

## ESG Performance

Company Name: DEXON Technology Public Company Limited Symbol: DEXON

Market: mai Industry Group: Services Sector: SECTOR 0

## Environment

### 1 Environmental Management

#### 1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	<a href="https://www.dexon-technology.com/sustainability/">https://www.dexon-technology.com/sustainability/</a>
Uploaded document of environmental policy and practice:	PL-HSE-06 Rev.01 Environmental Policy.pdf

#### 1.2 Environmental Practices

Corporate environmental practices:	x Waste Management x Greenhouse Gas and Climate Change Management x Electricity Management x Fuel Management x Renewable/Clean Energy Management x Water Management x Biodiversity Management
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### 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<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	750,000.00	726,528.46	586,220.43
Total electricity consumption within the organization	Kilowatt-Hours	625,830.08	651,356.03	797,726.44
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	625,830.08	651,356.03	721,053.04
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	0.00	0.00	76,673.40
Difference between total electricity consumption within the organization and target <sup>(**)</sup>	Kilowatt-Hours	-124,169.92	-75,172.43	211,506.01

Percentage of the difference between total electricity consumption within the organization and target <sup>(**)</sup>	%	-16.56	-10.35	36.08
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	2,251.19	1,998.02	2,115.99

**Additional explanation:**

<sup>(†)</sup> Exclude electricity consumption outside of the Company.

<sup>(\*\*)</sup> 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 <sup>2</sup>	-	-	-

## 2.4 Electricity Expense<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	2,626,343.89	3,137,485.35	3,865,155.15
Percentage of total electricity expense to total expenses <sup>(**)</sup>	%	-	0.64	0.66
Percentage of total electricity expense to total revenues <sup>(**)</sup>	%	-	0.51	0.60
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	9,447.28	9,624.19	10,252.40

**Additional explanation:**

<sup>(†)</sup> Exclude electricity expense outside of the Company.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	43,266.88	77,122.03	82,534.20
Gasoline	Litres	824.50	1,260.92	7,397.01
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	75.00	90.00	165.00
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

**Additional explanation:** Exclude fuel consumption outside of the Company.

## 2.6 Fuel Expense<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	1,216,553.10	2,638,192.40	2,948,297.51
Percentage of total fuel expense to total expenses <sup>(**)</sup>	%	-	0.54	0.50
Percentage of total fuel expense to total revenues <sup>(**)</sup>	%	-	0.43	0.46

**Additional explanation:**

<sup>(\*)</sup> Exclude fuel expense outside of the Company.

<sup>(\*\*)</sup> 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	625.83	651.36	797.72

## 2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues <sup>(*)</sup>	Megawatt-Hours / Thousand Baht of total revenues	-	0.00	0.00
Intensity of total energy consumption within the organization	Megawatt-Hours / m <sup>2</sup>	-	-	-

**Additional explanation:**

<sup>(1)</sup> 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	5,000.00	5,000.00	5,000.00
Total water withdrawal	Cubic meters	8,037.00	3,255.00	3,759.00
Total water withdrawal by third-party water	Cubic meters	8,037.00	3,255.00	3,759.00
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 <sup>(1)</sup>	Cubic meters	3,037.00	-1,745.00	-1,241.00
Percentage of the difference between total water withdrawal and target <sup>(1)</sup>	%	60.74	-34.90	-24.82
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	28.91	9.98	9.97
Intensity ratio of total water withdrawal to total revenues <sup>(2)</sup>	Cubic meters / Thousand Baht of total revenues	-	0.01	0.01

**Additional explanation:**

<sup>(1)</sup> 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.

