



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

TPI POLENE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : TPI POLENE PUBLIC COMPANY LIMITED

Symbol : TPIPL

Address : 26/56 Chan Tat Mai Road, Thungmahamek, Sathorn, Bangkok

Province : Bangkok

Postcode : 10120

Business : The Company and its subsidiary are principally engaged in the manufacture and supply of cement and LDPE/EVA plastic resin. The Company also has investmnet in a joint venture in the ammonium nitrate and in related to the steel business of life insurance and etc.

Registration Number : 0107537000564

Telephone : 0-2213-1039-49, 0-2285-5090-9

Fax (if applicable) : 0-2213-1035, 0-2213-1038

Website : <http://www.tpipolene.co.th>

Email : nitisit@tpipolene.co.th

Total Shares Sold (shares)

Common Stock : 18,935,235,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

| | 2022 | 2023 | 2024 |
|---|---------------|---------------|---------------|
| Total revenue from operations (Thousand baht) | 48,132,999.00 | 42,807,456.00 | 35,770,395.00 |
| Construction Materials (Thousand baht) | 22,999,991.00 | 24,092,370.00 | 20,399,715.00 |
| Petrochemical & Chemicals (Thousand baht) | 16,766,659.00 | 10,542,023.00 | 7,247,874.00 |
| Energy & Utilities (Thousand baht) | 8,234,425.00 | 8,055,942.00 | 7,996,233.00 |
| Agriculture (Thousand baht) | 131,924.00 | 117,121.00 | 126,573.00 |

| | 2022 | 2023 | 2024 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Construction Materials (%) | 47.78 | 56.28 | 57.03 |
| Petrochemical & Chemicals (%) | 34.83 | 24.63 | 20.26 |
| Energy & Utilities (%) | 17.11 | 18.82 | 22.35 |
| Agriculture (%) | 0.27 | 0.27 | 0.35 |

By Geographical Area or Market

| | 2022 | 2023 | 2024 |
|---|---------------|---------------|---------------|
| Total revenue from operations (Thousand baht) | 48,132,999.00 | 42,807,456.00 | 35,770,395.00 |
| Domestic (Thousand baht) | 29,301,215.00 | 31,148,604.00 | 29,788,361.00 |
| International (Thousand baht) | 18,831,784.00 | 11,658,852.00 | 5,982,034.00 |
| China (Thousand baht) | 9,348,358.00 | 6,167,132.00 | 2,538,602.00 |
| Australia (Thousand baht) | 0.00 | 1,125,613.00 | 1,214,725.00 |

| | | | |
|---------------------------------|--------------|--------------|------------|
| Bangladesh (Thousand baht) | 548,642.00 | 1,976,315.00 | 244,366.00 |
| India (Thousand baht) | 1,579,077.00 | 390,726.00 | 474,749.00 |
| Philippines (Thousand baht) | 0.00 | 729,560.00 | 797,409.00 |
| Other countries (Thousand baht) | 7,355,707.00 | 1,269,506.00 | 712,183.00 |

| | 2022 | 2023 | 2024 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 60.88 | 72.76 | 83.28 |
| International (%) | 39.12 | 27.24 | 16.72 |
| China (%) | 49.64 | 52.90 | 42.44 |
| Australia (%) | 0.00 | 9.65 | 20.31 |
| Bangladesh (%) | 2.91 | 16.95 | 4.08 |
| India (%) | 8.39 | 3.35 | 7.94 |
| Philippines (%) | 0.00 | 6.26 | 13.33 |
| Other countries (%) | 39.06 | 10.89 | 11.91 |

Other income as specified in the financial statements

| | 2022 | 2023 | 2024 |
|--|--------------|--------------|--------------|
| Total other income (Thousand baht) | 2,830,001.00 | 2,155,337.00 | 2,091,742.00 |
| Other income from operations (Thousand baht) | 2,830,001.00 | 2,155,337.00 | 2,091,742.00 |
| Other income not from operations (Thousand baht) | 0.00 | 0.00 | 0.00 |

