



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

INDORAMA VENTURES 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 : INDORAMA VENTURES PUBLIC COMPANY LIMITED

Symbol : IVL

Address : 75/102 Ocean Tower 2, 37th Floor, Soi Sukhumvit 19, Asoke road,
Kwaeng Klongtoey Nuer, Khet Wattana

Province : Bangkok

Postcode : 10110

Business : Indorama Ventures Public Company Limited, a holding company
conducting its business through investment in subsidiaries
and affiliates engaged in the manufacture of integrated
petrochemical products both domestic and overseas. The
Company is structured into three business segments: Combined
PET (CPET), Fibers and Integrated Oxides and Derivatives (IOD)

Registration Number : 0107552000201

Telephone : 0-2661-6661

Fax (if applicable) : 0-2661-6664-5

Website : www.indoramaventures.com

Email : ir@indorama.net

Total Shares Sold (shares)

Common Stock : 5,614,551,908

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)	468,108,318.00	656,266,448.00	541,446,323.00
Combined PET (Thousand baht)	293,470,340.00	404,956,734.00	328,467,364.00
Integrated Oxides and Derivatives (Thousand baht)	80,440,464.00	147,695,654.00	123,646,243.00
Fibers (Thousand baht)	117,104,568.00	131,205,063.00	110,994,229.00
Eliminations (Thousand baht)	-22,907,054.00	-27,591,003.00	-21,661,512.81

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Combined PET (%)	62.69	61.71	60.66
Integrated Oxides and Derivatives (%)	17.18	22.51	22.84
Fibers (%)	25.02	19.99	20.50
Eliminations (%)	-4.89	-4.20	-4.00

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	468,108,318.00	656,266,448.00	541,446,323.00
Domestic (Thousand baht)	61,599,076.00	76,669,144.00	70,232,971.00
International (Thousand baht)	406,509,242.00	579,597,304.00	471,213,352.00
United States of America (Thousand baht)	195,073,927.00	266,922,529.00	227,609,285.00
Other countries (Thousand baht)	211,435,315.00	312,674,775.00	243,604,067.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	13.16	11.68	12.97
International (%)	86.84	88.32	87.03
United States of America (%)	47.99	46.05	48.30
Other countries (%)	52.01	53.95	51.70

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	4,748,889.00	8,335,353.00	5,091,116.00
Other income from operations (Thousand baht)	4,748,889.00	8,335,353.00	5,091,116.00
Insurance Claim (Thousand baht)	1,150,788.00	4,223,664.00	2,253,249.00
Government incentive income (Thousand baht)	933,507.00	848,193.00	668,980.00
License income (Thousand baht)	0.00	1,271,730.00	229,652.00
Income from tax credits (Thousand baht)	1,151,680.00	0.00	0.00
Other (Thousand baht)	1,512,914.00	1,991,766.00	1,939,235.00
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

	2021	2022	2023
Share of profit (Thousand baht)	160,235.00	-22,761.00	8,283.00

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	674,564.00	1,457,340.05	1,305,510.82

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)

Environmental, Health, Safety and Process Safety Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Pandemic risk

Compliance Risk

- Violations of laws and regulations

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Climate change and disasters

Operational Risk

- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Competition and Market Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Competition risk

Geopolitical Instability Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Policies or international agreements related to business operations
- Business operations of partners in the supply chain

Operational Risk

- Human error in business operations

Digital Transformation Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

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://sustainability.indoramaventures.com/en/home>

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://sustainability.indoramaventures.com/th/environmental/at-a-glance>

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)	0.00	0.00	0.00
Diesel (Litres)	5,323,000.00	7,768,900.00	4,773,265.00
Gasoline (Litres)	1,109,780.00	1,258,400.00	715,219.00
Fuel oil (Litres)	74,974,490.00	20,937,900.00	7,874,967.00
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	58,492,672,720.54	6,671,941,749.81	7,330,938,892.70
LPG (Kilograms)	2,079,757.00	2,131,521.00	1,635,655.00

Steam (Metric tonnes)	597,089.28	630,384.70	1,836,916.00
Coal (Metric tonnes)	1,195,173.00	1,032,946.79	1,032,389.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	6,263,533,000.00	6,284,487,922.00	6,016,525,373.00

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	88,083,250.00	86,910,036.00	83,351,192.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	271,788,520.00	307,901,000.00	315,101,000.00
Hazardous waste (Kilograms)	140,009,220.00	156,012,000.00	148,264,000.00
Total waste generated (Kilograms)	411,797,740.00	463,913,000.00	463,365,000.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	7,207,125.00	7,195,277.00	7,101,095.00
Scope 2 (Tons of carbon dioxide equivalents)	2,582,952.00	2,606,124.16	2,477,583.00

