



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

INDORAMA VENTURES 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 : INDORAMA VENTURES PUBLIC COMPANY LIMITED

Symbol : IVL

Address : 75/102 Ocean Tower 2, 37th Floor, Soi Sukhumvit 19, Asoke road,
Kwaeng Klongtoey Nuer, Khet Wattana

Province : Bangkok

Postcode : 10110

Business : Indorama Ventures Public Company Limited, a holding company conducting its business through investment in subsidiaries and affiliates engaged in the manufacture of integrated petrochemical products both domestic and overseas. These companies manufacture and distribute Ethylene Oxide and Ethylene Glycol ("EO&EG"), Purified Terephthalic Acid ("PTA"), Polyethylene Terephthalate ("PET"), Polyester Fiber and Yarn and Wool products.

Registration Number : 0107552000201

Telephone : 0-2661-6661

Fax (if applicable) : 0-2661-6664-5

Website : www.indoramaventures.com

Email : ir@indorama.net

Total Shares Sold (shares)

Common Stock : 5,614,551,908

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	331,512,907.00	468,108,318.00	656,266,448.00
Combined PET (Thousand baht)	212,271,900.00	293,470,340.00	404,956,734.00
Integrated Oxides and Derivatives (Thousand baht)	48,552,765.00	80,440,464.00	147,695,654.00
Fibers (Thousand baht)	84,357,686.00	117,104,568.00	131,205,063.00
Eliminations (Thousand baht)	-13,669,445.27	-22,907,054.00	-27,591,003.00
Other income (Thousand baht)	1.27	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Combined PET (%)	64.03	62.69	61.71
Integrated Oxides and Derivatives (%)	14.65	17.18	22.51
Fibers (%)	25.45	25.02	19.99
Eliminations (%)	-4.12	-4.89	-4.20
Other income (%)	0.00	0.00	0.00

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	331,512,907.00	468,108,318.00	656,266,448.00
Domestic (Thousand baht)	43,914,638.00	61,599,076.00	76,669,144.00
International (Thousand baht)	287,598,269.00	406,509,242.00	579,597,304.00
United States of America (Thousand baht)	130,919,938.00	195,073,927.00	266,922,529.00

Other countries (Thousand baht)	156,678,331.00	211,435,315.00	312,674,775.00
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	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	13.25	13.16	11.68
International (%)	86.75	86.84	88.32
United States of America (%)	45.52	47.99	46.05
Other countries (%)	54.48	52.01	53.95

*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	601,217.00	674,564.00	1,457,340.05

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)

Sustainability Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Damage to company image and reputation

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Information security and cyber-attack
- Delays in the development of future projects

Compliance Risk

- Change in laws and regulations

Financial Risk

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

- Fluctuation in return on assets or investment

Growth Strategy Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Information security and cyber-attack
- Delays in the development of future projects
- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Financial Risk

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

Environment, Health and Safety Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Information security and cyber-attack
- Delays in the development of future projects
- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Financial Risk

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

Regulatory Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Information security and cyber-attack
- Delays in the development of future projects
- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Financial Risk

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

Cyber Security Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Information security and cyber-attack
- Delays in the development of future projects
- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Financial Risk

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

Risk to Securities Holder (2.2.2)

The risk of a shareholder group that holds the majority of outstanding shares

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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

Exchange rate and/or interest rate fluctuations may have a significant adverse impact on our business, financial condition, prospects, and operational results.

Risk Management Measures: Yes

Related Risk Topics

- Investment risk

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://sustainability.indoramaventures.com/en/home>

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://sustainability.indoramaventures.com/th/environmental/at-a-glance>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	7,050,000.00	5,323,000.00	11,952,000.00
Gasoline (Litre)	1,236,900.00	1,109,780.00	1,258,400.00
Fuel oil (liters)	60,741,640.00	74,974,490.00	20,937,900.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	58,723,091,867.02	58,492,672,720.54	62,079,200,277.17

LPG (Kilogram)	1,222,731.00	2,079,757.00	2,131,521.00
Steam (tonnes)	355,136.80	597,089.28	630,384.70
Coal (tonnes)	1,165,826.00	1,195,173.00	1,032,946.79

• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	5,868,669,000.00	6,263,533,000.00	6,292,932,000.00

Water management

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	82,504,769.00	88,083,250.00	89,171,085.00

Waste management

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	197,669,000.00	271,788,520.00	304,916,460.00
Hazardous waste (kg)	117,157,000.00	140,009,220.00	155,984,800.00
Total (kg)	314,826,000.00	411,797,740.00	460,901,260.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2020	2021	2022
GHG emission target	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	6,974,574.00	7,207,125.00	7,252,281.00
Scope 2 (Tons of carbon dioxide equivalents)	2,487,233.00	2,582,952.00	2,602,082.00
Scope 3 (Tons of carbon dioxide equivalents)	23,329,486.00	25,451,295.00	N/A

