



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BBGI PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	11
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	12
Performance Report on Corporate Governance	28

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : BBGI PUBLIC COMPANY LIMITED

Symbol : BBGI

Address : 2098 M Tower Building, 5th Floor, Sukhumvit Road, Phra Khanong
Tai, Phra Khanong

Province : Bangkok

Postcode : 10260

Business : The Company performed through Holding Company within 1) the
business of Biofuel including Ethanol, Biodiesel, and 2) High
Value Bio-Based Products in Health and Well-Being which
utilizing advanced technology.

Registration Number : 0107561000129

Telephone : 0-2335-8816

Fax (if applicable) : 0-2335-8800

Website : <https://www.bbgigroup.com/>

Email : bbgi-secretary@bbgigroup.com

Total Shares Sold (shares)

Common Stock : 1,446,000,000

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)	14,131,950.00	13,418,844.00	13,874,465.44
. Ethanol Production and Distribution (Thousand baht)	4,610,790.00	3,965,317.00	4,255,847.89
High-value biological products that promote health (Thousand baht)	2,420.00	4,369.00	3,140.36
Biodiesel Production and Distribution Business (Thousand baht)	9,481,730.00	9,404,091.00	9,498,259.61
Interest Income (Thousand baht)	2,260.00	10,910.00	27,777.53
Other (Thousand baht)	34,750.00	34,157.00	89,440.05

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
. Ethanol Production and Distribution (%)	32.63	29.55	30.67
High-value biological products that promote health (%)	0.02	0.03	0.02
Biodiesel Production and Distribution Business (%)	67.09	70.08	68.46
Interest Income (%)	0.02	0.08	0.20
Other (%)	0.25	0.25	0.64

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	14,131,950.00	13,418,844.00	13,874,465.44
Domestic (Thousand baht)	14,020,165.00	13,272,358.00	13,722,538.09
International (Thousand baht)	111,785.00	146,486.00	151,927.35

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	99.21	98.91	98.90
International (%)	0.79	1.09	1.10

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	37,230.00	45,067.00	117,218.00
Other income from operations (Thousand baht)	37,230.00	45,067.00	65,534.00
Other income not from operations (Thousand baht)	0.00	0.00	51,684.00

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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	770.00	1,450.92	750.84

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
- Government policy
- Reliance on large customers or few customers
- New business risk
- Climate change and disasters

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Information security and cyber-attack
- Delays in the development of future projects
- Business operations that have no commercial results
- Safety, occupational health, and working environment

- Climate change and disasters
- Impact on the environment
- Pandemic risk
- Other

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

Reputation Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on the environment
- Corruption

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

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.bbgigroup.com/storage/document/sustainability/bbgi-environmental-social-and-governance-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.bbgigroup.com/storage/document/sustainability/bbgi-environmental-social-and-governance-policy-th.pdf>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	211,295.82	187,060.41	169,510.00
Gasoline (Litres)	1,079.35	3,173.90	1,576.00
Fuel oil (Litres)	203,063.00	0.00	58,995.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	414,111,514.00	392,751,053.55	494,804,249.00
LPG (Kilograms)	660.00	555.00	4,803.00

Steam (Metric tonnes)	168,425.60	194,830.74	120,586.00
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	68,823,612.16	62,188,383.83	64,512,861.00

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	3,129,599.40	2,562,726.80	2,719,410.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	2,309,087,760.00	1,803,948,681.00	1,246,530,991.00
Hazardous waste (Kilograms)	338,190.00	594,458.00	43,640.00
Total waste generated (Kilograms)	2,309,425,950.00	1,804,543,139.00	1,246,574,631.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	77,935.00
Scope 1 (Tons of carbon dioxide equivalents)	46,329.00	60,777.00	52,499.00
Scope 2 (Tons of carbon dioxide equivalents)	18,446.00	20,068.00	20,741.00

Scope 3 (Tons of carbon dioxide equivalents)	N/A	263,433.00	330,349.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	64,775.00	344,278.00	403,589.00

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

Third-party verification : Yes

Name of verifying organization : LRQA (THAILAND) LIMITED

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.bbgigroup.com/storage/document/sustainability/bbgi-business-responsibility-policy-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	389	384	383
Number of female employees (Persons)	171	194	190
Total number of employees (Persons)	560	578	573

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	242,280,023.01	242,560,088.00	235,602,451.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	0.00	20.90	17.17
Employee development and training expenses (baht)	0.00	1,764,529.64	1,663,764.19