<sup>(2)</sup> 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	6,429.60	2,604.00	3,007.20
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	6,429.60	2,604.00	3,007.20
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	1,607.40	651.00	751.80

### 3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues <sup>(1)</sup>	Cubic meters / Thousand Baht of total revenues	-	0.00	0.00
Intensity of total water consumption	Cubic meters / m <sup>2</sup>	-	-	-

**Additional explanation:**

<sup>(1)</sup> 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	253,143.83	99,240.93	114,559.42
Total water withdrawal expense from third-party water	Baht	253,143.83	99,240.93	114,559.42

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses <sup>(7)</sup>	%	-	0.02	0.02
Percentage of total water withdrawal expense to total revenues <sup>(7)</sup>	%	-	0.02	0.02
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	910.59	304.42	303.87

**Additional explanation:**

<sup>(7)</sup> 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<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	28,430.00	59,050.00	35,300.00
Non-hazardous waste <sup>1</sup>	Kilograms	8,880.00	7,830.00	12,670.00
Hazardous waste <sup>2</sup>	Kilograms	19,550.00	51,220.00	22,630.00
Intensity ratio of total waste generated to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	0.10	0.05
Intensity ratio of total non-hazardous waste to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	0.01	0.02
Intensity ratio of total hazardous waste to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	0.08	0.03

**Additional explanation:**

<sup>(1)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

**Remark:**

<sup>1</sup> General waste, Industrial waste

<sup>2</sup> Infectious waste, Hazardous waste

### 4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	16,170.00	59,050.00	28,320.00
Reused/Recycled non-hazardous waste	Kilograms	5,650.00	7,830.00	9,530.00
Reused/Recycled hazardous waste	Kilograms	10,520.00	51,220.00	18,790.00
Percentage of total reused/recycled waste to total waste generated	%	56.88	100.00	80.23
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	63.63	100.00	75.22
Percentage of reused/recycled hazardous waste to hazardous waste	%	53.81	100.00	83.03

**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	1,655.19	4,257.57	692.64
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	1,244.68	3,909.80	251.02
Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	371.05	323.64	419.72
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	39.46	24.13	21.90
Difference between total GHG emissions and target <sup>(f)</sup>	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target <sup>(f)</sup>	%	-	-	-

**Additional explanation:**

<sup>(f)</sup> 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 <sup>(f)</sup>	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	0.01	0.00
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	5.95	13.06	1.84
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m <sup>2</sup>	-	-	-

**Additional explanation:**

<sup>(f)</sup> 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	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

## 5.6 Reduction of Greenhouse Gas

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

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## ESG Performance

Company Name: DEXON Technology Public Company Limited Symbol: DEXON

Market: mai Industry Group: Services Sector: SECTOR 0

## 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:	<a href="https://www.dexon-technology.com/th/">https://www.dexon-technology.com/th/</a>
Uploaded document of Corporate human rights policy and practice:	CMP-026 Rev.00 นโยบายด้านสิทธิมนุษยชน (Human Rights Policy)_Final_for website.pdf

#### 1.2 Human Rights Practices

Corporate human rights practices:	x Employee Rights x Migrant Workers x Safety and Occupational Health at Work x Community and Environment Rights x Non-discrimination x Consumer Rights x Child Labor
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### 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	278	326	377
Total number of male employees	Persons	193	227	259
Percentage of male employees	%	69.42	69.63	68.70
Total number of female employees	Persons	85	99	118

Percentage of female employees	%	30.58	30.37	31.30
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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	86	119	152
Percentage of employees under 30 years old	%	30.94	36.50	40.32
Total number of employees 30–50 years old	Persons	184	194	212
Percentage of employees 30–50 years old	%	66.19	59.51	56.23
Total number of employees over 50 years old	Persons	8	13	13
Percentage of employees over 50 years old	%	2.88	3.99	3.45

## 2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	51	82	96
Percentage of male employees under 30 years old	%	26.42	36.12	37.07
Total number of male employees 30–50 years old	Persons	137	137	155
Percentage of male employees 30–50 years old	%	70.98	60.35	59.85
Total number of male employees over 50 years old	Persons	5	8	8
Percentage of male employees over 50 years old	%	2.59	3.52	3.09

## 2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	35	37	56
Percentage of female employees under 30 years old	%	41.18	37.37	47.46
Total number of female employees 30-50 years old	Persons	47	57	57
Percentage of female employees 30-50 years old	%	55.29	57.58	48.31
Total number of female employees over 50 years old	Persons	3	5	5
Percentage of female employees over 50 years old	%	3.53	5.05	4.24