Total (Tons of carbon dioxide equivalents)	32,791,293.00	35,241,372.00	9,854,363.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : TV NORD CERT GmbH

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.indoramaventures.com/storage/downloads/governance/policies/human-rights-policy/ivl-human->

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer 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)	19,790	20,261	23,102
Number of female employees (persons)	5,417	5,499	7,099
Total (persons)	25,207	25,760	30,201

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	32,620,924,999.21	37,169,805,000.00	45,066,107,000.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	19	30	31
Employee development and training expenses (baht)	2,070,050.18	2,400,752.02	3,589,999.60

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	154	219	188

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	5.80	8.34	9.66

• **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.indoramaventures.com/storage/downloads/governance/cg-manual/ivl-cg-manual-thailand.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	15	100.00
Number of male directors	13	86.67
Number of female directors	2	13.33
Number of executive directors	6	40.00
Number of non-executive directors	9	60.00
Number of independent directors	7	46.67

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. SRI PRAKASH LOHIA Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Bachelor of Commerce Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Original director	19 Sep 2009	Leadership, Petrochemicals & Chemicals, Risk Management, Finance, Accounting, Strategic Management, Corporate Management, Marketing, Sustainability, Economics

2.	<p>Mr. RATHIAN SRIMONGKOL</p> <p>Gender: Male</p> <p>Age: 63 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>Vice Chairman (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	19 Sep 2009	<p>Risk Management, Finance, Accounting, Strategic Management, Sustainability, Economics</p>
3.	<p>Mr. ALOKE LOHIA</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Original director</p>	19 Sep 2009	<p>Corporate Management, Petrochemicals & Chemicals, Leadership, Strategic Management, Risk Management, Finance, Accounting, Marketing, Sustainability, Governance/ Compliance</p>
4.	<p>Mrs. SUCHITRA LOHIA</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	19 Sep 2009	<p>Corporate Social Responsibility, Petrochemicals & Chemicals, Leadership, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics, Brand Management</p>
5.	<p>Mr. AMIT LOHIA</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	19 Sep 2009	<p>Petrochemicals & Chemicals, Finance, Risk Management, Accounting, Strategic Management, Marketing, Leadership, Corporate Management, Sustainability, Economics</p>

6.	Mr. DILIP KUMAR AGARWAL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	27 Apr 2010	Accounting, Petrochemicals & Chemicals, Finance, Risk Management, Strategic Management, Marketing, Corporate Management, Sustainability, Economics
7.	Mr. SIRI GANJARERNDDEE Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Apr 2011	Data Management, Finance, Governance/ Compliance, Economics, Insurance, Sustainability, Strategic Management, Leadership
8.	Mr. KANIT SI Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Apr 2011	Finance, Banking, Governance/ Compliance, Risk Management, Strategic Management, Economics
9.	Mr. UDEY PAUL SINGH GILL Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	27 Apr 2011	Strategic Management, Marketing, Petrochemicals & Chemicals, Risk Management, Corporate Management, Sustainability

10.	Mr. RUSSELL LEIGHTON KEKUEWA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	20 Oct 2014	Risk Management, Governance/ Compliance, Sustainability, Strategic Management, Marketing, Corporate Management, Economics
11.	Mr. SANJAY AHUJA Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	13 Nov 2015	Finance, Accounting, Petrochemicals & Chemicals, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics
12.	Mr. TEVIN VONGVANICH Gender: Male Age: 64 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	24 Apr 2019	Risk Management, Sustainability, Petrochemicals & Chemicals, Strategic Management, Corporate Management, Accounting, Finance
13.	Mr. YASHOVARDHAN LOHIA Gender: Male Age: 35 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	24 Apr 2019	Sustainability, Petrochemicals & Chemicals, Risk Management, Strategic Management

14.	Mrs. KAISRI NUENG SIGKAPIAN Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Jun 2020	Corporate Management, Accounting, Risk Management, Strategic Management, Leadership, Finance, Marketing, Sustainability, Economics
15.	Mr. HARALD LINK Gender: Male Age: 67 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Nov 2021	Governance/ Compliance, Leadership, Energy & Utilities, Risk Management, Finance, Accounting, Strategic Management, Corporate Management, Marketing, Sustainability, Economics

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

General information	Position	Tenure	Replacement Director
1. Mr. WILLIAM ELLWOOD HEINECKE Gender: Male Age: 73 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 19 Sep 2009 Date directorship ended: 9 May 2022	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 : Yes

