



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CHUMPORN PALM OIL INDUSTRY PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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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 : CHUMPORN PALM OIL INDUSTRY PUBLIC COMPANY LIMITED

Symbol : CPI

Address : LUMPINI TOWER, FLOOR 30, 1168/91 RAMA IV ROAD, SATHON

Province : Bangkok

Postcode : 10120

Business : CPI is one of the leading manufactures for various kinds of palm oil products such as crude palm oil, crude palm kernel oil, RBD palm oil, RBD palm kernel oil and RBD palm olein for numerous applications in the food and non-food industry. CPI also supply RBD palm olein contained in the bottle, pouch and tin under “LEELA” brand for household consumes market. By products of commercial value include RBD palm stearin, palm fatty acid distillate and kernel meal which are sold to the animal food industry.

Registration Number : 0107536001184

Telephone : 0-2285-6370-2, 0-2679-9166

Fax (if applicable) : 0-2285-6369

Website : www.cpi-th.com

Email : info@cpi-th.com

Total Shares Sold (shares)

Common Stock : 632,752,650

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,618,152.00	7,697,521.00	5,269,492.00
Palm Oil and Other products (Thousand baht)	5,596,587.00	7,681,230.00	5,255,241.00
Other Income (Thousand baht)	21,564.00	16,291.00	14,251.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Palm Oil and Other products (%)	99.62	99.79	99.73
Other Income (%)	0.38	0.21	0.27

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,618,152.00	7,697,521.00	5,269,492.00
Domestic (Thousand baht)	5,191,055.00	7,283,466.00	5,131,474.00
International (Thousand baht)	427,097.00	414,055.00	138,018.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	92.40	94.62	97.38
International (%)	7.60	5.38	2.62

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	19,435.00	16,291.00	14,251.00
Other income from operations (Thousand baht)	19,435.00	16,291.00	14,251.00
Other income not from operations (Thousand baht)	2,103.00	0.00	0.00

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

	2021	2022	2023
Share of profit (Thousand baht)	282.00	1,788.00	2,359.00

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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	3,571.00	6,092.00	2,129.54

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)

The Specific Risks of Company Operation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Corruption

Compliance Risk

- Change in laws and regulations

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

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://www.cpi-th.com/th/environment-policy>

Company environmental guideline : Electricity Management, Water Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	874,400.00	230,400.00	412,800.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A

• 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://www.cpi-th.com/th/corporate-governance/4>

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

	2021	2022	2023
Number of male employees (Persons)	485	531	575
Number of female employees (Persons)	286	330	340
Total number of employees (Persons)	771	861	915

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	206,660,000.00	240,200,000.00	253,960,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	8.82	15.70	29.12
Employee development and training expenses (baht)	114,310.00	519,944.00	1,974,757.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	1	0	1
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	11.41	12.43	14.32

• **Significant labor dispute**

	2021	2022	2023
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.cpi-th.com/th/corporate-governance/1>

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	10	100.00
Number of male directors	10	100.00
Number of female directors	0	0.00
Number of executive directors	1	10.00
Number of non-executive directors	9	90.00
Number of independent directors	4	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. BANPHOT HONGTHONG Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	26 Apr 2018	Fund Management, Data Management, Strategic Management, Corporate Management, Budgeting, Project Management, Insurance

2.	Mr. TAKON TAWINTERMSUP Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: secondary education Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	14 Oct 1993	Agribusiness, Strategic Management, Corporate Management, Project Management, Marketing, Budgeting, Governance/ Compliance, Corporate Social Responsibility, Sustainability
3.	Mr. SONGRIDTH NIWATTISAIWONG Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	14 Oct 1993	Project Management, Budgeting, Procurement, Engineering, Governance/ Compliance, Corporate Social Responsibility, Sustainability
4.	Mr. KITTI CHATLEKHAVANICH Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	23 Apr 1999	Strategic Management, Corporate Management, Project Management, Budgeting, Construction Materials, Economics, Steel
5.	Mr. CHUSAK PRACHAYANGPRECHA Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	14 Oct 1993	Agribusiness, Project Management, Budgeting, Corporate Management, Strategic Management, Marketing, Governance/ Compliance, Corporate Social Responsibility, Sustainability