Share of profit of joint ventures and associates accounted for using equity method

| | 2022 | 2023 | 2024 |
|---------------------------------|-----------|-----------|-----------|
| Share of profit (Thousand baht) | 21,280.00 | 26,975.00 | 30,351.00 |

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

| (Unit : Thousand baht) | 2022 | 2023 | 2024 |
|----------------------------------|------|------|-----------|
| R&D expenses in the past 3 years | N/A | N/A | 66,518.89 |

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Strategic risks associated with business operations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies

Operational Risk

- Information security and cyber-attack
- Safety, occupational health, and working environment
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

Risk to Securities Holder (2.2.2)

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://tpipolene.co.th/th/investment/sustainability>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://tpipolene.co.th/th/investment/sustainability>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

| | 2022 | 2023 | 2024 |
|-----------------------------------|---------------|---------------|---------------|
| Diesel (Litres) | 14,500,585.12 | 12,739,266.89 | 10,321,436.00 |
| Fuel oil (Litres) | 3,183,524.52 | 3,359,414.89 | 3,631,278.00 |
| Natural gas (Standard cubic feet) | 14,973,932.25 | 14,376,871.21 | 9,122,918.18 |
| Steam (Metric tonnes) | 160,847.75 | 57,674.70 | 163,551.20 |
| Coal (Metric tonnes) | 1,211,770.77 | 1,088,926.07 | 910,178.84 |

• Electricity consumption

| | 2022 | 2023 | 2024 |
|--|------|------|------|
|--|------|------|------|

| | | | |
|---|------------------|------------------|------------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 1,413,853,695.01 | 1,371,493,430.34 | 1,256,628,799.09 |
|---|------------------|------------------|------------------|

Water management

• Water consumption

| | 2022 | 2023 | 2024 |
|---------------------------------------|--------------|--------------|--------------|
| Total water withdrawal (Cubic meters) | 2,645,155.00 | 2,453,710.00 | 2,371,070.00 |

Waste management

• Waste from operations

| | 2022 | 2023 | 2024 |
|--|----------------------|---------------------|---------------------|
| Non-hazardous waste (Kilograms) | 6,136,510.00 | 3,003,170.00 | 2,012,100.00 |
| Hazardous waste (Kilograms) | 3,906,770.00 | 3,083,970.00 | 864,360.00 |
| Total waste generated (Kilograms) | 10,043,280.00 | 6,087,140.00 | 2,876,460.00 |

Greenhouse gas management

• Greenhouse gas emissions

| | 2022 | 2023 | 2024 |
|---|---------------------|---------------------|---------------------|
| Scope 1 (Tons of carbon dioxide equivalents) | 8,092,914.00 | 7,280,461.01 | 5,497,656.64 |
| Scope 2 (Tons of carbon dioxide equivalents) | 1,206,472.00 | 1,153,818.52 | 1,314,464.27 |
| Scope 3 (Tons of carbon dioxide equivalents) | 223,463.15 | 204,125.76 | 608,061.07 |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 9,522,849.15 | 8,638,405.29 | 7,420,181.98 |

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://tpipolene.co.th/th/investment/sustainability>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

| | 2022 | 2023 | 2024 |
|--|---------------|---------------|--------------|
| Number of male employees (Persons) | 8,688 | 8,609 | 8,442 |
| Number of female employees (Persons) | 1,431 | 1,428 | 1,427 |
| Total number of employees (Persons) | 10,119 | 10,037 | 9,869 |

• Employee remuneration

| | 2022 | 2023 | 2024 |
|------------------------------|------|------|----------|
| Employee remuneration (baht) | 0.00 | 0.00 | 6,123.00 |

• Employee development and training

| | 2022 | 2023 | 2024 |
|---|--------------|--------------|--------------|
| Average employee training hours (Hours / Person / Year) | 24.47 | 22.49 | 26.14 |
| Employee development and training expenses (baht) | 2,739,308.95 | 4,157,011.13 | 3,681,223.34 |

