

ESG Performance

Company Name: HANA MICROELECTRONICS PUBLIC COMPANY LIMITED Symbol: HANA

Market: SET Industry Group: Technology Sector: Electronic Components

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://www.hanagroup.com/File/ViewDoc/3040
Uploaded document of environmental policy and practice:	Hana Sustainability Policy.pdf

1.2 Environmental Practices

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

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	1

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	54,800,000.00	54,800,000.00	54,800,000.00
Total electricity consumption within the organization	Kilowatt-Hours	49,356,176.00	49,209,240.00	47,134,405.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	49,356,176.00	49,209,240.00	43,908,160.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	0.00	0.00	3,226,245.00
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-5,443,824.00	-5,590,760.00	-7,665,595.00

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-9.93	-10.20	-13.99
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	13,574.31	14,804.22	15,015.74

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	-	-	793.99
Intensity of total electricity consumption within the organization	Kilowatt-Hours / Business unit	4,749.00	4,332.00	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	156,273,925.00	183,026,168.00	196,098,985.12
Percentage of total electricity expense to total expenses ^(**)	%	0.70	0.73	0.79
Percentage of total electricity expense to total revenues ^(**)	%	0.65	0.66	0.74
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	42,979.63	55,062.02	62,471.80

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	17,781.00	18,430.00	21,998.00
Gasoline	Litres	1,608.00	1,703.00	5,083.73

Fuel oil	Litres	-	-	-
Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	10,765.00	6,306.00
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	686,655.00	821,224.46	1,031,433.53
Percentage of total fuel expense to total expenses ^(**)	%	0.00	0.00	0.00
Percentage of total fuel expense to total revenues ^(**)	%	0.00	0.00	0.00

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	-	49.21	47.13

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	-	0.00	0.00

Intensity of total energy consumption within the organization	Megawatt-Hours / Business unit	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	0.00079399

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	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	1

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	427,500.00	406,125.00	400,000.00
Total water withdrawal	Cubic meters	335,635.00	323,303.00	332,449.00
Total water withdrawal by third-party water	Cubic meters	335,635.00	323,303.00	332,449.00
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 ⁽¹⁾	Cubic meters	-91,865.00	-82,822.00	-67,551.00
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-21.49	-20.39	-16.89
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	92.31	97.26	105.91

Intensity ratio of total water withdrawal to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	0.01	0.01	0.01
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Additional explanation:

^(*) 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.

^(*) 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	265,959.20
Total water discharge to third-party water	Cubic meters	-	-	265,959.20
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	335,635.00	323,303.00	332,449.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	0.01	0.01	0.01
Intensity of total water consumption	Cubic meters / m ²	-	0.01	5.60

Additional explanation:

^(*) 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	7,206,964.00	6,902,785.00	7,140,991.00
Total water withdrawal expense from third-party water	Baht	7,206,964.00	6,902,785.00	7,140,991.00
Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽¹⁾	%	0.03	0.03	0.03
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	0.03	0.02	0.03
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	1,982.11	2,076.65	2,274.93

Additional explanation:

⁽¹⁾ 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	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	1

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	637.90	491.76	479.48
Non-hazardous waste	Kilograms	499.79	374.26	360.59
Hazardous waste	Kilograms	138.11	117.50	118.89
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	0.00	0.00	0.00

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	617.62	487.86	469.91

Reused/Recycled non-hazardous waste	Kilograms	499.79	374.26	360.59
Reused/Recycled hazardous waste	Kilograms	117.83	113.60	109.32
Percentage of total reused/recycled waste to total waste generated	%	96.82	99.21	98.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	100.00	100.00	100.00
Percentage of reused/recycled hazardous waste to hazardous waste	%	85.32	96.68	91.95

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	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	1

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	Yes
URL of corporate greenhouse gas management plan:	-
Uploaded document of Corporate greenhouse gas management plan:	TCFO_V_10A_V01 CFO_Verification Statement_HANA_Final Approved.pdf

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	2,600.00	24,000.00	24,000.00
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	23,865.00	23,773.00	22,522.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	533.00	502.00	500.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	23,332.00	23,271.00	22,022.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	21,265.00	-227.00	-1,478.00
Percentage of the difference between total GHG emissions and target ^(†)	%	817.88	-0.95	-6.16

Additional explanation:

^(†) 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 ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	0.00	0.00	0.00
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	6.56	7.15	7.17
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / Person (employee)	6.56	7.15	6.96
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	0.38