### 2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	205	242	284
Percentage of employees in operational level	%	73.74	74.23	75.33
Total number of employees in management level	Persons	70	81	89
Percentage of employees in management level	%	25.18	24.85	23.61
Total number of employees in executive level	Persons	3	3	4
Percentage of employees in executive level	%	1.08	0.92	1.06

### 2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	149	179	205
Percentage of male employees in operational level	%	77.20	78.85	79.15
Total number of male employees in management level	Persons	42	46	51
Percentage of male employees in management level	%	21.76	20.26	19.69
Total number of male employees in executive level	Persons	2	2	3
Percentage of male employees in executive level	%	1.04	0.88	1.16

### 2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	56	63	79
Percentage of female employees in operational level	%	65.88	63.64	66.95
Total number of female employees in management level	Persons	28	35	38

Percentage of female employees in management level	%	32.94	35.35	32.20
Total number of female employees in executive level	Persons	1	1	1
Percentage of female employees in executive level	%	1.18	1.01	0.85

## 2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	3	3	2
Total number of employees with disabilities	Persons	3	3	2
Percentage of employees with disabilities	%	1.08	0.92	0.53
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	156,999,190.67	177,384,221.16	223,258,272.48
Total male employee remuneration	Baht	118,046,223.86	130,525,350.97	160,839,517.24
Percentage of remuneration in male employees	%	75.19	73.58	72.04
Total female employee remuneration	Baht	38,952,966.81	46,858,870.19	62,418,755.24
Percentage of remuneration in female employees	%	24.81	26.42	27.96
Average remuneration of employees	Baht / Person	564,745.29	544,123.38	592,197.01
Average remuneration of male employees	Baht / Person	611,638.47	575,001.55	621,002.00
Average remuneration of female employees	Baht / Person	458,270.20	473,321.92	528,972.50
Ratio of average remuneration of female employees to male employees		0.75	0.82	0.85

### 2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	171	162	217
Percentage of total number of employees joining employee provident fund to total number of employees	%	61.51	49.69	57.56
Total amount of provident fund contributed by the Company	Baht	5,970,048.24	6,034,449.74	7,869,897.90
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	3.80	3.40	3.53

## 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	35.00	56.00	62.00

### 2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	7,600,000.00	10,900,000.00	14,800,000.00

## 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	706,368.00	828,672.00	931,008.00

### 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	0.00	0.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	0	0
Percentage of employees that lost time injuries for 1 day or more	%	0.00	0.00	0.00
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 <sup>(*)</sup>	0.00	0.00	0.00
	Persons / 200,000 manhours <sup>(**)</sup>	0.00	0.00	0.00

**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	94	56	66
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	33.81	17.18	17.51
Total number of male employee turnover leaving the Company voluntarily	Persons	69	37	43
Percentage of male employee turnover leaving the Company voluntarily	%	73.40	66.07	65.15
Total number of female employee turnover leaving the Company voluntarily	Persons	25	19	23
Percentage of female employee turnover leaving the Company voluntarily	%	26.60	33.93	34.85
Significant labor dispute	Yes / No	No	No	No

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## ESG Performance

Company Name: DEXON Technology Public Company Limited Symbol: DEXON

Market: mai Industry Group: Services Sector: SECTOR 0

## 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:	<a href="https://www.dexon-technology.com/th/">https://www.dexon-technology.com/th/</a>
Uploaded document of corporate governance policy and practices:	Code of Conduct Rev.07 Thai (1).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 Corporate Governance of Subsidiaries and Associated Companies x Determination of Director Remuneration x Director Development x Board Performance Evaluation
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#### 1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	<a href="https://www.dexon-technology.com/wp-content/uploads/2022/11/Code-of-Conduct-Rev.07-Thai.pdf">https://www.dexon-technology.com/wp-content/uploads/2022/11/Code-of-Conduct-Rev.07-Thai.pdf</a>
Uploaded document of Code of Conduct:	Code of Conduct Rev.07 Thai (1).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 Prevention of Conflicts of Interest x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information
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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	7	1	7	1
		8		8	
	% of total directors	87.50	12.50	87.50	12.50
		100		100	
Executive directors	Persons	1	1	1	1
		2		2	
	% of total directors	12.50	12.50	12.50	12.50
		25.00		25.00	
Non-executive directors	Persons	6	0	6	0
		6		6	
	% of total directors	75.00	0	75.00	0
		75.00		75.00	
- Independent directors	Persons	6	0	5	0
		6		5	
	% of total directors	75.00	0	62.50	0
		75.00		62.50	
- Non-executive directors who have no position in independent directors	Persons	0	0	1	0
		0		1	
	% of total directors	0	0	12.50	0
		0		12.50	

