



# **Annual Registration Statement / Annual Report**

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

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

**ESSO (THAILAND) 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 : ESSO (THAILAND) PUBLIC COMPANY LIMITED

Symbol : ESSO

Address : 3195/17-29 RAMA IV ROAD, KLONGTON SUB-DISTRICT, KLONGTOEY DISTRICT

Province : Bangkok

Postcode : 10110

Business : The Company is an integrated petroleum refining and marketing company, and the Company also manufactures and markets aromatics and other chemicals. The Company has operated businesses in Thailand for more than 120 years. The Company sells refined petroleum products to retail consumers through its extensive network of Esso branded retail service stations as well as directly to commercial customers in the industrial, wholesale, aviation and marine sectors. The Company also sells aromatics and other chemical products that the Company manufactures to domestic commercial customers. In some cases, the Company exports products for sale outside of Thailand.

Registration Number : 0107539000073

Telephone : 0-2407-4000

Fax (if applicable) : 0-2407-4800

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

Email : [essolR@exxonmobil.com](mailto:essolR@exxonmobil.com)

#### Total Shares Sold (shares)

Common Stock : 3,460,858,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

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

	2020	2021	2022
Total (Thousand baht)	126,671,722.00	172,878,354.00	263,000,335.00
Downstream (Thousand baht)	119,759,780.00	167,240,249.00	259,847,700.00
Petrochemicals (Thousand baht)	6,911,942.00	5,638,105.00	3,152,635.00

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Downstream (%)	94.54	96.74	98.80
Petrochemicals (%)	5.46	3.26	1.20

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	126,671,722.00	172,878,354.00	263,000,335.00
Domestic (Thousand baht)	126,671,722.00	172,878,354.00	263,000,335.00
International (Thousand baht)	0.00	0.00	0.00

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

\*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	N/A	N/A	N/A

# 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://esso.listedcompany.com/misc/one-report/esso-one-report-2022-th.pdf>

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://esso.listedcompany.com/misc/one-report/esso-one-report-2022-th.pdf>

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

##### 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)	1,043,784.00	996,038.00	1,060,682.00
Scope 2 (Tons of carbon dioxide equivalents)	15,909.00	11,656.00	5,891.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total (Tons of carbon dioxide equivalents)</b>	<b>1,059,693.00</b>	<b>1,007,694.00</b>	<b>1,066,573.00</b>



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

Third-party verification : Yes

Name of verifying organization : ECEE Company Limited

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://esso.listedcompany.com/misc/one-report/esso-one-report-2022-th.pdf>

### 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)	425	403	415
Number of female employees (persons)	127	114	111
<b>Total (persons)</b>	<b>552</b>	<b>517</b>	<b>526</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	2	3	6

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

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

##### • 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://investor.esso.co.th/en/corporate-governance/corporate-governance-practices>

#### 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	6	60.00
Number of female directors	4	40.00
Number of executive directors	4	40.00
Number of non-executive directors	6	60.00
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. Mrs. RATRIMANI PASIPHOL Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	22 Feb 2012	Finance, Governance/ Compliance, Leadership, Risk Management, Data Analysis, Accounting, Marketing, Commerce, Corporate Social Responsibility, Human Resource Management, Data Management, Negotiation, Project Management, Corporate Management, Strategic Management, Audit, Internal Control, Budgeting, Energy & Utilities

2.	<p>Mr. WATTANA CHANTARASORN</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Chemical 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>	10 Sep 2014	<p>Engineering, Governance/ Compliance, Leadership, Risk Management, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Transportation &amp; Logistics, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Audit</p>
3.	<p>Mr. MANOCH MUNJITJUNTRA</p> <p>Gender: Male</p> <p>Age: 53 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>(Executive)</p> <p>Director type: Original director</p>	30 Nov 2017	<p>Marketing, Strategic Management, Brand Management, Data Analysis, Governance/ Compliance, Leadership, Corporate Social Responsibility, Petrochemicals &amp; Chemicals, Packaging, Transportation &amp; Logistics, Human Resource Management, Digital Marketing, Negotiation, Corporate Management, Data Management</p>
4.	<p>Ms. PRACHIT HAWAT</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management Information Systems,</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>	30 Nov 2017	<p>Accounting, IT Management, Risk Management, Audit, Governance/ Compliance, Information &amp; Communication Technology, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Leadership, Internal Control, Budgeting</p>

