



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**IRPC 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 : IRPC PUBLIC COMPANY LIMITED

Symbol : IRPC

Address : 555/2, Energy Complex, Building B, 6th-10th Floor, Vibhavadi  
Rangsit Road, Chatuchak

Province : Bangkok

Postcode : 10900

Business : The Group's core businesses are 1) Refinery business; its refinery is situated in Rayong province and its petroleum products from the refinery consisted of various kinds of refined oil, diesel, gasoline, lube base oil, fuel oil etc. 2) Petrochemical business, which its products include polymers and other petrochemical products sold to manufacturers as raw materials to plastic converters. 3) Port and tankfarm business, which provides facilities and international standard dock services for domestic and international cargoes. 4) Asset management business, provides asset management services based on its empty plots of land.

Registration Number : 0107537002567

Telephone : 0-2765-7000

Fax (if applicable) : 0-2765-7001

Website : <https://www.irpc.co.th>

Email : [ir@irpc.co.th](mailto:ir@irpc.co.th)

#### Total Shares Sold (shares)

Common Stock : 20,434,419,246

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)	235,174,000.00	318,396,000.00	299,075,000.00
Petroleum Business (Thousand baht)	160,626,000.00	243,953,000.00	241,455,000.00
Petrochemical Business (Thousand baht)	71,089,000.00	70,402,000.00	53,376,000.00
Power Plant and Utility Business (Thousand baht)	3,459,000.00	4,041,000.00	4,244,000.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Petroleum Business (%)	68.00	77.00	81.00
Petrochemical Business (%)	30.00	22.00	18.00
Power Plant and Utility Business (%)	2.00	1.00	1.00

Remark : Revenue from net sales consist of petroleum business (excluding excise tax), petrochemical business, and electricity and utilities business.

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	235,174,000.00	318,396,000.00	299,075,000.00
Domestic (Thousand baht)	137,817,000.00	202,717,000.00	196,809,000.00
International (Thousand baht)	97,357,000.00	115,679,000.00	102,266,000.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	59.00	64.00	66.00
International (%)	41.00	36.00	34.00

**Other income as specified in the financial statements**

	2021	2022	2023
Total other income (Thousand baht)	1,508,130.22	1,538,130.84	852,961.92
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	1,508,130.22	1,538,130.84	852,961.92

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

	2021	2022	2023
Share of profit (Thousand baht)	713,000.00	284,000.00	254,000.00

**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	232,000.00	320,000.00	325,000.00

# 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)**

### Risk Management

**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
- Policies or international agreements related to business operations
- Changes in technologies
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation
- Economic risk
- New business risk
- ESG risk
- Climate change and disasters

#### Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Delays in the development of future projects



- Business operations that have no commercial results
- 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
- Liquidity risk
- Income volatility

# 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://www.irpc.co.th/wp-content/uploads/2021/05/Sustainability-Policy-English.pdf>

### 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.irpc.co.th/wp-content/uploads/2021/07/QSSHE-policy\\_eng\\_-2023.pdf](https://www.irpc.co.th/wp-content/uploads/2021/07/QSSHE-policy_eng_-2023.pdf)

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

	2021	2022	2023
Jet fuel (Litres)	N/A	2,632,969.00	N/A
Diesel (Litres)	N/A	3,993,909.00	N/A
Gasoline (Litres)	N/A	841,070.00	N/A
Crude oil (Barrels)	70,190,000.00	70,434,882.00	N/A
Coal (Metric tonnes)	281,838.56	N/A	N/A

###### • Electricity consumption

	2021	2022	2023
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Total electricity consumption within the organization (Kilowatt-Hours)	419,951.70	0.00	0.00
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## Water management

### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	40,000,000.00	33,000,000.00	34,732,000.00

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	51,389,000.00	46,141,000.00	20,231,000.00
Hazardous waste (Kilograms)	9,871,000.00	1,891,800.00	12,039,000.00
<b>Total waste generated (Kilograms)</b>	<b>61,260,000.00</b>	<b>48,032,800.00</b>	<b>32,270,000.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	4,180,000.00	4,180,000.00	4,450,000.00
Scope 1 (Tons of carbon dioxide equivalents)	3,946,066.00	3,271,000.00	3,160,000.00
Scope 2 (Tons of carbon dioxide equivalents)	401,772.00	418,000.00	440,000.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>4,347,838.00</b>	<b>3,689,000.00</b>	<b>3,600,000.00</b>

### • Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : KPMG Phoomchai Audit Ltd.

## 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.irpc.co.th/wp-content/uploads/2021/07/นโยบายสิทธิมนุษยชน-1.pdf>

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)	4,341	3,785	3,765
Number of female employees (Persons)	891	639	613
<b>Total number of employees (Persons)</b>	<b>5,232</b>	<b>4,424</b>	<b>4,378</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	6,433,347,149.00	1,311,088,060.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	27.00	40.84	31.25
Employee development and training expenses (baht)	31,500,000.00	66,800,000.00	31,000,000.00

##### • Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	1	0
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• 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.irpc.co.th/pagecorporate/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%81%e0%b8%b3%e0%b8%81%e0%b8%b1%e0%b8%9a%e0%b8%94%e0%b8%b9%e0%b9%81%e0%b8%a5%e0%b8%81%e0%b8%b4%e0%b8%88%e0%b8%81/>

### 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	14	100.00
Number of male directors	11	78.57
Number of female directors	3	21.43
Number of executive directors	1	7.14
Number of non-executive directors	13	92.86
Number of independent directors	7	50.00

#### 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. Ms. SIRIWAN CHIERAPONG Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	3 Apr 2019	Internal Control, Governance/ Compliance, Accounting, Energy & Utilities, Finance, Project Management, Budgeting, Corporate Social Responsibility, Leadership, Petrochemicals & Chemicals, Risk Management, Strategic Management, Audit

2.	<p>Ms. PEANGPANOR BOONKLUM</p> <p>Gender: Female</p> <p>Age: 57 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</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	20 Jan 2021	<p>Law, Governance/ Compliance, Energy &amp; Utilities, Audit, Petrochemicals &amp; Chemicals, Leadership, Risk Management, Business Administration</p>
3.	<p>Mr. CHAIYAPORN PUPRASERT</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Environmental Engineering</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>	31 Mar 2021	<p>Corporate Social Responsibility, Governance/ Compliance, Energy &amp; Utilities, Engineering, Audit, Petrochemicals &amp; Chemicals, Leadership, Sustainability</p>
4.	<p>Mr. CHANSAK CHUENCHOM</p> <p>Gender: Male</p> <p>Age: 56 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)</p> <p>Director type: Original director</p>	1 Oct 2021	<p>Governance/ Compliance, Energy &amp; Utilities, Engineering, Human Resource Management, Corporate Social Responsibility, Petrochemicals &amp; Chemicals, Leadership</p>
5.	<p>Mr. PETAI MUDTHAM</p> <p>Gender: Male</p> <p>Age: 57 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</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	19 Jan 2022	<p>Economics, Statistics, Leadership, Governance/ Compliance, Energy &amp; Utilities, Corporate Social Responsibility, Budgeting, Audit, Petrochemicals &amp; Chemicals</p>

6.	<p>Mr. SIRI JIRAPONGPHAN</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</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>	5 Apr 2022	<p>Leadership, Governance/ Compliance, Engineering, Change Management, Risk Management, Strategic Management, Economics, Finance, Accounting, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Petrochemicals &amp; Chemicals, Energy &amp; Utilities</p>
7.	<p>GEN. AITTIPOL SUWANNARAT</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Political Science</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>	5 Apr 2022	<p>Leadership, Governance/ Compliance, Energy &amp; Utilities, Petrochemicals &amp; Chemicals</p>
8.	<p>Mr. YORDCHATR TASARIKA</p> <p>Gender: Male</p> <p>Age: 44 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	5 Apr 2022	<p>Law, Leadership, Governance/ Compliance, Petrochemicals &amp; Chemicals, Energy &amp; Utilities</p>
9.	<p>Mr. KRIS IMSANG</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	1 Oct 2022	<p>Human Resource Management, Governance/ Compliance, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Engineering, Strategic Management, Sustainability, Corporate Social Responsibility, Corporate Management, Leadership</p>

10.	Mr. PRASONG INTARANONGPAI Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	1 Dec 2022	Law, Engineering, Leadership, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Strategic Management
11.	Medicinae Doctor KORN PONGJITDHAM Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	5 Apr 2023	Business Administration, Energy & Utilities, Health Care Services, Information & Communication Technology, Internal Control, Governance/ Compliance
12.	Mrs. PRANOT TIRASAI Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	5 Apr 2023	Law, Sustainability, Governance/ Compliance, Business Administration, Petrochemicals & Chemicals, Energy & Utilities
13.	Mr. SOMCHAI RUNGSRITHANANON Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	5 Apr 2023	Marketing, Accounting, Audit, Governance/ Compliance, Business Administration, Petrochemicals & Chemicals, Energy & Utilities