Average director age	Years	65	51	66	52
		63		64	
The Chairman of the Board is an independent director	Yes / No	Yes		Yes	
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	Yes		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<sup>3</sup>

	General Information of Directors		Information on Director Tenure	
<b>1)</b>	Name (Thai):	นาย สมชาย มโนปนิเวศ	First appointment date of director:	1 Apr 2016
	Name (English):	Mr. SOMCHAI MANOPINIVES	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1954	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:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Petrochemicals & Chemicals x Commerce		
	Shares:	111,100		
	Paid-up stock:	476,500,000		
	%Shares:	0.023316		
<b>2)</b>	Name (Thai):	นาย สตาล์ มาร์ติน สตุวิก	First appointment date of director:	10 May 1996
	Name (English):	Mr. Stale Martin Stuvik	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	Yes
	Nationality:	x Norway	Independent director position:	-
	Highest level of education:	Below a bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	High School	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce x Electronic Components x Engineering x Petrochemicals & Chemicals		
	Shares:	2,570,000		
	Paid-up stock:	476,500,000		
	%Shares:	0.539349		
<b>3)</b>	Name (Thai):	นาย สเตนแบร์ก ไทรนอฟ ฮอร์มอด	First appointment date of director:	10 May 1996
	Name (English):	Mr. STEINERT TRYGVE TORMOD	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1954	Executive director position:	No
	Nationality:	x Norway	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Science	DCP course:	No
	Residence in Thailand:	No		
	Skill and expertise:	x Leadership x Statistics x Business Administration		
	Shares:	0		
	Paid-up stock:	476,500,000		
	%Shares:	0.000000		
<b>4)</b>	Name (Thai):	ดร. มัลลิกา แก่กล้า	First appointment date of director:	1 Jan 2015
	Name (English):	Dr. MALLIKA KAEKLA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)

	Gender:	Female	Director position:	Director
	Year of birth:	1971	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Accounting x Finance x Leadership		
	Shares:	36,519,300		
	Paid-up stock:	476,500,000		
	%Shares:	7.664071		
<b>5)</b>	Name (Thai):	นาย บุญช่วย ก่อกิจโรจน์	First appointment date of director:	1 Apr 2016
	Name (English):	Mr. Boonchuay Korkitrotiana	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1966	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	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Engineering x Commerce		
	Shares:	11,100		
	Paid-up stock:	476,500,000		
	%Shares:	0.002329		
<b>6)</b>	Name (Thai):	นาย นรงค์ฤทธิ์ ทาวรวิชัยพร	First appointment date of director:	1 Apr 2016
	Name (English):	Mr. Narongrit Tavorvisitporn	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)

	Gender:	Male	Director position:	Director
	Year of birth:	1952	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:	Management	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce x Engineering		
	Shares:	0		
	Paid-up stock:	476,500,000		
	%Shares:	0.000000		
<b>7)</b>	Name (Thai):	นาย อรุณรัช ลิลาปิยมิตร	First appointment date of director:	1 Apr 2016
	Name (English):	Mr. Anurak Lelapiyarnit	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	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:	Finance	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance		
	Shares:	25,000		
	Paid-up stock:	476,500,000		
	%Shares:	0.005247		
<b>8)</b>	Name (Thai):	นาย ประหยัด ทรงอภิรักษ์	First appointment date of director:	1 Apr 2016
	Name (English):	Mr. PRAYAD KRONGAPIRADEE	Type of director:	Continuing director (Full term of directorship and being re-appointed as a 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:	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 Commerce x Engineering		
Shares:	32,200		
Paid-up stock:	476,500,000		
%Shares:	0.006758		

**Remark:**

<sup>3</sup> The date of assuming the position as a director coincides with the incorporation of the Company as a limited liability entity.

