

ESG Performance

Company Name: THAI AIRWAYS INTERNATIONAL PUBLIC COMPANY LIMITED Symbol: THAI

Market: SET Industry Group: Services Sector: Transportation & Logistics

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	-
Uploaded document of environmental policy and practice:	tgcir58_013.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Fuel Management x Water Management x Waste Management x Electricity Management x Renewable/Clean Energy 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	5	1
Actual number of disclosure boundaries	-	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	20,197,497.00	19,501,256.00	92,916,829.50
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	20,197,497.00	19,501,256.00	92,916,829.50
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	1,806.25	1,832.82	8,336.34

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	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	-	-	-
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	-	-	-

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	304,393.00	1,152,402.00	1,330,876.00
Diesel	Litres	-	-	-
Gasoline	Litres	-	-	4,532,637.82
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	-	96.00
Steam	Metric tonnes	-	-	40,491.00
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	5,182,947,122.00	34,593,190,240.00	44,263,058,427.00
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	-	-	0.00

2.8 Energy Consumption Intensity

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

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	5	1
Actual number of disclosure boundaries	-	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	162,974.00	167,318.00	13,673,702.00
Total water withdrawal by third-party water	Cubic meters	162,974.00	167,318.00	13,673,702.00
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	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	14.57	15.73	1,226.78
Intensity ratio of total water withdrawal to total revenues ⁽²⁾	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

⁽¹⁾ Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

⁽²⁾ Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	162,974.00	167,318.00	13,673,702.00

3.5 Water Consumption Intensity

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

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	0.00	0.00	2,641,145.62
Total water withdrawal expense from third-party water	Baht	-	-	2,641,145.62

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	0.00	0.00	236.96

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	5	1
Actual number of disclosure boundaries	-	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	184,080.00	192,120.00	2,832,516.61
Non-hazardous waste	Kilograms	184,000.00	192,000.00	2,832,477.01
Hazardous waste	Kilograms	80.00	120.00	39.60
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

^(**) Total revenues and total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste ¹	Kilograms	0.00	0.00	27,200.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	0.00	0.00	0.96
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

Additional explanation: Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost.

Remark:

¹ Warehouse Service reducing Plastic Usage (Reuse Plastic) by examining, sorting, and folding pieces of plastic from inbound flights at Suvarnabhumi Airport to be reused.

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	5	1
Actual number of disclosure boundaries	-	1

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	752,688.00	2,825,220.00	4,192,168.00

Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	752,688.00	2,825,220.00	4,192,168.00
Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

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	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	67.31	265.53	376.11
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / Passenger-kilometer	589.83	122.88	104.59

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)	สถาบันรับรองมาตรฐานไอเอสโอ อุตสาหกรรมพัฒนามูลนิธิ	อุตสาหกรรมพัฒนามูลนิธิเพื่อสถาบันรับรอง มาตรฐานไอเอสโอ
Name of verifying company (English)	Management System Certification Institute Thailand	Management System Certification Institute (Thailand), Foundation for Industrial Development

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	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

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-

Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00
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Approved and published on 01/04/2024

ESG Performance

Company Name: THAI AIRWAYS INTERNATIONAL PUBLIC COMPANY LIMITED Symbol: THAI

Market: SET Industry Group: Services Sector: Transportation & Logistics

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: -
Uploaded document of Corporate human rights policy and practice: 9. tgcir61_004 นโยบายการไม่เลือกปฏิบัติอย่างไม่เป็น.pdf

1.2 Human Rights Practices

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

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	5	1
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	11,182	10,640	11,146
Total number of male employees	Persons	6,707	6,338	6,425
Percentage of male employees	%	59.98	59.57	57.64
Total number of female employees	Persons	4,475	4,302	4,721

Percentage of female employees	%	40.02	40.43	42.36
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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	688	439	870
Percentage of employees under 30 years old	%	6.15	4.13	7.81
Total number of employees 30–50 years old	Persons	6,676	6,084	5,937
Percentage of employees 30–50 years old	%	59.70	57.18	53.27
Total number of employees over 50 years old	Persons	3,818	4,117	4,339
Percentage of employees over 50 years old	%	34.14	38.69	38.93

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	324	199	322
Percentage of male employees under 30 years old	%	4.83	3.14	5.01
Total number of male employees 30–50 years old	Persons	3,858	3,509	3,381
Percentage of male employees 30–50 years old	%	57.52	55.36	52.62
Total number of male employees over 50 years old	Persons	2,525	2,630	2,722
Percentage of male employees over 50 years old	%	37.65	41.50	42.37