Additional explanation:

^(†) 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)	ผศ. ดร. เนติยา กรีหาชาติและ ดร.วนาวลัย ปรากฏ คณะพลังงานและสิ่งแวดล้อม มหาวิทยาลัยพะเยา	รศ.ดร.ศักดิ์สิทธิ์ อิ่มแมน และ ผศ.ดร.นพรัตน์ สุริยะไชย คณะพลังงานและสิ่งแวดล้อม มหาวิทยาลัยพะเยา
Name of verifying company (English)	Asst. Prof. Dr. Nathiya Kreetachat and Dr.Wanawan Pragot, SEEN School of Energy and Environment University of Phayao	Associate Professor Dr. Saksit Imman and Asst. Prof. Dr. Nopparat Suriyachai, SEEN School of Energy and Environment University of Phayao

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	1,612,799.88
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	1,612,799.88
HANA Solar Rooftop	Metric kilograms of carbon dioxide equivalent	-	-	1,612,799.88

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: HANA MICROELECTRONICS PUBLIC COMPANY LIMITED Symbol: HANA

Market: SET Industry Group: Technology Sector: Electronic Components

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://www.hanagroup.com/Files/HRP2020_th.pdf
Uploaded document of Corporate human rights policy and practice: HRP2020_th.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	1

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	3,636	3,324	3,139
Total number of male employees	Persons	1,035	991	964
Percentage of male employees	%	28.47	29.81	30.71
Total number of female employees	Persons	2,601	2,333	2,175

Percentage of female employees	%	71.53	70.19	69.29
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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	855	623	609
Percentage of employees under 30 years old	%	23.51	18.74	19.40
Total number of employees 30–50 years old	Persons	2,649	2,557	2,353
Percentage of employees 30–50 years old	%	72.85	76.93	74.96
Total number of employees over 50 years old	Persons	132	144	177
Percentage of employees over 50 years old	%	3.63	4.33	5.64

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	217	186	193
Percentage of male employees under 30 years old	%	20.97	18.77	20.02
Total number of male employees 30–50 years old	Persons	768	751	704
Percentage of male employees 30–50 years old	%	74.20	75.78	73.03
Total number of male employees over 50 years old	Persons	50	54	67
Percentage of male employees over 50 years old	%	4.83	5.45	6.95

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	638	437	416
Percentage of female employees under 30 years old	%	24.53	18.73	19.13
Total number of female employees 30-50 years old	Persons	1,881	1,806	1,649
Percentage of female employees 30-50 years old	%	72.32	77.41	75.82
Total number of female employees over 50 years old	Persons	82	90	110
Percentage of female employees over 50 years old	%	3.15	3.86	5.06

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	3,537	3,227	3,040
Percentage of employees in operational level	%	97.28	97.08	96.85
Total number of employees in management level	Persons	96	94	95
Percentage of employees in management level	%	2.64	2.83	3.03
Total number of employees in executive level	Persons	3	3	4
Percentage of employees in executive level	%	0.08	0.09	0.13

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	977	937	905
Percentage of male employees in operational level	%	94.40	94.55	93.88
Total number of male employees in management level	Persons	56	52	56
Percentage of male employees in management level	%	5.41	5.25	5.81
Total number of male employees in executive level	Persons	2	2	3
Percentage of male employees in executive level	%	0.19	0.20	0.31

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	2,560	2,290	2,135
Percentage of female employees in operational level	%	98.42	98.16	98.16
Total number of female employees in management level	Persons	40	42	39

Percentage of female employees in management level	%	1.54	1.80	1.79
Total number of female employees in executive level	Persons	1	1	1
Percentage of female employees in executive level	%	0.04	0.04	0.05

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	38	37	37
Total number of employees with disabilities	Persons	34	33	33
Percentage of employees with disabilities	%	0.94	0.99	1.05
Total number of workers who are not employees with disabilities	Persons	4	4	4

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	1,304,875,936.00	1,262,699,967.00	1,839,176,989.84
Total male employee remuneration	Baht	494,800,121.00	452,316,846.00	905,328,296.38
Percentage of remuneration in male employees	%	37.92	35.82	49.22
Total female employee remuneration	Baht	810,075,815.00	810,383,121.00	933,848,693.46
Percentage of remuneration in female employees	%	62.08	64.18	50.78
Average remuneration of employees	Baht / Person	358,876.77	379,873.64	585,911.75
Average remuneration of male employees	Baht / Person	478,067.75	456,424.67	939,137.24
Average remuneration of female employees	Baht / Person	311,447.83	347,356.67	429,355.72
Ratio of average remuneration of female employees to male employees		0.65	0.76	0.46