### 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 นรงค์ฤทธิ์ ทาวรวิศิษฏ์พร	Appointment date of audit committee member: 1 Apr 2016
	Name (English): Mr. Narongrit Tavorovisitporn	Type of director: Continuing director (Full term of directorship and being re-appointed as a director)
	Gender: Male	Director position: Director
	Year of birth: 1952	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:	Management	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
<b>2)</b>	Name (Thai):	นาย บุญช่วย ก่อกิจโรจน์	Appointment date of audit committee member:	1 Apr 2016
	Name (English):	Mr. Boonchuay Korkitrotiana	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1966	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	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	11,100		
	%Shares:	0.002329		
<b>3)</b>	Name (Thai):	นาย อรุรักษ์ ลีลาปียมิตร์	Appointment date of audit committee member:	1 Apr 2016
	Name (English):	Mr. Anurak Lelapiyarnit	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		

Shares:	25,000		
%Shares:	0.005247		

### 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 สตาเล่ มาร์ติน สตุวิก	Appointment date of executive committee member:	25 Jul 2022
	Name (English)	Mr. Stale Martin Stuvik	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1962		
	Nationality:	x Norway		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	High School		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาง มัลลิกา แกะกล้า	Appointment date of executive committee member:	25 Jul 2022
	Name (English)	Mrs. Mallika Kaekla	Executive committee position:	Member of the executive committee
	Gender:	Female		
	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		

**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) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ณรงค์ฤทธิ์ ทาวรวิศิษฏ์พร	Mr. Narongrit Tavornvisitporn	Chairman
2	นาย อรุณรัช สีสลาปิยมิตร	Mr. Anurak Lelapiyarnit	Member
3	นาย สตาล่า มาร์ติน สตุวิก	Mr. Stale Martin Stuvik	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย บุญช่วย ก่อกิจโรจน์	Mr. Boonchuay Korkitrotiana	Chairman
2	นาง นางมัลลิกา แท่งกล้า	Mrs. Mallika Kaekla	Member
3	นาย กรเมศร์ คำแสน	Mr. Koramest Khumsand	Member
4	นางสาว เหมรัตน์ วานิชปัญญา	Ms. Kemmarat Wanitchapan	Member
5	นางสาว พงณา ฉายารัตน์	Ms. Podjana Chayarat	Member
6	นาย อโนทัย เหมะจะระ	Mr. Anotai mohjhaw	Member

3) Name of sub-committees (English) Executive Committee

No.	Name (Thai)	Name (English)	Position
1	นาย สตาล่า มาร์ติน สตุวิก	Mr. Stale Martin Stuvik	Chairman
2	นาง นางมัลลิกา แท่งกล้า	Mrs. Mallika Kaekla	Member
3	นาย จาร์โน เดอ จอง	Mr. Jarno De Jonge	Member

4	นาย กรเมศร์ คำแสน	Mr. Koramest Khumsand	Member
5	นางสาว พงนา ฉายารัตน์	Ms. Podjana Chayarat	Member
6	นาย อโนทัย เหมะเจจา	Mr. Anotai mohjhaw	Member
7	นาย โมฮัมเหม็ด อิลยาส โมฮิดดิน	Mr. Mohammed Ilyas Mohiuddin	Member

### 2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee
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 สตาล์ มาร์ติน สตุวิก	The highest-ranking executive position:	Yes
	Name (English):	Mr. Stale Martin Stuvik	Executive position (Thai):	ประธานคณะกรรมการบริหาร
	Gender:	Male	Executive position (English):	CHAIRMAN OF EXECUTIVE COMMITTEE
	Year of birth:	1962	Appointment date of executive:	10 May 1996
	Nationality:	x Norway		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	High School		
	Skill and expertise:	x Commerce x Electronic Components x Engineering x Petrochemicals & Chemicals		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>2)</b>	Name (Thai):	ดร. มัลลิกา แก่กล้า	The highest-ranking executive position:	No
	Name (English):	Dr. MALLIKA KAEKLA	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Female	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1971	Appointment date of executive:	1 Jan 2015
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Accounting x Finance x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>3)</b>	Name (Thai):	นาย กรเมศร์ คำแสน	The highest-ranking executive position:	No
	Name (English):	Mr. Koramest Khumsand	Executive position (Thai):	ประธานเจ้าหน้าที่ฝ่ายขายและการตลาด (รักษาการ)
	Gender:	Male	Executive position (English):	Chief Sales and Marketing officer(Acting)
	Year of birth:	1985	Appointment date of executive:	10 Aug 2022
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>4)</b>	Name (Thai):	นาย จาร์โน เดอ จอง	The highest-ranking executive position:	No

