



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BANGCHAK CORPORATION 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 : BANGCHAK CORPORATION PUBLIC COMPANY LIMITED

Symbol : BCP

Address : 2098 M Tower Building, 8th Floor, Sukhumvit Rd., Phra Khanong
Tai, Phra Khanong

Province : Bangkok

Postcode : 10260

Business : Oil refinery and trading business, marketing business, green
power business, bio-based products business, Natural
Resource Business, and Business Development

Registration Number : 0107536000269

Telephone : 0-2335-8888

Fax (if applicable) : 0-2335-8000

Website : <http://www.bangchak.co.th>

Email : bcpsecretary@bangchak.co.th

Total Shares Sold (shares)

Common Stock : 1,376,923,157

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	137,731.00	202,723.00	316,286.00
Refinery and Oil Trading Business Group (Thousand baht)	111,122.00	161,784.00	258,875.00
Marketing Business Group (Thousand baht)	8,539.00	8,784.00	10,995.00
Power Plant Business Group (Thousand baht)	4,230.00	4,668.00	5,405.00
BiO-Based Product Business Group (Thousand baht)	12,558.00	14,085.00	13,325.00
Natural Resources Business Group (Thousand baht)	0.00	10,093.00	23,583.00
Others (Thousand baht)	1.00	3.00	19.00
Other Bangchak and subsidiaries (Thousand baht)	1,281.00	3,306.00	4,084.00
	2020	2021	2022
Total (%)	100.00	100.00	100.00
Refinery and Oil Trading Business Group (%)	80.68	79.81	81.85
Marketing Business Group (%)	6.20	4.33	3.48
Power Plant Business Group (%)	3.07	2.30	1.71
BiO-Based Product Business Group (%)	9.12	6.95	4.21
Natural Resources Business Group (%)	0.00	4.98	7.46
Others (%)	0.00	0.00	0.01
Other Bangchak and subsidiaries (%)	0.93	1.63	1.29

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	137,731.00	202,723.00	316,286.00
Domestic (Thousand baht)	112,891.00	141,283.00	212,510.00
International (Thousand baht)	24,840.00	61,440.00	103,776.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	81.96	69.69	67.19
International (%)	18.04	30.31	32.81

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	15,450,000.00	10,050,000.00	5,800,000.00

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)

Economic Uncertainties and High Prices of Energy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risks of energy innovation transformation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies

Risks of managing human resources for future growth

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations

Risks of managing feedstock and supply chain

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Loss or damage from non-compliance of partners or counterparties

Risks of digital technology transformation and cybersecurity

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risks to reputation from social media

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Risks of volatile prices of oil and feedstock

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risks of volatility of exchange rates and interest rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risks from enforcement of the Personal Data Protection Act B.E. 2562 (2019)

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Risks of impacts on communities and society

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment
- Impact on the environment

Risks of climate change and environmental change leading to GHG reduction measure

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Impact on the environment

Water Shortage Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on the environment

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.bangchak.co.th/th/document/sustainability-report>

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.bangchak.co.th/storage/document/sustainability/2019/sustainability-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

	2020	2021	2022
Diesel (Litre)	228,032.23	250,352.13	269,894.47
Gasoline (Litre)	151,607.11	248,068.22	263,274.12
Crude oil (barrels)	35,479,110.00	36,044,980.00	45,100,651.64
Natural gas (Standard cubic feet)	198,447,144.00	193,505,610.70	224,947,864.00

• Electricity consumption

	2020	2021	2022
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Amount of electricity purchased (kWh)	14,109,275.36	36,817,451.82	28,412,438.07
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Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	2,040,000.00	2,538,049.11	2,162,681.28

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	484,660.00	322,070.00	145,200.00
Hazardous waste (kg)	2,676,610.00	2,618,730.31	1,584,440.00
Total (kg)	3,161,270.00	2,940,800.31	1,729,640.00

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)	884,271.46	820,037.60	929,910.35
Scope 2 (Tons of carbon dioxide equivalents)	6,857.06	18,119.80	13,454.36
Scope 3 (Tons of carbon dioxide equivalents)	0.00	3,261,524.36	11,060,099.77
Total (Tons of carbon dioxide equivalents)	891,128.52	4,099,681.76	12,003,464.48

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : LRQA (Thailand) 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.bangchak.co.th/storage/document/sustainability/2020/human-rights-cpk-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