• 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 (%)	8.75	10.21	15.71

• **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.bbgigroup.com/storage/document/cg/good-corporate-governance-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	11	100.00
Number of male directors	8	72.73
Number of female directors	3	27.27
Number of executive directors	1	9.09
Number of non-executive directors	10	90.91
Number of independent directors	4	36.36

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
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1.	<p>Mr. PICHAJ CHUNHAVAJIRA</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the board (Non-executive)</p> <p>Director type: Original director</p>	31 Oct 2017	<p>Accounting, Leadership, Finance, Business Administration, Economics, Petrochemicals & Chemicals, Energy & Utilities, Commerce, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Digital Marketing, Negotiation, Project Management, Corporate Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Change Management, Strategic Management</p>
2.	<p>Mr. CHALUSH CHINTHAMMIT</p> <p>Gender: Male</p> <p>Age: 54 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 (Non-executive)</p> <p>Director type: Re-elected as director</p>	31 Oct 2017	<p>Leadership, Commerce, Budgeting, Finance, Business Administration, Agribusiness, Energy & Utilities, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Strategic Management, Risk Management, Audit, Governance/ Compliance, Procurement, Change Management, Internal Control</p>

3.	<p>Mrs. JARUPORN VIYANANT</p> <p>Gender: Female</p> <p>Age: 79 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	31 Oct 2017	<p>Commerce, Finance & Securities, Budgeting, Audit, Finance, Accounting, Statistics, Business Administration, Economics, Energy & Utilities, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Corporate Management, Leadership, Strategic Management, Risk Management, Internal Control, Governance/ Compliance, Negotiation, Project Management, Change Management</p>
4.	<p>Ms. Lackana Leelayouthayotin</p> <p>Gender: Female</p> <p>Age: 70 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	5 Apr 2023	<p>Business Administration, Economics, Agribusiness, Food & Beverage, Banking, Energy & Utilities, Commerce, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Digital Marketing, Brand Management, Negotiation, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Procurement, Statistics, Project Management, Corporate Management, Change Management, Leadership</p>

5.	<p>Mr. Pongchai Chaichirawiwat</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Aug 2023	<p>Business Administration, Agribusiness, Petrochemicals & Chemicals, Energy & Utilities, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Commerce, Human Resource Management, Procurement, IT Management, Statistics, Project Management, Corporate Management, Engineering, Change Management, Audit, Internal Control</p>
6.	<p>Mrs. PATRICIA MONGKHONVANIT</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Oct 2020	<p>Law, Governance/ Compliance, Audit, Business Administration, Economics, Banking, Commerce, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Corporate Management, Leadership, Strategic Management, Risk Management, Internal Control, Budgeting, Energy & Utilities, Procurement, Project Management, Change Management</p>

7.	<p>Mr. MATTHEW KICHODHAN</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	31 Oct 2017	<p>Leadership, Commerce, Corporate Management, Strategic Management, Business Administration, Food & Beverage, Energy & Utilities, Information & Communication Technology, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Project Management, Negotiation, Risk Management, Governance/ Compliance, Media & Publishing, Procurement, Change Management</p>
8.	<p>Mr. Pornsin Thaemsirichai</p> <p>Gender: Male</p> <p>Age: 78 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Aug 2023	<p>Business Administration, Agribusiness, Accounting, Finance, Corporate Social Responsibility, Engineering, Leadership, Strategic Management, Governance/ Compliance, Energy & Utilities, Commerce, Marketing, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Risk Management, Procurement, Project Management, Corporate Management, Change Management, Budgeting, Audit, Internal Control</p>

9.	Mr. CHANACHAI CHUTIMAVORAPHAND Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	31 Oct 2017	Law, Leadership, Commerce, Engineering, Business Administration, Agribusiness, Energy & Utilities, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Strategic Management, Risk Management, Governance/ Compliance, Budgeting, Procurement, IT Management, Audit, Internal Control
10.	Mr. Thamarat Paryoonsuk Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Nov 2023	Business Administration, Petrochemicals & Chemicals, Energy & Utilities, Commerce, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, IT Management, Corporate Management, Engineering, Change Management, Audit, Internal Control, Budgeting