5.	<p>Mr. TAWEESAK BUNLUESIN</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Chemical Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	9 Jun 2018	<p>Corporate Management, Corporate Social Responsibility, Sustainability, Petrochemicals &amp; Chemicals, Governance/ Compliance, Leadership, Energy &amp; Utilities, Information &amp; Communication Technology, Human Resource Management, IT Management, Data Management, Data Analysis, Brand Management, Project Management, Engineering, Change Management, Strategic Management, Risk Management, Budgeting, Audit</p>
6.	<p>Mr. BURANAWONG SOWAPRUX</p> <p>Gender: Male</p> <p>Age: 64 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	23 Apr 2019	<p>Engineering, Finance, Risk Management, Audit, Governance/ Compliance, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Corporate Management, Project Management, Change Management, Leadership, Strategic Management, Internal Control, Budgeting</p>



7.	<p>Ms. Jirapun Paowarut</p> <p>Gender: Female</p> <p>Age: 49 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 (Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	19 Apr 2022	<p>Marketing, Risk Management, Brand Management, Digital Marketing, Governance/ Compliance, Petrochemicals &amp; Chemicals, Economics, Energy &amp; Utilities, Commerce, Transportation &amp; Logistics, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Procurement, IT Management, Data Management, Data Analysis, Statistics, Budgeting</p>
8.	<p>Mrs. Suda Ninvoraskul</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the board (Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	28 Jan 2023	<p>Accounting, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance, Data Management, Information &amp; Communication Technology, Human Resource Management, Digital Marketing, Statistics, Finance, Corporate Social Responsibility, Marketing, Energy &amp; Utilities, Transportation &amp; Logistics</p>
9.	<p>Mr. Veerasak Kositpaisal</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	13 Mar 2023	<p>Energy &amp; Utilities, Petrochemicals &amp; Chemicals, Corporate Social Responsibility, Sustainability, IT Management, Corporate Management, Engineering, Risk Management, Audit, Governance/ Compliance, Strategic Management, Change Management, Project Management, Brand Management, Data Management, Human Resource Management</p>

10.	Mr. Anuwat Rungruangrattanagul Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	27 Jan 2023	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Risk Management
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#### List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. SUCHART PHOWATTHANASATHIAN Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 25 Apr 2017 Date directorship ended: 9 Sep 2022	Mr. Anuwat Rungruangrattanagul Date position was assumed: 27 Jan 2023
2. Ms. PAJAREE MEEKANGVAN Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 30 Nov 2017 Date directorship ended: 3 Jan 2022	No replacement director
3. Mr. JESADA CHANCHERNGKIJ Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 3 Sep 2020 Date directorship ended: 19 Apr 2022	Ms. Jirapun Paowarut Date position was assumed: 19 Apr 2022

4.	Mr. Boontuck Wungcharoen Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 4 Sep 2018 Date directorship ended: 1 Mar 2023	Mr. Veerasak Kositpaisal Date position was assumed: 13 Mar 2023
5.	Mr. Vichan Nikornmalakul Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 19 Apr 2022 Date directorship ended: 30 Jan 2023	No replacement director
6.	Mr. ADISAK JANGKAMOLKULCHAI Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Chemical Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)	Date position was assumed: 4 Feb 2020 Date directorship ended: 28 Jan 2023	Mrs. Suda Ninvoraskul Date position was assumed: 28 Jan 2023
7.	Mr. Pornchai Thiraveja Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Public Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 24 Feb 2022 Date directorship ended: 15 Mar 2023	No replacement director

#### Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda  
of the Board of Directors' meetings : 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. WATTANA CHANTARASORN [1]</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Chemical Engineering</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>	19 Oct 2017	<p>Engineering, Governance/ Compliance, Leadership, Risk Management, Petrochemicals &amp; Chemicals, Energy &amp; Utilities, Transportation &amp; Logistics, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Audit</p>
2.	<p>Ms. PRACHIT HAWAT [1]</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management Information Systems,</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>	30 Nov 2017	<p>Accounting, IT Management, Risk Management, Audit, Governance/ Compliance, Information &amp; Communication Technology, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Leadership, Internal Control, Budgeting</p>

3.	Mr. BURANAWONG SOWAPRUX [1] Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	23 Apr 2019	Engineering, Finance, Risk Management, Audit, Governance/ Compliance, Petrochemicals & Chemicals, Energy & Utilities, Accounting, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Corporate Management, Project Management, Change Management, Leadership, Strategic Management, Internal Control, Budgeting
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[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. Mrs. RATRIMANI PASIPHOL Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	28 Jan 2023
2. Mr. MANOCH MUNJITJUNTRA Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	30 Nov 2017