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	364	240	548
Percentage of female employees under 30 years old	%	8.13	5.58	11.61
Total number of female employees 30-50 years old	Persons	2,818	2,575	2,556
Percentage of female employees 30-50 years old	%	62.97	59.86	54.14
Total number of female employees over 50 years old	Persons	1,293	1,487	1,617
Percentage of female employees over 50 years old	%	28.89	34.57	34.25

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	10,695	10,168	10,678
Percentage of employees in operational level	%	95.64	95.56	95.80
Total number of employees in management level	Persons	480	464	460
Percentage of employees in management level	%	4.29	4.36	4.13
Total number of employees in executive level	Persons	7	8	8
Percentage of employees in executive level	%	0.06	0.08	0.07

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	6,403	6,043	6,150
Percentage of male employees in operational level	%	95.47	95.35	95.72
Total number of male employees in management level	Persons	299	289	270
Percentage of male employees in management level	%	4.46	4.56	4.20
Total number of male employees in executive level	Persons	5	6	5
Percentage of male employees in executive level	%	0.07	0.09	0.08

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	4,292	4,125	4,528
Percentage of female employees in operational level	%	95.91	95.89	95.91
Total number of female employees in management level	Persons	181	175	190

Percentage of female employees in management level	%	4.04	4.07	4.02
Total number of female employees in executive level	Persons	2	2	3
Percentage of female employees in executive level	%	0.04	0.05	0.06

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	0	4
Total number of employees with disabilities	Persons	-	-	4
Percentage of employees with disabilities	%	-	-	0.04
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	0.00	0.00	10,392,908,754.00
Total male employee remuneration	Baht	-	-	6,938,059,625.00
Percentage of remuneration in male employees	%	-	-	66.76
Total female employee remuneration	Baht	-	-	3,454,849,129.00
Percentage of remuneration in female employees	%	-	-	33.24
Average remuneration of employees	Baht / Person	0.00	0.00	932,433.95
Average remuneration of male employees	Baht / Person	-	-	1,079,853.64
Average remuneration of female employees	Baht / Person	-	-	731,804.52
Ratio of average remuneration of female employees to male employees		-	-	0.68

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	10,604	9,680	9,654
Percentage of total number of employees joining employee provident fund to total number of employees	%	94.83	90.98	86.61
Total amount of provident fund contributed by the Company	Baht	307,121,311.00	316,547,342.00	312,853,074.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	3.01

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	-	-	-

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	73,000,000.00	162,000,000.00	168,000,000.00

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	-	-	-

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	10.00	24.00	26.00
Total number of employees that lost time injuries for 1 day or more	Persons	10	24	26
Percentage of employees that lost time injuries for 1 day or more	%	0.09	0.23	0.23
Total number of employees that fatalities as a result of work-related injury	Persons	1	0	0
Percentage of employees that fatalities as a result of work-related injury	%	0.01	0.00	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	-	-	-
	Persons / 200,000 manhours ^(**)	-	-	-

Additional explanation:

(*) The company with the total number of employees over 100 or more.

(**) The company with the total number of employees less than or equal to 100.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	0	957	305
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	8.99	2.74
Total number of male employee turnover leaving the Company voluntarily	Persons	-	518	184
Percentage of male employee turnover leaving the Company voluntarily	%	-	54.13	60.33
Total number of female employee turnover leaving the Company voluntarily	Persons	-	439	121
Percentage of female employee turnover leaving the Company voluntarily	%	-	45.87	39.67
Significant labor dispute	Yes / No	Yes	Yes	Yes

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ESG Performance

Company Name: THAI AIRWAYS INTERNATIONAL PUBLIC COMPANY LIMITED Symbol: THAI

Market: SET Industry Group: Services Sector: Transportation & Logistics

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.thaiairways.com/about-thai/public-information/Corporate_Governance/doc/cg-document/TG_CODE_OF_CONDUCT.pdf
Uploaded document of corporate governance policy and practices:	TG_CODE_OF_CONDUCT (1).pdf