	2020	2021	2022
Number of male employees (persons)	854	759	752
Number of female employees (persons)	376	344	346
Total (persons)	1,230	1,103	1,098

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	23	28	29
Employee development and training expenses (baht)	10,722,721.80	15,863,300.10	17,491,892.01

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• Employee retention

	2020	2021	2022
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Percentage of employees who voluntarily resigned (%)	3.17	5.17	4.46
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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.bangchak.co.th/th/cg/corporate-governance>

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	15	100.00
Number of male directors	13	86.67
Number of female directors	2	13.33
Number of executive directors	1	6.67
Number of non-executive directors	14	93.33
Number of independent directors	10	66.67

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. SUTHEP WONGVORAZATHE Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	1 Nov 2021	Finance, Corporate Management, Risk Management, Energy & Utilities, Petrochemicals & Chemicals, Governance/ Compliance

2.	<p>Mr. PICHAJ CHUNHAVAJIRA</p> <p>Gender: Male</p> <p>Age: 73 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>Chairman of the board (Non-executive, Independent director)</p> <p>Director type: Original director</p>	24 May 2012	Corporate Management, Risk Management, Petrochemicals & Chemicals, Governance/ Compliance, Finance, Energy & Utilities
3.	<p>Mr. CHAIWAT KOVAVISARACH</p> <p>Gender: Male</p> <p>Age: 56 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 (Executive)</p> <p>Director type: Original director</p>	30 Oct 2012	Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Engineering, Corporate Management, Information & Communication Technology, Finance, Risk Management
4.	<p>Pol.Lt.Gen. CHAIWAT CHOTIMA</p> <p>Gender: Male</p> <p>Age: 70 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	9 Apr 2014	Risk Management, Petrochemicals & Chemicals, Energy & Utilities, Governance/ Compliance, Corporate Management
5.	<p>Mrs. PRISANA PRAHARNKHASUK</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	5 Apr 2016	Energy & Utilities, Risk Management, Corporate Management, Governance/ Compliance, Petrochemicals & Chemicals, Accounting, Finance

6.	Mr. PORAMETEE VIMOLSIRI Gender: Male Age: 62 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Jun 2018	Finance, Risk Management, Corporate Management, Energy & Utilities, Petrochemicals & Chemicals, Governance/ Compliance
7.	Ms. KULAYA TANTITEMIT Gender: Female Age: 50 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	8 Apr 2021	Governance/ Compliance, Energy & Utilities, Petrochemicals & Chemicals, Corporate Management, Risk Management, Economics, Finance, Accounting
8.	GEN. SONGWIT NOONPACKDEE Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Oct 2021	Engineering, Governance/ Compliance, Risk Management, Corporate Management, Energy & Utilities, Petrochemicals & Chemicals
9.	Mr. CHANROEN PHOTHIYOD Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Oct 2021	Law, Governance/ Compliance, Risk Management, Corporate Management, Finance, Energy & Utilities, Petrochemicals & Chemicals, Economics

10.	Mr. BOONCHOB SUTHAMANUSWONG Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	28 Oct 2021	Governance/ Compliance, Risk Management, Corporate Management, Energy & Utilities, Petrochemicals & Chemicals, Law
11.	Mr. PRASONG POONTANEAT Gender: Male Age: 63 years old Highest level of education: Honorary degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	1 Nov 2021	Law, Corporate Management, Risk Management, Governance/ Compliance, Finance, Energy & Utilities, Petrochemicals & Chemicals, Economics
12.	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) Director type: Original director	4 Jan 2022	Law, Corporate Social Responsibility, Human Resource Management, Sustainability, Governance/ Compliance, Insurance
13.	Mr. CHAOVALIT EKABUT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	27 Jan 2022	Industrial Materials & Machinery, Packaging, Audit, Internal Control, Engineering, Construction Materials, Steel

14.	Mr. NARIN KALAYANAMIT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	8 Apr 2022	Economics, Corporate Social Responsibility, Human Resource Management, Governance/ Compliance, Insurance
15.	Pol.Lt.Gen. SAMRAN NUALMA Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	8 Apr 2022	Governance/ Compliance, Leadership, Corporate Management, Corporate Social Responsibility, Human Resource Management

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

General information	Position	Tenure	Replacement Director
1. ADM. SUCHEEP WHOUNGMAITREE Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 26 May 2015 Date directorship ended: 8 Apr 2022	Pol.Lt.Gen. SAMRAN NUALMA Date position was assumed: 8 Apr 2022
2. GEN. VITCH DEVAHASDIN Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 5 Apr 2016 Date directorship ended: 18 Feb 2022	Mr. NARIN KALAYANAMIT Date position was assumed: 8 Apr 2022

