



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

PTT EXPLORATION AND PRODUCTION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 : PTT EXPLORATION AND PRODUCTION PUBLIC COMPANY LIMITED

Symbol : PTTEP

Address : Energy Complex Building A, Floors 6, 19-36, 555/1 Vibhavadi
Rangsit Road, Chatuchak

Province : Bangkok

Postcode : 10900

Business : The principal business operations of the the Group are
exploration and production of petroleum in Thailand and
overseas, foreign gas pipeline transportation, and
investment in projects strategically connected to the energy
business

Registration Number : 0107535000206

Telephone : 0-2537-4000

Fax (if applicable) : 0-2537-4444

Website : www.pttep.com

Email : corporatesecretary@pttep.com

Total Shares Sold (shares)

Common Stock : 3,969,985,400

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	167,418,153.00	234,631,127.00	339,901,862.00
Sales (Thousand baht)	157,505,983.00	216,075,359.00	326,018,964.00
pipeline transportation (Thousand baht)	2,894,695.00	2,992,712.00	5,331,365.00
other (Thousand baht)	7,017,475.00	15,563,056.00	8,551,533.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Sales (%)	94.08	92.09	95.92
pipeline transportation (%)	1.73	1.28	1.57
other (%)	4.19	6.63	2.52

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	167,418,153.00	234,631,127.00	339,901,862.00
Domestic (Thousand baht)	111,157,010.00	138,959,193.00	202,632,616.00
International (Thousand baht)	56,261,143.00	95,671,934.00	137,269,246.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	66.39	59.22	59.62
International (%)	33.61	40.78	40.38

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
R&D expenses in the past 3 years	280,760.00	351,315.00	242,045.00

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)

Current and Emerging Risks Facing Businesses of PTTEP and the PTTEP Group

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
- Other

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- 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
- Impact on human rights
- Corruption
- Other

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

Risk to Securities Holder (2.2.2)

Risk from the Control of Major Shareholder

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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

- None -

Risk Management Measures: No

Related Risk Topics

- Other

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.pttep.com/th/Sustainability/Sustainability-At-Pttep/Sustainability-Policy-And-Guideline.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.pttep.com/th/Sustainability/Social-Value-Creation/Safety-Security-Health-And-Environment.aspx>

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

	2020	2021	2022
Jet fuel (Litre)	1,520,698.00	1,922,937.00	2,458,236.00
Diesel (Litre)	99,412,259.00	138,921,437.00	166,715,087.00
Gasoline (Litre)	7,590.00	6,073.00	6,329.00
Fuel oil (liters)	1,775,702.00	1,534,498.00	1,924,295.00
Natural gas (Standard cubic feet)	28,221,000,000.00	28,434,000,000.00	28,920,000,000.00

LPG (Kilogram)	743,440.00	1,035,936.00	808,536.00
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• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	14,310,519.00	13,140,644.00	14,810,889.00

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	87,503.27	81,937.50	140,746.72

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	63,416,000.00	101,823,913.00	181,967,350.00
Hazardous waste (kg)	112,494,000.00	55,692,923.60	51,413,462.00
Total (kg)	175,910,000.00	157,516,836.60	233,380,812.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2020	2021	2022
GHG emission target	N/A	5,450,785.00	5,096,458.00
Scope 1 (Tons of carbon dioxide equivalents)	5,387,737.00	5,147,774.80	5,710,654.41
Scope 2 (Tons of carbon dioxide equivalents)	13,548.00	13,983.50	14,918.53
Scope 3 (Tons of carbon dioxide equivalents)	12,302.00	9,501.94	17,828.03
Total (Tons of carbon dioxide equivalents)	5,413,587.00	5,171,260.24	5,743,400.97

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

Third-party verification : Yes

Name of verifying organization : KPMG Business Advisory Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.pttep.com/th/Sustainability/Social-Value-Creation/Human-Rights/download.aspx?Content=4538>

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

	2020	2021	2022
Number of male employees (persons)	3,007	3,048	3,515
Number of female employees (persons)	1,489	1,516	1,658
Total (persons)	4,496	4,564	5,173

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	40	48	57
Employee development and training expenses (baht)	209,216,770.00	77,037,278.00	243,814,938.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	4	6	7

• Employee retention

	2020	2021	2022
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Percentage of employees who voluntarily resigned (%)	1.69	2.72	3.07
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• Significant labor dispute

	2020	2021	2022
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.pttep.com/th/Aboutpttep/Publications/Content-5317.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, 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	14	100.00
Number of male directors	12	85.71
Number of female directors	2	14.29
Number of executive directors	1	7.14
Number of non-executive directors	13	92.86
Number of independent directors	10	71.43