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	3,338	3,119	2,909
Percentage of total number of employees joining employee provident fund to total number of employees	%	91.80	93.83	92.67
Total amount of provident fund contributed by the Company	Baht	45,488,755.00	45,190,525.00	46,110,655.50
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	3.49	3.58	2.51

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	45.00	46.00	58.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	203,090.82	314,028.20	511,537.68

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	11,098,880.00	10,183,940.00	9,635,114.80

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	2.00	2.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	1	2	0
Percentage of employees that lost time injuries for 1 day or more	%	0.03	0.06	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 ^(*)	0.09	0.20	0.00
	Persons / 200,000 manhours ^(**)	0.02	0.04	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	461	453	401
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	12.68	13.63	12.77
Total number of male employee turnover leaving the Company voluntarily	Persons	72	83	91
Percentage of male employee turnover leaving the Company voluntarily	%	15.62	18.32	22.69
Total number of female employee turnover leaving the Company voluntarily	Persons	389	370	310
Percentage of female employee turnover leaving the Company voluntarily	%	84.38	81.68	77.31
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

Company Name: HANA MICROELECTRONICS PUBLIC COMPANY LIMITED Symbol: HANA

Market: SET Industry Group: Technology Sector: Electronic Components

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://www.hanagroup.com/Files/CGpolicy2021_th.pdf
Uploaded document of corporate governance policy and practices:	-

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 Determination of Director Remuneration x Independence of the Board of Directors from the Management x Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://www.hanagroup.com/Files/corporate-code-of-conduct2020_th.pdf
Uploaded document of Code of Conduct:	-

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
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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	6	2	6	2
		8		8	
	% of total directors	75.00	25.00	75.00	25.00
		100		100	
Executive directors	Persons	4	0	4	0
		4		4	
	% of total directors	50.00	0	50.00	0
		50.00		50.00	
Non-executive directors	Persons	2	2	2	2
		4		4	
	% of total directors	25.00	25.00	25.00	25.00
		50.00		50.00	
- Independent directors	Persons	2	2	2	2
		4		4	
	% of total directors	25.00	25.00	25.00	25.00
		50.00		50.00	
- Non-executive directors who have no position in independent directors	Persons	0	0	0	0
		0		0	
	% of total directors	0	0	0	0
		0		0	

Average director age	Years	60	59	61	60
		60		61	
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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย จอห์น ทอมป์สัน	First appointment date of director:	1 Jan 2017
	Name (English):	Mr. JOHN THOMPSON	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1964	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:	Accounting	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Audit x Governance/ Compliance x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	885,366,660		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ริชาร์ด เดวิด ฮัน	First appointment date of director:	26 Jul 1993

	Name (English):	Mr. RICHARD DAVID HAN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1957	Executive director position:	Yes
	Nationality:	x Netherlands	Independent director position:	-
	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 Business Administration x Electronic Components x Marketing x Project Management		
	Shares:	1,040,000		
	Paid-up stock:	885,366,660		
	%Shares:	0.117465		
3)	Name (Thai):	นาย เทอร์เรนซ์ ฟิลิป เวย์ร์	First appointment date of director:	1 Jan 1993
	Name (English):	Mr. TERRENCE PHILIP WEIR	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Executive director position:	Yes
	Nationality:	x Australia	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Governance/ Compliance x Risk Management x IT Management x Corporate Social Responsibility x Finance x Accounting		
	Shares:	575,000		
	Paid-up stock:	885,366,660		

	%Shares:	0.064945		
4)	Name (Thai):	นางสาว พรพันธ์ อภามงคล	First appointment date of director:	1 Jan 2022
	Name (English):	Ms. PORNPHAN ABHAMONGKOL	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1964	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 Banking x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	885,366,660		
	%Shares:	0.000000		
5)	Name (Thai):	นาย ซานเจย์ นีเรนดรา มิตร	First appointment date of director:	29 Apr 2022
	Name (English):	Mr. SANJAY NIRENDRA MITRA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1964	Executive director position:	Yes
	Nationality:	x United States of America	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Electronic Components x Marketing x Strategic Management x Engineering		
	Shares:	0		
	Paid-up stock:	885,366,660		

