



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

STAR PETROLEUM REFINING 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 : STAR PETROLEUM REFINING PUBLIC COMPANY LIMITED

Symbol : SPRC

Address : No.1, I-3B Road, Map Ta Phut, Muang Rayong

Province : Rayong

Postcode : 21150

Business : SPRC's refinery produces petroleum products, which include LPG, premium and regular grades of unleaded gasoline, high speed diesel, jet fuel and fuel oil, as well as petrochemical feedstocks used in the petrochemical industry, which include PGP, LPG, chemical grade naphtha, mix C4 and reformate.

Registration Number : 0107555000155

Telephone : 0-3869-9000

Fax (if applicable) : 0-3869-9999

Website : www.sprc.co.th

Email : ir@sprc.co.th

Total Shares Sold (shares)

Common Stock : 4,335,902,125

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)	172,484,395.00	285,264,364.00	238,283,620.00
Refinery (Thousand baht)	172,484,395.00	285,264,364.00	238,283,620.00

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

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	172,484,395.00	285,264,364.00	238,283,620.00
Domestic (Thousand baht)	153,946,092.70	260,125,259.69	213,740,406.86
International (Thousand baht)	18,538,302.30	25,139,104.31	24,543,213.14

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	89.25	91.19	89.70
International (%)	10.75	8.81	10.30

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	61,763.00	62,943.00	138,714.00

Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	61,763.00	62,943.00	138,714.00

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)

Strategic Risk

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
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation
- Competition risk
- Economic risk
- New business risk
- Corporate ownership structure risk
- ESG risk
- Pandemic risk

Operational Risk

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
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation
- Competition risk
- Economic risk
- New business risk
- Corporate ownership structure risk
- ESG risk
- Pandemic 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.sprc.co.th/th/sustainability/SitePages/SPRC-Sustainability.aspx>

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.sprc.co.th/th/sustainability/SitePages/SPRC-Sustainability.aspx>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Natural gas (Standard cubic feet)	7,852,062,841.00	8,633,594,961.00	8,060,976,865.94
LPG (Kilograms)	15,388,778.00	6,616,048.00	13,545,924.41

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	6,104.70	20,191.10	13,193.30

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	2,760,000.00	2,870,000.00	2,876,031.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	65,450.00	54,700.00	227,000.00
Hazardous waste (Kilograms)	7,541,000.00	8,317,000.00	6,395,000.00
Total waste generated (Kilograms)	7,606,450.00	8,371,700.00	6,622,000.00

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)	1,263,854.00	1,316,316.00	1,192,996.12
Scope 2 (Tons of carbon dioxide equivalents)	1,547.00	4,046.00	2,725.26
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	1,265,401.00	1,320,362.00	1,195,721.38

• 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.sprc.co.th/th/sustainability/SustainabilityReport/TH/sprc-sd-report-2022-th.pdf>

Company human right guideline : Employee 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)	384	411	413
Number of female employees (Persons)	115	137	140
Total number of employees (Persons)	499	548	553

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,255,335,632.00	1,458,915,886.00	1,536,680,426.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	22.00	35.00	66.00

• Health, safety and work environment

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

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	1.80	0.55	1.08

• **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.sprc.co.th/th/corporate/SitePages/CorporateGovernancePolicy.aspx>

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

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	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	4	44.44

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. BRANT THOMAS FISH Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Re-elected as director	14 May 2019	Energy & Utilities

2.	Mr. PLIU MANGKORNNANOK Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Original director	25 Apr 2013	Banking, Accounting, Finance
3.	Mr. ROBERT STAIR GUTHRIE Gender: Male Age: 77 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 May 2015	Energy & Utilities
4.	Mrs. KAMONWAN WIPULAKORN Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Apr 2019	Finance
5.	Mr. ROBERT JOSEPH DOBRIK Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Oct 2021	Energy & Utilities

6.	Mr. RANGA RAMA KUMAR SREERAMAGIRI Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	13 Nov 2021	Energy & Utilities
7.	Mr. RAPEE SUCHARITAKUL Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	25 Feb 2023	Governance/ Compliance
8.	Mr. HERBERT MATTHEW PAYNE II Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	6 Apr 2023	Energy & Utilities
9.	Mrs. MELISSA WHITE Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	9 Aug 2023	Accounting, Finance