3.	<p>Ms. Jirapun Paowarut</p> <p>Gender: Female</p> <p>Age: 49 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>	Member of the executive committee	19 Apr 2022
4.	<p>Mr. Anuwat Rungruangrattanagul</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	27 Jan 2023

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. SUCHART PHOWATTHANASATHIAN</p> <p>Gender: Male</p> <p>Age: 51 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>	Member of the executive committee	<p>Date position was assumed: 25 Apr 2017</p> <p>Date directorship ended: 9 Sep 2022</p>	<p>Mr. Anuwat Rungruangrattanagul</p> <p>Date position was assumed: 27 Jan 2023</p>
<p>2. Ms. PAJAREE MEEKANGVAN</p> <p>Gender: Female</p> <p>Age: 45 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>	Member of the executive committee	<p>Date position was assumed: 30 Nov 2017</p> <p>Date directorship ended: 3 Jan 2022</p>	No replacement director

3.	Mr. Vichan Nikornmalakul Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 19 Apr 2022 Date directorship ended: 30 Jan 2023	No replacement director
4.	Mr. JESADA CHANCHERNGKIJ Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 3 Sep 2020 Date directorship ended: 19 Apr 2022	Ms. Jirapun Paowarut Date position was assumed: 19 Apr 2022
5.	Mr. ADISAK JANGKAMOLKULCHAI Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Chemical Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	Date position was assumed: 4 Feb 2020 Date directorship ended: 27 Jan 2023	Mrs. RATRIMANI PASIPHOL Date position was assumed: 28 Jan 2023

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination, Remuneration and Performance Evaluation Committee	Mr. BURANAWONG SOWAPRUX Ms. PRACHIT HAWAT Mr. TAWEESAK BUNLUESIN	Chairman Member Member

### Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination, Remuneration and Performance Evaluation Committee

Sub-committees responsible for remuneration : Nomination, Remuneration and Performance Evaluation Committee

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

## 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. Vanchai Vichakchon Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration	Thailand Commercial Sales Manager	1 Jun 2017	Marketing, Strategic Management, Brand Management, Leadership, Commerce, Petrochemicals & Chemicals, Energy & Utilities, Transportation & Logistics, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Data Analysis, Data Management, Digital Marketing, Negotiation, Corporate Management, Risk Management, Change Management, Information & Communication Technology



2.	<p>Mrs. RATRIMANI PASIPHOL [1]</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Managing Director and Business Services Manager and Tax Manager</p>	28 Jan 2023	<p>Finance, Governance/ Compliance, Leadership, Risk Management, Data Analysis, Accounting, Marketing, Commerce, Corporate Social Responsibility, Human Resource Management, Data Management, Negotiation, Project Management, Corporate Management, Strategic Management, Audit, Internal Control, Budgeting, Energy &amp; Utilities</p>
3.	<p>Mrs. Vorraya Kosalathip</p> <p>Gender: Female</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	Treasurer	4 Feb 2020	<p>Finance, Finance &amp; Securities, Data Analysis, Engineering, Marketing, Accounting, Human Resource Management, Fund Management, Data Management, IT Management, Corporate Management, Strategic Management, Risk Management</p>
4.	<p>Mr. MANOCH MUNJITJUNTRA</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Thailand Lubricants Sales Manager</p>	30 Nov 2017	<p>Marketing, Strategic Management, Brand Management, Data Analysis, Governance/ Compliance, Leadership, Corporate Social Responsibility, Petrochemicals &amp; Chemicals, Packaging, Transportation &amp; Logistics, Human Resource Management, Digital Marketing, Negotiation, Corporate Management, Data Management</p>
5.	<p>Mr. Suwat Srikanapongse</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	Controller	1 Oct 2020	<p>Audit, Accounting, Data Management, Data Analysis, Budgeting, Risk Management, Internal Control</p>

6.	<p>Mrs. Matana Sutatham</p> <p>Gender: Female</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Investor Relations and Planning Manager</p>	1 Aug 2021	<p>Strategic Management, Data Analysis, Economics, Data Management, Statistics, Governance/ Compliance, Media &amp; Publishing, Information &amp; Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Digital Marketing, Corporate Management, Risk Management, Audit</p>
7.	<p>Mr. Chatchawarn Hongcharoenthai</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p>	<p>Thailand Fuels Operations Manager</p>	1 Nov 2021	<p>Petrochemicals &amp; Chemicals, Transportation &amp; Logistics, Corporate Management, Engineering, Governance/ Compliance, Budgeting, Risk Management, Leadership, Strategic Management, Data Analysis, Data Management, Human Resource Management</p>
8.	<p>Ms. Jirapun Paowarut</p> <p>Gender: Female</p> <p>Age: 49 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Retails Sales Manager</p>	1 May 2022	<p>Marketing, Risk Management, Brand Management, Digital Marketing, Governance/ Compliance, Petrochemicals &amp; Chemicals, Economics, Energy &amp; Utilities, Commerce, Transportation &amp; Logistics, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Procurement, IT Management, Data Management, Data Analysis, Statistics, Budgeting</p>