6.	<p>Mr. KAROON NUNTILEEPONG</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	14 Oct 1993	<p>Law, Strategic Management, Data Management, Human Resource Management, Corporate Management, Project Management, Budgeting, Marketing, Agribusiness, Corporate Social Responsibility, Sustainability, Governance/ Compliance</p>
7.	<p>Mr. RACHOJ TAWINTERMSUP</p> <p>Gender: Male</p> <p>Age: 37 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 (Executive)</p> <p>Director type: Original director</p>	24 Feb 2014	<p>Law, Agribusiness, Negotiation, Corporate Management, Strategic Management</p>
8.	<p>Mr. PAIBOON KUJAREEVANICH</p> <p>Gender: Male</p> <p>Age: 66 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	9 Nov 2016	<p>Finance, Internal Control, Budgeting, Accounting, Risk Management, Project Management, Corporate Management, Data Management</p>
9.	<p>Mr. NOPPORN PICHA</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	31 Jan 2018	<p>Accounting, Budgeting, Finance, Internal Control, Agribusiness, Fund Management, Risk Management, Project Management</p>

10. Mr. SARAVUT MENASAVET	Director	26 Apr 2018	Law, Fund Management, Project Management, Budgeting, Internal Control, Insurance, Accounting
Gender: Male	(Non-executive, Independent director)		
Age: 75 years old			
Highest level of education: Bachelor's degree	Director type: Original director		
Major: Law			
Thai nationality: Yes			
Residing in Thailand: Yes			

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. NOPPORN PICHA [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	9 Aug 2018	Accounting, Budgeting, Finance, Internal Control, Agribusiness, Fund Management, Risk Management, Project Management
2. Mr. PAIBOON KUJAREEVANICH [1] Gender: Male Age: 66 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	9 Nov 2016	Finance, Internal Control, Budgeting, Accounting, Risk Management, Project Management, Corporate Management, Data Management
3. Mr. SARAVUT MENASAVET [1] Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 Aug 2018	Law, Fund Management, Project Management, Budgeting, Internal Control, Insurance, Accounting

[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. TAKON TAWINTERMSUP Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: secondary education Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jan 2007
2. Mr. CHUSAK PRACHAYANGPRECHA Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2007

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Corporate Governance and Sustainable Development Committee	Mr. KAROON NUNTILEEPONG	Chairman
	Mr. SONGRIDTH NIWATTISAIWONG	Member
The Nomination and Remuneration Committee	Mr. BANPHOT HONGTHONG	Chairman
	Mr. CHUSAK PRACHAYANGPRECHA	Member
	Mr. NOPPORN PICHIA	Member
The Risk Management Committee	Mr. SARAVUT MENASAVET	Member
	Mr. PAIBOON KUJAREEVANICH	Member
	Mr. NOPPORN PICHIA	Chairman

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: The Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: The Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: The Corporate Governance and 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. RACHOJ TAWINTERMSUP Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer	1 Jan 2018	Law, Agribusiness, Negotiation, Corporate Management, Strategic Management
2. Mr. KRITBHONG TAKVIRIYANAN Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 Jan 2018	Business Administration, Data Analysis, Negotiation, Engineering, Budgeting, Corporate Management, Project Management, Leadership
3. Mrs. Ratsamee Pongjindanon [1][2] Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	1 Jun 2016	Accounting, Finance, Data Analysis, Audit, Budgeting
4. Mr. Chumphon Thainukun Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Chemical	Factory Director	1 May 2020	Industrial Materials & Machinery, Petrochemicals & Chemicals, Electronic Components, Human Resource Management, Project Management, Corporate Social Responsibility, Data Management, Data Analysis
5. Mr. Jaroslaw Marian Kibilda Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Business Administration	Business Development Director	1 May 2009	Business Administration, Data Management, Data Analysis, Statistics, Project Management, Budgeting