Scope 3 (Tons of carbon dioxide equivalents)	25,451,295.00	32,787,083.00	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	35,241,372.00	42,588,484.16	9,578,678.00

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

Third-party verification : Yes

Name of verifying organization : TV NORD CERT GmbH

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.indoramaventures.com/storage/downloads/governance/policies/human-rights-policy/ivl-human-rights-policy-thailand.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer 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)	20,261	23,102	22,466
Number of female employees (Persons)	5,499	7,099	6,590
Total number of employees (Persons)	25,760	30,201	29,056

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	37,169,805,000.00	45,066,107,000.00	47,528,765.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	29.92	30.66	31.82
Employee development and training expenses (baht)	2,400,752.02	3,589,999.60	3,061,581.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	219	188	195
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	8.34	9.66	N/A

• **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.indoramaventures.com/storage/downloads/governance/cg-manual/ivl-cg-manual-thailand.pdf>

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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	5	41.67
Number of non-executive directors	7	58.33
Number of independent directors	5	41.67

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. SRI PRAKASH LOHIA Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Bachelor of Commerce Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Original director	30 Apr 2009	Leadership, Petrochemicals & Chemicals, Risk Management, Finance, Accounting, Strategic Management, Corporate Management, Marketing, Sustainability, Economics

2.	<p>Mr. RATHIAN SRIMONGKOL</p> <p>Gender: Male</p> <p>Age: 64 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>Chairman of the board (Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Feb 2010	<p>Risk Management, Finance, Accounting, Strategic Management, Sustainability, Economics</p>
3.	<p>Mr. ALOKE LOHIA</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Original director</p>	21 Feb 2003	<p>Corporate Management, Petrochemicals & Chemicals, Leadership, Strategic Management, Risk Management, Finance, Accounting, Marketing, Sustainability, Governance/ Compliance</p>
4.	<p>Mrs. SUCHITRA LOHIA</p> <p>Gender: Female</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	21 Feb 2003	<p>Corporate Social Responsibility, Petrochemicals & Chemicals, Leadership, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics, Brand Management</p>
5.	<p>Mr. AMIT LOHIA</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	30 Apr 2009	<p>Petrochemicals & Chemicals, Finance, Risk Management, Accounting, Strategic Management, Marketing, Leadership, Corporate Management, Sustainability, Economics</p>

6.	Mr. DILIP KUMAR AGARWAL Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Re-elected as director	27 Apr 2010	Accounting, Petrochemicals & Chemicals, Finance, Risk Management, Strategic Management, Marketing, Corporate Management, Sustainability, Economics
7.	Mr. RUSSELL LEIGHTON KEKUEWA Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	20 Oct 2014	Risk Management, Governance/ Compliance, Sustainability, Strategic Management, Marketing, Corporate Management, Economics
8.	Mr. SANJAY AHUJA Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	13 Nov 2015	Finance, Accounting, Petrochemicals & Chemicals, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics
9.	Mr. TEVIN VONGVANICH Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	24 Apr 2019	Risk Management, Sustainability, Petrochemicals & Chemicals, Strategic Management, Corporate Management, Accounting, Finance

10.	Mr. YASHOVARDHAN LOHIA Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	24 Apr 2019	Sustainability, Petrochemicals & Chemicals, Risk Management, Strategic Management
11.	Mrs. KAISRI NUENGSIKAPIAN Gender: Female Age: 62 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: Re-elected as director	30 Jun 2020	Corporate Management, Accounting, Risk Management, Strategic Management, Leadership, Finance, Marketing, Sustainability, Economics
12.	Mr. HARALD LINK Gender: Male Age: 68 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Nov 2021	Governance/ Compliance, Leadership, Energy & Utilities, Risk Management, Finance, Accounting, Strategic Management, Corporate Management, Marketing, Sustainability, Economics

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

General information	Position	Tenure	Replacement Director
1. Mr. SIRI GANJARERNDDEE Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 27 Apr 2011 Date directorship ended: 25 Apr 2023	No replacement director

2.	Mr. KANIT SI Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 27 Apr 2011 Date directorship ended: 25 Apr 2023	No replacement director
3.	Mr. UDEY PAUL SINGH GILL Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 27 Apr 2011 Date directorship ended: 25 Apr 2023	No replacement director

