



# **Annual Registration Statement / Annual Report**

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

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

**PTT GLOBAL CHEMICAL PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2025



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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 : PTT GLOBAL CHEMICAL PUBLIC COMPANY LIMITED

Symbol : PTTGC

Address : 555/1 Energy Complex, Building A, 18th Floor, Vibhavadi  
Rangsit Road, Chatuchak

Province : Bangkok

Postcode : 10900

Business : PTT Global Chemical Public Company Limited was founded on 19th  
October 2011 through the amalgamation of PTT Chemical Public  
Company Limited and PTT Aromatics and Refining Public Company  
Limited to be the chemical flagship of PTT Group.

Registration Number : 107554000267

Telephone : 0-2265-8400

Fax (if applicable) : 0-2265-8500

Website : [www.pttgcgroup.com](http://www.pttgcgroup.com)

Email : [ir@pttgcgroup.com](mailto:ir@pttgcgroup.com) , [cg@pttgcgroup.com](mailto:cg@pttgcgroup.com)

#### Total Shares Sold (shares)

Common Stock : 4,508,849,117

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2023	2024	2025
Total revenue from operations (Thousand baht)	621,631,000.00	608,550,000.00	487,585,000.00
Upstream segment (Thousand baht)	343,844,000.00	320,492,000.00	241,787,000.00
Intermediates segment (Thousand baht)	68,263,000.00	77,528,000.00	59,870,000.00
Polymers and Chemicals segment (Thousand baht)	95,800,000.00	98,750,000.00	87,285,000.00
Bio and Circularity segment (Thousand baht)	15,049,000.00	16,686,000.00	18,705,000.00
Performance Chemicals segment (Thousand baht)	94,703,000.00	91,395,000.00	77,638,000.00
Service and Others (Thousand baht)	3,972,000.00	3,699,000.00	2,300,000.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Upstream segment (%)	55.31	52.66	49.59
Intermediates segment (%)	10.98	12.74	12.28
Polymers and Chemicals segment (%)	15.41	16.23	17.90
Bio and Circularity segment (%)	2.42	2.74	3.84
Performance Chemicals segment (%)	15.23	15.02	15.92
Service and Others (%)	0.64	0.61	0.47

**By Geographical Area or Market**

	2023	2024	2025
Total revenue from operations (Thousand baht)	621,631,000.00	608,550,000.00	487,585,000.00
Domestic (Thousand baht)	357,580,000.00	340,505,000.00	289,304,000.00
International (Thousand baht)	264,051,000.00	268,045,000.00	198,281,000.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	57.52	55.95	59.33
International (%)	42.48	44.05	40.67

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

	2023	2024	2025
Total other income (Thousand baht)	5,729,184.10	4,541,256.00	2,866,542.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	5,729,184.10	4,541,256.00	2,866,542.00

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

	2023	2024	2025
Share of profit (Thousand baht)	-386,829.00	-10,666,628.00	-1,547,492.00

**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)	2023	2024	2025
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R&D expenses in the past 3 years	N/A	N/A	N/A
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# 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)**

### Operational and Safety Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Human error in business operations
- Safety, occupational health, and working environment

### Market Volatility

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Competition risk
- Economic risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

#### Financial Risk

- Income volatility

#### Cyber Threat

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Strategic Risk

- Changes in technologies
- Damage to company image and reputation

##### Operational Risk

- Systems or internal control system
- Information security and cyber-attack
- System disruption risk

##### Compliance Risk

- Violations of laws and regulations
- Legal risk

#### Sustainable Feedstock

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Strategic Risk

- Government policy
- Reliance on large partners / distributors or few partners / distributors

##### Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

- Delays in the development of future projects

## **Financial and Investment Management**

**Risk Management Measures:** Yes

### **Related Risk Topics**

#### Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

#### Operational Risk

- Delays in the development of future projects

#### Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Liquidity risk
- Income volatility

## **Decarbonization Implementation**

**Risk Management Measures:** Yes

### **Related Risk Topics**

#### Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Damage to company image and reputation

- New business risk

- ESG risk

#### Operational Risk

- Impact on the environment

#### Compliance Risk

- Change in laws and regulations

### People and Organization

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Strategic Risk

- Changes in technologies

##### Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Delays in the development of future projects
- Impact from population structure

### Changes in regulatory affect consumer demand and shift market landscape

**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
- Damage to company image and reputation
- ESG risk

#### Operational Risk

- Product obsolescence
- Climate change and disasters
- Impact on the environment

### Geopolitical & geoeconomic policy volatility

**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
- Reliance on large partners / distributors or few partners / distributors
- Competition risk
- Economic risk

#### Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

#### Financial Risk

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

## Climate Change Risk

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Government policy
- Changes in technologies
- Damage to company image and reputation
- New business risk
- ESG risk
- Climate change and disasters

#### Operational Risk

- Climate change and disasters
- Impact on the environment

#### Compliance Risk

- Change in laws and regulations

## Misuse & Under-utilization of Generative & Agentic AI and Unable to Utilize Digital & AI Technology

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Changes in technologies
- Damage to company image and reputation
- ESG risk

#### Operational Risk

- Systems or internal control system

- Human error in business operations
- Product obsolescence
- Information security and cyber-attack
- Climate change and disasters
- Impact on the environment
- Impact on human rights
- System disruption risk

#### Compliance Risk

- Violations of laws and regulations
- Corporate Governance
- Legal risk

### **Business Restructuring and Impairment Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

##### Strategic Risk

- Volatility in the industry in which the company operates
- Business operations of partners in the supply chain
- Competition risk
- Economic risk
- New business risk

##### Financial Risk

- Fluctuation in return on assets or investment
- 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://sustainability.pttgcgroup.com/storage/document/policies/pttgc-sustainability-management-policy-th.pdf>  
(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://sustainability.pttgcgroup.com/storage/document/policies/20200408-pttgc-QSHEB-policy-th.pdf>  
(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

• Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	N/A	N/A	0.00

### Water management

• Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	56,100,970.76	60,523,280.28	56,866,250.00

Waste management

• Waste from operations

	2023	2024	2025
Non-hazardous waste (Kilograms)	7,748,320.00	3,295,150.00	2,228,200.00
Hazardous waste (Kilograms)	79,110,560.00	44,513,223.00	38,467,080.00
Total waste generated (Kilograms)	86,858,880.00	47,808,373.00	40,695,280.00

Greenhouse gas management

• Greenhouse gas emissions

	2023	2024	2025
Scope 1 (Tons of carbon dioxide equivalents)	6,129,439.00	6,160,000.00	5,770,000.00
Scope 2 (Tons of carbon dioxide equivalents)	1,800,000.00	1,660,000.00	1,510,000.00
Scope 3 (Tons of carbon dioxide equivalents)	41,150,000.00	41,160,000.00	35,780,000.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	49,079,439.00	48,980,000.00	43,060,000.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : LRQA (Thailand) Limited

## 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://sustainability.pttggroup.com/th/society/human-rights/human-rights-management>

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

	2023	2024	2025
Number of male employees (Persons)	4,709	4,680	4,444
Number of female employees (Persons)	1,740	1,725	1,685
<b>Total number of employees (Persons)</b>	<b>6,449</b>	<b>6,405</b>	<b>6,129</b>

##### • Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	30,477,000,000.00	30,020,000,000.00	27,059,000,000.00

##### • Employee retention

	2023	2024	2025
Percentage of employees who voluntarily resigned (%)	4.74	4.15	3.74

##### • Significant labor dispute

	2023	2024	2025
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.pttgcgroun.com/storage/document/cg-handbook/2026/pttgc-code-conduct-th.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	15	100.00
Number of male directors	14	93.33
Number of female directors	1	6.67
Number of executive directors	1	6.67
Number of non-executive directors	14	93.33
Number of independent directors	10	66.67

#### 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. Predee Daochai Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Re-elected as director	15 Nov 2023	Finance, Corporate Management, Energy & Utilities, Banking, Petrochemicals & Chemicals



2.	<p>Mr. PAKORN NILPRAPUNT</p> <p>Gender: Male</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, Independent director)</p> <p>Director type: Original director</p>	9 Apr 2018	Law, Commerce, Banking, Governance/ Compliance
3.	<p>Mr. THANWA LAOHASIRIWONG</p> <p>Gender: Male</p> <p>Age: 60 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>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	1 Nov 2023	Finance, Banking, Finance & Securities, Accounting, IT Management
4.	<p>Mr. GRISADA BOONRACH</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: 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>	2 Jun 2020	Economics, Risk Management, Law, Commerce, Agribusiness
5.	<p>General NIMIT SUWANNARAT</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: 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>	1 Jan 2023	Energy & Utilities, Petrochemicals & Chemicals, Corporate Management, Risk Management, Information & Communication Technology