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. KRAIRIT EUCHUKANONCHAI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	1 Feb 2021	Strategic Management, Risk Management, Corporate Management, Finance, Governance/ Compliance, Leadership, Energy & Utilities, Economics

2.	<p>ADM. TANARAT UBOL</p> <p>Gender: Male</p> <p>Age: 68 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>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Sep 2014	<p>Strategic Management, Corporate Management, Governance/ Compliance, Risk Management, Change Management, Human Resource Management</p>
3.	<p>Lt.Gen. NIMIT SUWANNARAT</p> <p>Gender: Male</p> <p>Age: 51 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>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Sep 2014	<p>Corporate Management, Strategic Management, Governance/ Compliance, Energy & Utilities, Information & Communication Technology, IT Management, Risk Management</p>
4.	<p>Mr. BUNDHIT EUA-ARPORN</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</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 Aug 2017	<p>Strategic Management, Corporate Management, Governance/ Compliance, Energy & Utilities, Information & Communication Technology, Engineering</p>
5.	<p>Mr. PATCHARA ANUNTASILPA</p> <p>Gender: Male</p> <p>Age: 51 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)</p> <p>Director type: Original director</p>	1 Nov 2018	<p>Strategic Management, Corporate Management, Governance/ Compliance, Finance, Accounting, Economics, Change Management, Human Resource Management</p>

6.	<p>Mr. DECHAPIWAT NA SONGKHLA</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: National Development and Project Planning</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>	16 Jan 2019	<p>Strategic Management, Corporate Management, Governance/ Compliance, Finance, Risk Management, Economics, Change Management</p>
7.	<p>Mrs. ANGKARAT PRIEBJRIVAT</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Accounting</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 2019	<p>Strategic Management, Corporate Management, Governance/ Compliance, Accounting, Risk Management, Economics, Finance, Audit, Corporate Social Responsibility, Sustainability</p>
8.	<p>Ms. PENCHUN JARIKASEM</p> <p>Gender: Female</p> <p>Age: 67 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>	1 Feb 2018	<p>Strategic Management, Corporate Management, Governance/ Compliance, Accounting, Risk Management, Economics, Finance, Audit</p>
9.	<p>Mr. AUTTAPOL RERKPIBOON</p> <p>Gender: Male</p> <p>Age: 57 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)</p> <p>Director type: Original director</p>	1 Aug 2020	<p>Strategic Management, Corporate Management, Governance/ Compliance, Energy & Utilities, Marketing, Economics, Finance</p>

10.	Mr. VEERATHAI SANTIPRABHOB Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	15 Oct 2020	Strategic Management, Corporate Management, Governance/ Compliance, Risk Management, Economics, Finance, Change Management, Sustainability, Corporate Social Responsibility
11.	Mr. PITIPAN TEPARTIMARGORN Gender: Male Age: 66 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: Original director	1 Nov 2015	Strategic Management, Corporate Management, Governance/ Compliance, Information & Communication Technology, Energy & Utilities, Human Resource Management, Change Management, Risk Management
12.	Mr. WATTANAPONG KUROVAT Gender: Male Age: 48 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	1 May 2021	Strategic Management, Corporate Management, Governance/ Compliance, Energy & Utilities, Risk Management, Change Management, Corporate Social Responsibility, Sustainability
13.	Mr. MONTRI RAWANCHAIKUL Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Master of Applied Science (Exploration Geophysics) Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Oct 2021	Strategic Management, Corporate Management, Governance/ Compliance, Risk Management, Change Management, Data Analysis, Project Management, Leadership, Data Management, Budgeting, Negotiation, Finance, Sustainability, Corporate Social Responsibility, Energy & Utilities, Commerce, Economics

14.	Mr. TEERAPONG WONGSIWAWILAS	Director	1 Jan 2022	Law, Change Management, Audit, Human Resource Management
	Gender: Male	(Non-executive, Independent director)		
	Age: 58 years old			
	Highest level of education:			
	Bachelor's degree	Director type: Newly appointed director to replace ex-director		
	Major: Law			
	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. ACHPORN CHARUCHINDA Gender: Male Age: 69 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 1 Jan 2013 Date directorship ended: 1 Jan 2022	Mr. TEERAPONG WONGSIWAWILAS Date position was assumed: 1 Jan 2022
2. Mr. ATIKOM TERBSIRI Gender: Male Age: 60 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: 1 Oct 2019 Date directorship ended: 30 Sep 2022	No replacement director