	%Shares:	0.000000		
6)	Name (Thai):	นาย อินซุค คิม	First appointment date of director:	29 Apr 2022
	Name (English):	Mr. INSUK KIM	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1963	Executive director position:	Yes
	Nationality:	x Korea (the Republic of)	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Engineering x Strategic Management x Electronic Components		
	Shares:	0		
	Paid-up stock:	885,366,660		
	%Shares:	0.000000		
7)	Name (Thai):	นาง สุนันท์ ทองใบ	First appointment date of director:	1 Dec 2022
	Name (English):	Mrs. SUNUN THONGBAI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1961	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 Accounting x Finance x Audit x Marketing x Project Management		
	Shares:	0		

	Paid-up stock:	885,366,660		
	%Shares:	0.000000		
8)	Name (Thai):	นาย สเตฟานัส โจเซฟัส เฮนดริกัส เบรเดอร์	First appointment date of director:	1 Dec 2022
	Name (English):	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1961	Executive director position:	No
	Nationality:	x Netherlands	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Industrial Materials & Machinery x Electronic Components x Human Resource Management x Audit x Project Management x Corporate Management		
	Shares:	0		
	Paid-up stock:	885,366,660		
	%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 จอห์น ทอมป์สัน	Appointment date of audit committee member:	1 Jan 2017

	Name (English):	Mr. JOHN THOMPSON	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1964	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:	Accounting	DGP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นางสาว พรพันธ์ อภามงคล	Appointment date of audit committee member:	1 Jan 2022
	Name (English):	Ms. PORNPAN ABHAMONGKOL	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1964	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	DGP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาง สุณันท์ ทองใบ	Appointment date of audit committee member:	1 Dec 2022
	Name (English):	Mrs. SUNUN THONGBAI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)

	Gender:	Female	Director position:	Director
	Year of birth:	1961	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:	Yes		
	Shares:	0		
	%Shares:	0.000000		
4)	Name (Thai):	นาย สเตฟานัส โจเซฟัส เฮนดริกัส เบรเดอร์	Appointment date of audit committee member:	1 Dec 2022
	Name (English):	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1961	Independent director position:	Yes
	Nationality:	x Netherlands	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	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 ริชาร์ด เดวิด ฮัน	Appointment date of executive committee member:	26 Jul 1993
	Name (English)	Mr. RICHARD DAVID HAN	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1957		
	Nationality:	x Netherlands		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย เทอร์เรนซ์ ฟลิป เวียร์	Appointment date of executive committee member:	26 Jul 1993
	Name (English)	Mr. TERRENCE PHILIP WEIR	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1959		
	Nationality:	x Australia		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย ซานเจย์ นีเรนดรา มิตร	Appointment date of executive committee member:	29 Apr 2022
	Name (English)	Mr. SANJAY NIRENDRA MITRA	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1964		
	Nationality:	x United States of America		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย อินชุก คิม	Appointment date of executive committee member:	29 Apr 2022
	Name (English)	Mr. INSUK KIM	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1963		
	Nationality:	x Korea (the Republic of)		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	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) Executive Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ริชาร์ด เดวิด ฮัน	Mr. RICHARD DAVID HAN	Chairman
2	นาย เทอร์เรนซ์ ฟิลิป เวียร์	Mr. TERRENCE PHILIP WEIR	Member
3	นาย ซานเจย์ นีเรนดรา มิตรรา	Mr. SANJAY NIRENDRA MITRA	Member
4	นาย อินชุก คิม	Mr. INSUK KIM	Member

2) Name of sub-committees (English) Audit Committee

No.	Name (Thai)	Name (English)	Position
1	นาย จอห์น ทอมป์สัน	Mr. JOHN THOMPSON	Chairman
2	นางสาว พรพนธ์ อากามงคล	Ms. PORNPAN ABHAMONGKOL	Member
3	นาง สุนันท์ ทองใบ	Mrs. SUNUN THONGBAI	Member
4	นาย สเตฟานัส โจเซฟัส เฮนดริกัส เบรเดอร์	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member