6.	<p>Mr. PATCHARA ANUNTASILPA</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Honorary 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>	7 Apr 2023	Finance, Banking, Risk Management, Law
7.	<p>Mr. SURACHAI ACHALABOON</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: 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: Re-elected as director</p>	22 May 2023	Petrochemicals & Chemicals, Finance & Securities, Human Resource Management, Risk Management, Governance/ Compliance
8.	<p>Pol.Col. DUSADEE ARYAWUIT</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: 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>	1 Nov 2023	Energy & Utilities, Risk Management, Law, Governance/ Compliance
9.	<p>Mr. PETAI MUDTHAM</p> <p>Gender: Male</p> <p>Age: 59 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>	12 Feb 2024	Petrochemicals & Chemicals, Finance, Corporate Management, Risk Management, Governance/ Compliance

10.	Mr. WIM RUNGWATTANAJINDA Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	9 Apr 2024	Law, Business Administration, Marketing, Risk Management, IT Management
11.	Mr. Narongsak Jivakanun Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	13 May 2024	Energy & Utilities, Petrochemicals & Chemicals, Business Administration, Sustainability, Corporate Management
12.	General CHAIPRUAK DOUNGPRAPAT Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	8 Apr 2025	Energy & Utilities, Law, Governance/ Compliance
13.	Mr. PRASONG INTARANONGPAI Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	1 Oct 2025	Economics, Petrochemicals & Chemicals, Energy & Utilities

14.	Mr. JATURONG WORAWITSURAWATTHANA 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, Independent director)	1 Oct 2025	Petrochemicals & Chemicals, Packaging, Marketing, Sustainability
15.	Mr. Cherdchai Boonchoochaui Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	1 Feb 2026	Energy & Utilities, Petrochemicals & Chemicals, Business Administration, Marketing, Risk Management

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

General information	Position	Tenure	Replacement Director
1. Mr. KONGKRAPAN INTARAJANG Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 1 Oct 2019 Date directorship ended: 1 Oct 2025	Mr. PRASONG INTARANONGPAI Date position was assumed: 1 Oct 2025
2. Mr. SOMKIAT PRAJAMWONG Gender: Male Age: 65 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: 4 Apr 2022 Date directorship ended: 8 Apr 2025	General CHAIPRUAK DOUNGPRAPAT Date position was assumed: 8 Apr 2025

3.	<p>Mrs. NIVADEE JAROENSITIPUN</p> <p>Gender: Female</p> <p>Age: 58 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Communication Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p>	<p>Date position was assumed:</p> <p>26 Aug 2024</p> <p>Date directorship ended:</p> <p>1 Oct 2025</p>	<p>Mr. JATURONG</p> <p>WORAWITSURAWATTHANA</p> <p>Date position was assumed:</p> <p>1 Oct 2025</p>
4.	<p>Mr. Pongpun Amornvivat</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education:</p> <p>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>Date position was assumed:</p> <p>17 Feb 2025</p> <p>Date directorship ended:</p> <p>1 Feb 2026</p>	<p>Mr. Cherdchai Boonchoochaay</p> <p>Date position was assumed:</p> <p>1 Feb 2026</p>

#### 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. THANWA LAOHASIRIWONG [1] Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	1 Nov 2023	Finance, Banking, Finance & Securities, Accounting, IT Management
2. Mr. PAKORN NILPRAPUNT [1] Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	1 Nov 2023	Law, Commerce, Banking, Governance/ Compliance
3. General NIMIT SUWANNARAT [1] Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	25 Sep 2023	Energy & Utilities, Petrochemicals & Chemicals, Corporate Management, Risk Management, Information & Communication Technology

[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
Nomination and Remuneration Committee	Mr. PAKORN NILPRAPUNT	Chairman
	Mr. SURACHAI ACHALABOON	Member
	General CHAIPRUAK DOUNGPAPAT	Member
Corporate Governance and Sustainability Committee	General Nimit Suwannarat	Chairman
	Mr. PATCHARA ANUNTASILPA	Member
	Pol.Col. DUSADEE ARYAWUIT	Member
	Mr. WIM RUNGWATTANAJINDA	Member
	Mr. JATURONG WORAWITSURAWATTHANA	Member
Risk Management Committee	Mr. GRISADA BOONRACH	Chairman
	Mr. PETAI MUDTHAM	Member
	Mr. Narongsak Jivakanun	Member
	Mr. PRASONG INTARANONGPAI	Member
	Mr. Cherdchai Boonchoocha	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: 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. Narongsak Jivakanun Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Science	Chief Executive Officer and Acting President	1 Feb 2022	Energy & Utilities, Petrochemicals & Chemicals, Business Administration, Sustainability, Corporate Management
2. Mr. Pukpong Wungrattanasopon Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Science	Chief Operating Officer, Base and Intermediate Chemicals	1 Oct 2025	Petrochemicals & Chemicals, Energy & Utilities, Human Resource Management, Corporate Management, Risk Management
3. Mr. SAROJ PUTTHAMMAWONG Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer - Value Added Products	1 Jan 2024	Corporate Management, Petrochemicals & Chemicals, Energy & Utilities, Marketing, Governance/ Compliance
4. Mr. Pornsak Mongkoltrirat Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Master of Business Administration	Chief Operating Officer, Center of Excellence	13 May 2024	Engineering, Petrochemicals & Chemicals, Energy & Utilities, Corporate Social Responsibility, Corporate Management
5. Mr. Thitipong Jurapornsiridee [1][2] Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President, Finance and Accounting	1 Oct 2024	Business Administration, Economics, Petrochemicals & Chemicals, Energy & Utilities, Accounting