• Health, safety and work environment

| | 2022 | 2023 | 2024 |
|--|------|------|------|
|--|------|------|------|

| | | | |
|--|---|---|---|
| Total number of lost time injury incidents by employees (Cases) | 7 | 9 | 7 |
|--|---|---|---|

• **Employee retention**

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Percentage of employees who voluntarily resigned (%) | 5.52 | 6.51 | 7.41 |

• **Significant labor dispute**

| | 2022 | 2023 | 2024 |
|---------------------------|------|------|------|
| Significant labor dispute | No | No | No |

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.tpipolene.co.th/th/aboutus/corporate-governance-th>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

| | Number of persons | Percentage (%) |
|-----------------------------------|-------------------|----------------|
| Total number of directors | 15 | 100.00 |
| Number of male directors | 12 | 80.00 |
| Number of female directors | 3 | 20.00 |
| Number of executive directors | 4 | 26.67 |
| Number of non-executive directors | 11 | 73.33 |
| Number of independent directors | 6 | 40.00 |

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

| General information | Position | Date position was assumed | Experience and expertise |
|--|---|---------------------------|---------------------------|
| 1. Mr. KHANTACHAI VICHAKKHANA Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director | 30 Oct 2009 | Law, Property Development |

| | | | | |
|----|--|---|-------------|---|
| 2. | Mr. PRACHAI LEOPHAIRATANA Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Original director | 22 Dec 1993 | Petrochemicals & Chemicals, Leadership, Energy & Utilities, Construction Materials |
| 3. | Mr. PRAMUAN LEOPHAIRATANA Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | 3 Jan 1995 | Petrochemicals & Chemicals, Engineering, Packaging, Industrial Materials & Machinery, Energy & Utilities |
| 4. | Mr. PRAYAD LIEWPHAIRATANA Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Re-elected as director | 3 Jan 1995 | Packaging, Industrial Materials & Machinery, Engineering, Mining, Construction Materials |
| 5. | Mrs. ORAPIN LEOPHAIRATANA Gender: Female Age: 77 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Original director | 25 Feb 2005 | Finance, Corporate Social Responsibility, Accounting, Finance & Securities, Business Administration |

| | | | | |
|----|--|--|-------------|---|
| 6. | <p>Mr. TAYUTH SRIYUKSIRI</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 27 Jun 2008 | Industrial Materials & Machinery, Construction Materials, Economics, Engineering, Finance |
| 7. | <p>Mr. THAVICH TAYCHANAVALAKUL</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 14 Jul 2008 | Transportation & Logistics, Corporate Management, Project Management, Energy & Utilities, Insurance |
| 8. | <p>Ms. MALINEE LEOPAIRAT</p> <p>Gender: Female</p> <p>Age: 82 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Acturial Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p> | 29 Apr 2016 | Statistics, Insurance, Data Analysis |
| 9. | <p>Mr. PISES IAMSAKULRAT</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 1 Mar 2018 | Corporate Management, Data Management, Business Administration, Food & Beverage |

| | | | | |
|-----|--|--|-------------|--|
| 10. | Mr. SUPOT SINGHASANEH Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 25 Apr 2018 | Audit, Finance, Accounting, Business Administration |
| 11. | Mr. PAKORN LEOPAIRUT Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 30 May 2019 | Energy & Utilities, Fund Management, Petrochemicals & Chemicals, Construction Materials, Business Administration |
| 12. | Ms. TANYARATT IAMSOPANA Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 25 Jun 2020 | Insurance, Engineering, Statistics, Business Administration |
| 13. | Mr. PORNPOL SUWANAMAS Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Technology and printing Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Re-elected as director | 27 May 2021 | Paper & Printing Materials, IT Management, Media & Publishing, Business Administration |

| | | | | |
|-----|---|---|-------------|--|
| 14. | Mr. VIRAT CHATDARONG Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Original director | 28 Oct 2021 | Construction Materials, Engineering, Industrial Materials & Machinery, Petrochemicals & Chemicals, Business Administration |
| 15. | Mr. PRATEEP LEOPAIRUT Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Original director | 20 Apr 2022 | Construction Materials, Engineering, Agribusiness, Mining, Petrochemicals & Chemicals |

