



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SEA OIL 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 : SEA OIL PUBLIC COMPANY LIMITED

Symbol : SEA OIL

Address : 88 Soi Bangna-Trad 30, Debaratna Road, Bangna-Tai, Bangna

Province : Bangkok

Postcode : 10260

Business : 1. Suppliers of Marine Bunker Fuel and Lubricant products to domestic and international shipping vessels and supply fuel to in-land i.e. Land Transportation Business and Other Industries. 2. Supply management, Catering & Housekeeping service and general supply to oil & gas exploration business both offshore and onshore. 3. Investment in petroleum exploration and production business.

Registration Number : 0107554000194

Telephone : 0-2398-9850-1

Fax (if applicable) : 0-2398-9852

Website : www.seaoilthailand.com

Email : Compliance@seaoilthailand.com

Total Shares Sold (shares)

Common Stock : 738,981,791

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)	11,325,231.00	21,711,072.00	13,841,522.00
Revenue from sales (Thousand baht)	11,077,863.00	21,366,101.00	13,571,651.00
Revenue from services (Thousand baht)	233,583.00	302,782.00	214,148.00
Rental (Thousand baht)	0.00	25,200.00	42,000.00
Other (Thousand baht)	13,785.00	16,989.00	13,723.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sales (%)	97.82	98.41	98.05
Revenue from services (%)	2.06	1.39	1.55
Rental (%)	0.00	0.12	0.30
Other (%)	0.12	0.08	0.10

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	11,325,231.00	21,711,072.00	13,841,522.00
Domestic (Thousand baht)	2,951,832.00	5,825,020.00	7,216,838.00
International (Thousand baht)	8,373,399.00	15,886,052.00	6,624,684.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	26.06	26.83	52.14
International (%)	73.94	73.17	47.86

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	13,785.00	16,989.00	13,723.00
Other income from operations (Thousand baht)	13,785.00	16,989.00	13,723.00
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)	257,496.00	422,293.00	263,763.00

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	N/A	N/A	N/A

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)

Existing and Emerging Operational Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations

Financial Risk

- Insufficient sources of funding
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate

Social and Community Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights
- Corruption

SSHE Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk to Securities Holder (2.2.2)

Risks with major shareholders holding more than 50%

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

None

Risk Management Measures: No

Related Risk Topics

- Foreign Investment Risk

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.seaoilthailand.com/storage/content/sustainability/corporate-social-responsibility/20220804-seaoil-sustainable-development-policy-th.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.seaoilthailand.com/storage/content/sustainability/corporate-social-responsibility/20220804-seaoil-sustainable-development-policy-th.pdf>

Company environmental guideline : Electricity Management, Fuel 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
Diesel (Litres)	8,000.00	6,150.00	3,748.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	322,927.61	340,413.76	310,485.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	117.00	169.00	142.00

Waste management

• Waste from operations

	2021	2022	2023
Hazardous waste (Kilograms)	19,884.00	16,673.00	12,641.00
Total waste generated (Kilograms)	19,884.00	16,673.00	12,641.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	16.63	10.14
Scope 2 (Tons of carbon dioxide equivalents)	N/A	170.17	155.21
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	186.80	165.35

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.seaoilthailand.com/storage/content/corporate-governance/corporate-policies-documents/20220824-seaoil-code-of-conduct.pdf>

Company human right guideline : Employee Rights, 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)	19	21	24
Number of female employees (Persons)	35	39	39
Total number of employees (Persons)	54	60	63

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	50,592,521.70	57,621,082.00	80,596,846.03

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	36.36	29.94	32.00
Employee development and training expenses (baht)	186,343.82	323,820.70	287,541.68

• Health, safety and work environment

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

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	24.07	15.00	20.63

• **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.seaoilthailand.com/storage/content/corporate-governance/corporate-governance-policy-policies-documents/20220601-cg-policy-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	8	100.00
Number of male directors	6	75.00
Number of female directors	2	25.00
Number of executive directors	1	12.50
Number of non-executive directors	7	87.50
Number of independent directors	3	37.50

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. APISIT RUJIKETKAMJORN Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	5 Sep 2013	Governance/ Compliance, Engineering, Corporate Management, Energy & Utilities, Petrochemicals & Chemicals, Leadership, Risk Management, Sustainability, Negotiation, Change Management, Strategic Management, Data Analysis, Corporate Social Responsibility, Transportation & Logistics, Commerce, Steel, Construction Materials

2.	Mr. TAWEEP SOONTORN SINGHA Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Re-elected as director	5 Sep 2013	Strategic Management, Risk Management, Audit, Governance/ Compliance, Data Analysis, Finance, Accounting, Law, Transportation & Logistics, Banking, Corporate Management, Change Management, Economics, Finance & Securities, Commerce, Statistics, Internal Control, Budgeting
3.	Mr. RUTH BANOMYONG Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: International Logistics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	5 Sep 2013	Economics, Commerce, Law, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Information & Communication Technology, Accounting, Finance
4.	Mr. SURAPHON MEESATHIEN Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Political and Administrative Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	5 Sep 2013	Petrochemicals & Chemicals, Transportation & Logistics, Human Resource Management, Sustainability, Procurement, Data Management, Data Analysis, Law, Commerce, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Energy & Utilities, Change Management