6.	Mrs. Chananchida Wiboonkanarak Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Engineering	Executive Vice President, Corporate Strategy and Sustainability	1 Jan 2024	Petrochemicals & Chemicals, Energy & Utilities, Corporate Management, Marketing, Sustainability
7.	Mr. Anutin Chuaypen Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Science	Executive Vice President - Organizational Effectiveness	1 Jan 2023	Petrochemicals & Chemicals, Energy & Utilities, Human Resource Management, Corporate Management, Governance/ Compliance
8.	Mr. Sombat Silsangwon Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Industrial Technology	Executive Vice President, Olefins	1 Oct 2025	Industrial Materials & Machinery, Petrochemicals & Chemicals, Human Resource Management, Corporate Management, Governance/ Compliance
9.	Mr. Kamel Ramdani Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Engineering	Executive Vice President, Science and Innovation	1 Jan 2024	Petrochemicals & Chemicals, Energy & Utilities, Corporate Management, Risk Management, Corporate Social Responsibility
10.	Mrs. Panida Chinayone Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Science	Executive Vice President, Marketing, Commercial and Supply Chain	1 Jan 2026	Petrochemicals & Chemicals, Energy & Utilities, Finance, Corporate Management, Marketing

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### 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)	: 4,444
Number of female employees (persons)	: 1,685
<b>Total number of employees (persons)</b>	<b>: 6,129</b>

#### Employee Remuneration

Total employee remuneration	: 27,059,000,000.00
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#### Provident fund

Total number of employees (persons)	: 6,129
Number of employees contributing to the PVD (persons)	: 6,129
Percentage of employees who are members (%)	: 100.00

# 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. Predee Daochai Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Law 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: 15 Nov 2023	Finance, Corporate Management, Energy & Utilities, Banking, Petrochemicals & Chemicals
2. Mr. THANWA LAOHASIRIWONG Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 1 Nov 2023	Finance, Banking, Finance & Securities, Accounting, IT Management
3. Mr. SURACHAI ACHALABOON Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 22 May 2023	Petrochemicals & Chemicals, Finance & Securities, Human Resource Management, Risk Management, Governance/ Compliance

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

General information	Position	Date position was assumed	Experience and expertise
1. General CHAIPRUAK DOUNGPAPAT Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Military 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: 8 Apr 2025	Energy & Utilities, Law, Governance/ Compliance
2. Mr. PRASONG INTARANONGPAI Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Oct 2025	Economics, Petrochemicals & Chemicals, Energy & Utilities
3. Mr. JATURONG WORAWITSURAWATTHANA 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, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Oct 2025	Petrochemicals & Chemicals, Packaging, Marketing, Sustainability
4. Mr. Cherdchai Boonchoochaui Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Feb 2026	Energy & Utilities, Petrochemicals & Chemicals, Business Administration, Marketing, Risk Management

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. Predee Daochai	Chairman of the board	Participating
Mr. PAKORN NILPRAPUNT	Director	Participating
Mr. THANWA LAOHASIRIWONG	Director	Participating
Mr. GRISADA BOONRACH	Director	Participating
General NIMIT SUWANNARAT	Director	Participating
Mr. PATCHARA ANUNTASILPA	Director	Participating
Mr. SURACHAI ACHALABOON	Director	Participating
Pol.Col. DUSADEE ARYAWUIT	Director	Participating
Mr. PETAI MUDTHAM	Director	Participating
Mr. WIM RUNGWATTANAJINDA	Director	Participating
Mr. Narongsak Jivakanun	Director	Participating
General CHAIPRUAK DOUNGPRAPAT	Director	Participating
Mr. PRASONG INTARANONGPAI	Director	Participating
Mr. JATURONG WORAWITSURAWATTHANA	Director	Participating
Mr. Cherdchai Boonchoochaey	Director	Participating