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

No.	Name (Thai)	Name (English)	Position
1	นางสาว พรพนธ์ อากามงคล	Ms. PORNPAN ABHAMONGKOL	Chairman
2	นาย ริชาร์ด เดวิด ฮัน	Mr. RICHARD DAVID HAN	Member
3	นาง สุนันท์ ทองใบ	Mrs. SUNUN THONGBAI	Member
4	นาย สเตฟานัส โจเซฟัส เฮนดริกัส เบรเดอร์	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย เทอร์เรนซ์ ฟิลิป เวียร์	Mr. TERRENCE PHILIP WEIR	Chairman
2	นางสาว พรพนธ์ อากามงคล	Ms. PORNPAN ABHAMONGKOL	Member
3	นาง สุนันท์ ทองใบ	Mrs. SUNUN THONGBAI	Member
4	นาย สเตฟานัส โจเซฟัส เฮนดริกัส เบรเดอร์	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member

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

No.	Name (Thai)	Name (English)	Position
1	นาย เทอร์เรนซ์ ฟิลิป เวียร์	Mr. TERRENCE PHILIP WEIR	Chairman
2	นางสาว พรพนธ์ อากามงคล	Ms. PORNPAN ABHAMONGKOL	Member

3	นาง สุนันท์ ทองใบ	Mrs. SUNUN THONGBAI	Member
4	นาย สเตฟานัส โจเซฟัส เฮนดริกัส เบเรดอร์	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination Committee
Remuneration	No
Corporate governance	Corporate Governance and Sustainability Committee:
Corporate sustainability development	Corporate Governance and Sustainability 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 ริชาร์ด เดวิด ฮัน	The highest-ranking executive position:	Yes
	Name (English):	Mr. RICHARD DAVID HAN	Executive position (Thai):	ประธาน และหัวหน้าฝ่ายบริหาร
	Gender:	Male	Executive position (English):	President and Chief Executive Officer
	Year of birth:	1957	Appointment date of executive:	26 Jul 1993
	Nationality:	x Netherlands		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Electronic Components x Marketing x Leadership x Strategic Management		
	Highest responsibility in corporate accounting and finance:	No		

	Accounting supervisor:	No		
2)	Name (Thai):	นาย เทอร์เรนซ์ ฟิลิป เวียร์	The highest-ranking executive position:	No
	Name (English):	Mr. TERRENCE PHILIP WEIR	Executive position (Thai):	รองประธานบริหารและหัวหน้าฝ่ายการเงิน
	Gender:	Male	Executive position (English):	Vice President and Chief Financial Officer
	Year of birth:	1959	Appointment date of executive:	26 Jul 1993
	Nationality:	x Australia		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Economics		
	Skill and expertise:	x Economics x Governance/ Compliance x Risk Management x IT Management x Corporate Social Responsibility x Finance x Accounting		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย ซานเจย์ นีเรนดรา มิตรรา	The highest-ranking executive position:	No
	Name (English):	Mr. SANJAY NIRENDRA MITRA	Executive position (Thai):	รองประธาน และหัวหน้าฝ่ายปฏิบัติการ ฝ่ายเซมิคอนดักเตอร์
	Gender:	Male	Executive position (English):	Executive Vice President and COO for Semiconductor
	Year of birth:	1964	Appointment date of executive:	29 Apr 2022
	Nationality:	x United States of America		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Electronic Components x Marketing x Strategic Management x Engineering		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

4)	Name (Thai):	นาย อินชุก คิม	The highest-ranking executive position:	No
	Name (English):	Mr. INSUK KIM	Executive position (Thai):	รองประธาน และหัวหน้าฝ่ายปฏิบัติการ ฝ่ายไมโครอิเล็กทรอนิกส์
	Gender:	Male	Executive position (English):	Executive Vice President & COO for Microelectron
	Year of birth:	1963	Appointment date of executive:	29 Apr 2022
	Nationality:	x Korea (the Republic of)		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Automotive x Engineering x Strategic Management x Electronic Components		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นางสาว อัจฉรา ชัยชาญชีพ	The highest-ranking executive position:	No
	Name (English):	Ms. Achara Chaicharncheep	Executive position (Thai):	ผู้จัดการอาวุโสแผนกบัญชีและการเงิน
	Gender:	Female	Executive position (English):	Finance and Accounting Senior Manager
	Year of birth:	1969	Appointment date of executive:	14 Oct 2013
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Accounting x Finance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	Yes		
6)	Name (Thai):	นาย วิชัย สุขประเสริฐกุล	The highest-ranking executive position:	No
	Name (English):	Mr. Wichai Sukprasertkul	Executive position (Thai):	รองประธานอำนวยการและผู้จัดการโรงงานฮานา ลำพูน
	Gender:	Male	Executive position (English):	Vice President And General Manager Hana-Lamphun