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>Mr. PORAMETEE VIMOLSIRI</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Finance</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>	11 Apr 2020	Finance, Risk Management, Corporate Management, Energy & Utilities, Petrochemicals & Chemicals, Governance/ Compliance
2.	<p>Mrs. PRISANA PRAHARNKHASUK [1]</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's 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: Re-elected as director</p>	28 Apr 2021	Energy & Utilities, Risk Management, Corporate Management, Governance/ Compliance, Petrochemicals & Chemicals, Accounting, Finance
3.	<p>Mr. ACHPORN CHARUCHINDA</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Barrister</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>	4 Jan 2022	Law, Corporate Social Responsibility, Human Resource Management, Sustainability, Governance/ Compliance, Insurance

4.	Mr. NARIN KALAYANAMIT	Audit committee	21 Apr 2022	Economics, Corporate Social Responsibility, Human Resource Management, Governance/ Compliance, Insurance
	Gender: Male	(Non-executive, Independent director)		
	Age: 64 years old			
	Highest level of education: Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Management			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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. Pol.Lt.Gen. CHAIWAT CHOTIMA [1] Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 26 Apr 2016 Date directorship ended: 21 Apr 2022	Mr. NARIN KALAYANAMIT Date position was assumed: 21 Apr 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
Sustainability and Corporate Governance Committee	Mr. NARIN KALAYANAMIT	Chairman
	Mr. SUTHEP WONGVORAZATHE	Member
	Mr. BOONCHOB SUTHAMANUSWONG	Member
	Pol.Lt.Gen. SAMRAN NUALMA	Member
	Mr. CHAIWAT KOVAVISARACH	Member
	Ms. KULAYA TANTITEMIT	Member

Enterprise-wide Risk Management Committee	Mr. PRASONG POONTANEAT	Chairman
	GEN. SONGWIT NOONPACKDEE	Member
	Mr. CHANROEN PHOTHIYOD	Member
	Mr. CHAOVALIT EKABUT	Member
	Mr. CHAIWAT KOVAVISARACH	Member
Nomination and Remuneration Committee	Mrs. PRISANA PRAHARNKHASUK	Chairman
	GEN. SONGWIT NOONPACKDEE	Member
	Pol.Lt.Gen. CHAIWAT CHOTIMA	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Enterprise-wide 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	: Sustainability and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Sustainability and Corporate Governance 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. CHAIWAT KOVAVISARACH Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Engineering	GROUP CHIEF EXECUTIVE OFFICER AND PRESIDENT	1 Jan 2015	Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Engineering, Corporate Management, Information & Communication Technology, Finance, Risk Management
2. Mr. Somchai Tejavanija Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Chief Marketing Officer, Marketing Business Group	1 Oct 2014	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Risk Management, Strategic Management, Governance/ Compliance, Marketing
3. Mr. Pativat Tivasasit Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Science	Chief Operation Officer, Refinery and Oil Trading Business Group	1 Sep 2019	Petrochemicals & Chemicals, Energy & Utilities, Strategic Management, Risk Management, Governance/ Compliance, Engineering
4. Mr. Surachai Kositsareewong Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Advisor	1 Aug 2009	Accounting, Finance, Strategic Management, Risk Management, Governance/ Compliance, Budgeting
5. Mr. Chokchai Atsawarangsali Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Corporate Management and Organization	1 Sep 2019	Petrochemicals & Chemicals, Energy & Utilities, Information & Communication Technology, Strategic Management, Risk Management, Governance/ Compliance, IT Management, Engineering, Human Resource Management

6.	Mr. Kittiphong Limsuwanarot Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Science	Senior Executive Vice President, appointed to BBGI Plc.	1 Oct 2020	Food & Beverage, Agribusiness, Petrochemicals & Chemicals, Energy & Utilities, Strategic Management, Risk Management, Governance/ Compliance
7.	Mr. Phuwadon Suntornwipart Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Executive Vice President, appointed to BCPG Plc.	1 Jul 2022	Engineering, Strategic Management, Risk Management, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities
8.	Mr. Thamarat Paryoonsuk Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Refinery Business Group	1 Dec 2022	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Strategic Management, Risk Management, Governance/ Compliance
9.	Mr. Bundit Hansapaiboon Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Corporate Strategy	1 Dec 2022	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Governance/ Compliance, Risk Management, Strategic Management, Sustainability
10.	Ms. Phatpuree Chinkulkitnivat [1] Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President, Accounting and Finance	1 Oct 2022	Banking, Finance & Securities, Governance/ Compliance, Budgeting, Risk Management, Strategic Management, Finance, Accounting