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Determination of Director Remuneration x Nomination of Directors 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:	-
Uploaded document of Code of Conduct:	TG_CODE_OF_CONDUCT.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information
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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	3	0	3	0
		3		3	
	% of total directors	100.00	0	100.00	0
		100		100	
Executive directors	Persons	0	0	0	0
		0		0	
	% of total directors	0	0	0	0
		0		0	
Non-executive directors	Persons	3	0	3	0
		3		3	
	% of total directors	100.00	0	100.00	0
		100.00		100.00	
- Independent directors	Persons	3	0	3	0
		3		3	
	% of total directors	100.00	0	100.00	0
		100.00		100.00	
- 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	63	0	64	0
		63		64	
The Chairman of the Board is an independent director	Yes / No	-		-	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	-		-	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	No		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):	พล.อ.อ. อำนาจ จิระมณีชัย	First appointment date of director:	16 May 2016
	Name (English):	ACM AMNART JEERAMANEEMAI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1963	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Engineering		
	Shares:	0		
	Paid-up stock:	2,182,771,917		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ปิยสวัสดิ์ อัมระนันท์	First appointment date of director:	29 May 2020
	Name (English):	Mr. PIYASVASTI AMRANAND	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Economics		
	Shares:	0		
	Paid-up stock:	2,182,771,917		
	%Shares:	0.000000		
3)	Name (Thai):	นาย ชานุกศิลป์ ตริ์นุชกร	First appointment date of director:	2 Jul 2020
	Name (English):	Mr. CHANSIN TREENUCHAGRON	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Economics		
	Shares:	0		
	Paid-up stock:	2,182,771,917		
	%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
No data		

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
No data		

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 : No data

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	No
Nomination	No
Remuneration	No
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 ชาย เอี่ยมศิริ	The highest-ranking executive position:	No
	Name (English):	Mr. CHAI EAMSIRI	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1962	Appointment date of executive:	1 Feb 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Marketing x Corporate Management		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย เชิดพันธ์ โชติคุณ	The highest-ranking executive position:	No
	Name (English):	Mr. Cherdphan Chotikhun	Executive position (Thai):	ประธานเจ้าหน้าที่สายช่าง
	Gender:	Male	Executive position (English):	Chief of Technical
	Year of birth:	1967	Appointment date of executive:	1 May 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Engineering x Corporate Management x Internal Control x Audit		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	เรือโท สุพจน์ เจริญสุข	The highest-ranking executive position:	No

	Name (English):	Lieutenant Junior Grade Supoj Charoensuk	Executive position (Thai):	ประธานเจ้าหน้าที่สายปฏิบัติการ
	Gender:	Male	Executive position (English):	Chief of Operations
	Year of birth:	1964	Appointment date of executive:	1 Oct 2021
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Science		
	Skill and expertise:	x Engineering x Corporate Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาง จันทริกา โชติกเสถียร	The highest-ranking executive position:	No
	Name (English):	Mrs. Chuntarica jotikasthira	Executive position (Thai):	ประธานเจ้าหน้าที่สายทรัพยากรบุคคล
	Gender:	Female	Executive position (English):	Chief of Human Resources
	Year of birth:	1968	Appointment date of executive:	1 Oct 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Commerce x Human Resource Management x Corporate Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาง วรางคณา ลือโรจน์วงศ์	The highest-ranking executive position:	No
	Name (English):	Mrs. Varangkana Luerojvong	Executive position (Thai):	ประธานเจ้าหน้าที่หน่วยธุรกิจการบิน
	Gender:	Female	Executive position (English):	Chief of Aviation Business Unit
	Year of birth:	1970	Appointment date of executive:	2 Dec 2021

	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Corporate Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย กรกฎ ชตะสิงห์	The highest-ranking executive position:	No
	Name (English):	Mr. Korakot Chatasingha	Executive position (Thai):	ประธานเจ้าหน้าที่สายการพาณิชย์
	Gender:	Male	Executive position (English):	Chief of Commercial
	Year of birth:	1965	Appointment date of executive:	1 Nov 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x Commerce x Corporate Management x Data Analysis		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
7)	Name (Thai):	นาย ทวีโรจน์ ทรงท่าพา	The highest-ranking executive position:	No
	Name (English):	Mr. Taviroj Songkumpol	Executive position (Thai):	ประธานเจ้าหน้าที่สายกลยุทธ์องค์กร
	Gender:	Male	Executive position (English):	Chief of Corporate Strategy Department
	Year of birth:	1970	Appointment date of executive:	10 Nov 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x Corporate Management		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
8)	Name (Thai):	นาง เฉ็ดโฉม เทอดสิทธิ์ศักดิ์	The highest-ranking executive position:	No
	Name (English):	Mrs. CHERDCHOME THERDSTEERASUKDI	Executive position (Thai):	ประธานเจ้าหน้าที่สายการเงินและการบัญชี
	Gender:	Female	Executive position (English):	Chief of Finance and Accounting
	Year of birth:	1974	Appointment date of executive:	1 Feb 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Economics		
	Skill and expertise:	x Business Administration x Economics		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
9)	Name (Thai):	นาง อรอนงค์ ชุณหะมาน	The highest-ranking executive position:	No
	Name (English):	Mrs. Onanong Junhaman	Executive position (Thai):	ผู้อำนวยการฝ่ายวางแผนและวิเคราะห์การบัญชี
	Gender:	Female	Executive position (English):	Director of Financial Planning & Analysis
	Year of birth:	1967	Appointment date of executive:	23 Sep 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Economics x Transportation & Logistics		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
10)	Name (Thai):	นาย ตรัส พรหมโมล	The highest-ranking executive position:	No

