



# **Annual Registration Statement / Annual Report**

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

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

**CHUMPORN PALM OIL INDUSTRY PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2022



## Table of Contents

|                                                                                                                                                        | Page |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| <b>Business Operations and Performance</b>                                                                                                             |      |
| Group Structure and Operations                                                                                                                         | 1    |
| Risk Management                                                                                                                                        | 4    |
| Sustainable Development                                                                                                                                | 6    |
| <b>Corporate Governance</b>                                                                                                                            |      |
| Corporate Governance Policy                                                                                                                            | 10   |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 11   |
| Performance Report on Corporate Governance                                                                                                             | 21   |

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : CHUMPORN PALM OIL INDUSTRY PUBLIC COMPANY LIMITED

Symbol : CPI

Address : LUMPINI TOWER, FLOOR 30, 1168/91 RAMA IV ROAD, SATHON

Province : Bangkok

Postcode : 10120

Business : CPI is one of the leading manufactures for various kinds of palm oil products such as crude palm oil, crude palm kernel oil, RBD palm oil, RBD palm kernel oil and RBD palm olein for numerous applications in the food and non-food industry. CPI also supply RBD palm olein contained in the bottle, pouch and tin under “LEELA” brand for household consumes market. By products of commercial value include RBD palm stearin, palm fatty acid distillate and kernel meal which are sold to the animal food industry.

Registration Number : 0107536001184

Telephone : 0-2285-6370-2, 0-2679-9166

Fax (if applicable) : 0-2285-6369

Website : [www.cpi-th.com](http://www.cpi-th.com)

Email : [info@cpi-th.com](mailto:info@cpi-th.com)

Total Shares Sold (shares)

Common Stock : 632,752,650

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

|                                             | 2020         | 2021         | 2022         |
|---------------------------------------------|--------------|--------------|--------------|
| Total (Thousand baht)                       | 3,901,656.00 | 5,618,152.00 | 7,697,521.00 |
| Palm Oil and Other products (Thousand baht) | 3,888,758.00 | 5,596,587.00 | 7,681,230.00 |
| Other Income (Thousand baht)                | 12,898.00    | 21,564.00    | 16,291.00    |
| Other income (Thousand baht)                | 0.00         | 1.00         | 0.00         |

|                                 | 2020   | 2021   | 2022   |
|---------------------------------|--------|--------|--------|
| Total (%)                       | 100.00 | 100.00 | 100.00 |
| Palm Oil and Other products (%) | 99.67  | 99.62  | 99.79  |
| Other Income (%)                | 0.33   | 0.38   | 0.21   |
| Other income (%)                | 0.00   | 0.00   | 0.00   |

#### By Geographical Area or Market\*

|                               | 2020         | 2021         | 2022         |
|-------------------------------|--------------|--------------|--------------|
| Total (Thousand baht)         | 3,901,656.00 | 5,618,152.00 | 7,697,521.00 |
| Domestic (Thousand baht)      | 3,823,579.00 | 5,191,055.00 | 7,283,466.00 |
| International (Thousand baht) | 78,077.00    | 427,097.00   | 414,055.00   |

|                   | 2020   | 2021   | 2022   |
|-------------------|--------|--------|--------|
| Total (%)         | 100.00 | 100.00 | 100.00 |
| Domestic (%)      | 98.00  | 92.40  | 94.62  |
| International (%) | 2.00   | 7.60   | 5.38   |

\*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 | 1,985.00 | 3,571.00 | 6,092.00 |

# 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)**

### The Specific Risks of Company Operation

**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
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

##### Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Corruption

##### Compliance Risk

- Change in laws and regulations

#### 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

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

### 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.cpi-th.com/th/environment-policy>

Company environmental guideline : Electricity Management, Water Management, Greenhouse Gas and Climate Change Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### • Electricity consumption

|                                       | 2020   | 2021   | 2022   |
|---------------------------------------|--------|--------|--------|
| Amount of electricity purchased (kWh) | 494.00 | 874.00 | 230.00 |

##### Water management

##### • Water consumption

|                                  | 2020 | 2021 | 2022 |
|----------------------------------|------|------|------|
| Water consumption (cubic meters) | 0.00 | 0.00 | 0.00 |

##### Greenhouse gas management

##### • Greenhouse gas emissions

|  | 2020 | 2021 | 2022 |
|--|------|------|------|
|--|------|------|------|

|                                                   |     |     |     |
|---------------------------------------------------|-----|-----|-----|
| GHG emission target                               | N/A | N/A | N/A |
| Scope 1 (Tons of carbon dioxide equivalents)      | N/A | N/A | N/A |
| Scope 2 (Tons of carbon dioxide equivalents)      | N/A | N/A | N/A |
| Scope 3 (Tons of carbon dioxide equivalents)      | N/A | N/A | N/A |
| <b>Total (Tons of carbon dioxide equivalents)</b> | N/A | N/A | N/A |