Other Information pertaining to committees

| | |
|--|-------|
| The Chairman is an independent director | : Yes |
| The Chairman and the manager are the same person | : No |
| The Chairman and the manager are members of the same family | : No |
| The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings | : No |

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

| General information | Position | Date position was assumed | Experience and expertise |
|--|--|---------------------------|---|
| 1. Mr. SUPOT SINGHASANEH [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes | Chairman of the audit committee (Non-executive, Independent director) Director type: Original director | 25 Jun 2018 | Audit, Finance, Accounting, Business Administration |
| 2. Mr. THAVICH TAYCHANAVALAKUL Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 1 Mar 2018 | Transportation & Logistics, Corporate Management, Project Management, Energy & Utilities, Insurance |
| 3. Mr. PISES IAMSAKULRAT Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 1 Mar 2018 | Corporate Management, Data Management, Business Administration, Food & Beverage |

| | | | | |
|----|--------------------------------|-------------------------|-------------|--------------------------------|
| 4. | Mr. PORNPOL SUWANAMAS | Audit committee | 27 May 2021 | Paper & Printing Materials, IT |
| | Gender: Male | (Non-executive, | | Management, Media & |
| | Age: 45 years old | Independent director) | | Publishing, Business |
| | Highest level of education: | | | Administration |
| | Master's degree | Director type: Original | | |
| | Major: Technology and printing | director | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

| General information | | Position | Date position was assumed |
|---------------------|---|-------------------------------------|---------------------------|
| 1. | Mr. PRACHAI LEOPHAIRATANA Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Chairman of the executive committee | 1 Jan 2001 |
| 2. | Mr. PRATEEP LEOPAIRUT Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 28 Apr 2022 |
| 3. | Mr. PRAMUAN LEOPHAIRATANA Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Jan 2001 |

| | | | |
|----|---|-----------------------------------|------------|
| 4. | Mr. PRAYAD LIEWPHAIRATANA Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Jan 1987 |
| 5. | Mrs. ORAPIN LEOPHAIRATANA Gender: Female Age: 77 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Jan 1998 |
| 6. | Mr. PAKORN LEOPAIRUT Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Jan 2008 |
| 7. | Ms. TANYARATT IAMSOPANA Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Jan 2021 |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|------------------------|-------------------|----------|
|------------------------|-------------------|----------|