[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)	134,228,253.00	133,039,872.13	160,414,318.26

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 752

Number of female employees (persons) : 346

Total (persons) : 1,098

Provident fund

Total number of employees (persons) : 1,098

Number of employees contributing to the PVD (persons) : 1,072

Percentage of employees who are members (%) : 97.63

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Chantip Wongchieowittaya	chantip@bangchak.co.th	

- Company secretary

General information	Email	Telephone
1. Ms. Wannasiri Trongtrakulwong	Wannasiri.t@bangchak.co.th	023358401

- Head of internal audit

General information	Email	Telephone
1. Ms. Pornjit Sojisunsanee	pornjit@bangchak.co.th	023354569

- Head of compliance unit

General information	Email	Telephone
1. Ms. Pakawadee Junrayapes	pakawadee@bangchak.co.th	023354050

• Head of investor relations

General information	Email	Telephone
1. Ms. Tipwadee Sudwayha	Tipwadee.s@bangchak.co.th	023358663

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mr. Sakda Kaothanthong Email: info@kpmg.co.th Telephone: 026772000</p> <p>2. Mr. Waiyawat Kosamarnchaiyakij Email: info@kpmg.co.th Telephone: 026772000</p>	2,000,000.00	<p>Details: The Company paid for other fees amounting to 0.65 Million Baht</p> <p>Total service fee (baht): 650,000.00</p>

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.	<p>Mrs. PRISANA PRAHARNKHASUK</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's 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: Re-elected as director</p>	<p>Date position was assumed: 5 Apr 2016</p>	<p>Energy & Utilities, Risk Management, Corporate Management, Governance/ Compliance, Petrochemicals & Chemicals, Accounting, Finance</p>
2.	<p>Mr. PRASONG POONTANEAT</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Honorary 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: Re-elected as director</p>	<p>Date position was assumed: 1 Nov 2021</p>	<p>Law, Corporate Management, Risk Management, Governance/ Compliance, Finance, Energy & Utilities, Petrochemicals & Chemicals, Economics</p>
3.	<p>Mr. CHAOVALIT EKABUT</p> <p>Gender: Male</p> <p>Age: 64 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, Independent director)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 27 Jan 2022</p>	<p>Industrial Materials & Machinery, Packaging, Audit, Internal Control, Engineering, Construction Materials, Steel</p>

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. NARIN KALAYANAMIT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 8 Apr 2022	Economics, Corporate Social Responsibility, Human Resource Management, Governance/ Compliance, Insurance
2. Pol.Lt.Gen. SAMRAN NUALMA Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 8 Apr 2022	Governance/ Compliance, Leadership, Corporate Management, Corporate Social Responsibility, Human Resource Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SUTHEP WONGVORAZATHE	Vice Chairman	Participating
Mr. PICHAJ CHUNHAVAJIRA	Chairman of the board	Participating
Mr. CHAIWAT KOVAVISARACH	Director	Participating
Pol.Lt.Gen. CHAIWAT CHOTIMA	Director	Participating
Mrs. PRISANA PRAHARNKHASUK	Director	Participating
Mr. PORAMETEE VIMOLSIRI	Director	Participating
Ms. KULAYA TANTITEMIT	Director	Participating
GEN. SONGWIT NOONPACKDEE	Director	Participating
Mr. CHANROEN PHOTHIYOD	Director	Participating

Mr. BOONCHOB SUTHAMANUSWONG	Director	Participating
Mr. PRASONG POONTANEAT	Director	Participating
Mr. ACHPORN CHARUCHINDA	Director	Participating
Mr. CHAOVALIT EKABUT	Director	Participating
Mr. NARIN KALAYANAMIT	Director	Participating
Pol.Lt.Gen. SAMRAN NUALMA	Director	Participating
ADM. SUCHEEP WHOUNGMAITREE	Director	Participating
GEN. VITCH DEVAHASDIN	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)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 13

Date of AGM meeting : 8 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SUTHEP WONGVORAZATHE (Vice Chairman)	-	13/13	Participating	Did not hold the meeting
2.	Mr. PICHAJ CHUNHAVAJIRA (Chairman of the board)	-	13/13	Participating	Did not hold the meeting
3.	Mr. CHAIWAT KOVAVISARACH (Director)	-	13/13	Participating	Did not hold the meeting