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 : 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.	<p>Ms. PENCHUN JARIKASEM [1]</p> <p>Gender: Female</p> <p>Age: 67 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>	1 Jan 2022	Strategic Management, Corporate Management, Governance/ Compliance, Accounting, Risk Management, Economics, Finance, Audit
2.	<p>Mr. DECHAPIWAT NA SONGKHLA [1]</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: National Development and Project Planning</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>	16 Jan 2019	Strategic Management, Corporate Management, Governance/ Compliance, Finance, Risk Management, Economics, Change Management
3.	<p>Mrs. ANGKARAT PRIEBJRIVAT [1]</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Accounting</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 2019	Strategic Management, Corporate Management, Governance/ Compliance, Accounting, Risk Management, Economics, Finance, Audit, Corporate Social Responsibility, Sustainability

4.	Mr. TEERAPONG WONGSIWAWILAS [1] Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Jan 2022	Law, Change Management, Audit, Human Resource Management
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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. ACHPORN CHARUCHINDA [1] Gender: Male Age: 69 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 25 Oct 2018 Date directorship ended: 1 Jan 2022	Mr. TEERAPONG WONGSIWAWILAS Date position was assumed: 1 Jan 2022

[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
Corporate Governance and Sustainable Development	Mrs. ANGKARAT PRIEBJRIVAT	Member
	Mr. VEERATHAI SANTIPRABHOB	Member
	Mr. BUNDHIT EUA-ARPORN	Chairman
	Mr. WATTANAPONG KUOVAT	Member
Nominating and Remuneration Committee	ADM. TANARAT UBOL	Chairman
	Mr. PITIPAN TEPARTIMARGORN	Member
	Mr. PATCHARA ANUNTASILPA	Member
	Mr. TEERAPONG WONGSIWAWILAS	Member

Risk Management Committee	Lt.Gen. NIMIT SUWANNARAT	Member
	Mr. PITIPAN TEPARTIMARGORN	Chairman
	Mr. VEERATHAI SANTIPRABHOB	Member
	Mr. BUNDHIT EUA-ARPORN	Member

Roles of Sub-committees

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

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. MONTRI RAWANCHAIKUL Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Master of Applied Science (Exploration Geophysics)	CHIEF EXECUTIVE OFFICER	1 Oct 2021	Strategic Management, Corporate Management, Governance/ Compliance, Risk Management, Change Management, Data Analysis, Project Management, Leadership, Data Management, Budgeting, Negotiation, Finance, Sustainability, Corporate Social Responsibility, Energy & Utilities, Commerce, Economics
2. Mr. Chayong Borisuitsawat Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Management	Executive Vice President, Strategy and Sustainable Growth Group	1 Jan 2023	Engineering, Governance/ Compliance, Human Resource Management, Strategic Management, Project Management, Data Analysis, Leadership, Risk Management, Change Management, Corporate Management, IT Management, Brand Management, Budgeting, Audit, Design, Negotiation, Transportation & Logistics, Sustainability, Corporate Social Responsibility, Procurement, Energy & Utilities

3.	<p>Mrs. Natruedee Khositaphai</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p>	<p>Executive Vice President, Technology and Carbon Solutions Group</p>	1 Jan 2023	<p>Strategic Management, Data Analysis, Engineering, Negotiation, Leadership, Law, Data Management, Risk Management, Change Management, Corporate Management, Budgeting, Project Management, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Energy & Utilities, Commerce, Economics</p>
4.	<p>Mr. Suksant Ongvises</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p>	<p>Executive Vice President, Operations Support Group</p>	1 Jan 2020	<p>Engineering, Strategic Management, Leadership, Data Analysis, Data Management, Change Management, Risk Management, Corporate Management, IT Management, Project Management, Design, Negotiation, Transportation & Logistics, Procurement, Governance/ Compliance, Energy & Utilities</p>
5.	<p>Mr. Sumrid Sumneing [1]</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p>	<p>Executive Vice President, Finance and Accounting Group</p>	1 Jan 2019	<p>Accounting, Finance, Budgeting, Strategic Management, Fund Management, Data Analysis, Leadership, Property Fund & REITs, Risk Management, Change Management, Corporate Management, Negotiation, Governance/ Compliance, Insurance, Finance & Securities</p>