14. Mr. PORNCCHAI THIRAVEJA	Director	5 Apr 2023	Business Administration,
Gender: Male	(Non-executive)		Accounting, Finance,
Age: 55 years old			Sustainability, Data
Highest level of education:	Director type: Newly		Management, Governance/
Doctoral degree	appointed director to		Compliance, Petrochemicals &
Major: Management	replace ex-director		Chemicals, Energy & Utilities
Thai nationality: Yes			
Residing in Thailand: Yes			

#### List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. EKNITI NITITHANPRAPAS Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 17 Nov 2015 Date directorship ended: 5 Apr 2023	Mr. PORNCCHAI THIRAVEJA Date position was assumed: 5 Apr 2023
2. Mr. ANUSORN SANGNIMNUAN Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 27 Aug 2016 Date directorship ended: 5 Apr 2023	Mrs. PRANOT TIRASAI Date position was assumed: 5 Apr 2023
3. Mr. SOMNUK BOMRUNGSALEE Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Oct 2017 Date directorship ended: 5 Apr 2023	Mr. SOMCHAI RUNGSRITHANANON Date position was assumed: 5 Apr 2023

4.	Mr. JUMPOL SUMPAOPOL Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 16 Oct 2019 Date directorship ended: 5 Apr 2023	Medicinae Doctor KORN PONGJITDHAM Date position was assumed: 5 Apr 2023
5.	Mr. SUPOT LAOSUARPHA Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 31 Mar 2021 Date directorship ended: 26 Dec 2023	No replacement director

Remark : Mr. Supot Laosuarpha passed away on December 26, 2023

### Other Information pertaining to committees

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 : Yes



## 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. YORDCHATR TASARIKA [1] Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	18 Apr 2023	Law, Leadership, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities
2. Medicinae Doctor KORN PONGJITDHAM [1] Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	18 Apr 2023	Business Administration, Energy & Utilities, Health Care Services, Information & Communication Technology, Internal Control, Governance/ Compliance
3. Mr. SOMCHAI RUNGSRITHANANON [1] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	18 Apr 2023	Marketing, Accounting, Audit, Governance/ Compliance, Business Administration, Petrochemicals & Chemicals, Energy & Utilities

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

**List of audit committee who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
1. Mr. SOMNUK BOMRUNGSALEE [1] Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 2 Dec 2017 Date directorship ended: 5 Apr 2023	No replacement director
2. Ms. SIRIWAN CHIERAPONG [1] Gender: Female Age: 69 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)	Date position was assumed: 4 Apr 2019 Date directorship ended: 18 Apr 2023	No replacement director
3. Mr. JUMPOL SUMPAOPOL [1] Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 16 Oct 2019 Date directorship ended: 5 Apr 2023	No replacement director

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

**Other sub-committees**

**Sub-committees information**

Name of sub-committees	List of directors	Position
The Nomination and Remuneration Committee	Mr. CHANSAK CHUENCHOM	Chairman
	Mr. PETAI MUDTHAM	Member
	GEN. AITTIPOL SUWANNARAT	Member

The Risk Management Committee	Ms. SIRIWAN CHIERAPONG	Chairman
	Ms. PEANGPANOR BOONKLUM	Member
	Mr. PRASONG INTARANONGPAI	Member
	Mr. PORNCHAI THIRAVEJA	Member
	Mr. KRIS IMSANG	Member
The Corporate Governance and Sustainability Committee	Mr. CHAIYAPORN PUPRASERT	Member
	Mrs. PRANOT TIRASAI	Member

#### **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 Sustainability Committee
Sub-committees responsible for corporate sustainability development	: The Corporate Governance and Sustainability 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. KRIS IMSANG Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Engineering	PRESIDENT AND CHIEF EXECUTIVE OFFICER	1 Oct 2022	Human Resource Management, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Engineering, Strategic Management, Sustainability, Corporate Social Responsibility, Corporate Management, Leadership
2. Mr. Pranarch Kosayanont Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Science	Senior Executive Vice President, Corporate Strategy Planning and Business Development	1 Jul 2023	Petrochemicals & Chemicals, Change Management, Leadership, Strategic Management, Energy & Utilities, Governance/ Compliance, Risk Management, Corporate Social Responsibility, Sustainability
3. Ms. Wanida Utaisomnapa Gender: Female Age: 57 years old Highest level of education: Master's degree Major: (Finance and Marketing	Senior Executive Vice President, Corporate Commercial and Marketing	1 Jan 2019	Marketing, Finance, Business Administration, Leadership, Petrochemicals & Chemicals, Energy & Utilities, Governance/ Compliance
4. Mr. Poramet Junwichit Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Executive Vice President, Corporate Organization Effectiveness and Digital	1 Jan 2022	Human Resource Management, IT Management, Engineering, Leadership, Governance/ Compliance, Business Administration, Petrochemicals & Chemicals, Energy & Utilities