• **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 : Yes

URL of human rights policy : <https://www.cpi-th.com/th/corporate-governance/4>

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)   | 483        | 485        | 531        |
| Number of female employees (persons) | 285        | 286        | 330        |
| <b>Total (persons)</b>               | <b>768</b> | <b>771</b> | <b>861</b> |

##### • Employee remuneration

|                              | 2020           | 2021           | 2022           |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 200,320,000.00 | 206,660,000.00 | 240,200,000.00 |

##### • Employee development and training

|                                                            | 2020         | 2021       | 2022       |
|------------------------------------------------------------|--------------|------------|------------|
| Average training hours of employees (hour / person / year) | 18           | 9          | 16         |
| Employee development and training expenses (baht)          | 1,025,143.00 | 114,310.00 | 519,944.00 |

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

|                                                                      | 2020 | 2021 | 2022 |
|----------------------------------------------------------------------|------|------|------|
| Number of employee work injuries leading to employee absence (times) | 5    | 1    | 0    |

• **Employee retention**

|                                                      | 2020  | 2021  | 2022  |
|------------------------------------------------------|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 11.98 | 11.41 | 12.43 |

• **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.cpi-th.com/th/corporate-governance/1>

#### 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         | 10                | 100.00         |
| Number of male directors          | 10                | 100.00         |
| Number of female directors        | 0                 | 0.00           |
| Number of executive directors     | 1                 | 10.00          |
| Number of non-executive directors | 9                 | 90.00          |
| Number of independent directors   | 4                 | 40.00          |

#### 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. BANPHOT HONGTHONG<br>Gender: Male<br>Age: 75 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the board<br>(Non-executive, Independent director)<br><br>Director type: Original director | 26 Apr 2018               | Fund Management, Data Management, Strategic Management, Corporate Management, Budgeting, Project Management, Insurance |

|    |                                                                                                                                                                                                           |                                                                          |             |                                                                                                                                                                             |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. | Mr. TAKON TAWINTERMSUP<br>Gender: Male<br>Age: 68 years old<br>Highest level of education: Below a bachelor's degree<br>Major: secondary education<br>Thai nationality: Yes<br>Residing in Thailand: Yes  | Director<br>(Non-executive)<br><br>Director type: Re-elected as director | 14 Oct 1993 | Agribusiness, Strategic Management, Corporate Management, Project Management, Marketing, Budgeting, Governance/ Compliance, Corporate Social Responsibility, Sustainability |
| 3. | Mr. SONGRIDTH NIWATTISAIWONG<br>Gender: Male<br>Age: 70 years old<br>Highest level of education: Master's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes              | Director<br>(Non-executive)<br><br>Director type: Re-elected as director | 28 Oct 1993 | Project Management, Budgeting, Procurement, Engineering, Governance/ Compliance, Corporate Social Responsibility, Sustainability                                            |
| 4. | Mr. KITTI CHATLEKHAVANICH<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes     | Director<br>(Non-executive)<br><br>Director type: Original director      | 23 Apr 1999 | Strategic Management, Corporate Management, Project Management, Budgeting, Construction Materials, Economics, Steel                                                         |
| 5. | Mr. CHUSAK PRACHAYANGPRECHA<br>Gender: Male<br>Age: 77 years old<br>Highest level of education: Bachelor's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive)<br><br>Director type: Original director      | 14 Oct 1993 | Agribusiness, Project Management, Budgeting, Corporate Management, Strategic Management, Marketing, Governance/ Compliance, Corporate Social Responsibility, Sustainability |