6.	<p>Mr. Piya Sukhumpanumet</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>Executive Vice President, International Production Asset Group</p>	1 Apr 2022	<p>Engineering, Governance/ Compliance, Human Resource Management, Project Management, Strategic Management, Data Analysis, Leadership, Data Management, Change Management, Risk Management, Corporate Management, Negotiation, Sustainability, Corporate Social Responsibility, Energy & Utilities, Commerce</p>
7.	<p>Mr. Nirandorn Rojanasomsith</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>Executive Vice President, Engineering, Development, and Maintenance Gr</p>	1 Jan 2023	<p>Engineering, Project Management, Data Analysis, Leadership, Risk Management, Change Management, Corporate Management, Negotiation, Corporate Social Responsibility, Governance/ Compliance, Energy & Utilities</p>
8.	<p>Ms. Kanita Sartwattayu</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p>	<p>Executive Vice President, Domestic Production Asset Group</p>	1 Jan 2023	<p>Engineering, Project Management, Strategic Management, Data Analysis, Leadership, Risk Management, Change Management, Corporate Management, Design, Negotiation, Governance/ Compliance, Energy & Utilities, Commerce</p>
9.	<p>Mr. Chalongrut Ya-anan</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p>	<p>Executive Vice President, Geosciences, Subsurface, and Exploration Gro</p>	1 Oct 2022	<p>Strategic Management, Data Management, Risk Management, Change Management, Corporate Management, Project Management, Data Analysis, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership, Energy & Utilities</p>

10.	Mr. Sermsak Satchawannakul [2] Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President, Accounting Division	1 Oct 2020	Budgeting, Finance, Accounting, Property Fund & REITs, Fund Management, IT Management, Data Analysis, Governance/ Compliance, Leadership, Finance & Securities
11.	Ms. Orachon Ouyiamapun [2] Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President, Finance Division	1 Jan 2021	Finance, Accounting, Strategic Management, Risk Management, Budgeting, Data Analysis, Negotiation, Governance/ Compliance, Leadership, Economics
12.	Mr. Sakchai Sarawek Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Accounting Information System	Vice President, Managerial Accounting Department	1 Jul 2020	Finance, Accounting, IT Management, Procurement, Budgeting
13.	Mr. Chayanin Yiamsombut Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration	Acting Vice President, Insurance Department	1 Oct 2022	Risk Management, Negotiation, Insurance, Economics, Finance
14.	Mr. Anutra Bunnag Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Finance	Vice President, attached to Senior Vice President, Finance Division as	1 May 2017	Finance, Accounting, Risk Management, Budgeting, Finance & Securities
15.	Ms. Pratamaporn Deesrinthum Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Vice President, Accounting Policy and Solutions Department	1 Apr 2020	Accounting, Budgeting, Data Analysis
16.	Ms. Nuchanong Sangkeaw Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Accounting	Vice President, Capital Market and Financial Planning Department	1 Aug 2020	Finance, Accounting, Budgeting

17.	Ms. Yada Vudhivorn Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Law	Vice President, Tax Department	1 Apr 2020	Law, Accounting, Finance
18.	Mrs. Vanasanan Boonyalerdlak Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Applied Finance Business Administration	Vice President, Financial Accounting Department	1 Oct 2020	Accounting, Budgeting, Data Analysis

[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

	2020	2021	2022
Total executive remuneration (baht)	178,987,963.00	145,251,727.00	155,167,127.00

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)	: 3,515
Number of female employees (persons)	: 1,658
Total (persons)	: 5,173

Provident fund

Total number of employees (persons)	: 5,173
Number of employees contributing to the PVD (persons)	: 4,536
Percentage of employees who are members (%)	: 97.00

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. TEERAPONG WONGSIWAWILAS Gender: Male Age: 58 years old Highest level of education: Bachelor'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: 1 Jan 2022	Law, Change Management, Audit, Human Resource Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. KRAIRIT EUCHUKANONCHAI	Chairman of the board	Participating
ADM. TANARAT UBOL	Vice Chairman	Participating
Lt.Gen. NIMIT SUWANNARAT	Director	Participating
Mr. BUNDHIT EUA-ARPORN	Director	Participating
Mr. PATCHARA ANUNTASILPA	Director	Participating
Mr. DECHAPIWAT NA SONGKHLA	Director	Participating
Mrs. ANGKARAT PRIEJRIVAT	Director	Participating
Ms. PENCHUN JARIKASEM	Director	Participating

Mr. AUTTAPOL RERKPIBOON	Director	Participating
Mr. VEERATHAI SANTIPRABHOB	Director	Participating
Mr. PITIPAN TEPARTIMARGORN	Director	Participating
Mr. WATTANAPONG KUROVAT	Director	Participating
Mr. MONTRI RAWANCHAIKUL	Director	Participating
Mr. TEERAPONG WONGSIWAWILAS	Director	Participating
Mr. ACHPORN CHARUCHINDA	Director	N/A
Mr. ATIKOM TERBSIRI	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance	: Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Individual-director assessment (cross-assessment)
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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)	: 18
Date of AGM meeting	: 28 Mar 2022
EGM meeting	: No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. KRAIRIT EUCHUKANONCHAI (Chairman of the board)	-	18/18	Participating	Did not hold the meeting
2.	ADM. TANARAT UBOL (Vice Chairman)	-	17/18	Participating	Did not hold the meeting
3.	Lt.Gen. NIMIT SUWANNARAT (Director)	-	14/18	Participating	Did not hold the meeting

