



# **Annual Registration Statement / Annual Report**

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

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

**ASIA BIOMASS 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 : ASIA BIOMASS PUBLIC COMPANY LIMITED

Symbol : ABM

Address : 273/2 Rama 2 Road, Samae Dam Sub-district, Bang Khun Thian District

Province : Bangkok

Postcode : 10150

Business : Biomass fuel trading that the products can be categorized into five major groups as 1) Palm Kernel Shell 2) Woodchips and Others 3) Wood Shavings, Sawdust and Wood Dust 4) Biomass Pellet and 5) Other Products comprising rice husk, palm fiber, fruit bunch, corncob cassava root cassava chip cassava starch etc.

Registration Number : 0107560000061

Telephone : 0-2415-0054

Fax (if applicable) : 0-2415-1102

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

Email : [secretary@asiabiomass.com](mailto:secretary@asiabiomass.com)

#### Total Shares Sold (shares)

Common Stock : 400,011,700

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)	1,928,305.00	2,715,691.00	2,383,334.00
Palm Kernel shell (Thousand baht)	967,360.00	1,468,190.00	1,127,180.00
Woodchip and other parts of wood (Thousand baht)	724,920.00	871,790.00	900,201.00
Biomass Pellets (Thousand baht)	90,380.00	228,120.00	292,670.00
Wood Shavings, Sawdust and Wood dust (Thousand baht)	53,930.00	37,190.00	27,560.00
Other products (Thousand baht)	5,251.00	81,540.00	10,611.00
Transportation services (Thousand baht)	18,718.00	17,474.00	19,041.00
Other (Thousand baht)	67,746.00	11,387.00	6,071.00
	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Palm Kernel shell (%)	50.17	54.06	47.29
Woodchip and other parts of wood (%)	37.59	32.10	37.77
Biomass Pellets (%)	4.69	8.40	12.28
Wood Shavings, Sawdust and Wood dust (%)	2.80	1.37	1.16
Other products (%)	0.27	3.00	0.45
Transportation services (%)	0.97	0.64	0.80
Other (%)	3.51	0.42	0.25

**By Geographical Area or Market**

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,928,305.00	2,715,691.00	2,383,334.00
Domestic (Thousand baht)	1,256,547.00	1,938,611.00	1,721,300.00
International (Thousand baht)	671,758.00	777,080.00	662,034.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	65.16	71.39	72.22
International (%)	34.84	28.61	27.78

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

	2021	2022	2023
Total other income (Thousand baht)	20,278.00	11,386.00	6,071.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	20,278.00	11,386.00	6,071.00

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

	2021	2022	2023
Share of profit (Thousand baht)	0.00	-30.80	892.07

**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
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R&D expenses in the past 3 years	0.00	N/A	N/A
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# Risk Management



# Risk Management

## Risk Factors (2.2)

**Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)**

### **Risk from procurement**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Other

### **Risk of price volatility**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

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

### **Risk of loss from inventory management**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Inventory risk

### **The risk from bad debts incurred from non-receipt of products already paid for in advance**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

#### **The risk from fluctuation in sales revenues during the accounting year**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Operational Risk

- Other

#### **Risk of Business Competition and Entry of new Competitors**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Competition risk

#### **Risk of Key Person Dependency**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

#### **Risk of product transport management**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Operational Risk

- Other

#### **Risk of customers' possibility change to use other fuels**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers

#### **Risk of investing in new business**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Delays in the development of future projects

#### **Risk of fluctuation in Interest Rate**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

#### **Risk of fluctuations in foreign exchange and interest rate**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

#### **Cybersecurity risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Information security and cyber-attack

### **Risk to Securities Holder (2.2.2)**

**Risks in the event that any group of shareholders holds more than 50 percent of shares.**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Return from investment of securities holder

# 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.asiabiomass.com/download/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%88%e0%b8%b1%e0%b8%94%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%94%e0%b9%89%e0%b8%b2%e0%b8%99%e0%b8%84%e0%b8%a7%e0%b8%b2/?wpdmdl=2481&refresh=6604fa4330b0b1711602243>

## 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.asiabiomass.com/download/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%84%e0%b8%b8%e0%b8%93%e0%b8%a0%e0%b8%b2%e0%b8%9e-%e0%b8%84%e0%b8%a7%e0%b8%b2%e0%b8%a1%e0%b8%9b%e0%b8%a5%e0%b8%ad%e0%b8%94%e0%b8%a0%e0%b8%b1/?wpdmdl=2477&refresh=6604fa440612d1711602244>