11.	Mr. KITTIPHONG LIMSUWANNAROT	Director (Executive)	1 Jan 2021	Corporate Management, Marketing, Data Analysis, Finance, Negotiation, Petrochemicals & Chemicals, Commerce, Engineering, Business Administration, Agribusiness, Accounting, Human Resource Management, Sustainability, Procurement, Data Management, Statistics, Digital Marketing, Project Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Energy & Utilities, Corporate Social Responsibility, IT Management, Change Management
	Gender: Male			
	Age: 59 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information		Position	Tenure	Replacement Director
1.	Mr. Chamroon Chinthammit	Vice Chairman (Non-executive)	Date position was assumed: 31 Oct 2017 Date directorship ended: 1 Jul 2023	Mr. Pornsin Thaemsirichai Date position was assumed: 1 Aug 2023
	Gender: Male			
	Age: 73 years old			
	Highest level of education:			
	Honorary degree			
	Major: Management			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
2.	Mrs. THITAPHA SMITINON	Director (Non-executive, Independent director)	Date position was assumed: 26 Mar 2018 Date directorship ended: 5 Apr 2023	Ms. Lackana Leelayouthayotin Date position was assumed: 5 Apr 2023
	Gender: Female			
	Age: 56 years old			
	Highest level of education:			
	Doctoral degree			
	Major: Biotechnology			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

3.	Mr. SURIN CHIRAVISIT Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 31 Oct 2017 Date directorship ended: 1 Jul 2023	Mr. Pongchai Chaichirawiwat Date position was assumed: 1 Aug 2023
4.	Mr. CHAIWAT KOVAVISARACH Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 31 Oct 2017 Date directorship ended: 1 Oct 2023	Mr. Thamarat Paryoonsuk Date position was assumed: 1 Nov 2023

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.	Mrs. JARUPORN VIYANANT [1] Gender: Female Age: 79 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	31 Oct 2017	Commerce, Finance & Securities, Budgeting, Audit, Finance, Accounting, Statistics, Business Administration, Economics, Energy & Utilities, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Corporate Management, Leadership, Strategic Management, Risk Management, Internal Control, Governance/ Compliance, Negotiation, Project Management, Change Management

2.	<p>Mrs. PATRICIA MONGKHONVANIT</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</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: Original director</p>	1 Oct 2020	<p>Law, Governance/ Compliance, Audit, Business Administration, Economics, Banking, Commerce, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Corporate Management, Leadership, Strategic Management, Risk Management, Internal Control, Budgeting, Energy & Utilities, Procurement, Project Management, Change Management</p>
3.	<p>Ms. Lackana Leelayouthayotin</p> <p>Gender: Female</p> <p>Age: 70 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	5 Apr 2023	<p>Business Administration, Economics, Agribusiness, Food & Beverage, Banking, Energy & Utilities, Commerce, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Digital Marketing, Brand Management, Negotiation, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Procurement, Statistics, Project Management, Corporate Management, Change Management, Leadership</p>

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

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
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1.	Mrs. THITAPHA SMITINON	Audit committee	Date position was assumed:	Ms. Lackana Leelayouthayotin
	Gender: Female	(Non-executive,		Date position was assumed:
	Age: 56 years old	Independent director)	26 Mar 2018	5 Apr 2023
	Highest level of education:		Date directorship ended:	
	Doctoral degree			
	Major: Biotechnology		5 Apr 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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.	Mr. KITTIPHONG LIMSUWANNAROT	Chairman of the executive committee	1 Jan 2021
	Gender: Male		
	Age: 59 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
2.	Mrs. Suttida Sukhanindr	Member of the executive committee	1 Feb 2018
	Gender: Female		
	Age: 50 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mr. Supong Pongparit	Member of the executive committee	1 Jan 2022
	Gender: Male		
	Age: 46 years old		
	Highest level of education: Master's degree		
	Major: Economics		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Ms. Kittima Wongsan Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 1 Jan 2021 Date directorship ended: 31 Aug 2023	No replacement director
2. Mr. Soopachoke Pattanapisalsak Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 1 Jan 2023 Date directorship ended: 21 Oct 2023	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management and Corporate Governance Committee	Ms. Lackana Leelayouthayotin	Chairman
	Mr. MATTHEW KICHODHAN	Member
	Mr. Thamarat Paryoonsuk	Member
	Mr. KITTIPHONG LIMSUWANNAROT	Member
Audit Committee	Mrs. JARUPORN VIYANANT	Chairman
	Ms. Lackana Leelayouthayotin	Member
	Mrs. PATRICIA MONGKHONVANIT	Member
Investment Committee	Mr. Pongchai Chaichirawiwat	Chairman
	Mr. CHALUSH CHINTHAMMIT	Member
	Mr. CHANACHAI CHUTIMAVORAPHAND	Member
	Mr. KITTIPHONG LIMSUWANNAROT	Member