5.	Mr. Phichin Aphiwantanaporn [1][2] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Corporate Accounting & Finance	1 Oct 2022	Business Administration, Economics, Accounting, Finance, Leadership, Petrochemicals & Chemicals, Energy & Utilities, Governance/ Compliance
6.	Mr. Woravuth Sivapetranart Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Operation	1 Jan 2019	Business Administration, Petrochemicals & Chemicals, Leadership, Energy & Utilities, Governance/ Compliance

[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)	41,970,000.00	60,060,000.00	45,620,000.00

### 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)	: 3,765
Number of female employees (persons)	: 613
<b>Total number of employees (persons)</b>	<b>: 4,378</b>

#### Employee Remuneration

Total employee remuneration	: 1,311,088,060.00
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#### Provident fund

Total number of employees (persons)	: 4,378
Number of employees contributing to the PVD (persons)	: 3,743
Percentage of employees who are members (%)	: 85.50

# 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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Medicinæ Doctor KORN PONGJITDHAM Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 5 Apr 2023	Business Administration, Energy & Utilities, Health Care Services, Information & Communication Technology, Internal Control, Governance/ Compliance
2. Mrs. PRANOT TIRASAI Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 5 Apr 2023	Law, Sustainability, Governance/ Compliance, Business Administration, Petrochemicals & Chemicals, Energy & Utilities
3. Mr. SOMCHAI RUNGSRITHANANON Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 5 Apr 2023	Marketing, Accounting, Audit, Governance/ Compliance, Business Administration, Petrochemicals & Chemicals, Energy & Utilities



4.	Mr. PORNCCHAI THIRAVEJA	Director	Date position was	Business Administration,
	Gender: Male	(Non-executive)	assumed:	Accounting, Finance,
	Age: 55 years old		5 Apr 2023	Sustainability, Data
	Highest level of education:	Director type: Newly		Management, Governance/
	Doctoral degree	appointed director to		Compliance, Petrochemicals &
	Major: Management	replace ex-director		Chemicals, Energy & Utilities
	Thai nationality: Yes			
	Residing in Thailand: Yes			

#### Development of directors over the past year

List of directors	Position	Participated in director development program
Ms. SIRIWAN CHIERAPONG	Director	Participating
Ms. PEANGPANOR BOONKLUM	Director	Participating
Mr. CHAIYAPORN PUPRASERT	Director	Non-participating
Mr. CHANSAK CHUENCHOM	Director	Non-participating
Mr. PETAI MUDTHAM	Director	Non-participating
Mr. SIRI JIRAPONGPHAN	Director	Non-participating
GEN. AITTIPOLO SUWANNARAT	Director	Participating
Mr. YORDCHATR TASARIKA	Director	Non-participating
Mr. KRIS IMSANG	Director	Non-participating
Mr. PRASONG INTARANONGPAI	Director	Non-participating
Medicinae Doctor KORN PONGJITDHAM	Director	Participating
Mrs. PRANOT TIRASAI	Director	Participating
Mr. SOMCHAI RUNGSRITHANANON	Director	Non-participating
Mr. PORNCCHAI THIRAVEJA	Director	Participating
Mr. EKNITI NITITHANPRAPAS	Director	Non-participating
Mr. ANUSORN SANGNIMNUAN	Director	Non-participating
Mr. SOMNUK BOMRUNGSALEE	Director	Non-participating

Mr. JUMPOL SUMPAOPOL	Director	Non-participating
Mr. SUPOT LAOSUARPHA	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) : 13

Date of AGM meeting : 5 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Ms. SIRIWAN CHIERAPONG (Director)	-	13/13	Participating	Did not hold the meeting
2.	Ms. PEANGPANOR BOONKLUM (Director)	-	13/13	Participating	Did not hold the meeting
3.	Mr. CHAIYAPORN PUPRASERT (Director)	-	13/13	Participating	Did not hold the meeting
4.	Mr. CHANSAK CHUENCHOM (Director)	-	13/13	Participating	Did not hold the meeting
5.	Mr. PETAI MUDTHAM (Director)	-	13/13	Participating	Did not hold the meeting
6.	Mr. SIRI JIRAPONGPHAN (Director)	-	13/13	Participating	Did not hold the meeting