|    |                                                                                                                                                                                                                                      |                                                                                                             |             |                                                                                                                                                                                                                                     |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6. | <p>Mr. KAROON NUNTILEEPONG</p> <p>Gender: Male</p> <p>Age: 62 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<br/>(Non-executive)</p> <p>Director type: Original director</p>                                 | 14 Oct 1993 | <p>Law, Strategic Management, Data Management, Human Resource Management, Corporate Management, Project Management, Budgeting, Marketing, Agribusiness, Corporate Social Responsibility, Sustainability, Governance/ Compliance</p> |
| 7. | <p>Mr. RACHOJ TAWINTERMSUP</p> <p>Gender: Male</p> <p>Age: 36 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<br/>(Executive)</p> <p>Director type: Original director</p>                                     | 24 Feb 2014 | <p>Law, Agribusiness, Negotiation, Corporate Management, Strategic Management</p>                                                                                                                                                   |
| 8. | <p>Mr. PAIBOON KUJAREEVANICH</p> <p>Gender: Male</p> <p>Age: 65 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<br/>(Non-executive, Independent director)</p> <p>Director type: Original director</p>           | 9 Nov 2016  | <p>Finance, Internal Control, Budgeting, Accounting, Risk Management, Project Management, Corporate Management, Data Management</p>                                                                                                 |
| 9. | <p>Mr. NOPPORN PICHA</p> <p>Gender: Male</p> <p>Age: 74 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>Vice Chairman<br/>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p> | 31 Jan 2018 | <p>Accounting, Budgeting, Finance, Internal Control, Agribusiness, Fund Management, Risk Management, Project Management</p>                                                                                                         |

|                                               |                                       |             |                                                                                              |
|-----------------------------------------------|---------------------------------------|-------------|----------------------------------------------------------------------------------------------|
| 10. Mr. SARAVUT MENASAVET                     | Director                              | 26 Apr 2018 | Law, Fund Management, Project Management, Budgeting, Internal Control, Insurance, Accounting |
| Gender: Male                                  | (Non-executive, Independent director) |             |                                                                                              |
| Age: 74 years old                             |                                       |             |                                                                                              |
| Highest level of education: Bachelor's degree | Director type: Original director      |             |                                                                                              |
| Major: Law                                    |                                       |             |                                                                                              |
| Thai nationality: Yes                         |                                       |             |                                                                                              |
| Residing in Thailand: Yes                     |                                       |             |                                                                                              |

#### 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. Mr. NOPPORN PICHA [1]<br>Gender: Male<br>Age: 74 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes                       | Chairman of the audit committee<br>(Non-executive, Independent director)<br>Director type: Re-elected as director | 9 Aug 2018                | Accounting, Budgeting, Finance, Internal Control, Agribusiness, Fund Management, Risk Management, Project Management         |
| 2. Mr. PAIBOON KUJAREEVANICH [1]<br>Gender: Male<br>Age: 65 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                      | 9 Nov 2016                | Finance, Internal Control, Budgeting, Accounting, Risk Management, Project Management, Corporate Management, Data Management |
| 3. Mr. SARAVUT MENASAVET [1]<br>Gender: Male<br>Age: 74 years old<br>Highest level of education: Bachelor's degree<br>Major: Law<br>Thai nationality: Yes<br>Residing in Thailand: Yes                       | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                      | 9 Aug 2018                | Law, Fund Management, Project Management, Budgeting, Internal Control, Insurance, Accounting                                 |

[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. CHUSAK PRACHAYANGPRECHA<br>Gender: Male<br>Age: 77 years old<br>Highest level of education: Bachelor's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Member of the executive committee   | 1 Jan 2007                |
| 2. Mr. TAKON TAWINTERMSUP<br>Gender: Male<br>Age: 68 years old<br>Highest level of education: Below a bachelor's degree<br>Major: secondary education<br>Thai nationality: Yes<br>Residing in Thailand: Yes  | Chairman of the executive committee | 1 Jan 2007                |

## Other sub-committees

### Sub-committees information

| Name of sub-committees                                               | List of directors            | Position |
|----------------------------------------------------------------------|------------------------------|----------|
| Executive Committee                                                  | Mr. TAKON TAWINTERMSUP       | Chairman |
|                                                                      | Mr. CHUSAK PRACHAYANGPRECHA  | Member   |
| Corporate Governance Committee and Sustainable Development Committee | Mr. KAROON NUNTILEEPONG      | Chairman |
|                                                                      | Mr. SONGRIDTH NIWATTISAIWONG | Member   |
| Nomination and Remuneration Committee                                | Mr. BANPHOT HONGTHONG        | Chairman |
|                                                                      | Mr. NOPPORN PICHA            | Member   |
|                                                                      | Mr. CHUSAK PRACHAYANGPRECHA  | Member   |
| Risk Management Committee                                            | Mr. NOPPORN PICHA            | Chairman |
|                                                                      | Mr. PAIBOON KUJAREEVANICH    | Member   |
|                                                                      | Mr. SARAVUT MENASAVET        | Member   |

