์ เจือประทุม	Appointment date of audit committee member:	23 Apr 2019
	Name (English):	Mr. PAIROJ JUARPRATHOOM	Type of director:	Existing 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:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Public Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย วงศ์ศักดิ์ สวัสดิ์พานิชย์	Appointment date of audit committee member:	10 May 2016
	Name (English):	Mr. VONGSAK SWASDIPANICH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	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:	Public Affairs	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		

3)	Name (Thai):	ดร. บุญชัย พิทักษ์ดำรงกิจ	Appointment date of audit committee member:	23 Apr 2019
	Name (English):	Mr. BOONCHAI PITUGDAMRONGKIJA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1954	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:	Management	DGP course:	Yes
	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	
1)	Name (Thai)	นาย วิฑูร สุริยวงนกุล	Appointment date of executive committee member:	10 May 2017
	Name (English)	Mr. WITON SURİYAWANAKUL	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1958		
	Nationality:	x Thailand		
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Economics		

	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย นิธิ ภัทรโชค	Appointment date of executive committee member:	23 Nov 2012
	Name (English)	Mr. NITHI PATARACHOKE	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1963		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย เกรียงไกร สุริยวนากุล	Appointment date of executive committee member:	30 Oct 2021
	Name (English)	Mr. KRIANGKAI SURIYAWANAKUL	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1988		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Logistics & Supply Chain		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย อนวัช สุริยวนากุล	Appointment date of executive committee member:	26 Feb 2008
	Name (English)	Mr. Anawat Suriyawanakul	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Secondary school		

	Residence in Thailand:	Yes		
5)	Name (Thai)	นาง วารุณี สุริยวานกุล	Appointment date of executive committee member:	26 Feb 2008
	Name (English)	Mrs. Warunee Suriyawanakul	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Secondary school		
	Residence in Thailand:	Yes		
6)	Name (Thai)	นาย ยุทธนา สุริยวานกุล	Appointment date of executive committee member:	23 Nov 2012
	Name (English)	Mr. Yuttana Suriyawanakul	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1971		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
7)	Name (Thai)	นางสาว ชุตติกาญจน์ ศรีแสงจันทร์	Appointment date of executive committee member:	23 Nov 2012
	Name (English)	Ms. Chutikan Srisaengchan	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1969		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		

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) The Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	พล.ต.อ. กวี สุภานันท์	POL. GEN. KAWEE SUPANUN	Chairman
2	นาย วิฑูร สุริยวานากุล	Mr. WITOON SURIYAWANAKUL	Member
3	นาย วงศ์ศักดิ์ สวัสดิ์พานิชย์	Mr. VONGSAK SWASDIPANICH	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย ไพโรจน์ เจือประทุม	Mr. PAIROJ JUARPRATHOOM	Chairman
2	นาย วงศ์ศักดิ์ สวัสดิ์พานิชย์	Mr. VONGSAK SWASDIPANICH	Member
3	ดร. บุญชัย พิทักษ์ดำรงกิจ	Mr. BOONCHAI PITUGDAMRONGKIJA	Member

3) Name of sub-committees (English) Sustainability and Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	ดร. บุญชัย พิทักษ์ดำรงกิจ	Mr. BOONCHAI PITUGDAMRONGKIJA	Chairman
2	พล.ต.อ. กวี สุภานันท์	POL. GEN. KAWEE SUPANUN	Member
3	นาย เกรียงไกร สุริยวานากุล	Mr. KRIANGKAI SURIYAWANAKUL	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	The Audit and Risk Management Committee
Nomination	The Nomination and Remuneration Committee
Remuneration	The Nomination and Remuneration Committee
Corporate governance	Sustainability and Corporate Governance Committee
Corporate sustainability development	Sustainability and Corporate Governance 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):	นาย วิฑูร สุริยวงนกุล	The highest-ranking executive position:
	Name (English):	Mr. WITON SURİYAWANAKUL	Executive position (Thai):	ประธานกรรมการบริหาร
	Gender:	Male	Executive position (English):	CHAIRMAN OF EXECUTIVE COMMITTEE
	Year of birth:	1958	Appointment date of executive:	10 May 2017
	Nationality:	x Thailand		
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Economics		
	Skill and expertise:	x Construction Materials x Information & Communication Technology x Accounting x Finance x Corporate Social Responsibility x Sustainability x Corporate Management x Engineering x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		