| | | |
|--------------------------------|----------------------------|----------|
| Nomination Committee | Mr. KHANTACHAI VICHAKKHANA | Chairman |
| | Mr. PRACHAI LEOPHAIRATANA | Member |
| | Mr. PRATEEP LEOPAIRUT | Member |
| | Mr. PRAMUAN LEOPHAIRATANA | Member |
| | Mr. PRAYAD LIEWPHAIRATANA | Member |
| | Mrs. ORAPIN LEOPHAIRATANA | Member |
| | Mr. TAYUTH SRIYUKSIRI | Member |
| | Ms. MALINEE LEOPAIRAT | Member |
| | Mr. SUPOT SINGHASANEH | Member |
| | Mr. PISES IAMSAKULRAT | Member |
| | Mr. THAVICH TAYCHANAVAKUL | Member |
| | Mr. PAKORN LEOPAIRUT | Member |
| | Mr. PORNPOL SUWANAMAS | Member |
| | Ms. TANYARATT IAMSOPANA | Member |
| | Mr. VIRAT CHATDARONG | Member |
| Compensation committee | Mr. KHANTACHAI VICHAKKHANA | Chairman |
| | Mr. PRACHAI LEOPHAIRATANA | Member |
| | Mr. PRATEEP LEOPAIRUT | Member |
| | Mr. PRAMUAN LEOPHAIRATANA | Member |
| | Mr. PRAYAD LIEWPHAIRATANA | Member |
| | Mrs. ORAPIN LEOPHAIRATANA | Member |
| | Mr. TAYUTH SRIYUKSIRI | Member |
| | Ms. MALINEE LEOPAIRAT | Member |
| | Mr. SUPOT SINGHASANEH | Member |
| | Mr. PISES IAMSAKULRAT | Member |
| | Mr. THAVICH TAYCHANAVAKUL | Member |
| | Mr. PAKORN LEOPAIRUT | Member |
| | Mr. PORNPOL SUWANAMAS | Member |
| | Ms. TANYARATT IAMSOPANA | Member |
| | Mr. VIRAT CHATDARONG | Member |
| Corporate Governance Committee | Mr. KHANTACHAI VICHAKKHANA | Chairman |
| | Mr. PRACHAI LEOPHAIRATANA | Member |
| | Mr. PRATEEP LEOPAIRUT | Member |
| | Mr. PRAMUAN LEOPHAIRATANA | Member |
| | Mr. PRAYAD LIEWPHAIRATANA | Member |
| | Mrs. ORAPIN LEOPHAIRATANA | Member |
| | Mr. TAYUTH SRIYUKSIRI | Member |
| | Ms. MALINEE LEOPAIRAT | Member |
| | Mr. SUPOT SINGHASANEH | Member |
| | Mr. PISES IAMSAKULRAT | Member |
| | Mr. THAVICH TAYCHANAVAKUL | Member |
| | Mr. PAKORN LEOPAIRUT | Member |
| | Mr. PORNPOL SUWANAMAS | Member |
| | Ms. TANYARATT IAMSOPANA | Member |
| | Mr. VIRAT CHATDARONG | Member |

| | | |
|-----------------------------------|-----------------------------|---------------|
| Risk Management Committee | Mr. KHANTACHAI VICHAKKHANA | Chairman |
| | Mr. PRACHAI LEOPHAIRATANA | Member |
| | Mr. PRATEEP LEOPAIRUT | Member |
| | Mr. PRAMUAN LEOPHAIRATANA | Member |
| | Mr. PRAYAD LIEWPHAIRATANA | Member |
| | Mrs. ORAPIN LEOPHAIRATANA | Member |
| | Mr. TAYUTH SRIYUKSIRI | Member |
| | Ms. MALINEE LEOPAIRAT | Member |
| | Mr. SUPOT SINGHASANEH | Member |
| | Mr. THAVICH TAYCHANAVAKUL | Member |
| | Mr. PISES IAMSAKULRAT | Member |
| | Mr. PAKORN LEOPAIRUT | Member |
| | Mr. PORNPOL SUWANAMAS | Member |
| | Ms. TANYARATT IAMSOPANA | Member |
| | Mr. VIRAT CHATDARONG | Member |
| Sustainable Development Committee | Mr. PRACHAI LEOPHAIRATANA | Chairman |
| | Ms. Chularat Danwattanachai | Vice chairman |
| | Mr. Panya Tangsingtrong | Member |
| | Mr. PAKORN LEOPAIRUT | Member |
| | Mr. Pakorn Leopairut | Member |
| | Mr. Kanok Arunrassameesopha | Member |
| | Mr. VIRAT CHATDARONG | Member |
| | Mr. Porakrit Leophairatana | Member |
| | Ms. Thunthida Sriraksa | Member |
| | Mr. Malee Posaprichakul | Member |
| | Ms. Oratai Jiaranai | Member |
| | Mr. Nitisit Jongpitakrat | Member |
| | Mr. Nopporn Suwannapura | Member |
| | Mr. Hanchai Ekritvarodom | Member |
| | Ms. Juthamas Surojrat | Member |
| | Mr. Nithipong Vikittaset | Vice chairman |
| | Mr. Sanong Chiradarakul | Vice chairman |
| | Mr. Worawit Lerdbussarakam | Vice chairman |