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

General information	Position	Tenure	Replacement Director
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1.	Mr. BRIAN MONACO SUTTON	Director	Date position was	Mrs. MELISSA WHITE
	Gender: Male	(Non-executive)	assumed:	Date position was assumed:
	Age: 45 years old		10 Apr 2021	9 Aug 2023
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Management		9 Aug 2023	
	Thai nationality: No			
	Residing in Thailand: No			

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

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.	Mrs. KAMONWAN WIPULAKORN Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	11 May 2022	Finance
2.	Mr. ROBERT STAIR GUTHRIE Gender: Male Age: 77 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Apr 2015	Energy & Utilities
3.	Mr. PLIU MANGKORNNANOK [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	13 Nov 2020	Banking, Accounting, Finance

4.	Mr. RAPEE SUCHARITAKUL	Audit committee	25 Feb 2023	Governance/ Compliance
	Gender: Male	(Non-executive,		
	Age: 62 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Newly		
	Major: Law	appointed director to		
	Thai nationality: Yes	replace ex-director		
	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
Nomination, Remuneration and Corporate Governance Committee	Mr. VERAPONG CHAIPERM	Member
	Mr. ROBERT STAIR GUTHRIE	Chairman
	Mr. ROBERT JOSEPH DOBRIK	Member
	Mr. RANGA RAMA KUMAR SREERAMAGIRI	Member
Human Resources Committee	Mr. ROBERT JOSEPH DOBRIK	Chairman
	Mrs. KAMONWAN WIPULAKORN	Member
	Mr. PLIU MANGKORNKANOK	Member
	Mr. BRIAN MONACO SUTTON	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: None
Sub-committees responsible for nomination	: Nomination, Remuneration and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination, Remuneration and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination, Remuneration and Corporate Governance 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. ROBERT JOSEPH DOBRIK Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	1 Oct 2021	Energy & Utilities
2. Mr. Sakchai Thamsuruk Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Science	Manager of Supply & Planning	1 Mar 2009	Energy & Utilities
3. Mr. Steven Lewis Gibson Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Advisor - Business Development	17 Jun 2013	Energy & Utilities
4. Ms. Nattawan Khumwivat Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Law	Corporate Legal Counsel, Company Secretary and Corporate Compliance	27 Nov 2013	Law
5. Mr. Pongkorn Chochuwong Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Science	General Manager - Operational Excellence	1 Jun 2014	Energy & Utilities

6.	Ms. Chaowasri Luengratanakorn Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Engineering	Manager of Strategic Business Planning	15 Apr 2020	Energy & Utilities
7.	Mrs. Nutsara Somkiatweera [1] Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	1 Feb 2022	Finance, Accounting
8.	Mrs. Jariya Wuensche Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Aviation Management	Manager of Human Resources	15 Feb 2022	Human Resource Management
9.	Mr. Narong Triyotee Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Engineering	General Manager - Refinery Operations	1 Apr 2023	Energy & Utilities
10.	Mrs. Sudpreeda Pongkajonton Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Manager of Information & Digital Technology	27 Jun 2023	Information & Communication Technology

[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)	165,808,120.00	166,258,879.00	160,116,124.00

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) : 413

Number of female employees (persons) : 140

Total number of employees (persons) : 553

Employee Remuneration

Total employee remuneration : 1,536,680,426.00

Provident fund

Total number of employees (persons) : 553

Number of employees contributing to the PVD (persons) : 516

Percentage of employees who are members (%) : 93.31

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Sirisopa Phuangchan	sirisopap@sprc.co.th	

- Company secretary

General information	Email	Telephone
1. Ms. Nattawan Khumwiwat	nattawank@sprc.co.th	

- Head of internal audit

General information	Email	Telephone
1. Mrs. Sukhumal Tonpitak	sukhumalp@sprc.co.th	

- Head of compliance unit

General information	Email	Telephone
1. Ms. Nattawan Khumwiwat	nattawank@sprc.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Mr. Chanchai Chaiprasit Email: Chanchai.Chaiprasit@th. pwc.com Telephone: 028441000	2,875,000.00	-
	2. Mr. Pongthavee Ratanakoses Email: Pongthavee. Ratanakoses@th.pwc.com Telephone: 028441000		
	3. Mr. Kan Tanthawirat Email: kan.tanthawirat@th.pwc. com Telephone: 028441000		