Year of birth:	1967	Appointment date of executive:	1 Jan 2022
Nationality:	x Thailand		
Highest level of education:	Bachelor's degree		
Study field of the highest level of education:	Engineering		
Skill and expertise:	x Electronic Components x Engineering x Marketing x Corporate Management x Leadership x Strategic Management x Risk 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. Achara Chaicharncheep	acharach@hanabk.th.com	025511297-8 # 207
Company secretary	Ms. Jirapa Kongmanee	jirapak@hanabk.th.com	02-551-1297-8 #117
Head of the internal audit or the outsourced internal auditor	Ms. Jirapa Kongmanee	jirapak@hanabk.th.com	02-551-1297-8 #117
Head of the compliance unit	Ms. Jirapa Kongmanee	jirapak@hanabk.th.com	02-551-1297-8 # 117
Head of the investor relation	-	-	-

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)
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EY OFFICE LIMITED	<p>1. Ms. Kamontip Lertwitworatep Email: Kamontip. Lertwitworatep@th.ey.com Telephone: 02-264-9090 #77027</p> <p>2. Mrs. Sarinda Hirunprasurtwutti Email: Sarinda. Hirunprasurtwutti@th.ey.com Telephone: 02-264-9090</p> <p>3. Mr. Wichart Lokatekrawee Email: Wichart. Lokatekrawee@th.ey.com Telephone: 02-264-9090</p>	4,200,000.00	Details: 1. BOI audit fee 2. Inventory destruction fee Total service fee (baht): 810,000.00
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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):	นาย จอห์น ทอมป์สัน	First appointment date of director:	1 Jan 2017
	Name (English):	Mr. JOHN THOMPSON	Director position:	Chairman of the board
	Gender:	Male	Executive director position:	No
	Year of birth:	1964	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:	Accounting		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Audit x Governance/ Compliance x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	885,366,660		
	%Shares:	0.000000		
2)	Name (Thai):	นาง สุณันท์ ทองใบ	First appointment date of director:	1 Dec 2022
	Name (English):	Mrs. SUNUN THONGBAI	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1961	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 Accounting x Finance x Audit x Marketing x Project Management		
	Shares:	0		
	Paid-up stock:	885,366,660		
	%Shares:	0.000000		
3)	Name (Thai):	นาย สเตฟานัส โจเซฟัส เฮนดริกัส เบริเดอร์	First appointment date of director:	1 Dec 2022
	Name (English):	Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1961	Independent director position:	Yes
	Nationality:	x Netherlands	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Science		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Industrial Materials & Machinery x Electronic Components x Human Resource Management x Audit x Project Management x Corporate Management		
	Shares:	0		
	Paid-up stock:	885,366,660		
	%Shares:	0.000000		

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: 28 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. JOHN THOMPSON (Chairman of the board)	-	6/6	100.00	Participating	Did not hold the meeting
2. Mr. RICHARD DAVID HAN (Director)	-	6/6	100.00	Participating	Did not hold the meeting
3. Mr. TERRENCE PHILIP WEIR (Director)	-	6/6	100.00	Participating	Did not hold the meeting
4. Ms. PORNPHAN ABHAMONGKOL (Director)	-	6/6	100.00	Participating	Did not hold the meeting
5. Mr. SANJAY NIRENDRA MITRA (Director)	-	6/6	100.00	Participating	Did not hold the meeting
6. Mr. INSUK KIM (Director)	-	6/6	100.00	Participating	Did not hold the meeting
7. Mrs. SUNUN THONGBAI (Director)	-	6/6	100.00	Participating	Did not hold the meeting
8. Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER (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. JOHN THOMPSON (Chairman of the audit committee)	-	4/4	100.00
2. Ms. PORNPHAN ABHAMONGKOL (Member of the audit committee)	-	4/4	100.00
3. Mrs. SUNUN THONGBAI (Member of the audit committee)	-	4/4	100.00
4. Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER (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://www.hanagroup.com/Files/CGpolicy2021_th.pdf
 Uploaded document of director remuneration policy and criteria: CGpolicy2021_th.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. JOHN THOMPSON (Chairman of the board)	-	663,250.00	47,375.00	No
2. Mr. RICHARD DAVID HAN (Director)	-	0.00	0.00	No
3. Mr. TERRENCE PHILIP WEIR (Director)	-	0.00	0.00	No
4. Ms. PORNPHAN ABHAMONGKOL (Director)	-	368,225.00	28,325.00	No
5. Mr. SANJAY NIRENDRA MITRA (Director)	-	0.00	0.00	No
6. Mr. INSUK KIM (Director)	-	0.00	0.00	No
7. Mrs. SUNUN THONGBAI (Director)	-	368,225.00	0.00	No

8. Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER (Director)	-	368,225.00	0.00	No
Total (Baht)	-	1,767,925.00	75,700.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	1,747,300.00	1,767,925.00
Other monetary remuneration	Baht	132,350.00	75,700.00
Total director remuneration	Baht	1,879,650.00	1,843,625.00

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://www.hanagroup.com/Files/CGpolicy2021_th.pdf
 Uploaded document of executive remuneration policy and criteria: CGpolicy2021_th.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	25,968,662.00	35,010,006.00	34,377,265.00

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
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<p>1. Mr. JOHN THOMPSON (Chairman of the board)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD) - 2006: Director Accreditation Program (DAP) Others - 2023: CYBER VISION 2023: Protect and Detect: Don't Let Your Guard Down by the Stock Exchange of Thailand</p>
<p>2. Mr. RICHARD DAVID HAN (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD) - 2006: Director Accreditation Program (DAP) Others - 2023: SET Sustainability Sharing: MSCI Sustainability Assessment & Key ESG Trends by the Stock Exchange of Thailand - 2023: Global Minimum Tax: Preparing, provisioning and requirements for compliance by EYGM Limited - 2006: Understanding the Fundamental of Financial Statements (UFS) 4/2006</p>
<p>3. Mr. TERENCE PHILIP WEIR (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD) - 2001: Director Certification Program (DCP) Others - 2023: Global Minimum Tax: Preparing, provisioning and requirements for compliance by EYGM Limited - 2023: Managing Climate - related Risks and Opportunities in Equity Analysis and Investment by the Securities and Exchange Commission - 2023: CPA Australia Learning Insights by CPA Australia Ltd. - 2023: Professional Ethics in Focus by CPA Australia Ltd. - 2023: Cyber Security and board/audit and risk committee responsibility by CPA Australia Ltd.</p>
<p>4. Ms. PORNPHAN ABHAMONGKOL (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD) - 2021: Director Accreditation Program (DAP) Others - 2023: CYBER VISION 2023: Protect and Detect: Don't Let Your Guard Down by the Stock Exchange of Thailand - 2023: Importance of the Audit Committee and Confidence in the Thai Capital Market by the Securities and Exchange Commission</p>

5. Mr. SANJAY NIRENDRA MITRA (Director)	Participating	Thai Institute of Directors (IOD) - 2022: Director Accreditation Program (DAP) Others - 2023: Managing Climate - related Risks and Opportunities in Equity Analysis and Investment by the Securities and Exchange Commission
6. Mr. INSUK KIM (Director)	Participating	Thai Institute of Directors (IOD) - 2022: Director Accreditation Program (DAP) Others - 2023: SET Sustainability Sharing: MSCI Sustainability Assessment & Key ESG Trends by the Stock Exchange of Thailand
7. Mrs. SUNUN THONGBAI (Director)	Participating	Thai Institute of Directors (IOD) - 2022: Director Accreditation Program (DAP) Others - 2023: CYBER VISION 2023: Identify and Protect: Keys to a secure future by the Stock Exchange of Thailand - 2023: CYBER VISION 2023: Protect and Detect: Don't Let Your Guard Down by the Stock Exchange of Thailand - 2023: Importance of the Audit Committee and Confidence in the Thai Capital Market by the Securities and Exchange Commission
8. Mr. STEPHANUS JOSEPHUS HENDRIKUS BRADER (Director)	Participating	Thai Institute of Directors (IOD) - 2014: Director Accreditation Program (DAP) Others - 2023: Managing Climate - related Risks and Opportunities in Equity Analysis and Investment by the Securities and Exchange Commission

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	Yes
URL of corporate sustainability policy:	https://www.hanagroup.com/File/ViewDoc/3040
Uploaded document of corporate sustainability policy:	Hana Sustainability Policy.pdf

4.2 Sustainability Report

Corporate Sustainability Report:	No
URL of corporate sustainability report:	-

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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