5.	Mr. PROMPONG CHAISRISAWATSUK Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	5 Sep 2013	Economics, Finance & Securities, Petrochemicals & Chemicals, Energy & Utilities, Transportation & Logistics, Accounting, Finance, Human Resource Management, Data Management, Data Analysis, Sustainability, Statistics, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Budgeting, Corporate Social Responsibility, Commerce
6.	Ms. NEERACHA PANBOONHOM Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	5 Sep 2013	Commerce, Energy & Utilities, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Procurement, Data Analysis, Statistics, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Sustainability, Information & Communication Technology, IT Management, Negotiation, Petrochemicals & Chemicals, Marketing, Budgeting

7.	Mr. KOSIT FUANGSWASDI Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	24 Apr 2019	Petrochemicals & Chemicals, Energy & Utilities, Transportation & Logistics, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Analysis, Statistics, Negotiation, Corporate Management, Project Management, Leadership, Change Management, Strategic Management, Risk Management, Governance/ Compliance, Commerce
8.	Ms. ATCHAREEYA BANSIT Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 Apr 2022	Economics, Petrochemicals & Chemicals, Transportation & Logistics, Accounting, Finance, Data Analysis, Statistics, Sustainability, Procurement, Human Resource Management, Data Management, Corporate Management, Change Management, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance

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. RUTH BANOMYONG [1] Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: International Logistics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	5 Sep 2013	Economics, Commerce, Law, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Information & Communication Technology, Accounting, Finance
2.	Mr. TAWEEP SOONTORN SINGHA [1] Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	5 Sep 2013	Strategic Management, Risk Management, Audit, Governance/ Compliance, Data Analysis, Finance, Accounting, Law, Transportation & Logistics, Banking, Corporate Management, Change Management, Economics, Finance & Securities, Commerce, Statistics, Internal Control, Budgeting

3.	Ms. ATCHAREEYA BANSIT [1] Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Apr 2022	Economics, Petrochemicals & Chemicals, Transportation & Logistics, Accounting, Finance, Data Analysis, Statistics, Sustainability, Procurement, Human Resource Management, Data Management, Corporate Management, Change Management, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
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[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. Ms. NEERACHA PANBOONHOM Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	5 Sep 2013
2. Mrs. Suthida Karuedetkosol Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 May 2016

3.	Mr. Kasidis Chareancholwanich Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2019
4.	Ms. Sasiprapha Thanuwattanchai Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Science in Marketing Program Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2021

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
the Nomination, Remuneration Corporate Governance and Sustainable Development Committee	Mr. TAWEEP SOONTORN SinghA Mr. SURAPHON MEESATHIEN Ms. ATCHAREEYA BANSIT	Chairman Member Member
Audit and Risk Management Committee	Mr. RUTH BANOMYONG Mr. TAWEEP SOONTORN SinghA Ms. ATCHAREEYA BANSIT	Chairman Member Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Audit and Risk Management Committee
Sub-committees responsible for nomination	: the Nomination, Remuneration Corporate Governance and Sustainable Development Committee
Sub-committees responsible for remuneration	: the Nomination, Remuneration Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate governance	: the Nomination, Remuneration Corporate Governance and

Sub-committees responsible for corporate sustainability development

Sustainable Development Committee

: the Nomination, Remuneration Corporate Governance and Sustainable Development Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information		Position	Date position was assumed	Experience and expertise
1.	Ms. NEERACHA PANBOONHOM Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Business Administration	PRESIDENT AND CHIEF EXECUTIVE OFFICER	5 Sep 2013	Commerce, Energy & Utilities, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Procurement, Data Analysis, Statistics, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Sustainability, Information & Communication Technology, IT Management, Negotiation, Petrochemicals & Chemicals, Marketing, Budgeting

2.	Mrs. Suthida Karuedetkosol Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Business Administration	Executive Director and Senior Vice President	12 May 2016	Petrochemicals & Chemicals, Commerce, Media & Publishing, Professional Services, Transportation & Logistics, Human Resource Management, Procurement, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Marketing, Economics
3.	Mr. Kasidis Chareancholwanich Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	Executive Director and Vice President	1 Jul 2019	Economics, Commerce, Transportation & Logistics, Information & Communication Technology, Law, Marketing, Procurement, Data Management, Data Analysis, Statistics, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Negotiation, Corporate Management, Human Resource Management, Sustainability, Change Management, Budgeting