	Accounting supervisor:	No		
2)	Name (Thai):	นาง วารุณี สุริยวนากุล	The highest-ranking executive position:	No
	Name (English):	Mrs. Warunee Suriyawanakul	Executive position (Thai):	รองประธานเจ้าหน้าที่บริหารฝ่ายทรัพยากรมนุษย์
	Gender:	Female	Executive position (English):	Vice-CEO Human Resource
	Year of birth:	1960	Appointment date of executive:	26 Feb 2008
	Nationality:	x Thailand		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Secondary school		
	Skill and expertise:	x Human Resource Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นางสาว ชุตติกาญจน์ ศรีแสงจันทร์	The highest-ranking executive position:	No
	Name (English):	Ms. Chutikan Srisaengchan	Executive position (Thai):	รองประธานเจ้าหน้าที่บริหารฝ่ายบัญชี-การเงิน
	Gender:	Female	Executive position (English):	Vice Chief Executive Officer - Accounting & Financial
	Year of birth:	1969	Appointment date of executive:	23 Nov 2012
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Commerce x Accounting x Finance x Fund Management x Data Analysis		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
4)	Name (Thai):	นาย เกรียงไกร สุริยวนากุล	The highest-ranking executive position:	No
	Name (English):	Mr. KRIANGKAI SURIYAWANAKUL	Executive position (Thai):	รองประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	Vice Chief Executive Officer

Year of birth:	1988	Appointment date of executive:	30 Oct 2021
Nationality:	x Thailand		
Highest level of education:	Master's degree		
Study field of the highest level of education:	Logistics & Supply Chain		
Skill and expertise:	x Transportation & Logistics x Information & Communication Technology x Accounting x Finance x Sustainability x Procurement x IT Management x Engineering x Governance/ Compliance x Strategic Management x Risk Management x Construction Materials		
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	Mrs. Supat Sutti	supat@globalhouse.co.th	-
Company secretary	Ms. siriwan na-nan	siriwan.n@globalhouse.co.th	-
Head of the internal audit or the outsourced internal auditor	Ms. Siriwan Na-Nan	siriwan.n@globalhouse.co.th	-
Head of the compliance unit	-	-	-
Head of the investor relation	Mr. Yuttana Suriyawanakul	yuttana@globalhouse.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)
------	---	------------------	----------------------

M.R. & ASSOCIATES COMPANY LIMITED	1. Mr. Methee Ratanasrimetha Email: methee@mrassociates.co. th Telephone: 02-2965695 2. Ms. Varaporn Vareesawedsuvan Email: varaporn@mrassociates. co Telephone: 02-2965695 3. Mr. Akadet Pliensakul Email: akadet@mrassociates.co. th Telephone: 02-2965695 4. Ms. Kornthip Wanichwisedkul Email: kornthip@mrassociates. co Telephone: 02-2965695	4,050,000.00	-
--------------------------------------	---	--------------	---

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: 6 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. APISIT RUJIKKATKAMJORN (Chairman of the board)	-	6/6	100.00	Participating	Did not hold the meeting
2. Mr. NITHI PATARACHOKE (Director)	-	6/6	100.00	Participating	Did not hold the meeting
3. Mr. VONGSAK SWASDIPANICH (Director)	-	6/6	100.00	Participating	Did not hold the meeting
4. Mr. WITON SURIYAWANAKUL (Director)	-	6/6	100.00	Participating	Did not hold the meeting
5. Mr. PARAMATE NISAGORNSEN (Director)	-	5/6	83.33	Participating	Did not hold the meeting