7.	GEN. AITTIPOLO SUWANNARAT (Director)	-	13/13	Participating	Did not hold the meeting
8.	Mr. YORDCHATR TASARIKA (Director)	-	13/13	Participating	Did not hold the meeting
9.	Mr. KRIS IMSANG (Director)	-	13/13	Participating	Did not hold the meeting
10.	Mr. PRASONG INTARANONGPAI (Director)	-	13/13	Participating	Did not hold the meeting
11.	Medicine Doctor KORN PONGJITDHAM (Director)	-	9/9	Non-participating	Did not hold the meeting
12.	Mrs. PRANOT TIRASAI (Director)	-	9/9	Non-participating	Did not hold the meeting
13.	Mr. SOMCHAI RUNGSRITHANANON (Director)	-	9/9	Non-participating	Did not hold the meeting
14.	Mr. PORNCHEI THIRAVEJA (Director)	-	9/9	Non-participating	Did not hold the meeting
15.	Mr. EKNITI NITITHANPRAPAS (Director)	5 Apr 2023	4/4	Participating	Did not hold the meeting
16.	Mr. ANUSORN SANGNIMNUAN (Director)	5 Apr 2023	4/4	Participating	Did not hold the meeting
17.	Mr. SOMNUK BOMRUNGSALEE (Director)	5 Apr 2023	4/4	Participating	Did not hold the meeting
18.	Mr. JUMPOL SUMPAOPOL (Director)	5 Apr 2023	4/4	Participating	Did not hold the meeting
19.	Mr. SUPOT LAOSUAPHA (Director)	26 Dec 2023	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.	Ms. SIRIWAN CHIERAPONG (Director)	-	1,260,000.00	540,000.00	No
2.	Ms. PEANGPANOR BOONKLUM (Director)	-	1,080,000.00	540,000.00	No

3.	Mr. CHAIYAPORN PUPRASERT (Director)	-	855,000.00	540,000.00	No
4.	Mr. CHANSAK CHUENCHOM (Director)	-	885,000.00	540,000.00	No
5.	Mr. PETAI MUDTHAM (Director)	-	810,000.00	540,000.00	No
6.	Mr. SIRI JIRAPONGPHAN (Director)	-	780,000.00	720,000.00	No
7.	GEN. AITTIPOL SUWANNARAT (Director)	-	720,000.00	540,000.00	No
8.	Mr. YORDCHATR TASARIKA (Director)	-	1,320,000.00	540,000.00	No
9.	Mr. KRIS IMSANG (Director)	-	1,125,000.00	540,000.00	No
10.	Mr. PRASONG INTARANONGPAI (Director)	-	1,125,000.00	540,000.00	No
11.	Medicinae Doctor KORN PONGJITDHAM (Director)	-	855,000.00	399,000.00	No
12.	Mrs. PRANOT TIRASAI (Director)	-	630,000.00	399,000.00	No
13.	Mr. SOMCHAI RUNGSRITHANANON (Director)	-	810,000.00	399,000.00	No
14.	Mr. PORNCHAI THIRAVEJA (Director)	-	810,000.00	399,000.00	No
15.	Mr. EKNITI NITITHANPRAPAS (Director)	5 Apr 2023	315,000.00	142,500.00	No
16.	Mr. ANUSORN SANGNIMNUAN (Director)	5 Apr 2023	360,000.00	142,500.00	No
17.	Mr. SOMNUK BOMRUNGSALEE (Director)	5 Apr 2023	360,000.00	142,500.00	No
18.	Mr. JUMPOL SUMPAOPOL (Director)	5 Apr 2023	315,000.00	142,500.00	No
19.	Mr. SUPOT LAOSUARPHA (Director)	26 Dec 2023	945,000.00	540,000.00	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

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. YORDCHATR TASARIKA (Chairman of the audit committee)	-	10/10
2.	Medicinae Doctor KORN PONGJITDHAM (Audit committee)	-	10/10

3.	Mr. SOMCHAI RUNGSRITHANANON (Audit committee)	-	9/10
4.	Mr. SOMNUK BOMRUNGSALEE (Chairman of the audit committee)	5 Apr 2023	3/3
5.	Ms. SIRIWAN CHIERAPONG (Audit committee)	18 Apr 2023	3/3
6.	Mr. JUMPOL SUMPAOPOL (Audit committee)	5 Apr 2023	3/3