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. BRANT THOMAS FISH Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 14 May 2019	Energy & Utilities

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. RAPEE SUCHARITAKUL Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law 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: 25 Feb 2023	Governance/ Compliance

2.	Mrs. MELISSA WHITE	Director (Non-executive)	Date position was assumed: 9 Aug 2023	Accounting, Finance
	Gender: Female			
	Age: 55 years old			
	Highest level of education: Bachelor's degree	Director type: Newly appointed director to replace ex-director		
	Major: Finance			
	Thai nationality: No			
	Residing in Thailand: No			

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. HERBERT MATTHEW PAYNE II	Director (Non-executive)	Date position was assumed: 6 Apr 2023	Energy & Utilities
Gender: Male			
Age: 46 years old			
Highest level of education: Bachelor's degree	Director type: Additional and newly-appointed directors		
Major: Engineering			
Thai nationality: No			
Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BRANT THOMAS FISH	Chairman of the board	Non-participating
Mr. PLIU MANGKORNKANOK	Vice Chairman	Participating
Mr. ROBERT STAIR GUTHRIE	Director	Participating
Mrs. KAMONWAN WIPULAKORN	Director	Participating
Mr. ROBERT JOSEPH DOBRIK	Director	Participating
Mr. RANGA RAMA KUMAR SREERAMAGIRI	Director	Non-participating
Mr. RAPEE SUCHARITAKUL	Director	Participating
Mr. HERBERT MATTHEW PAYNE II	Director	Participating
Mrs. MELISSA WHITE	Director	Non-participating

Mr. BRIAN MONACO SUTTON	Director	Non-participating
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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) : 5

Date of AGM meeting : 5 Apr 2023

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. BRANT THOMAS FISH (Chairman of the board)	-	5/5	Participating	Participating
2. Mr. PLIU MANGKORNNANOK (Vice Chairman)	-	5/5	Participating	Participating
3. Mr. ROBERT STAIR GUTHRIE (Director)	-	5/5	Participating	Participating
4. Mrs. KAMONWAN WIPULAKORN (Director)	-	5/5	Participating	Participating
5. Mr. ROBERT JOSEPH DOBRIK (Director)	-	5/5	Participating	Participating
6. Mr. RANGA RAMA KUMAR SREERAMAGIRI (Director)	-	5/5	Participating	Participating
7. Mr. RAPEE SUCHARITAKUL (Director)	-	4/4	Participating	Participating
8. Mr. HERBERT MATTHEW PAYNE II (Director)	-	3/3	N/A	Participating
9. Mrs. MELISSA WHITE (Director)	-	1/1	N/A	Participating
10. Mr. BRIAN MONACO SUTTON (Director)	9 Aug 2023	4/4	Participating	N/A

Remuneration for company directors

List of directors		Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. BRANT THOMAS FISH (Chairman of the board)	-	2,285,000.00	N/A	No
2.	Mr. PLIU MANGKORNKANOK (Vice Chairman)	-	2,380,000.00	N/A	No
3.	Mr. ROBERT STAIR GUTHRIE (Director)	-	2,080,000.00	N/A	No
4.	Mrs. KAMONWAN WIPULAKORN (Director)	-	2,120,000.00	N/A	No
5.	Mr. ROBERT JOSEPH DOBRIK (Director)	-	2,090,000.00	N/A	No
6.	Mr. RANGA RAMA KUMAR SREERAMAGIRI (Director)	-	1,930,000.00	N/A	No
7.	Mr. RAPEE SUCHARITAKUL (Director)	-	1,700,715.00	N/A	No
8.	Mr. HERBERT MATTHEW PAYNE II (Director)	-	1,370,834.00	N/A	No
9.	Mrs. MELISSA WHITE (Director)	-	736,333.00	N/A	No
10.	Mr. BRIAN MONACO SUTTON (Director)	9 Aug 2023	1,223,667.00	N/A	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mrs. KAMONWAN WIPULAKORN (Chairman of the audit committee)	-	4/4
2.	Mr. ROBERT STAIR GUTHRIE (Audit committee)	-	4/4
3.	Mr. PLIU MANGKORNNANOK (Audit committee)	-	4/4
4.	Mr. RAPEE SUCHARITAKUL (Audit committee)	-	3/3