9.	Mr. Anuwat Rungruangrattanagul Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Science	Refinery Manager	1 Sep 2022	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Risk Management
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[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 : No

### Remuneration

	2020	2021	2022
Total executive remuneration (baht)	97,777,000.00	86,091,000.00	83,589,000.00

### 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) : 415

Number of female employees (persons) : 111

Total (persons) : 526

#### Provident fund

Total number of employees (persons) : 526

Number of employees contributing to the PVD (persons) : 285

Percentage of employees who are members (%) : 54.18

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Amorn Manchanda	amorn.manchanda@exxonmobil.com	02-4074137

- Company secretary

General information	Email	Telephone
1. Ms. Angsna Pirentorn	angsna.pirentorn@exxonmobil.com	02-4074697

- Head of internal audit

General information	Email	Telephone
1. Ms. Jiraphan Ssukravee	jiraphan.ssukravee@exxonmobil.com	02-4075676

- Head of investor relations

General information	Email	Telephone
1. Ms. Matana Sutatham	matana.sutatham@exxonmobil.com	02-4074735

## Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	<p>1. Ms. Amornrat Pearmpoonvatansuk Pearmpoonvatansuk Email: amornrat. pearmpoonvatanasuk@pwc.com Telephone: 02-8441000</p> <p>2. Mr. Boonrueng Lerdwiseswit Email: boonrueng. lerdwiseswit@pwc.com Telephone: 02-8441000</p> <p>3. Mr. Kan Tanthawirat Email: kan.tanthawirat@pwc.com Telephone: 02-8441000</p>	4,600,000.00	-

# 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. Ms. Jirapun Paowarut Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 19 Apr 2022	Marketing, Risk Management, Brand Management, Digital Marketing, Governance/ Compliance, Petrochemicals & Chemicals, Economics, Energy & Utilities, Commerce, Transportation & Logistics, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Procurement, IT Management, Data Management, Data Analysis, Statistics, Budgeting
2. Mrs. Suda Ninvoraskul Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 28 Jan 2023	Accounting, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance, Data Management, Information & Communication Technology, Human Resource Management, Digital Marketing, Statistics, Finance, Corporate Social Responsibility, Marketing, Energy & Utilities, Transportation & Logistics



3.	Mr. Veerasak Kositpaisal Gender: Male Age: 68 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: Newly appointed director to replace ex-director	Date position was assumed: 13 Mar 2023	Energy & Utilities, Petrochemicals & Chemicals, Corporate Social Responsibility, Sustainability, IT Management, Corporate Management, Engineering, Risk Management, Audit, Governance/ Compliance, Strategic Management, Change Management, Project Management, Brand Management, Data Management, Human Resource Management
4.	Mr. Anuwat Rungruangrattanagul Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 27 Jan 2023	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Risk Management

#### Development of directors over the past year

List of directors	Position	Participated in director development program
Mrs. RATRIMANI PASIPHOL	Director	Participating
Mr. WATTANA CHANTARASORN	Director	Non-participating
Mr. MANOCH MUNJITJUNTRA	Director	Non-participating
Ms. PRACHIT HAWAT	Director	Participating
Mr. TAWEESAK BUNLUESIN	Director	Non-participating
Mr. BURANAWONG SOWAPRUX	Director	Non-participating
Ms. Jirapun Paowarut	Director	Participating
Mrs. Suda Ninvoraskul	Chairman of the board	Non-participating
Mr. Veerasak Kositpaisal	Director	Non-participating

Mr. Anuwat Rungruangrattanagul	Director	Non-participating
Mr. SUCHART PHOWATTHANASATHIAN	Director	Non-participating
Ms. PAJAREE MEEKANGVAN	Director	Non-participating
Mr. JESADA CHANCHERNGKIJ	Director	Non-participating
Mr. Boontuck Wungcharoen	Director	Non-participating
Mr. Vichan Nikornmalakul	Director	Non-participating
Mr. ADISAK JANGKAMOLKULCHAI	Chairman of the board	Non-participating
Mr. Pornchai Thiraveja	Director	Non-participating

### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

### Meeting attendance and remuneration to each Board member (8.1.2)

#### Meeting attendance of the board of directors

Number of board meetings (times) : 8

Date of AGM meeting : 19 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mrs. RATRIMANI PASIPHOL (Director)	-	8/8	Participating	Did not hold the meeting
2.	Mr. WATTANA CHANTARASORN (Director)	-	8/8	Participating	Did not hold the meeting
3.	Mr. MANOCH MUNJITJUNTRA (Director)	-	8/8	Participating	Did not hold the meeting
4.	Ms. PRACHIT HAWAT (Director)	-	8/8	Participating	Did not hold the meeting

5.	Mr. TAWEESAK BUNLUESIN (Director)	-	8/8	Participating	Did not hold the meeting
6.	Mr. BURANAWONG SOWAPRUX (Director)	-	8/8	Participating	Did not hold the meeting
7.	Ms. Jirapun Paowarut (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mrs. Suda Ninvoraskul (Chairman of the board)	-	0/0	Non-participating	Did not hold the meeting
9.	Mr. Veerasak Kositpaisal (Director)	-	0/0	Non-participating	Did not hold the meeting
10.	Mr. Anuwat Rungruangrattanagul (Director)	-	0/0	Non-participating	Did not hold the meeting
11.	Mr. SUCHART PHOWATTHANASATHIAN (Director)	9 Sep 2022	7/7	Participating	Did not hold the meeting
12.	Ms. PAJAREE MEEKANGVAN (Director)	3 Jan 2022	0/0	Non-participating	Did not hold the meeting
13.	Mr. JESADA CHANCHERNGKIJ (Director)	19 Apr 2022	2/2	Participating	Did not hold the meeting
14.	Mr. Boontuck Wungcharoen (Director)	1 Mar 2023	7/8	Participating	Did not hold the meeting
15.	Mr. Vichan Nikornmalakul (Director)	30 Jan 2023	6/6	Non-participating	Did not hold the meeting
16.	Mr. ADISAK JANGKAMOLKULCHAI (Chairman of the board)	28 Jan 2023	7/8	Participating	Did not hold the meeting
17.	Mr. Pornchai Thiraveja (Director)	15 Mar 2023	7/8	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.	Mrs. RATRIMANI PASIPHOL (Director)	-	0.00	0.00	No

2.	Mr. WATTANA CHANTARASORN (Director)	-	0.00	2,300,004.00	No
3.	Mr. MANOCH MUNJITJUNTRA (Director)	-	0.00	0.00	No
4.	Ms. PRACHIT HAWAT (Director)	-	0.00	2,300,004.00	No
5.	Mr. TAWEESAK BUNLUESIN (Director)	-	0.00	0.00	No
6.	Mr. BURANAWONG SOWAPRUX (Director)	-	0.00	2,300,004.00	No
7.	Ms. Jirapun Paowarut (Director)	-	0.00	0.00	No
8.	Mrs. Suda Ninvoraskul (Chairman of the board)	-	0.00	0.00	No
9.	Mr. Veerasak Kositpaisal (Director)	-	0.00	0.00	No
10.	Mr. Anuwat Rungruangrattanagul (Director)	-	0.00	0.00	No
11.	Mr. SUCHART PHOWATTHANASATHIAN (Director)	9 Sep 2022	0.00	0.00	No
12.	Ms. PAJAREE MEEKANGVAN (Director)	3 Jan 2022	0.00	0.00	No
13.	Mr. JESADA CHANCHERNGKIJ (Director)	19 Apr 2022	0.00	0.00	No
14.	Mr. Boontuck Wungcharoen (Director)	1 Mar 2023	0.00	1,839,996.00	No
15.	Mr. Vichan Nikornmalakul (Director)	30 Jan 2023	0.00	0.00	No
16.	Mr. ADISAK JANGKAMOLKULCHAI (Chairman of the board)	28 Jan 2023	0.00	0.00	No
17.	Mr. Pornchai Thiraveja (Director)	15 Mar 2023	0.00	1,558,885.00	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) : 7

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. WATTANA CHANTARASORN (Chairman of the audit committee)	-	7/7
2.	Ms. PRACHIT HAWAT (Audit committee)	-	7/7
3.	Mr. BURANAWONG SOWAPRUX (Audit committee)	-	7/7