Company environmental guideline : Electricity 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
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00

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)	0.00	0.00	0.00
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)	1,285,872.00	2,648,541.00	3,659,867.00

**Water management**

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	3,038.00	3,663.00	4,406.00

**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)	0.00	0.00	0.00

Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

• **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.asiabiomass.com/download/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%94%e0%b9%89%e0%b8%b2%e0%b8%99%e0%b8%aa%e0%b8%b4%e0%b8%97%e0%b8%98%e0%b8%b4%e0%b8%a1%e0%b8%a2%e0%b8%b8%e0%b8%a9%e0%b8%a2%e0%b8%8a/?wpdmdl=6953&refresh=6604fa41c79001711602241>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, 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)	49	58	76
Number of female employees (Persons)	42	39	38
<b>Total number of employees (Persons)</b>	<b>91</b>	<b>97</b>	<b>114</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	37,520,000.00	46,830,000.00	55,550,000.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	9.26	9.12	11.50
Employee development and training expenses (baht)	99,000.00	120,000.00	127,000.00

##### • Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	1	1	0

• Employee retention

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	26.37	19.59	18.42

• 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.asiabiomass.com/download/%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%81%e0%b8%b3%e0%b8%81%e0%b8%b1%e0%b8%9a%e0%b8%94%e0%b8%b9%e0%b9%81%e0%b8%a5%e0%b8%81%e0%b8%b4%e0%b8%88%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%97%e0%b8%b5%e0%b9%88%e0%b8%94/?wpdmdl=2480&refresh=6604fa4372d371711602243>

### 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	7	100.00
Number of male directors	4	57.14
Number of female directors	3	42.86
Number of executive directors	1	14.29
Number of non-executive directors	6	85.71
Number of independent directors	4	57.14

#### 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. VICHAI TANPATANARAT Gender: Male Age: 77 years old Highest level of education: Master's degree Major: human science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	27 Apr 2023	Economics, Business Administration, Property Development, Corporate Social Responsibility, Human Resource Management, Leadership, Governance/ Compliance, Sustainability, Corporate Management, Project Management

2.	<p>Mrs. NATPAPHA KUANSATAPORN</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Non-executive)</p> <p>Director type: Original director</p>	13 Jul 2015	<p>Corporate Management, Accounting, Governance/ Compliance, Banking, Finance &amp; Securities, Commerce, Property Development, Leadership, Negotiation, Finance, Risk Management</p>
3.	<p>Ms. TIYADA Mekpongsatorn</p> <p>Gender: Female</p> <p>Age: 37 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Logistics Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	17 Dec 2007	<p>Transportation &amp; Logistics, Information &amp; Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, IT Management, Data Analysis, Leadership, Strategic Management, Change Management, Governance/ Compliance</p>
4.	<p>Mr. WICHAI PORNKERATIWAT</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</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>	13 Jul 2015	<p>Strategic Management, Data Management, Change Management, Corporate Management, Audit, Negotiation, Transportation &amp; Logistics, Sustainability, Governance/ Compliance, Energy &amp; Utilities, Leadership, Petrochemicals &amp; Chemicals, Finance, Data Analysis, Marketing, Corporate Social Responsibility, Property Development, Commerce</p>

5.	Mr. PANOM KUANSATAPORN Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	18 Aug 2015	Law, Strategic Management, Data Management, Change Management, Risk Management, Project Management, Marketing, Data Analysis, Negotiation, Transportation & Logistics, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership, Energy & Utilities, Property Development, Economics, Corporate Management, Commerce
6.	Ms. PINMANEE MEKMONTANA Gender: Female Age: 58 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: Original director	27 Apr 2022	Accounting, Finance, Audit, Budgeting, Governance/ Compliance, Data Management, Data Analysis, Strategic Management, Risk Management, Leadership, Change Management, Negotiation, Corporate Management, Banking
7.	Pol.Lt.Gen. SOMKIAT SANGSINSORN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	27 Apr 2023	Law, Corporate Social Responsibility, Leadership

