



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

PREMIER PRODUCTS 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 : PREMIER PRODUCTS PUBLIC COMPANY LIMITED

Symbol : PPP

Address : 2 Premier Place Soi Premier 2 Srinakarin Road, Nong Bon Pravet

Province : Bangkok

Postcode : 10250

Business : PPP is a manufacturer and distributor of environmental products related to wastewater treatment systems and water storage systems, building materials and industrial support products distributed to retail consumers and industrial customer. Currently, the Company has one subsidiary which are Infinite Green Company Limited (IGC) operating Solar Power Plants.

Registration Number : 0107555000309

Telephone : 0-2301-2100, 0-2301-2101

Fax (if applicable) : 0-2398-1301

Website : www.premier-products.co.th

Email : -

Total Shares Sold (shares)

Common Stock : 300,000,000

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)	962,664.51	1,020,491.35	1,108,227.71
Sales and service income (Thousand baht)	838,831.36	899,667.18	1,061,649.81
Sales – electricity tariff adders (Thousand baht)	119,851.47	113,651.36	38,442.57
Other income (Thousand baht)	3,981.68	7,172.81	8,135.33

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Sales and service income (%)	87.14	88.16	95.80
Sales – electricity tariff adders (%)	12.45	11.14	3.47
Other income (%)	0.41	0.70	0.73

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	962,664.51	1,020,491.35	1,108,227.71
Domestic (Thousand baht)	941,827.51	1,003,276.35	1,079,761.71
International (Thousand baht)	20,837.00	17,215.00	28,466.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	97.84	98.31	97.43
International (%)	2.16	1.69	2.57

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
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)	0.00	0.00	0.00

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)	2021	2022	2023
R&D expenses in the past 3 years	0.00	0.00	0.00

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 from the economic slowdown that affects the purchasing power of consumers

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
- Economic risk

Risk of new product launches and substitute materials marketed by competitors

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Competition risk

Operational Risk

- Product obsolescence

Risk of working capital

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

Risk from Exchange Rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from business interruption

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Risk from impact on the environment and nearby communities

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on the environment

Risk of personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk of corruption

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Emerging Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Risk from ability to generate electricity

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Risk of natural disasters that may affect the returns from the business

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

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.premier-products.co.th/mission-vision/>

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.premier-products.co.th/environmental-policy/>

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)	96,680.62	132,845.64	117,045.90
Gasoline (Litres)	96,902.82	132,693.86	123,782.80
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	20,496.00	18,048.00	13,980.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	1,724,416.00	1,770,688.00	1,823,258.00

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	24,854.00	24,186.00	26,434.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	166,959.66	245,657.91	200,720.00
Hazardous waste (Kilograms)	29,000.00	30,870.00	27,660.00
Total waste generated (Kilograms)	195,959.66	276,527.91	228,380.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	6,995.35	5,427.35
Scope 1 (Tons of carbon dioxide equivalents)	575.00	779.00	699.00
Scope 2 (Tons of carbon dioxide equivalents)	709.00	714.00	709.00

Scope 3 (Tons of carbon dioxide equivalents)	5,997.00	4,220.00	3,081.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	7,281.00	5,713.00	4,489.00

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

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Co., 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.premier-products.co.th/environmental-policy/>

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)	299	278	261
Number of female employees (Persons)	191	185	186
Total number of employees (Persons)	490	463	447

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	229,081,910.00	222,857,649.00	221,266,606.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	8.29	7.26	15.47
Employee development and training expenses (baht)	369,856.90	526,972.21	631,679.97

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	2	3	1
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	8.98	16.41	13.87

• **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.premier-products.co.th/governance/governance-policy>

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	8	100.00
Number of male directors	5	62.50
Number of female directors	3	37.50
Number of executive directors	5	62.50
Number of non-executive directors	3	37.50
Number of independent directors	2	25.00

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

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SURADEJ BOONYAWATANA Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	22 Aug 2012	Engineering, Risk Management, Sustainability, Governance/ Compliance

2.	<p>Mrs. DUANGTHIP EAMRUNGROJ</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	22 Aug 2012	Engineering, Human Resource Management, Risk Management, Sustainability, Governance/ Compliance
3.	<p>Mr. PARITUD BHANDHUBANYONG</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Aug 2012	Engineering, Risk Management
4.	<p>Mr. EKKARAT KLADPAN</p> <p>Gender: Male</p> <p>Age: 65 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 (Non-executive)</p> <p>Director type: Original director</p>	22 Aug 2012	Engineering, Construction Materials
5.	<p>Mr. SOMCHAI CHOONHARAS</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Organization Psychology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	24 Apr 2014	Risk Management, Marketing, Sustainability, Accounting, Food & Beverage, Governance/ Compliance

6.	<p>Mrs. PENSRI DETTINGENG</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	26 Apr 2018	Law, Risk Management, Accounting, Governance/ Compliance
7.	<p>Mr. THEERACHAI ARUNRUENGSRILERD</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	9 Aug 2021	Accounting, Risk Management, Governance/ Compliance
8.	<p>Mrs. WALAIRAT PONGJITT</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	17 Feb 2023	Business Administration, Change Management, Governance/ Compliance, Law, Risk Management, Finance