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	: 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. RATHIAN SRIMONGKOL [1] Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	19 Sep 2009	Risk Management, Finance, Accounting, Strategic Management, Sustainability, Economics
2. Mr. TEVIN VONGVANICH [1] Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	22 Apr 2020	Risk Management, Sustainability, Petrochemicals & Chemicals, Strategic Management, Corporate Management, Accounting, Finance
3. Mrs. KAISRI NUENGSIGKAPIAN [1] Gender: Female Age: 62 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: Re-elected as director	25 Apr 2023	Corporate Management, Accounting, Risk Management, Strategic Management, Leadership, Finance, Marketing, Sustainability, Economics

[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. SIRI GANJARERNDDEE [1] Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 20 Oct 2014 Date directorship ended: 25 Apr 2023	Mrs. KAISRI NUENGSIGKAPIAN Date position was assumed: 25 Apr 2023

[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. ALOKE LOHIA Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Chairman of the executive committee	19 Sep 2009
2. Mrs. SUCHITRA LOHIA Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	19 Sep 2009

3.	Mr. DILIP KUMAR AGARWAL Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Member of the executive committee	27 Apr 2010
4.	Mr. SANJAY AHUJA Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	13 Nov 2015
5.	Mr. YASHOVARDHAN LOHIA Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	24 Apr 2019

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. UDEY PAUL SINGH GILL Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 27 Apr 2011 Date directorship ended: 25 Apr 2023	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination Compensation and Corporate Governance Committee	Mr. RUSSELL LEIGHTON KEKUEWA	Chairman
	Mrs. KAISRI NUENG SIGKAPIAN	Member
	Mr. HARALD LINK	Member
Sustainability & Risk Management Committee	Mr. ALOKE LOHIA	Chairman
	Mr. YASHOVARDHAN LOHIA	Member
	Mr. RATHIAN SRIMONGKOL	Member
	Mr. DILIP KUMAR AGARWAL	Member
	Mr. RUSSELL LEIGHTON KEKUEWA	Member
	Mr. TEVIN VONGVANICH	Member
	Mr. SANJAY AHUJA	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Sustainability & Risk Management Committee
Sub-committees responsible for nomination	: Nomination Compensation and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination Compensation and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination Compensation and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Sustainability & Risk Management 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. ALOKE LOHIA Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Business Administration	GROUP CHIEF EXECUTIVE OFFICER	21 Feb 2003	Corporate Management, Petrochemicals & Chemicals, Leadership, Strategic Management, Risk Management, Finance, Accounting, Marketing, Sustainability, Governance/ Compliance
2. Mrs. SUCHITRA LOHIA Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Deputy Group CEO	14 Aug 2020	Corporate Social Responsibility, Petrochemicals & Chemicals, Leadership, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics, Brand Management
3. Mr. YASHOVARDHAN LOHIA Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Engineering	Chairman of the ESG Council	3 Jan 2023	Sustainability, Petrochemicals & Chemicals, Risk Management, Strategic Management
4. Mr. DILIP KUMAR AGARWAL [1] Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Accounting	Deputy Group CEO, Executive President Combined PET and Chief Financial Officer	1 Feb 2023	Accounting, Petrochemicals & Chemicals, Finance, Risk Management, Strategic Management, Marketing, Corporate Management, Sustainability, Economics
5. Mr. SANJAY AHUJA Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Strategy and Transformation Officer	1 Feb 2023	Finance, Accounting, Petrochemicals & Chemicals, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics

6.	Mr. Klaus Holz Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Human Resources Officer	1 Jan 2022	Business Administration, Human Resource Management
7.	Mr. Mr. Christopher Anthony Kenneally Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Economics	Executive President Fibers	1 Jan 2022	Economics, Marketing, Petrochemicals & Chemicals
8.	Mr. Alastair Mark Port Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Executive President – IOD Business	1 Jan 2022	Business Administration, Marketing, Petrochemicals & Chemicals
9.	Mr. Manoj Kumar Sharma [2] Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Accounting	Head of Accounting	1 Jan 2012	Accounting, Finance

[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 : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	348,880,000.00	491,330,000.00	503,590,000.00

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) : 22,466

Number of female employees (persons) : 6,590

Total number of employees (persons) : 29,056

Employee Remuneration

Total employee remuneration : 47,528,765.00

Provident fund

Total number of employees (persons) : 29,056

Number of employees contributing to the PVD (persons) : 15,509

Percentage of employees who are members (%) : 53.38

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. DILIP KUMAR AGARWAL Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Apr 2010	Accounting, Petrochemicals & Chemicals, Finance, Risk Management, Strategic Management, Marketing, Corporate Management, Sustainability, Economics
2. Mrs. KAISRI NUENGSIKAPIAN Gender: Female Age: 62 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: Re-elected as director	Date position was assumed: 30 Jun 2020	Corporate Management, Accounting, Risk Management, Strategic Management, Leadership, Finance, Marketing, Sustainability, Economics