## Meeting attendance and remuneration to each Board member (8.1.2)

### Meeting attendance of the board of directors

Number of board meetings (times) : 16

Date of AGM meeting : 8 Apr 2025

EGM meeting : Yes

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. Predee Daochai (Chairman of the board)	-	16/16	Participating	Participating
2.	Mr. PAKORN NILPRAPUNT (Director)	-	16/16	Participating	Participating
3.	Mr. THANWA LAOHASIRIWONG (Director)	-	16/16	Participating	Participating
4.	Mr. GRISADA BOONRACH (Director)	-	16/16	Participating	Participating
5.	General NIMIT SUWANNARAT (Director)	-	16/16	Participating	Participating
6.	Mr. PATCHARA ANUNTASILPA (Director)	-	16/16	Participating	Participating
7.	Mr. SURACHAI ACHALABOON (Director)	-	16/16	Participating	Participating
8.	Pol.Col. DUSADEE ARYAWUIT (Director)	-	16/16	Participating	Participating
9.	Mr. PETAI MUDTHAM (Director)	-	16/16	Participating	Participating
10.	Mr. WIM RUNGWATTANAJINDA (Director)	-	16/16	Participating	Participating
11.	Mr. Narongsak Jivakanun (Director)	-	16/16	Participating	Participating
12.	General CHAIPRUAK DOUNGPRAPAT (Director)	-	11/11	Non-participating	Participating
13.	Mr. PRASONG INTARANONGPAI (Director)	-	4/4	Non-participating	Participating
14.	Mr. JATURONG WORAWITSURAWATTHANA (Director)	-	4/4	Participating	Participating
15.	Mr. Cherdchai Boonchoochaay (Director)	-	0/0	Non-participating	Non-participating
16.	Mr. KONGKRAPAN INTARAJANG (Director)	1 Oct 2025	12/12	Participating	Non-participating
17.	Mr. SOMKIAT PRAJAMWONG (Director)	8 Apr 2025	4/4	Participating	Non-participating
18.	Mrs. NIVADEE JAROENSITIPUN (Director)	1 Oct 2025	12/12	Participating	Non-participating
19.	Mr. Pongpun Amornvivat (Director)	1 Feb 2026	14/14	Participating	Participating

#### Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. Predee Daochai (Chairman of the board)	-	800,000.00	750,000.00	No

2.	Mr. PAKORN NILPRAPUNT (Director)	-	640,000.00	600,000.00	No
3.	Mr. THANWA LAOHASIRIWONG (Director)	-	640,000.00	600,000.00	No
4.	Mr. GRISADA BOONRACH (Director)	-	640,000.00	600,000.00	No
5.	General NIMIT SUWANNARAT (Director)	-	640,000.00	600,000.00	No
6.	Mr. PATCHARA ANUNTASILPA (Director)	-	640,000.00	600,000.00	No
7.	Mr. SURACHAI ACHALABOON (Director)	-	640,000.00	600,000.00	No
8.	Pol.Col. DUSADEE ARYAWUIT (Director)	-	640,000.00	600,000.00	No
9.	Mr. PETAI MUDTHAM (Director)	-	640,000.00	600,000.00	No
10.	Mr. WIM RUNGWATTANAJINDA (Director)	-	640,000.00	600,000.00	No
11.	Mr. Narongsak Jivakanun (Director)	-	640,000.00	600,000.00	No
12.	General CHAIPRUAK DOUNGPRAPAT (Director)	-	400,000.00	438,333.33	No
13.	Mr. PRASONG INTARANONGPAI (Director)	-	120,000.00	150,000.00	No
14.	Mr. JATURONG WORAWITSURAWATTHANA (Director)	-	120,000.00	150,000.00	No
15.	Mr. Cherdchai Boonchoochaui (Director)	-	0.00	0.00	No
16.	Mr. KONGKRAPAN INTARAJANG (Director)	1 Oct 2025	520,000.00	450,000.00	No
17.	Mr. SOMKIAT PRAJAMWONG (Director)	8 Apr 2025	200,000.00	163,333.33	No
18.	Mrs. NIVADEE JAROENSITIPUN (Director)	1 Oct 2025	480,000.00	450,000.00	No
19.	Mr. Pongpun Amornvivat (Director)	1 Feb 2026	520,000.00	521,428.57	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) : 8



List of directors		Termination date	Number of the audit committee meeting
1.	Mr. THANWA LAOHASIRIWONG (Chairman of the audit committee)	-	8/8
2.	Mr. PAKORN NILPRAPUNT (Audit committee)	-	8/8
3.	General NIMIT SUWANNARAT (Audit committee)	-	8/8