Roles of Sub-committees

| | |
|---|-------------------------------------|
| Sub-committees responsible for risk management | : Risk Management Committee |
| Sub-committees responsible for nomination | : Nomination Committee |
| Sub-committees responsible for remuneration | : Compensation committee |
| Sub-committees responsible for corporate governance | : Corporate Governance Committee |
| Sub-committees responsible for corporate sustainability development | : Sustainable Development Committee |

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

| General information | Position | Date position was assumed | Experience and expertise |
|--|---------------------------------|---------------------------|--|
| 1. Mr. PRACHAI LEOPHAIRATANA Gender: Male Age: 80 years old Highest level of education: Honorary degree Major: Engineering | CHIEF EXECUTIVE OFFICER | 24 Sep 1987 | Petrochemicals & Chemicals, Leadership, Energy & Utilities, Construction Materials |
| 2. Mr. PRAMUAN LEOPHAIRATANA Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Engineering | PRESIDENT | 3 Jan 1995 | Petrochemicals & Chemicals, Engineering, Packaging, Industrial Materials & Machinery, Energy & Utilities |
| 3. Mr. PRATEEP LEOPAIRUT Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Engineering | PRESIDENT | 20 Apr 2022 | Construction Materials, Engineering, Agribusiness, Mining, Petrochemicals & Chemicals |
| 4. Mrs. ORAPIN LEOPHAIRATANA [1] Gender: Female Age: 77 years old Highest level of education: Bachelor's degree Major: Political Science | Senior Executive Vice President | 25 Feb 2005 | Finance, Corporate Social Responsibility, Accounting, Finance & Securities, Business Administration |
| 5. Mr. Prasert Ittimakin Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance | Senior Vice President | 1 Jun 2001 | Finance & Securities, Accounting, Finance, Business Administration |

| | | | | |
|----|---|-----------------------|------------|---|
| 6. | Mr. Somkeart Srisuwan | Senior Vice President | 2 Jan 2012 | Information & Communication Technology, IT Management, Accounting |
| | Gender: Male | | | |
| | Age: 65 years old | | | |
| | Highest level of education: Master's degree | | | |
| | Major: Business Administration | | | |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

| | 2022 | 2023 | 2024 |
|-------------------------------------|------|------|----------------|
| Total executive remuneration (baht) | N/A | N/A | 284,951,500.00 |

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 8,442

Number of female employees (persons) : 1,427

Total number of employees (persons) : 9,869

Employee Remuneration

Total employee remuneration : 6,123.00

Provident fund

| | |
|---|---------|
| Total number of employees (persons) | : 9,869 |
| Number of employees contributing to the PVD (persons) | : 1,506 |
| Percentage of employees who are members (%) | : 15.26 |

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

| General information | Email | Telephone |
|---------------------------|----------------------------|-------------|
| 1. Mrs. Narumol Chattawan | Narumol.ch@tpipolene.co.th | 02-213-1039 |

• Company secretary

| General information | Email | Telephone |
|---------------------------------|-------------------------|-------------|
| 1. Mr. Nitisit Jongphitakratana | nitisit@tpipolene.co.th | 02-213-1039 |

• Head of internal audit

| General information | Email | Telephone |
|--------------------------|-------------------------|-------------|
| 1. Mr. Somchai Kritpipit | somchai_jiw@hotmail.com | 02-213-1039 |

• Head of investor relations

| General information | Email | Telephone |
|----------------------------|----------------------|-------------|
| 1. Mr. Siam Wiriyosuttikul | siam@tpipolene.co.th | 02-213-1039 |