Nomination and Remuneration Committee	Ms. Lackana Leelayouthayotin	Chairman
	Mr. Pongchai Chaichirawiwat	Member
	Mr. MATTHEW KICHODHAN	Member
Sustainability Management Committee	Mr. KITTIPHONG LIMSUWANNAROT	Chairman
	Mrs. Suttida Sukhanindr	Member
	Mr. Supong Pongparit	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management and Corporate Governance Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Risk Management and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Sustainability Management 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. Mr. KITTIPHONG LIMSUWANNAROT Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER AND PRESIDENT	1 Jan 2021	Corporate Management, Marketing, Data Analysis, Finance, Negotiation, Petrochemicals & Chemicals, Commerce, Engineering, Business Administration, Agribusiness, Accounting, Human Resource Management, Sustainability, Procurement, Data Management, Statistics, Digital Marketing, Project Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Energy & Utilities, Corporate Social Responsibility, IT Management, Change Management
2. Mrs. Suttida Sukhanindr [1][2] Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President Corporate Accounting and Finance	1 Feb 2018	Business Administration, Energy & Utilities, Commerce, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Governance/ Compliance, Budgeting, Internal Control, Audit, Risk Management, Strategic Management, Leadership

3.	Mr. Supong Pongparit	Executive Vice President Corporate Strategy and Bussiness	1 Jan 2022	Business Administration, Economics, Petrochemicals & Chemicals, Energy & Utilities, Commerce, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
	Gender: Male			
	Age: 46 years old			
	Highest level of education: Master's degree			
	Major: Economics			

[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)	47,930,000.00	36,474,220.75	31,350,700.62

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)	: 383
Number of female employees (persons)	: 190
Total number of employees (persons)	: 573

Employee Remuneration

Total employee remuneration	: 235,602,451.00
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Provident fund

Total number of employees (persons)	: 573
Number of employees contributing to the PVD (persons)	: 457
Percentage of employees who are members (%)	: 79.76

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. CHALUSH CHINTHAMMIT Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 31 Oct 2017	Leadership, Commerce, Budgeting, Finance, Business Administration, Agribusiness, Energy & Utilities, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Strategic Management, Risk Management, Audit, Governance/ Compliance, Procurement, Change Management, Internal Control

2.	Mr. CHANACHAI CHUTIMAVORAPHAND Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 31 Oct 2017	Law, Leadership, Commerce, Engineering, Business Administration, Agribusiness, Energy & Utilities, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Strategic Management, Risk Management, Governance/ Compliance, Budgeting, Procurement, IT Management, Audit, Internal Control
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• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Ms. Lackana Leelayouthayotin Gender: Female Age: 70 years old Highest level of education: Doctoral degree Major: Business Administration 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: 5 Apr 2023	Business Administration, Economics, Agribusiness, Food & Beverage, Banking, Energy & Utilities, Commerce, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Digital Marketing, Brand Management, Negotiation, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Procurement, Statistics, Project Management, Corporate Management, Change Management, Leadership

2.	<p>Mr. Pongchai Chaichirawiwat</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 1 Aug 2023</p>	<p>Business Administration, Agribusiness, Petrochemicals & Chemicals, Energy & Utilities, Marketing, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Commerce, Human Resource Management, Procurement, IT Management, Statistics, Project Management, Corporate Management, Engineering, Change Management, Audit, Internal Control</p>
3.	<p>Mr. Pornsin Thaemsirichai</p> <p>Gender: Male</p> <p>Age: 78 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 1 Aug 2023</p>	<p>Business Administration, Agribusiness, Accounting, Finance, Corporate Social Responsibility, Engineering, Leadership, Strategic Management, Governance/ Compliance, Energy & Utilities, Commerce, Marketing, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Negotiation, Risk Management, Procurement, Project Management, Corporate Management, Change Management, Budgeting, Audit, Internal Control</p>

4.	Mr. Thamarat Paryoonsuk Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Nov 2023	Business Administration, Petrochemicals & Chemicals, Energy & Utilities, Commerce, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, IT Management, Corporate Management, Engineering, Change Management, Audit, Internal Control, Budgeting
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Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PICHAJ CHUNHAVAJIRA	Chairman of the board	Non-participating
Mr. CHALUSH CHINTHAMMIT	Vice Chairman	Non-participating
Mrs. JARUPORN VIYANANT	Director	Participating
Ms. Lackana Leelayouthayotin	Director	Participating
Mr. Pongchai Chaichirawiwat	Director	Non-participating
Mrs. PATRICIA MONGKHONVANIT	Director	Non-participating
Mr. MATTHEW KICHODHAN	Director	Non-participating
Mr. Pornsin Thaemsirichai	Director	Non-participating
Mr. CHANACHAI CHUTIMAVORAPHAND	Director	Non-participating
Mr. Thamarat Paryoonsuk	Director	Non-participating
Mr. KITTIPHONG LIMSUWANNAROT	Director	Participating