## **Roles of Sub-committees**

|                                                                     |                                                                        |
|---------------------------------------------------------------------|------------------------------------------------------------------------|
| Sub-committees responsible for risk management                      | : Risk Management 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                 | : Corporate Governance Committee and Sustainable Development Committee |
| Sub-committees responsible for corporate sustainability development | : Corporate Governance Committee and Sustainable Development 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. RACHOJ TAWINTERMSUP<br>Gender: Male<br>Age: 36 years old<br>Highest level of education: Master's degree<br>Major: Business Administration    | Deputy Chief Executive Officer | 1 Jan 2018                | Law, Agribusiness, Negotiation, Corporate Management, Strategic Management                                                                                                                                                     |
| 2. Mr. KRITBHONG TAKVIRIYANAN<br>Gender: Male<br>Age: 55 years old<br>Highest level of education: Master's degree<br>Major: Business Administration | CHIEF EXECUTIVE OFFICER        | 1 Jan 2018                | Strategic Management, Change Management, Corporate Management, Budgeting, Project Management, Marketing, Data Analysis, Corporate Social Responsibility, Sustainability, Leadership, Engineering, Risk Management, Negotiation |
| 3. Mrs. Ratsamee Pongjindanon [1][2]<br>Gender: Female<br>Age: 50 years old<br>Highest level of education: Master's degree<br>Major: Accounting     | Chief Financial Officer        | 1 Jun 2016                | Finance, Accounting, Data Analysis, Audit, Internal Control, Budgeting                                                                                                                                                         |
| 4. Mr. Anorn Rittan<br>Gender: Male<br>Age: 59 years old<br>Highest level of education: Below a bachelor's degree<br>Major: Business Administration | Operation Director             | 1 Mar 2019                | Industrial Materials & Machinery, Electronic Components, Human Resource Management, Project Management                                                                                                                         |
| 5. Mr. Chumphon Thainukun<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Bachelor's degree<br>Major: Chemistry                 | Factory Director               | 1 May 2020                | Industrial Materials & Machinery, Petrochemicals & Chemicals, Electronic Components, Human Resource Management, Project Management                                                                                             |

|    |                                                                                                                                                         |                                  |            |                                                                                                           |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|------------|-----------------------------------------------------------------------------------------------------------|
| 6. | Mr. Jaroslaw Marian Kibilda<br>Gender: Male<br>Age: 36 years old<br>Highest level of education: Master's degree<br>Major: Business Administration       | Business Development<br>Director | 1 May 2009 | Data Management, Data Analysis, Statistics, Project Management, Budgeting                                 |
| 7. | Ms. Nitaya Savekkomet<br>Gender: Female<br>Age: 50 years old<br>Highest level of education: Master's degree<br>Major: Business Administration           | Human Resource<br>Director       | 1 Jul 2022 | Human Resource Management                                                                                 |
| 8. | Mr. Thawatchai Chomwarn<br>Gender: Male<br>Age: 55 years old<br>Highest level of education: Master's degree<br>Major: International Business Management | Sales Director                   | 1 Mar 2022 | Marketing, Economics, Transportation & Logistics, Negotiation, Statistics, Data Management, 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) | 20,200,000.00 | 23,330,000.00 | 27,040,000.00 |

### 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) : 531

Number of female employees (persons) : 330

Total (persons) : 861

#### Employee Remuneration

Total employee remuneration : 240,200,000.00

#### Provident fund

Total number of employees (persons) : 861

Number of employees contributing to the PVD (persons) : 351

Percentage of employees who are members (%) : 40.77

# 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. TAKON TAWINTERMSUP<br>Gender: Male<br>Age: 68 years old<br>Highest level of education: Below a bachelor's degree<br>Major: secondary education<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive)<br><br>Director type: Re-elected as director                            | Date position was assumed:<br>14 Oct 1993 | Agribusiness, Strategic Management, Corporate Management, Project Management, Marketing, Budgeting, Governance/ Compliance, Corporate Social Responsibility, Sustainability |
| 2. Mr. SONGRIDTH NIWATTISAIWONG<br>Gender: Male<br>Age: 70 years old<br>Highest level of education: Master's degree<br>Major: Engineering<br>Thai nationality: Yes<br>Residing in Thailand: Yes             | Director<br>(Non-executive)<br><br>Director type: Re-elected as director                            | Date position was assumed:<br>28 Oct 1993 | Project Management, Budgeting, Procurement, Engineering, Governance/ Compliance, Corporate Social Responsibility, Sustainability                                            |
| 3. Mr. NOPPORN PICHA<br>Gender: Male<br>Age: 74 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes                          | Vice Chairman<br>(Non-executive, Independent director)<br><br>Director type: Re-elected as director | Date position was assumed:<br>31 Jan 2018 | Accounting, Budgeting, Finance, Internal Control, Agribusiness, Fund Management, Risk Management, Project Management                                                        |