Company's auditor

| Company | Names and general information of auditors | Audit fee (baht) | Other non-audit fees (baht) |
|---|---|------------------|---|
| 1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED | 1. Mrs. THANYALUX KEADKAEW Email: thanyalux@kpmg.co.th Telephone: - | 11,900,000.00 | Details: review the report on the exercise of the rights and benefits of the corporate income tax exemption of the BOI promotional certificates in 2024 Total service fee (baht): 180,000.00 |

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

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

| General information | Position | Date position was assumed | Experience and expertise |
|--|---|--|---|
| 1. Mr. KHANTACHAI VICHAKKHANA Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director | Date position was assumed: 30 Oct 2009 | Law, Property Development |
| 2. Mr. PRAMUAN LEOPHAIRATANA Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | Date position was assumed: 3 Jan 1995 | Petrochemicals & Chemicals, Engineering, Packaging, Industrial Materials & Machinery, Energy & Utilities |
| 3. Mr. PRAYAD LIEWPHAIRATANA Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Re-elected as director | Date position was assumed: 3 Jan 1995 | Packaging, Industrial Materials & Machinery, Engineering, Mining, Construction Materials |

| | | | | |
|----|---|--|---|--|
| 4. | Ms. MALINEE LEOPAIRAT Gender: Female Age: 82 years old Highest level of education: Master's degree Major: Acturial Science Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive) Director type: Re-elected as director | Date position was assumed: 29 Apr 2016 | Statistics, Insurance, Data Analysis |
| 5. | Mr. PORNPOL SUWANAMAS Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Technology and printing Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Re-elected as director | Date position was assumed: 27 May 2021 | Paper & Printing Materials, IT Management, Media & Publishing, Business Administration |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|----------------------------|-----------------------|--|
| Mr. KHANTACHAI VICHAKKHANA | Chairman of the board | Non-participating |
| Mr. PRACHAI LEOPHAIRATANA | Director | Non-participating |
| Mr. PRAMUAN LEOPHAIRATANA | Director | Non-participating |
| Mr. PRAYAD LIEWPHAIRATANA | Director | Non-participating |
| Mrs. ORAPIN LEOPHAIRATANA | Director | Non-participating |
| Mr. TAYUTH SRIYUKSIRI | Director | Non-participating |
| Mr. THAVICH TAYCHANAVAKUL | Director | Non-participating |
| Ms. MALINEE LEOPAIRAT | Director | Non-participating |
| Mr. PISES IAMSAKULRAT | Director | Non-participating |
| Mr. SUPOT SINGHASANEH | Director | Non-participating |
| Mr. PAKORN LEOPAIRUT | Director | Participating |
| Ms. TANYARATT IAMSOPANA | Director | Non-participating |

| | | |
|-----------------------|----------|-------------------|
| Mr. PORNPOL SUWANAMAS | Director | Participating |
| Mr. VIRAT CHATDARONG | Director | Participating |
| Mr. PRATEEP LEOPAIRUT | Director | Non-participating |

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 13

Date of AGM meeting : 26 Apr 2024

EGM meeting : No

| | List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|----|---|------------------|-------------------------|---------------|--------------------------|
| 1. | Mr. KHANTACHAI VICHAKKHANA (Chairman of the board) | - | 13/13 | Participating | Did not hold the meeting |
| 2. | Mr. PRACHAI LEOPHAIRATANA (Director) | - | 12/13 | Participating | Did not hold the meeting |
| 3. | Mr. PRAMUAN LEOPHAIRATANA (Director) | - | 13/13 | Participating | Did not hold the meeting |
| 4. | Mr. PRAYAD LIEWPHAIRATANA (Director) | - | 13/13 | Participating | Did not hold the meeting |
| 5. | Mrs. ORAPIN LEOPHAIRATANA (Director) | - | 13/13 | Participating | Did not hold the meeting |
| 6. | Mr. TAYUTH SRIYUKSIRI (Director) | - | 13/13 | Participating | Did not hold the meeting |
| 7. | Mr. THAVICH TAYCHANAVAKUL (Director) | - | 13/13 | Participating | Did not hold the meeting |
| 8. | Ms. MALINEE LEOPAIRAT (Director) | - | 12/13 | Participating | Did not hold the meeting |
| 9. | Mr. PISES IAMSAKULRAT (Director) | - | 11/13 | Participating | Did not hold the meeting |