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. CHAIYAVAT NITAYAPORN</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p>	<p>Date position was assumed: 30 Apr 2012</p> <p>Date directorship ended: 28 Nov 2023</p>	No replacement director

Other Information pertaining to committees

The Chairman is an independent director : No

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. PARITUD BHANDHUBANYONG Gender: Male Age: 69 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	9 Aug 2021	Engineering, Risk Management
2. Mr. THEERACHAI ARUNRUENGSRILERD [1] Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	9 Aug 2021	Accounting, Risk Management, Governance/ Compliance

[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
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1.	Mr. CHAIYAVAT NITAYAPORN	Audit committee	Date position was assumed:	No replacement director
	Gender: Male	(Non-executive,	30 Apr 2012	
	Age: 73 years old	Independent director)	Date directorship ended:	
	Highest level of education:		28 Nov 2023	
	Bachelor's degree			
	Major: Law			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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
Remuneration Committee	Mr. SURADEJ BOONYAWATANA	Chairman
	Mrs. DUANGTHIP EAMRUNGROJ	Member
	Mr. PARITUD BHANDHUBANYONG	Member
Corporate Governance and Risk Oversight Committee	Mr. SOMCHAI CHOONHARAS	Chairman
	Mr. SURADEJ BOONYAWATANA	Member
	Mrs. Walairat Pongjitt	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Corporate Governance and Risk Oversight Committee
Sub-committees responsible for nomination	: None
Sub-committees responsible for remuneration	: Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Risk Oversight Committee
Sub-committees responsible for corporate sustainability development	: None

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. THITIPHAT ADILUCKTHARADOL Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	CHAIRMAN OF THE EXECUTIVE COMMITTEE	14 Mar 2022	Construction Materials, Engineering

[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)	32,378,152.49	31,745,312.60	40,489,987.83

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)	: 261
Number of female employees (persons)	: 186
Total number of employees (persons)	: 447

Employee Remuneration

Total employee remuneration	: 221,266,606.00
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Provident fund

Total number of employees (persons)	: 447
Number of employees contributing to the PVD (persons)	: 220
Percentage of employees who are members (%)	: 49.22

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. SURADEJ BOONYAWATANA Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	Date position was assumed: 22 Aug 2012	Engineering, Risk Management, Sustainability, Governance/ Compliance
2. Mr. SOMCHAI CHOONHARAS Gender: Male Age: 73 years old Highest level of education: Doctoral degree Major: Organization Psychology Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 24 Apr 2014	Risk Management, Marketing, Sustainability, Accounting, Food & Beverage, Governance/ Compliance
3. Mr. THEERACHAI ARUNRUENGSRILERD Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 9 Aug 2021	Accounting, 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. Mrs. WALAIRAT PONGJITT Gender: Female Age: 61 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 17 Feb 2023	Business Administration, Change Management, Governance/ Compliance, Law, Risk Management, Finance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SURADEJ BOONYAWATANA	Chairman of the board	Participating
Mrs. DUANGTHIP EAMRUNGROJ	Director	Participating
Mr. PARITUD BHANDHUBANYONG	Director	Participating
Mr. EKKARAT KLADPAN	Director	Participating
Mr. SOMCHAI CHOONHARAS	Director	Participating
Mrs. PENSRI DETTINGENG	Director	Participating
Mr. THEERACHAI ARUNRUENGSRILERD	Director	Participating
Mrs. WALAIRAT PONGJITT	Director	Participating
Mr. CHAIYAVAT NITAYAPORN	Director	Non-participating

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 27 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SURADEJ BOONYAWATANA (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mrs. DUANGTHIP EAMRUNGROJ (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mr. PARITUD BHANDHUBANYONG (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. EKKARAT KLADPAN (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. SOMCHAI CHOONHARAS (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mrs. PENSRI DETTINGENG (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. THEERACHAI ARUNRUENGSIKILERD (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mrs. WALAIRAT PONGJITT (Director)	-	3/3	Participating	Did not hold the meeting
9.	Mr. CHAIYAVAT NITAYAPORN (Director)	28 Nov 2023	4/4	Participating	Did not hold the meeting

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
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1.	Mr. SURADEJ BOONYAWATANA (Chairman of the board)	-	0.00	0.00	No
2.	Mrs. DUANGTHIP EAMRUNGROJ (Director)	-	0.00	0.00	No
3.	Mr. PARITUD BHANDHUBANYONG (Director)	-	216,000.00	325,000.00	No
4.	Mr. EKKARAT KLADPAN (Director)	-	70,000.00	230,000.00	No
5.	Mr. SOMCHAI CHOONHARAS (Director)	-	0.00	0.00	No
6.	Mrs. PENSRI DETTINGENG (Director)	-	0.00	0.00	No
7.	Mr. THEERACHAI ARUNRUENGSRILERD (Director)	-	175,000.00	290,000.00	No
8.	Mrs. WALAIRAT PONGJITT (Director)	-	0.00	0.00	No
9.	Mr. CHAIYAVAT NITAYAPORN (Director)	28 Nov 2023	140,000.00	290,000.00	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

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 7

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PARITUD BHANDHUBANYONG (Chairman of the audit committee)	-	7/7
2.	Mr. THEERACHAI ARUNRUENGSRILERD (Audit committee)	-	7/7
3.	Mr. CHAIYAVAT NITAYAPORN (Audit committee)	28 Nov 2023	5/7