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SRI PRAKASH LOHIA	Chairman of the board	Non-participating
Mr. RATHIAN SRIMONGKOL	Chairman of the board	Participating
Mr. ALOKE LOHIA	Vice Chairman	Non-participating

Mrs. SUCHITRA LOHIA	Director	Non-participating
Mr. AMIT LOHIA	Director	Non-participating
Mr. DILIP KUMAR AGARWAL	Director	Non-participating
Mr. RUSSELL LEIGHTON KEKUEWA	Director	Non-participating
Mr. SANJAY AHUJA	Director	Non-participating
Mr. TEVIN VONGVANICH	Director	Participating
Mr. YASHOVARDHAN LOHIA	Director	Non-participating
Mrs. KAISRI NUENG SIGKAPIAN	Director	Non-participating
Mr. HARALD LINK	Director	Non-participating
Mr. SIRI GANJARERNDDEE	Director	Non-participating
Mr. KANIT SI	Director	Non-participating
Mr. UDEY PAUL SINGH GILL	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 5

Date of AGM meeting : 25 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SRI PRAKASH LOHIA (Chairman of the board)	-	5/5	Participating	Did not hold the meeting

2.	Mr. RATHIAN SRIMONGKOL (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
3.	Mr. ALOKE LOHIA (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
4.	Mrs. SUCHITRA LOHIA (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. AMIT LOHIA (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. DILIP KUMAR AGARWAL (Director)	-	5/5	Participating	Did not hold the meeting
7.	Mr. RUSSELL LEIGHTON KEKUEWA (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mr. SANJAY AHUJA (Director)	-	5/5	Participating	Did not hold the meeting
9.	Mr. TEVIN VONGVANICH (Director)	-	4/5	Participating	Did not hold the meeting
10.	Mr. YASHOVARDHAN LOHIA (Director)	-	5/5	Participating	Did not hold the meeting
11.	Mrs. KAISRI NUENGSIKAPIAN (Director)	-	5/5	Participating	Did not hold the meeting
12.	Mr. HARALD LINK (Director)	-	5/5	Participating	Did not hold the meeting
13.	Mr. SIRI GANJARERNDDEE (Director)	25 Apr 2023	2/2	Participating	Did not hold the meeting
14.	Mr. KANIT SI (Director)	25 Apr 2023	2/2	Participating	Did not hold the meeting
15.	Mr. UDEY PAUL SINGH GILL (Director)	25 Apr 2023	2/2	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
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1.	Mr. SRI PRAKASH LOHIA (Chairman of the board)	-	N/A	3,070,150.00	No
2.	Mr. RATHIAN SRIMONGKOL (Chairman of the board)	-	N/A	4,050,150.00	No
3.	Mr. ALOKE LOHIA (Vice Chairman)	-	N/A	1,970,150.00	No
4.	Mrs. SUCHITRA LOHIA (Director)	-	N/A	1,313,430.00	No
5.	Mr. AMIT LOHIA (Director)	-	N/A	2,153,430.00	No
6.	Mr. DILIP KUMAR AGARWAL (Director)	-	N/A	1,313,430.00	No
7.	Mr. RUSSELL LEIGHTON KEKUEWA (Director)	-	N/A	3,241,790.00	No
8.	Mr. SANJAY AHUJA (Director)	-	N/A	1,313,430.00	No
9.	Mr. TEVIN VONGVANICH (Director)	-	N/A	3,093,430.00	No
10.	Mr. YASHOVARDHAN LOHIA (Director)	-	N/A	1,313,430.00	No
11.	Mrs. KAISRI NUENG SIGKAPIAN (Director)	-	N/A	2,893,430.00	No
12.	Mr. HARALD LINK (Director)	-	N/A	2,165,100.00	No
13.	Mr. SIRI GANJARERNDDEE (Director)	25 Apr 2023	N/A	1,853,430.00	No
14.	Mr. KANIT SI (Director)	25 Apr 2023	N/A	1,753,430.00	No
15.	Mr. UDEY PAUL SINGH GILL (Director)	25 Apr 2023	N/A	1,313,430.00	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) : 6

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. RATHIAN SRIMONGKOL (Chairman of the audit committee)	-	6/6

2.	Mr. TEVIN VONGVANICH (Audit committee)	-	6/6
3.	Mrs. KAISRI NUENGSIKAPIAN (Audit committee)	-	4/4
4.	Mr. SIRI GANJARERNDDEE (Audit committee)	25 Apr 2023	2/2