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

General information	Position	Tenure	Replacement Director
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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)	Date position was assumed: 6 Aug 2014 Date directorship ended: 27 Apr 2023	Mr. VICHAI TANPATANARAT Date position was assumed: 27 Apr 2023
2.	Mr. SARIT CHOKCHAINIRAND Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 13 Jul 2015 Date directorship ended: 31 May 2023	Ms. PINMANEE MEKMONTANA Date position was assumed: 10 Aug 2023

#### Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	<p>Ms. PINMANEE MEKMONTANA [1]</p> <p>Gender: Female</p> <p>Age: 58 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	10 Aug 2023	Accounting, Finance, Audit, Budgeting, Governance/ Compliance, Data Management, Data Analysis, Strategic Management, Risk Management, Leadership, Change Management, Negotiation, Corporate Management, Banking
2.	<p>Mr. WICHAI PORNKERATIWAT</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	26 Dec 2015	Strategic Management, Data Management, Change Management, Corporate Management, Audit, Negotiation, Transportation & Logistics, Sustainability, Governance/ Compliance, Energy & Utilities, Leadership, Petrochemicals & Chemicals, Finance, Data Analysis, Marketing, Corporate Social Responsibility, Property Development, Commerce

3.	Pol.Lt.Gen. SOMKIAT SANGSINSORN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	10 Aug 2023	Law, Corporate Social Responsibility, Leadership
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[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
1. Mr. SARIT CHOKCHAINIRAND [1] Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 13 May 2017 Date directorship ended: 1 Jun 2023	No replacement director

[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. TIYADA Mekpongsatorn Gender: Female Age: 37 years old Highest level of education: Master's degree Major: Logistics Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	7 Mar 2017

2.	<p>Mrs. NATPAPHA KUANSATAPORN</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	7 Mar 2017
3.	<p>Mr. PANOM KUANSATAPORN</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	25 Feb 2019
4.	<p>Mr. Pongtham Danwungderm</p> <p>Gender: Male</p> <p>Age: 38 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice-chairman of the executive committee</p>	7 Mar 2017

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Remuneration Committee	Mr. WICHAI PORNKERATIWAT	Chairman
	Ms. TIYADA Mekpongsatorn	Member
	Mr. PANOM KUANSATAPORN	Member
Corporate Governance and Sustainability Committee	Ms. PINMANEE MEKMONTANA	Chairman
	Mr. WICHAI PORNKERATIWAT	Member
	Ms. TIYADA Mekpongsatorn	Member

Risk Management Committee	Ms. TIYADA Mekpongsatorn	Chairman
	Mr. Pongtham Danwungderm	Vice chairman
	Mrs. NATPAPHA KUANSATAPORN	Member
	Ms. Apiratee Sakulin	Member
	Mr. Chairat Dejpaiboonyot	Member
	Mr. Prutthipol Soisuwan	Member

#### **Roles of Sub-committees**

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Remuneration Committee
Sub-committees responsible for remuneration	: Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability Committee

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Ms. TIYADA Mekpongsatorn Gender: Female Age: 37 years old Highest level of education: Master's degree Major: Logistics Management	Managing Director	17 Dec 2007	Transportation & Logistics, Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, IT Management, Data Analysis, Leadership, Strategic Management, Change Management, Governance/ Compliance
2. Mr. Pongtham Danwungderm [1][2] Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Finance	Deputy Managing Director and Chief Financial Officer (CFO)	1 Mar 2017	Accounting, Finance, Data Analysis, Data Management, Statistics, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting, Audit, Information & Communication Technology, Banking, Finance & Securities, Business Administration, Property Development, Transportation & Logistics, Marketing, Corporate Social Responsibility, Human Resource Management, IT Management, Project Management, Corporate Management, Change Management

3.	Ms. Apiratee Sakulin Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Management	Company Secretary and Director of Human Resources and Administration	3 Jan 2017	Business Administration, Economics, Insurance, Transportation & Logistics, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Data Management, Negotiation, Corporate Management, Project Management, Change Management, Leadership, Risk Management, Internal Control, Governance/ Compliance, Audit
4.	Mr. Prutthipol Soisuwan Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration	Director of Sourcing and Supply Chain (BU 2)	3 Jan 2017	Business Administration, Economics, Agribusiness, Negotiation, Project Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Corporate Management, Data Analysis, Data Management, Procurement, Transportation & Logistics

[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)	15,511,599.00	10,028,657.00	13,964,144.42