6. Mr. PAIROJ JUARPRATHOOM (Director)	-	6/6	100.00	Participating	Did not hold the meeting
7. Mr. BOONCHAI PITUGDAMRONGKIJA (Director)	-	6/6	100.00	Participating	Did not hold the meeting
8. POL. GEN. KAWEE SUPANUN (Director)	-	6/6	100.00	Participating	Did not hold the meeting
9. Mr. KRIANGKAI SURIYAWANAKUL (Director)	-	6/6	100.00	Participating	Did not hold the meeting
10. Mr. WIROAT RATTANACHAISIT (Director)	-	6/6	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: 4 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. PAIROJ JUARPRATHOOM (Chairman of the audit committee)	-	4/4	100.00
2. Mr. VONGSAK SWASDIPANICH (Member of the audit committee)	-	4/4	100.00
3. Mr. BOONCHAI PITUGDAMRONGKIJA (Member of the audit committee)	-	4/4	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://investor.globalhouse.co.th/corporate-governance-th/
Uploaded document of director remuneration policy and criteria:	คู่มือการกำกับดูแลกิจการและจริยธรรม-th-new.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. APISIT RUJIKATKAMJORN (Chairman of the board)	-	280,000.00	3,093,567.00	No
2. Mr. NITHI PATARACHOKE (Director)	-	210,000.00	1,024,517.00	No

3. Mr. VONGSAK SWASDIPANICH (Director)	-	395,000.00	1,024,517.00	No
4. Mr. WITON SURIYAWANAKUL (Director)	-	260,000.00	0.00	No
5. Mr. PARAMATE NISAGORNSEN (Director)	-	175,000.00	929,462.00	No
6. Mr. PAIROJ JUARPRATHOOM (Director)	-	365,000.00	2,022,050.00	No
7. Mr. BOONCHAI PITUGDAMRONGKIJA (Director)	-	375,000.00	1,547,310.00	No
8. POL. GEN. KAWEE SUPANUN (Director)	-	305,000.00	1,547,310.00	No
9. Mr. KRIANGKAI SURIYAWANAKUL (Director)	-	235,000.00	0.00	No
10. Mr. WIROAT RATTANACHAISIT (Director)	-	210,000.00	895,267.00	No
Total (Baht)	-	2,810,000.00	12,084,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	2,865,000.00	2,810,000.00
Other monetary remuneration	Baht	12,085,000.00	12,084,000.00
Total director remuneration	Baht	14,950,000.00	14,894,000.00

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://investor.globalhouse.co.th/corporate-governance-th/>

Uploaded document of executive remuneration policy and criteria:

คู่มือการกำกับดูแลกิจการและจริยธรรม-th-new.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	85,075,000.00	75,703,750.00	75,016,800.00

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. APISIT RUJIKETKAMJORN (Chairman of the board)	Non-participating	Thai Institute of Directors (IOD) - 2004: Director Accreditation Program (DAP)
2. Mr. NITHI PATARACHOKE (Director)	Non-participating	Thai Institute of Directors (IOD) - 2017: Director Accreditation Program (DAP)
3. Mr. VONGSAK SWASDIPANICH (Director)	Non-participating	Thai Institute of Directors (IOD) - 2017: Director Accreditation Program (DAP)
4. Mr. WITON SURIYAWANAKUL (Director)	Non-participating	Thai Institute of Directors (IOD) - 2008: Director Accreditation Program (DAP)
5. Mr. PARAMATE NISAGORNSEN (Director)	Non-participating	Thai Institute of Directors (IOD) - 2018: Director Certification Program (DCP)
6. Mr. PAIROJ JUARPRATHOOM (Director)	Participating	Thai Institute of Directors (IOD) - 2019: Director Accreditation Program (DAP)
7. Mr. BOONCHAI PITUGDAMRONGKIJA (Director)	Participating	Thai Institute of Directors (IOD) - 2012: Director Certification Program (DCP)
8. POL. GEN. KAWEE SUPANUN (Director)	Non-participating	Thai Institute of Directors (IOD) - 2016: Director Accreditation Program (DAP)
9. Mr. KRIANGKAI SURIYAWANAKUL (Director)	Participating	Thai Institute of Directors (IOD) - 2021: Director Accreditation Program (DAP)
10. Mr. WIROAT RATTANACHAISIT (Director)	Non-participating	Thai Institute of Directors (IOD) - 2019: Director Certification Program (DCP)

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	No
URL of corporate sustainability policy:	-
Uploaded document of corporate sustainability policy:	-

4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	https://investor.globalhouse.co.th/annualreport/

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	<input checked="" type="checkbox"/> GRI Standards
---	---

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

Approved and published on 06/03/2024