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. RATHIAN SRIMONGKOL [1] Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	19 Sep 2009	Risk Management, Finance, Accounting, Strategic Management, Sustainability, Economics
2. Mr. SIRI GANJARERNDDEE [1] Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	20 Oct 2014	Data Management, Finance, Governance/ Compliance, Economics, Insurance, Sustainability, Strategic Management, Leadership
3. Mr. TEVIN VONGVANICH [1] Gender: Male Age: 64 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	22 Apr 2020	Risk Management, Sustainability, Petrochemicals & Chemicals, Strategic Management, Corporate Management, Accounting, Finance

[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. ALOKE LOHIA Gender: Male Age: 64 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Chairman of the executive committee	19 Sep 2009
2. Mrs. SUCHITRA LOHIA Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	19 Sep 2009
3. Mr. DILIP KUMAR AGARWAL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Member of the executive committee	27 Apr 2010
4. Mr. SANJAY AHUJA Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	13 Nov 2015

5.	Mr. UDEY PAUL SINGH GILL Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	27 Apr 2011
6.	Mr. YASHOVARDHAN LOHIA Gender: Male Age: 35 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	24 Apr 2019

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination Compensation and Corporate Governance Committee	Mr. RUSSELL LEIGHTON KEKUEWA	Chairman
	Mr. KANIT SI	Member
	Mrs. KAISRI NUENG SIGKAPIAN	Member
	Mr. SIRI GANJARERNDDEE	Member
	Mr. HARALD LINK	Member
Sustainability & Risk Management Committee	Mr. ALOKE LOHIA	Chairman
	Mr. KANIT SI	Member
	Mr. YASHOVARDHAN LOHIA	Member
	Mr. RATHIAN SRIMONGKOL	Member
	Mr. DILIP KUMAR AGARWAL	Member
	Mr. UDEY PAUL SINGH GILL	Member
	Mr. RUSSELL LEIGHTON KEKUEWA	Member
	Mr. TEVIN VONGVANICH	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Sustainability & Risk Management Committee

Sub-committees responsible for nomination	: Nomination Compensation and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination Compensation and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination Compensation and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Sustainability & Risk Management Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. ALOKE LOHIA Gender: Male Age: 64 years old Highest level of education: Honorary degree Major: Business Administration	GROUP CHIEF EXECUTIVE OFFICER	19 Sep 2009	Corporate Management, Petrochemicals & Chemicals, Leadership, Strategic Management, Risk Management, Finance, Accounting, Marketing, Sustainability, Governance/ Compliance
2. Mrs. SUCHITRA LOHIA Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Deputy Group CEO	19 Sep 2009	Corporate Social Responsibility, Petrochemicals & Chemicals, Leadership, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics, Brand Management
3. Mr. DILIP KUMAR AGARWAL [1] Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Accounting	Deputy Group CEO	27 Apr 2010	Accounting, Petrochemicals & Chemicals, Finance, Risk Management, Strategic Management, Marketing, Corporate Management, Sustainability, Economics

4.	Mr. SANJAY AHUJA Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Strategy and Transformation Officer	13 Nov 2015	Finance, Accounting, Petrochemicals & Chemicals, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics
5.	Mr. YASHOVARDHAN LOHIA Gender: Male Age: 35 years old Highest level of education: Bachelor's degree Major: Engineering	Chairman of the ESG Council	24 Apr 2019	Sustainability, Petrochemicals & Chemicals, Risk Management, Strategic Management
6.	Mr. Alastair Mark Port Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Masters of Studies, Cambridge University	Executive President Integrated Oxides and Derivatives	1 Jan 2022	Petrochemicals & Chemicals, Engineering
7.	Mr. Christopher Anthony Kenneally Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Economics	Executive President Fibers	1 Jan 2022	Marketing, Petrochemicals & Chemicals
8.	Mr. Klaus Holz Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Human Resources Officer	1 Jan 2022	Human Resource Management, Leadership

[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)	273,640,000.00	348,880,000.00	555,555,555.00

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) : 23,102

Number of female employees (persons) : 7,099

Total (persons) : 30,201

Employee Remuneration

Total employee remuneration : 45,066,107,000.00

Provident fund

Total number of employees (persons) : 30,201

Number of employees contributing to the PVD (persons) : 15,691

Percentage of employees who are members (%) : 51.96

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. RATHIAN SRIMONGKOL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 19 Sep 2009	Risk Management, Finance, Accounting, Strategic Management, Sustainability, Economics
2. Mrs. SUCHITRA LOHIA Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 19 Sep 2009	Corporate Social Responsibility, Petrochemicals & Chemicals, Leadership, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics, Brand Management
3. Mr. SANJAY AHUJA Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 13 Nov 2015	Finance, Accounting, Petrochemicals & Chemicals, Risk Management, Strategic Management, Corporate Management, Sustainability, Economics