4.	Pol.Lt.Gen. CHAIWAT CHOTIMA (Director)	-	13/13	Participating	Did not hold the meeting
5.	Mrs. PRISANA PRAHARNKHASUK (Director)	-	13/13	Participating	Did not hold the meeting
6.	Mr. PORAMETEE VIMOLSIRI (Director)	-	13/13	Participating	Did not hold the meeting
7.	Ms. KULAYA TANTITEMIT (Director)	-	13/13	Participating	Did not hold the meeting
8.	GEN. SONGWIT NOONPACKDEE (Director)	-	10/13	Participating	Did not hold the meeting
9.	Mr. CHANROEN PHOTHIYOD (Director)	-	13/13	Participating	Did not hold the meeting
10.	Mr. BOONCHOB SUTHAMANUSWONG (Director)	-	13/13	Participating	Did not hold the meeting
11.	Mr. PRASONG POONTANEAT (Director)	-	13/13	Participating	Did not hold the meeting
12.	Mr. ACHPORN CHARUCHINDA (Director)	-	12/13	Participating	Did not hold the meeting
13.	Mr. CHAOVALIT EKABUT (Director)	-	12/12	Participating	Did not hold the meeting
14.	Mr. NARIN KALAYANAMIT (Director)	-	10/10	Participating	Did not hold the meeting
15.	Pol.Lt.Gen. SAMRAN NUALMA (Director)	-	10/10	Non-participating	Did not hold the meeting
16.	ADM. SUCHEEP WHOUNGMAITREE (Director)	8 Apr 2022	3/3	Participating	Did not hold the meeting
17.	GEN. VITCH DEVAHASDIN (Director)	18 Feb 2022	2/2	Non-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. SUTHEP WONGVORAZATHE (Vice Chairman)	-	517,500.00	3,780,000.00	Yes
2.	Mr. PICHAJ CHUNHAVAJIRA (Chairman of the board)	-	525,000.00	4,200,000.00	Yes
3.	Mr. CHAIWAT KOVAVISARACH (Director)	-	645,000.00	3,360,000.00	Yes
4.	Pol.Lt.Gen. CHAIWAT CHOTIMA (Director)	-	540,000.00	3,397,000.00	Yes
5.	Mrs. PRISANA PRAHARNKHASUK (Director)	-	772,500.00	3,480,000.00	Yes
6.	Mr. PORAMETEE VIMOLSIRI (Director)	-	731,250.00	3,510,000.00	Yes
7.	Ms. KULAYA TANTITEMIT (Director)	-	525,000.00	3,360,000.00	Yes
8.	GEN. SONGWIT NOONPACKDEE (Director)	-	390,000.00	3,360,000.00	Yes
9.	Mr. CHANROEN PHOTHIYOD (Director)	-	540,000.00	3,360,000.00	Yes
10.	Mr. BOONCHOB SUTHAMANUSWONG (Director)	-	495,000.00	3,360,000.00	Yes
11.	Mr. PRASONG POONTANEAT (Director)	-	562,500.00	3,360,000.00	Yes
12.	Mr. ACHPORN CHARUCHINDA (Director)	-	570,000.00	3,452,439.24	Yes
13.	Mr. CHAOVALIT EKABUT (Director)	-	510,000.00	3,121,140.08	Yes
14.	Mr. NARIN KALAYANAMIT (Director)	-	517,500.00	2,547,739.73	Yes
15.	Pol.Lt.Gen. SAMRAN NUALMA (Director)	-	360,000.00	2,456,520.55	Yes
16.	ADM. SUCHEEP WHOUNGMAITREE (Director)	8 Apr 2022	135,000.00	903,479.45	Yes
17.	GEN. VITCH DEVAHASDIN (Director)	18 Feb 2022	142,500.00	498,076.68	Yes

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) : 12

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PORAMETEE VIMOLSIRI (Chairman of the audit committee)	-	12/12
2.	Mrs. PRISANA PRAHARNKHASUK (Audit committee)	-	12/12
3.	Mr. ACHPORN CHARUCHINDA (Audit committee)	-	12/12
4.	Mr. NARIN KALAYANAMIT (Audit committee)	-	8/8
5.	Pol.Lt.Gen. CHAIWAT CHOTIMA (Audit committee)	21 Apr 2022	4/4