| | | | | | |
|-----|---------------------------------------|---|-------|---------------|--------------------------|
| 10. | Mr. SUPOT SINGHASANEH (Director) | - | 13/13 | Participating | Did not hold the meeting |
| 11. | Mr. PAKORN LEOPAIRUT (Director) | - | 11/13 | Participating | Did not hold the meeting |
| 12. | Ms. TANYARATT IAMSOPANA (Director) | - | 11/13 | Participating | Did not hold the meeting |
| 13. | Mr. PORNPOL SUWANAMAS (Director) | - | 11/13 | Participating | Did not hold the meeting |
| 14. | Mr. VIRAT CHATDARONG (Director) | - | 12/13 | Participating | Did not hold the meeting |
| 15. | Mr. PRATEEP LEOPAIRUT (Director) | - | 13/13 | Participating | Did not hold the meeting |

Remuneration for company directors

| | List of directors | Termination date | Meeting allowance (baht) | Other monetary remuneration (baht) | Other non- monetary |
|-----|---|------------------|-----------------------------|--|------------------------|
| 1. | Mr. KHANTACHAI VICHAKKHANA (Chairman of the board) | - | 2,326,363.00 | 516,204.00 | No |
| 2. | Mr. PRACHAI LEOPHAIRATANA (Director) | - | 2,326,363.00 | 516,204.00 | Yes |
| 3. | Mr. PRAMUAN LEOPHAIRATANA (Director) | - | 2,326,363.00 | 516,204.00 | Yes |
| 4. | Mr. PRAYAD LIEWPHAIRATANA (Director) | - | 2,326,363.00 | 516,204.00 | No |
| 5. | Mrs. ORAPIN LEOPHAIRATANA (Director) | - | 2,326,363.00 | 516,204.00 | Yes |
| 6. | Mr. TAYUTH SRIYUKSIRI (Director) | - | 2,326,363.00 | 516,204.00 | No |
| 7. | Mr. THAVICH TAYCHANAVAKUL (Director) | - | 2,326,363.00 | 516,204.00 | No |
| 8. | Ms. MALINEE LEOPAIRAT (Director) | - | 2,326,363.00 | 516,204.00 | No |
| 9. | Mr. PISES IAMSAKULRAT (Director) | - | 2,147,412.00 | 516,204.00 | No |
| 10. | Mr. SUPOT SINGHASANEH (Director) | - | 2,326,363.00 | 516,204.00 | No |
| 11. | Mr. PAKORN LEOPAIRUT (Director) | - | 2,147,412.00 | 516,204.00 | No |
| 12. | Ms. TANYARATT IAMSOPANA (Director) | - | 2,326,363.00 | 516,204.00 | No |

| | | | | | |
|-----|-------------------------------------|---|--------------|------------|-----|
| 13. | Mr. PORNPOL SUWANAMAS (Director) | - | 2,326,363.00 | 516,204.00 | No |
| 14. | Mr. VIRAT CHATDARONG (Director) | - | 2,326,363.00 | 516,204.00 | No |
| 15. | Mr. PRATEEP LEOPAIRUT (Director) | - | 2,326,363.00 | 516,204.00 | Yes |

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

| | List of directors | Termination date | Number of the audit committee meeting |
|----|--|------------------|---------------------------------------|
| 1. | Mr. SUPOT SINGHASANEH (Chairman of the audit committee) | - | 5/5 |
| 2. | Mr. THAVICH TAYCHANAVAKUL (Audit committee) | - | 4/5 |
| 3. | Mr. PISES IAMSAKULRAT (Audit committee) | - | 4/5 |
| 4. | Mr. PORNPOL SUWANAMAS (Audit committee) | - | 4/5 |