	Name (English):	Mr. Jarno De Jonge	Executive position (Thai):	ประธานเจ้าหน้าที่ฝ่ายเทคนิค
	Gender:	Male	Executive position (English):	Chief Technical Officer
	Year of birth:	1973	Appointment date of executive:	18 May 2022
	Nationality:	x Netherlands		
	Highest level of education:	Below a bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Petrochemicals & Chemicals x Engineering		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นางสาว พจนา ฉายารัตน์	The highest-ranking executive position:	No
	Name (English):	Ms. Podjana Chayarat	Executive position (Thai):	ประธานเจ้าหน้าที่ฝ่ายการเงิน (รักษาการแทน)
	Gender:	Female	Executive position (English):	Chief of Finance Officer (Acting)
	Year of birth:	1969	Appointment date of executive:	15 Aug 2023
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Accounting		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
6)	Name (Thai):	นาย อโนทัย เหมะเจจา	The highest-ranking executive position:	No
	Name (English):	Mr. Anotai mohjhaw	Executive position (Thai):	ประธานเจ้าหน้าที่ทรัพยากรบุคคล
	Gender:	Male	Executive position (English):	Chief People Officer
	Year of birth:	1971	Appointment date of executive:	1 Nov 2023
	Nationality:	x Thailand		

	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Human Resource Development (International Program)		
	Skill and expertise:	x Human Resource Management		
	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. Podjana Chayarat	podjana.chayarat@dexon-technology.com	-
Company secretary <sup>4</sup>	Mrs. Sunantha Mekmon	sunantha.mekmon@dexon-technology.com	-
	Ms. Pimfun Jierapipatkul	pimfun.jierapipatkul@dexon-technology.com	-
Head of the internal audit or the outsourced internal auditor	Mr. Kran Peerabun	karun@ppia.co.th	-
Head of the compliance unit	Ms. Kemmarat Wanitchapan	kemmarat.wanitchapan@dexon-technology.com	-
Head of the investor relation <sup>5</sup>	Mr. Ekapol Sakulpolphaisan	ekapol.sakulpolphaisan@dexon-technology.com	-
	Ms. Pimfun Jierapipatkul	ir@dexon-technology.com	-

**Remark:**

<sup>4</sup> Miss Pimfun Jierapipatkul has been serving as the company secretary since August 15th, 2023.

<sup>5</sup> Miss Pimfun Jierapipatkul has been serving as Investor Relations Manager since June 2566.

## 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)
PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	-	4,716,706.00	-

### 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	
1)	Name (Thai):	ดร. มัลลิกา แท้กล้า	First appointment date of director:	1 Jan 2015
	Name (English):	Dr. MALLIKA KAEKLA	Director position:	Director
	Gender:	Female	Executive director position:	Yes
	Year of birth:	1971	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Accounting x Finance x Leadership		
	Shares:	36,519,300		
	Paid-up stock:	476,500,000		
	%Shares:	7.664071		
2)	Name (Thai):	นาย นรงค์ฤทธิ์ ทาวรวชิษฐพร	First appointment date of director:	1 Apr 2016
	Name (English):	Mr. Narongrit Tavorvisitporn	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1952	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		

	Skill and expertise:	x Commerce x Engineering		
	Shares:	0		
	Paid-up stock:	476,500,000		
	%Shares:	0.000000		
<b>3)</b>	Name (Thai):	นาย ประยัด ทรงอภิรัตน์	First appointment date of director:	1 Apr 2016
	Name (English):	Mr. PRAYAD KRONGAPIRADEE	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce x Engineering		
	Shares:	32,200		
	Paid-up stock:	476,500,000		
	%Shares:	0.006758		