## Development of directors over the past year

| List of directors            | Position              | Participated in director development program |
|------------------------------|-----------------------|----------------------------------------------|
| Mr. BANPHOT HONGTHONG        | Chairman of the board | Non-participating                            |
| Mr. TAKON TAWINTERMSUP       | Director              | Non-participating                            |
| Mr. SONGRIDTH NIWATTISAIWONG | Director              | Non-participating                            |
| Mr. KITTI CHATLEKHAVANICH    | Director              | Non-participating                            |
| Mr. CHUSAK PRACHAYANGPRECHA  | Director              | Non-participating                            |
| Mr. KAROON NUNTILEEPONG      | Director              | Non-participating                            |
| Mr. RACHOJ TAWINTERMSUP      | Director              | Non-participating                            |
| Mr. PAIBOON KUJAREEVANICH    | Director              | Participating                                |
| Mr. NOPPORN PICHA            | Vice Chairman         | Non-participating                            |
| Mr. SARAVUT MENASAVET        | 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 : 28 Apr 2022

EGM meeting : No

|     | List of directors                                | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings             |
|-----|--------------------------------------------------|------------------|-------------------------|---------------|--------------------------|
| 1.  | Mr. BANPHOT HONGTHONG<br>(Chairman of the board) | -                | 4/4                     | Participating | Did not hold the meeting |
| 2.  | Mr. TAKON TAWINTERMSUP<br>(Director)             | -                | 4/4                     | Participating | Did not hold the meeting |
| 3.  | Mr. SONGRIDTH NIWATTISAIWONG<br>(Director)       | -                | 4/4                     | Participating | Did not hold the meeting |
| 4.  | Mr. KITTI CHATLEKHAVANICH<br>(Director)          | -                | 4/4                     | Participating | Did not hold the meeting |
| 5.  | Mr. CHUSAK PRACHAYANGPRECHA<br>(Director)        | -                | 4/4                     | Participating | Did not hold the meeting |
| 6.  | Mr. KAROON NUNTILEEPONG<br>(Director)            | -                | 4/4                     | Participating | Did not hold the meeting |
| 7.  | Mr. RACHOJ TAWINTERMSUP<br>(Director)            | -                | 4/4                     | Participating | Did not hold the meeting |
| 8.  | Mr. PAIBOON KUJAREEVANICH<br>(Director)          | -                | 4/4                     | Participating | Did not hold the meeting |
| 9.  | Mr. NOPPORN PICHA<br>(Vice Chairman)             | -                | 4/4                     | Participating | Did not hold the meeting |
| 10. | Mr. SARAVUT MENASAVET<br>(Director)              | -                | 4/4                     | 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. BANPHOT HONGTHONG<br>(Chairman of the board) | -                | 145,000.00               | 562,500.00                         | No                 |
| 2. | Mr. TAKON TAWINTERMSUP<br>(Director)             | -                | 430,000.00               | 427,500.00                         | No                 |
| 3. | Mr. SONGRIDTH NIWATTISAIWONG<br>(Director)       | -                | 180,000.00               | 427,500.00                         | No                 |
| 4. | Mr. KITTI CHATLEKHAVANICH<br>(Director)          | -                | 100,000.00               | 427,500.00                         | No                 |

|     |                                           |   |            |            |    |
|-----|-------------------------------------------|---|------------|------------|----|
| 5.  | Mr. CHUSAK PRACHAYANGPRECHA<br>(Director) | - | 420,000.00 | 427,500.00 | No |
| 6.  | Mr. KAROON NUNTILEEPONG<br>(Director)     | - | 200,000.00 | 427,500.00 | No |
| 7.  | Mr. RACHOJ TAWINTERMSUP<br>(Director)     | - | 100,000.00 | 427,500.00 | No |
| 8.  | Mr. PAIBOON KUJAREEVANICH<br>(Director)   | - | 200,000.00 | 427,500.00 | No |
| 9.  | Mr. NOPPORN PICHA<br>(Vice Chairman)      | - | 240,000.00 | 517,500.00 | No |
| 10. | Mr. SARAVUT MENASAVET<br>(Director)       | - | 200,000.00 | 427,500.00 | 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. | Mr. NOPPORN PICHA<br>(Chairman of the audit committee) | -                | 4/4                                   |
| 2. | Mr. PAIBOON KUJAREEVANICH<br>(Audit committee)         | -                | 4/4                                   |
| 3. | Mr. SARAVUT MENASAVET<br>(Audit committee)             | -                | 4/4                                   |