6.	Ms. Nittaya Savekkomet Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Human Resource Director	1 Jul 2022	Human Resource Management
7.	Mr. Thawatchai Chomwarn Gender: Male Age: 56 years old Highest level of education: Master's degree Major: International Business	Sales Director	1 Mar 2022	Marketing, Economics, Transportation & Logistics, Data Management, Negotiation, Statistics, Data Analysis

[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 policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	23,330,000.00	27,040,000.00	24,390,000.00

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)	: 575
Number of female employees (persons)	: 340
Total number of employees (persons)	: 915

Employee Remuneration

Total employee remuneration	: 253,960,000.00
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Provident fund

Total number of employees (persons)	: 915
Number of employees contributing to the PVD (persons)	: 444
Percentage of employees who are members (%)	: 48.52

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. KITTI CHATLEKHAVANICH Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 23 Apr 1999	Strategic Management, Corporate Management, Project Management, Budgeting, Construction Materials, Economics, Steel
2. Mr. CHUSAK PRACHAYANGPRECHA Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 14 Oct 1993	Agribusiness, Project Management, Budgeting, Corporate Management, Strategic Management, Marketing, Governance/ Compliance, Corporate Social Responsibility, Sustainability
3. Mr. KAROON NUNTILEEPONG Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 14 Oct 1993	Law, Strategic Management, Data Management, Human Resource Management, Corporate Management, Project Management, Budgeting, Marketing, Agribusiness, Corporate Social Responsibility, Sustainability, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BANPHOT HONGTHONG	Chairman of the board	Non-participating
Mr. TAKON TAWINTERMSUP	Director	Non-participating
Mr. SONGRIDTH NIWATTISAIWONG	Director	Non-participating
Mr. KITTI CHATLEKHAVANICH	Director	Non-participating
Mr. CHUSAK PRACHAYANGPRECHA	Director	Non-participating
Mr. KAROON NUNTILEEPONG	Director	Non-participating
Mr. RACHOJ TAWINTERMSUP	Director	Non-participating
Mr. PAIBOON KUJAREEVANICH	Director	Non-participating
Mr. NOPPORN PICHA	Director	Non-participating
Mr. SARAVUT MENASAVET	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Cross-assessment (Assessment of another director)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 27 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. BANPHOT HONGTHONG (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. TAKON TAWINTERMSUP (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mr. SONGRIDTH NIWATTISAIWONG (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. KITTI CHATLEKHAVANICH (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. CHUSAK PRACHAYANGPRECHA (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. KAROON NUNTILEEPONG (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. RACHOJ TAWINTERMSUP (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. PAIBOON KUJAREEVANICH (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. NOPPORN PICHA (Director)	-	4/4	Non-participating	Did not hold the meeting
10.	Mr. SARAVUT MENASAVET (Director)	-	4/4	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. BANPHOT HONGTHONG (Chairman of the board)	-	145,000.00	562,500.00	No
2.	Mr. TAKON TAWINTERMSUP (Director)	-	460,000.00	427,500.00	No
3.	Mr. SONGRIDTH NIWATTISAIWONG (Director)	-	180,000.00	427,500.00	No
4.	Mr. KITTI CHATLEKHAVANICH (Director)	-	100,000.00	427,500.00	No

5.	Mr. CHUSAK PRACHAYANGPRECHA (Director)	-	420,000.00	427,500.00	No
6.	Mr. KAROON NUNTILEEPONG (Director)	-	200,000.00	427,500.00	No
7.	Mr. RACHOJ TAWINTERMSUP (Director)	-	100,000.00	427,500.00	No
8.	Mr. PAIBOON KUJAREEVANICH (Director)	-	200,000.00	427,500.00	No
9.	Mr. NOPPORN PICHA (Director)	-	240,000.00	517,500.00	No
10.	Mr. SARAVUT MENASAVET (Director)	-	200,000.00	427,500.00	No

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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. NOPPORN PICHA (Chairman of the audit committee)	-	4/4
2.	Mr. PAIBOON KUJAREEVANICH (Audit committee)	-	4/4
3.	Mr. SARAVUT MENASAVET (Audit committee)	-	4/4