4.	Ms. Sasiprapha Thanuwattanchai [1] Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Science in Marketing Program	Executive director and Chief financial officer	1 Mar 2021	Economics, Finance & Securities, Banking, Commerce, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Negotiation, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance, Internal Control
5.	Mr. Chayawat Teekamitree Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Sale and Marketing Manager	5 Sep 2013	Marketing, Negotiation
6.	Mrs. siranee Komintarachart Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Social Administration	Petroleum Supply and Logistics Manager	5 Sep 2013	Petrochemicals & Chemicals, Transportation & Logistics
7.	Mr. Pongtorn Kanchana-akradet Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Management	Investment Manager	1 Apr 2022	Economics, Marketing, Data Analysis, Data Management
8.	Mrs. Saowanee Sutthitham Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Accounting	Compliance & Company Secretary Manager	5 Sep 2013	Data Analysis, Corporate Management, Audit, Governance/ Compliance, Internal Control, Accounting

9.	Ms. Titaphorn Namwicha [2] Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Accounting	Accounting Manager	1 Aug 2014	Finance, Accounting
10.	Ms. Ploynapas Kiatsongserm Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Business Administration	Finance & Administrative Manager	1 Jun 2022	Commerce, Finance, Accounting

[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)	29,710,000.00	37,440,000.00	39,500,000.00

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)	: 24
Number of female employees (persons)	: 39
Total number of employees (persons)	: 63

Employee Remuneration

Total employee remuneration	: 80,596,846.03
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Provident fund

Total number of employees (persons)	: 63
Number of employees contributing to the PVD (persons)	: 44
Percentage of employees who are members (%)	: 69.84

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. TAWEEP SOONTORN SINGHA Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 5 Sep 2013	Strategic Management, Risk Management, Audit, Governance/ Compliance, Data Analysis, Finance, Accounting, Law, Transportation & Logistics, Banking, Corporate Management, Change Management, Economics, Finance & Securities, Commerce, Statistics, Internal Control, Budgeting
2. Ms. NEERACHA PANBOONHOM Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 5 Sep 2013	Commerce, Energy & Utilities, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Procurement, Data Analysis, Statistics, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Sustainability, Information & Communication Technology, IT Management, Negotiation, Petrochemicals & Chemicals, Marketing, Budgeting

3.	Mr. KOSIT FUANGSWASDI Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 24 Apr 2019	Petrochemicals & Chemicals, Energy & Utilities, Transportation & Logistics, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Analysis, Statistics, Negotiation, Corporate Management, Project Management, Leadership, Change Management, Strategic Management, Risk Management, Governance/ Compliance, Commerce
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Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. APISIT RUJIKATKAMJORN	Chairman of the board	Non-participating
Mr. TAWEEP SOONTORN SinghA	Vice Chairman	Participating
Mr. RUTH BANOMYONG	Director	Participating
Mr. SURAPHON MEESATHIEN	Director	Participating
Mr. PROMPONG CHAISRI SAWATSUK	Director	Participating
Ms. NEERACHA PANBOONHOM	Director	Participating
Mr. KOSIT FUANGSWASDI	Director	Participating
Ms. ATCHAREEYA BANSIT	Director	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) : 9

Date of AGM meeting : 24 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. APISIT RUJIKATKAMJORN (Chairman of the board)	-	9/9	Participating	Did not hold the meeting
2.	Mr. TAWEEP SOONTORN SinghA (Vice Chairman)	-	9/9	Participating	Did not hold the meeting
3.	Mr. RUTH BANOMYONG (Director)	-	9/9	Participating	Did not hold the meeting
4.	Mr. SURAPHON MEESATHIEN (Director)	-	9/9	Participating	Did not hold the meeting
5.	Mr. PROMPONG CHAISRI SAWATSUK (Director)	-	9/9	Participating	Did not hold the meeting
6.	Ms. NEERACHA PANBOONHOM (Director)	-	8/8	Participating	Did not hold the meeting
7.	Mr. KOSIT FUANGSWASDI (Director)	-	9/9	Participating	Did not hold the meeting
8.	Ms. ATCHAREEYA BANSIT (Director)	-	9/9	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. APISIT RUJIKATKAMJORN (Chairman of the board)	-	0.00	1,224,000.00	Yes

2.	Mr. TAWEEP SOONTORNSINGHA (Vice Chairman)	-	160,000.00	780,000.00	Yes
3.	Mr. RUTH BANOMYONG (Director)	-	150,000.00	780,000.00	Yes
4.	Mr. SURAPHON MEESATHIEN (Director)	-	45,000.00	564,000.00	Yes
5.	Mr. PROMPONG CHAISRIWATSUK (Director)	-	0.00	420,000.00	Yes
6.	Ms. NEERACHA PANBOONHOM (Director)	-	0.00	564,000.00	Yes
7.	Mr. KOSIT FUANGSWASDI (Director)	-	0.00	780,000.00	Yes
8.	Ms. ATCHAREEYA BANSIT (Director)	-	145,000.00	660,000.00	Yes

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. RUTH BANOMYONG (Chairman of the audit committee)	-	6/6
2.	Mr. TAWEEP SOONTORNSINGHA (Audit committee)	-	6/6
3.	Ms. ATCHAREEYA BANSIT (Audit committee)	-	6/6