### 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: 7 times

Date of AGM meeting: 10 Mar 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. SOMCHAI MANOPINIVES (Chairman of the board)	-	7/7	100.00	Participating	Did not hold the meeting
2. Mr. Stale Martin Stuvik (Director)	-	7/7	100.00	Participating	Did not hold the meeting
3. Mr. STEINERT TRYGVE TORMOD (Director)	-	7/7	100.00	Participating	Did not hold the meeting
4. Dr. MALLIKA KAEKLA (Director)	-	6/7	85.71	Participating	Did not hold the meeting
5. Mr. Boonchuay Korkitrotiana (Director)	-	7/7	100.00	Participating	Did not hold the meeting
6. Mr. Narongrit Tavornvisitporn (Director)	-	7/7	100.00	Participating	Did not hold the meeting
7. Mr. Anurak Lelapiyarnit (Director)	-	7/7	100.00	Participating	Did not hold the meeting
8. Mr. PRAYAD KRONGAPIRADEE (Director)	-	7/7	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. Narongrit Tavornvisitporn (Chairman of the audit committee)	-	4/4	100.00
2. Mr. Boonchuay Korkitrotiana (Member of the audit committee)	-	4/4	100.00
3. Mr. Anurak Lelapiyarnit (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:	-
Uploaded document of director remuneration policy and criteria:	นโยบายค่าตอบแทนกรรมการประจำปี 2566.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. SOMCHAI MANOPINIVES (Chairman of the board)	-	195,000.00	270,000.00	No
2. Mr. Stale Martin Stuvik (Director)	-	0.00	0.00	No
3. Mr. STEINERT TRYGVE TORMOD (Director)	-	160,000.00	180,000.00	No
4. Dr. MALLIKA KAEKLA (Director)	-	0.00	0.00	No
5. Mr. Boonchuay Korkitrotiana (Director)	-	160,000.00	180,000.00	No
6. Mr. Narongrit Tavorvisitporn (Director)	-	275,000.00	180,000.00	No
7. Mr. Anurak Lelapiyarnit (Director)	-	245,000.00	180,000.00	No
8. Mr. PRAYAD KRONGAPIRADEE (Director)	-	160,000.00	180,000.00	No
<b>Total (Baht)</b>	-	1,195,000.00	1,170,000.00	-

### 3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	1,815,000.00	1,195,000.00
Other monetary remuneration	Baht	0.00	1,170,000.00
Total director remuneration	Baht	1,815,000.00	2,365,000.00

**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:	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	30,150,000.00	36,250,000.00	45,570,000.00

### 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. SOMCHAI MANOPINIVES (Chairman of the board)	Non-participating	-
2. Mr. Stale Martin Stuvik (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2023: The Board's Role in Mergers and Acquisitions (BMA)
3. Mr. STEINERT TRYGVE TORMOD (Director)	Non-participating	-
4. Dr. MALLIKA KAEKLA (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2023: Director Certification Program (DCP)
5. Mr. Boonchuay Korkitrotiana (Director)	Non-participating	-
6. Mr. Narongrit Tavornvisitporn (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2023: Advanced Audit Committee Program (AACP) - 2023: Ethical Leadership Program (ELP)
7. Mr. Anurak Lelapiyarnit (Director)	Participating	<b>Thai Institute of Directors (IOD)</b> - 2023: Board Nomination and Compensation Program (BNCP)
8. Mr. PRAYAD KRONGAPIRADEE (Director)	Non-participating	-

## 3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors:      x Group assessment

## 4 Sustainability Policy and Strategy

### 4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	Yes
URL of corporate sustainability policy:	<a href="https://www.dexon-technology.com/th/">https://www.dexon-technology.com/th/</a>
Uploaded document of corporate sustainability policy:	CMP-018 Rev.01 Sustainable Development Policy.pdf

### 4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	<a href="https://www.dexon-technology.com/th/sustainability">https://www.dexon-technology.com/th/sustainability</a>

### 4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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