## 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) : 76

Number of female employees (persons) : 38

**Total number of employees (persons)** : 114

#### Employee Remuneration

Total employee remuneration : 55,550,000.00

#### Provident fund

Total number of employees (persons) : 114

Number of employees contributing to the PVD (persons) : 65

Percentage of employees who are members (%) : 57.02



# 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. WICHAI PORNKERATIWAT Gender: Male Age: 71 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: Re-elected as director	Date position was assumed: 13 Jul 2015	Strategic Management, Data Management, Change Management, Corporate Management, Audit, Negotiation, Transportation & Logistics, Sustainability, Governance/ Compliance, Energy & Utilities, Leadership, Petrochemicals & Chemicals, Finance, Data Analysis, Marketing, Corporate Social Responsibility, Property Development, Commerce

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VICHAI TANPATANARAT Gender: Male Age: 77 years old Highest level of education: Master's degree Major: human science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 27 Apr 2023	Economics, Business Administration, Property Development, Corporate Social Responsibility, Human Resource Management, Leadership, Governance/ Compliance, Sustainability, Corporate Management, Project Management

2.	Pol.Lt.Gen. SOMKIAT SANGSINSORN	Director (Non-executive, Independent director)	Date position was assumed: 27 Apr 2023	Law, Corporate Social Responsibility, Leadership
	Gender: Male			
	Age: 65 years old			
	Highest level of education: Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Political Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VICHAI TANPATANARAT	Chairman of the board	Non-participating
Mrs. NATPAPHA KUANSATAPORN	Vice Chairman	Non-participating
Ms. TIYADA Mekpongsatorn	Director	Non-participating
Mr. WICHAI PORNKERATIWAT	Director	Non-participating
Mr. PANOM KUANSATAPORN	Director	Non-participating
Ms. PINMANEE MEKMONTANA	Director	Non-participating
Pol.Lt.Gen. SOMKIAT SANGSINSORN	Director	Participating
Mr. APISIT RUJIKATKAMJORN	Chairman of the board	Non-participating
Mr. SARIT CHOKCHAINIRAND	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. VICHAI TANPATANARAT (Chairman of the board)	-	3/4	Non-participating	Did not hold the meeting
2.	Mrs. NATPAPHA KUANSATAPORN (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
3.	Ms. TIYADA Mekpongsatorn (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. WICHAI PORNKERATIWAT (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. PANOM KUANSATAPORN (Director)	-	4/4	Participating	Did not hold the meeting
6.	Ms. PINMANEE MEKMONTANA (Director)	-	4/4	Participating	Did not hold the meeting
7.	Pol.Lt.Gen. SOMKIAT SANGSINSORN (Director)	-	3/4	Participating	Did not hold the meeting
8.	Mr. APISIT RUJIKETKAMJORN (Chairman of the board)	27 Apr 2023	1/4	Participating	Did not hold the meeting
9.	Mr. SARIT CHOKCHAINIRAND (Director)	31 May 2023	2/4	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
1.	Mr. VICHAI TANPATANARAT (Chairman of the board)	-	275,000.00	0.00	No
2.	Mrs. NATPAPHA KUANSATAPORN (Vice Chairman)	-	340,000.00	0.00	No
3.	Ms. TIYADA Mekpongsatorn (Director)	-	360,000.00	0.00	No

4.	Mr. WICHAI PORNKERATIWAT (Director)	-	445,000.00	0.00	No
5.	Mr. PANOM KUANSATAPORN (Director)	-	360,000.00	0.00	No
6.	Ms. PINMANEE MEKMONTANA (Director)	-	430,000.00	0.00	No
7.	Pol.Lt.Gen. SOMKIAT SANGSINSORN (Director)	-	320,000.00	0.00	No
8.	Mr. APISIT RUJIKETKAMJORN (Chairman of the board)	27 Apr 2023	150,000.00	0.00	No
9.	Mr. SARIT CHOKCHAINIRAND (Director)	31 May 2023	210,000.00	0.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. PINMANEE MEKMONTANA (Chairman of the audit committee)	-	4/4
2.	Mr. WICHAI PORNKERATIWAT (Audit committee)	-	4/4
3.	Pol.Lt.Gen. SOMKIAT SANGSINSORN (Audit committee)	-	2/4
4.	Mr. SARIT CHOKCHAINIRAND (Chairman of the audit committee)	1 Jun 2023	2/4