Mr. Chamroon Chinthammit	Vice Chairman	Non-participating
Mrs. THITAPHA SMITINON	Director	Non-participating
Mr. SURIN CHIRAVISIT	Director	Non-participating
Mr. CHAIWAT KOVAVISARACH	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance	: Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Cross-assessment (Assessment of another director)
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Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times)	: 12
Date of AGM meeting	: 5 Apr 2023
EGM meeting	: No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PICHAJ CHUNHAVAJIRA (Chairman of the board)	-	10/12	Participating	Did not hold the meeting
2.	Mr. CHALUSH CHINTHAMMIT (Vice Chairman)	-	12/12	Participating	Did not hold the meeting
3.	Mrs. JARUPORN VIYANANT (Director)	-	12/12	Participating	Did not hold the meeting
4.	Ms. Lackana Leelayouthayotin (Director)	-	9/9	N/A	Did not hold the meeting
5.	Mr. Pongchai Chaichirawiwat (Director)	-	6/6	N/A	Did not hold the meeting

6.	Mrs. PATRICIA MONGKHONVANIT (Director)	-	10/12	Non-participating	Did not hold the meeting
7.	Mr. MATTHEW KICHODHAN (Director)	-	11/12	Participating	Did not hold the meeting
8.	Mr. Pornsin Thaemsirichai (Director)	-	6/6	N/A	Did not hold the meeting
9.	Mr. CHANACHAI CHUTIMAVORAPHAND (Director)	-	10/12	Participating	Did not hold the meeting
10.	Mr. Thamarat Paryoonsuk (Director)	-	2/2	N/A	Did not hold the meeting
11.	Mr. KITTIPHONG LIMSUWANNAROT (Director)	-	12/12	Participating	Did not hold the meeting
12.	Mr. Chamroon Chinthammit (Vice Chairman)	1 Jul 2023	1/5	Non-participating	Did not hold the meeting
13.	Mrs. THITAPHA SMITINON (Director)	5 Apr 2023	2/2	Participating	Did not hold the meeting
14.	Mr. SURIN CHIRAVISIT (Director)	1 Jul 2023	5/5	Participating	Did not hold the meeting
15.	Mr. CHAIWAT KOVAVISARACH (Director)	1 Oct 2023	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. PICHAJ CHUNHAVAJIRA (Chairman of the board)	-	250,000.00	461,089.10	No
2.	Mr. CHALUSH CHINTHAMMIT (Vice Chairman)	-	315,000.00	388,097.80	No
3.	Mrs. JARUPORN VIYANANT (Director)	-	377,500.00	518,871.26	No
4.	Ms. Lackana Leelayouthayotin (Director)	-	287,500.00	359,939.97	No
5.	Mr. Pongchai Chaichirawiwat (Director)	-	165,000.00	153,812.18	No
6.	Mrs. PATRICIA MONGKHONVANIT (Director)	-	290,000.00	488,871.26	No

7.	Mr. MATTHEW KICHODHAN (Director)	-	300,000.00	368,871.26	No
8.	Mr. Pornsin Thaemsirichai (Director)	-	120,000.00	153,812.18	No
9.	Mr. CHANACHAI CHUTIMAVORAPHAND (Director)	-	250,000.00	368,871.26	No
10.	Mr. Thamarat Paryoonsuk (Director)	-	50,000.00	61,644.00	No
11.	Mr. KITTIPHONG LIMSUWANNAROT (Director)	-	350,000.00	368,871.26	No
12.	Mr. Chamroon Chinthammit (Vice Chairman)	1 Jul 2023	22,500.00	207,378.40	No
13.	Mrs. THITAPHA SMITINON (Director)	5 Apr 2023	100,000.00	128,931.29	No
14.	Mr. SURIN CHIRAVISIT (Director)	1 Jul 2023	125,000.00	184,336.36	No
15.	Mr. CHAIWAT KOVAVISARACH (Director)	1 Oct 2023	242,500.00	276,504.53	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) : 11

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. JARUPORN VIYANANT (Chairman of the audit committee)	-	11/11
2.	Mrs. PATRICIA MONGKHONVANIT (Audit committee)	-	9/11
3.	Ms. Lackana Leelayouthayotin (Audit committee)	-	6/6
4.	Mrs. THITAPHA SMITINON (Audit committee)	5 Apr 2023	5/5