	Name (English):	Mr. Tras Prommobol	Executive position (Thai):	ผู้อำนวยการฝ่ายควบคุมบัญชี
	Gender:	Male	Executive position (English):	Director of Comptroller
	Year of birth:	1977	Appointment date of executive:	8 Dec 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Transportation & Logistics x Accounting x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	Yes		
11)	Name (Thai):	นาย รัฐ รักสำรวจ	The highest-ranking executive position:	No
	Name (English):	Mr. Rut Rugsumruad	Executive position (Thai):	ผู้อำนวยการฝ่ายการเงินองค์กร
	Gender:	Male	Executive position (English):	Director of Corporate Finance
	Year of birth:	1984	Appointment date of executive:	16 Aug 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Commerce and Accountancy		
	Skill and expertise:	x Commerce x Transportation & Logistics x Accounting		
	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	Mr. TRAS PROMMOBOL	tras.p@thaiairways.com	025452112
Company secretary	Ms. CHILLADA NA CHIANGMAI	chillada.n@thaiairways.com	025451141

Head of the internal audit or the outsourced internal auditor	Mr. WATTICHA TOAUDTA	wattichai.t@thaairways.com	025453860
Head of the compliance unit	Ms. CHILLADA NA CHIANGMAI	chillada.n@thaairways.com	025451141
Head of the investor relation	Mr. Ratttham Sombooncharoen	IRTG@thaairways.com	025452224

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)
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED	<p>1. Ms. Juntira Juntrachaichoat Email: info_th@deloitte.com Telephone: 020340000</p> <p>2. Ms. Wimolporn Boonyusthian Email: info_th@deloitte.com Telephone: 020340000</p> <p>3. Mr. Nantawat Sumraunhant Email: info_th@deloitte.com Telephone: 020340000</p>	13,400,000.00	<p>Details: Fee for Audit of Revenues Reports in accordance with TSA 805 for the year ended December 31,2023</p> <p>Total service fee (baht): 1,155,000.00</p>

3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.3 List of newly appointed director not being replaced the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: - times

Date of AGM meeting: -

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. ACM AMNART JEERAMANEEMAI (Director)	-	0/-	-	-	Did not hold the meeting
2. Mr. PIYASVASTI AMRANAND (Director)	-	0/-	-	-	Did not hold the meeting
3. Mr. CHANSIN TREENUCHAGRON (Director)	-	0/-	-	-	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: - times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
No data			

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:	TG_CODE_OF_CONDUCT.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. ACM AMNART JEERAMANEEMAI (Director)	-	0.00	0.00	No
2. Mr. PIYASVASTI AMRANAND (Director)	-	0.00	0.00	No
3. Mr. CHANSIN TREENUCHAGRON (Director)	-	0.00	0.00	No
Total (Baht)	-	0.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	0.00	0.00
Other monetary remuneration	Baht	0.00	0.00
Total director remuneration	Baht	0.00	0.00

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:	-

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	35,980,000.00	25,791,370.00	27,887,212.00

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. ACM AMNART JEERAMANEEMAI (Director)	Non-participating	-
2. Mr. PIYASVASTI AMRANAND (Director)	Non-participating	-
3. Mr. CHANSIN TREENUCHAGRON (Director)	Non-participating	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment x Self-assessment x Cross-assessment
(Assessment of another director)

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: -

Uploaded document of corporate sustainability policy: tgcir66_024.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: x UN Global Compact

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