4.	Mr. BUNDHIT EUA-ARPORN (Director)	10 Jan 2023	17/18	Participating	Did not hold the meeting
5.	Mr. PATCHARA ANUNTASILPA (Director)	-	18/18	Participating	Did not hold the meeting
6.	Mr. DECHAPIWAT NA SONGKHLA (Director)	1 Jan 2023	17/18	Participating	Did not hold the meeting
7.	Mrs. ANGKARAT PRIEBJRIVAT (Director)	-	18/18	Participating	Did not hold the meeting
8.	Ms. PENCHUN JARIKASEM (Director)	-	18/18	Participating	Did not hold the meeting
9.	Mr. AUTTAPOL RERKPIBOON (Director)	-	18/18	Participating	Did not hold the meeting
10.	Mr. VEERATHAI SANTIPRABHOB (Director)	-	18/18	Participating	Did not hold the meeting
11.	Mr. PITIPAN TEPARTIMARGORN (Director)	-	18/18	Participating	Did not hold the meeting
12.	Mr. WATTANAPONG KUROVAT (Director)	-	18/18	Participating	Did not hold the meeting
13.	Mr. MONTRI RAWANCHAIKUL (Director)	-	18/18	Participating	Did not hold the meeting
14.	Mr. TEERAPONG WONGSIWAWILAS (Director)	-	17/18	Participating	Did not hold the meeting
15.	Mr. ACHPORN CHARUCHINDA (Director)	1 Jan 2022	0/0	Non-participating	Did not hold the meeting
16.	Mr. ATIKOM TERBSIRI (Director)	30 Sep 2022	13/13	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. KRAIRIT EUCHUKANONCHAI (Chairman of the board)	-	1,125,000.00	5,518,033.00	No

2.	ADM. TANARAT UBOL (Vice Chairman)	-	1,243,750.00	4,414,426.00	No
3.	Lt.Gen. NIMIT SUWANNARAT (Director)	-	1,105,000.00	4,414,426.00	No
4.	Mr. BUNDHIT EUA-ARPORN (Director)	10 Jan 2023	1,615,000.00	4,414,426.00	No
5.	Mr. PATCHARA ANUNTASILPA (Director)	-	1,215,000.00	4,414,426.00	No
6.	Mr. DECHAPIWAT NA SONGKHLA (Director)	1 Jan 2023	1,480,000.00	4,414,426.00	No
7.	Mrs. ANGKARAT PRIEBJRIVAT (Director)	-	1,710,000.00	4,414,426.00	No
8.	Ms. PENCHUN JARIKASEM (Director)	-	1,687,500.00	4,414,426.00	No
9.	Mr. AUTTAPOL RERKPIBOON (Director)	-	900,000.00	4,414,426.00	No
10.	Mr. VEERATHAI SANTIPRABHOB (Director)	-	1,620,000.00	4,414,426.00	No
11.	Mr. PITIPAN TEPARTIMARGORN (Director)	-	1,890,000.00	4,414,426.00	No
12.	Mr. WATTANAPONG KUROVAT (Director)	-	1,080,000.00	4,414,426.00	No
13.	Mr. MONTRI RAWANCHAIKUL (Director)	-	900,000.00	4,414,426.00	No
14.	Mr. TEERAPONG WONGSIWAWILAS (Director)	-	1,795,000.00	4,414,426.00	No
15.	Mr. ACHPORN CHARUCHINDA (Director)	1 Jan 2022	N/A	N/A	N/A
16.	Mr. ATIKOM TERBSIRI (Director)	30 Sep 2022	1,055,000.00	3,291,956.00	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) : 14

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. PENCHUN JARIKASEM (Chairman of the audit committee)	-	14/14
2.	Mr. DECHAPIWAT NA SONGKHLA (Audit committee)	1 Jan 2023	14/14

3.	Mrs. ANGKARAT PRIEJRIVAT (Audit committee)	-	14/14
4.	Mr. TEERAPONG WONGSIWAWILAS (Audit committee)	-	14/14
5.	Mr. ACHPORN CHARUCHINDA (Chairman of the audit committee)	1 Jan 2022	N/A