



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CHEMEMAN 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 : CHEMEMAN PUBLIC COMPANY LIMITED

Symbol : CMAN

Address : 195/11-12 Lake Rajada Office Complex 2, 10th-11th Floor,
Rajadapisek Road, Klongtoey

Province : Bangkok

Postcode : 10110

Business : The Company operates lime business and produces derivative
chemical products as raw materials or components in industrial
processes under the trademark "CHEMEMAN".

Registration Number : 0107560000346

Telephone : 0-2661-9734

Website : www.chememan.com

Email : ir@chememan.com

Total Shares Sold (shares)

Common Stock : 960,000,000

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)	3,148,805.62	3,876,279.37	3,573,650.94
Quicklime and Hydrated lime (Thousand baht)	2,417,072.68	2,999,361.52	2,835,407.46
Limestone and Ground Limestone (Thousand baht)	466,235.19	374,173.87	369,319.97
Pulverized Coal (Thousand baht)	0.00	16,402.43	25,641.14
Service Revenues (Thousand baht)	117,894.36	269,398.03	275,056.92
Freight Compensation (Thousand baht)	0.00	147,183.66	0.00
Other Revenues (Thousand baht)	147,603.39	69,759.86	68,225.45

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Quicklime and Hydrated lime (%)	76.76	77.38	79.34
Limestone and Ground Limestone (%)	14.81	9.65	10.33
Pulverized Coal (%)	0.00	0.42	0.72
Service Revenues (%)	3.74	6.95	7.70
Freight Compensation (%)	0.00	3.80	0.00
Other Revenues (%)	4.69	1.80	1.91

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	3,148,805.62	3,876,279.37	3,573,650.94
Domestic (Thousand baht)	993,400.23	1,281,178.19	1,371,285.26
International (Thousand baht)	2,155,405.39	2,595,101.18	2,202,365.68

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	31.55	33.05	38.37
International (%)	68.45	66.95	61.63

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

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

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.chememan.com/storage/document/cg/sd-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.chememan.com/storage/document/cg/environmental-policy-th.pdf>

Company environmental guideline : Electricity Management, Water Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	0.00	0.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	0.00

Waste management

• Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

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	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Company Limited

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : No

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)	410	414	424
Number of female employees (Persons)	127	131	131
Total number of employees (Persons)	537	545	555

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	320,741,030.31	343,290,238.23	0.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	11.00	17.00	N/A
Employee development and training expenses (baht)	1,454,754.56	2,576,151.00	N/A

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	12	6	N/A

• Employee retention

	2021	2022	2023
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Percentage of employees who voluntarily resigned (%)	13.04	11.93	N/A
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• **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.chememan.com/storage/document/cg/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, 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 the Misuse of Inside Information, Anti-corruption

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	3	33.33

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. M.L. CHANDCHUTHA CHANDRATAT Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	8 Aug 2017	

2.	Mr. ADISAK LOWJUN Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	3 Mar 2003	Business Administration, Banking, Petrochemicals & Chemicals
3.	Mr. CHAROEN CHUREKANONT Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Mining Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	3 Mar 2003	
4.	Mr. CHAI SRIVIKORN Gender: Male Age: 62 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	3 Sep 2003	
5.	Mr. SUTHEP UACHERDKUL Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	3 Sep 2003	

6.	Mrs. RAJJANEEPEN UNGPAKORN Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	3 Sep 2003
7.	Mr. PORNPROM KARNCHANACHARI Gender: Male Age: 60 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: Original director	20 Dec 2016
8.	Ms. AMATA ISSARANGURA NA AYUDHAYA Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	20 Dec 2016
9.	Mr. YARNSAK MANOMAIPHIBOON Gender: Male Age: 60 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	29 Mar 2017

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 : 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. Mr. PORNPROM KARNCHANACHARI [1] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	8 Aug 2017	
2. Ms. AMATA ISSARANGURA NA AYUDHAYA [1] Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	30 Jan 2017	

3.	Mr. YARNSAK MANOMAIPHIBOON	Audit committee	8 Aug 2017
	[1]	(Non-executive, Independent director)	
	Gender: Male		
	Age: 60 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

Sub-committees responsible for corporate governance : None

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. ADISAK LOWJUN [1] Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Finance	Chief Executive Officer / Acting Chief Finance Officer	3 Mar 2003	Business Administration, Banking, Petrochemicals & Chemicals
2. Mr. Komgrit Panom-Upatam Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Mechanical Engineering	Chief Operating Officer	1 Jan 2021	
3. Mr. Lerssak Boonsongsup Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Chief Strategy Officer / Acting Chief People Officer	1 Aug 2021	

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	36,521,802.00	42,693,152.70	N/A

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) : 424

Number of female employees (persons) : 131

Total number of employees (persons) : 555

Employee Remuneration

Total employee remuneration : 0.00

Provident fund

Total number of employees (persons) : 555

Number of employees contributing to the PVD (persons) : 390

Percentage of employees who are members (%) : 70.27

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. CHAROEN CHUREKANONT Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Mining Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 3 Mar 2003	
2. Mrs. RAJJANEOPEN UNGPAKORN Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 3 Sep 2003	
3. Ms. AMATA ISSARANGURA NA AYUDHAYA Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 20 Dec 2016	

Development of directors over the past year

List of directors	Position	Participated in director development program
M.L. CHANDCHUTHA CHANDRATAT	Chairman of the board	Non-participating
Mr. ADISAK LOWJUN	Director	Non-participating
Mr. CHAROEN CHUREKANONT	Director	Non-participating
Mr. CHAI SRIVIKORN	Director	Non-participating
Mr. SUTHEP UACHERDKUL	Director	Non-participating
Mrs. RAJJANEEN UNGPAKORN	Director	Non-participating
Mr. PORNPROM KARNCHANACHARI	Director	Non-participating
Ms. AMATA ISSARANGURA NA AYUDHAYA	Director	Non-participating
Mr. YARNSAK MANOMAIPHIBOON	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

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. M.L. CHANDCHUTHA CHANDRATAT (Chairman of the board)	-	N/A	N/A	Did not hold the meeting

2.	Mr. ADISAK LOWJUN (Director)	-	N/A	N/A	Did not hold the meeting
3.	Mr. CHAROEN CHUREKANONT (Director)	-	N/A	N/A	Did not hold the meeting
4.	Mr. CHAI SRIVIKORN (Director)	-	N/A	N/A	Did not hold the meeting
5.	Mr. SUTHEP UACHERDKUL (Director)	-	N/A	N/A	Did not hold the meeting
6.	Mrs. RAJJANEEN UNGPAKORN (Director)	-	N/A	N/A	Did not hold the meeting
7.	Mr. PORNPROM KARNCHANACHARI (Director)	-	N/A	N/A	Did not hold the meeting
8.	Ms. AMATA ISSARANGURA NA AYUDHAYA (Director)	-	N/A	N/A	Did not hold the meeting
9.	Mr. YARNSAK MANOMAIPHIBOON (Director)	-	N/A	N/A	Did not hold the meeting