4.	Mr. TEVIN VONGVANICH Gender: Male Age: 64 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 24 Apr 2019	Risk Management, Sustainability, Petrochemicals & Chemicals, Strategic Management, Corporate Management, Accounting, Finance
5.	Mr. YASHOVARDHAN LOHIA Gender: Male Age: 35 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 24 Apr 2019	Sustainability, Petrochemicals & Chemicals, Risk Management, Strategic Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SRI PRAKASH LOHIA	Chairman of the board	Non-participating
Mr. RATHIAN SRIMONGKOL	Vice Chairman	Participating
Mr. ALOKE LOHIA	Vice Chairman	Non-participating
Mrs. SUCHITRA LOHIA	Director	Non-participating
Mr. AMIT LOHIA	Director	Non-participating
Mr. DILIP KUMAR AGARWAL	Director	Non-participating
Mr. SIRI GANJARERNDDEE	Director	Participating
Mr. KANIT SI	Director	Participating
Mr. UDEY PAUL SINGH GILL	Director	Non-participating
Mr. RUSSELL LEIGHTON KEKUEWA	Director	Participating
Mr. SANJAY AHUJA	Director	Participating
Mr. TEVIN VONGVANICH	Director	Participating

Mr. YASHOVARDHAN LOHIA	Director	Non-participating
Mrs. KAISRI NUENGSIGKAPIAN	Director	Participating
Mr. HARALD LINK	Director	Non-participating
Mr. WILLIAM ELLWOOD HEINECKE	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) : 5

Date of AGM meeting : 26 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SRI PRAKASH LOHIA (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2. Mr. RATHIAN SRIMONGKOL (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
3. Mr. ALOKE LOHIA (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
4. Mrs. SUCHITRA LOHIA (Director)	-	5/5	Participating	Did not hold the meeting
5. Mr. AMIT LOHIA (Director)	-	5/5	Participating	Did not hold the meeting
6. Mr. DILIP KUMAR AGARWAL (Director)	-	5/5	Participating	Did not hold the meeting

7.	Mr. SIRI GANJARERNDDEE (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mr. KANIT SI (Director)	-	5/5	Participating	Did not hold the meeting
9.	Mr. UDEY PAUL SINGH GILL (Director)	-	5/5	Participating	Did not hold the meeting
10.	Mr. RUSSELL LEIGHTON KEKUEWA (Director)	-	5/5	Participating	Did not hold the meeting
11.	Mr. SANJAY AHUJA (Director)	-	5/5	Participating	Did not hold the meeting
12.	Mr. TEVIN VONGVANICH (Director)	-	5/5	Participating	Did not hold the meeting
13.	Mr. YASHOVARDHAN LOHIA (Director)	-	5/5	Participating	Did not hold the meeting
14.	Mrs. KAISRI NUENGSIKAPIAN (Director)	-	5/5	Participating	Did not hold the meeting
15.	Mr. HARALD LINK (Director)	-	4/5	Participating	Did not hold the meeting
16.	Mr. WILLIAM ELLWOOD HEINECKE (Director)	9 May 2022	2/2	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. SRI PRAKASH LOHIA (Chairman of the board)	-	N/A	2,167,610.00	No
2.	Mr. RATHIAN SRIMONGKOL (Vice Chairman)	-	N/A	3,147,610.00	No
3.	Mr. ALOKE LOHIA (Vice Chairman)	-	N/A	1,267,610.00	No
4.	Mrs. SUCHITRA LOHIA (Director)	-	N/A	845,070.00	No
5.	Mr. AMIT LOHIA (Director)	-	N/A	1,445,070.00	No
6.	Mr. DILIP KUMAR AGARWAL (Director)	-	N/A	845,070.00	No

7.	Mr. SIRI GANJARERNDDEE (Director)	-	N/A	2,425,070.00	No
8.	Mr. KANIT SI (Director)	-	N/A	2,125,070.00	No
9.	Mr. UDEY PAUL SINGH GILL (Director)	-	N/A	845,070.00	No
10.	Mr. RUSSELL LEIGHTON KEKUEWA (Director)	-	N/A	2,456,340.00	No
11.	Mr. SANJAY AHUJA (Director)	-	N/A	845,070.00	No
12.	Mr. TEVIN VONGVANICH (Director)	-	N/A	2,425,070.00	No
13.	Mr. YASHOVARDHAN LOHIA (Director)	-	N/A	845,070.00	No
14.	Mrs. KAISRI NUENG SIGKAPIAN (Director)	-	N/A	1,825,070.00	No
15.	Mr. HARALD LINK (Director)	-	N/A	1,513,800.00	No
16.	Mr. WILLIAM ELLWOOD HEINECKE (Director)	9 May 2022	N/A	1,145,070.00	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) : 6

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. RATHIAN SRIMONGKOL (Chairman of the audit committee)	-	6/6
2.	Mr. SIRI GANJARERNDDEE (Audit committee)	-	6/6
3.	Mr. TEVIN VONGVANICH (Audit committee)	-	6/6