



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

TPI POLENE POWER 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 : TPI POLENE POWER PUBLIC COMPANY LIMITED

Symbol : TPIPP

Address : 26/56 CHANTADMAI ROAD, THUNGMAHAMEK, SATHORN

Province : Bangkok

Postcode : 10120

Business : The Company engages in generation and sales of electricity it's consists of waste heat recovery power plants and RDF-fired power plants. All power plants are located in Kaeng Khoi District, Saraburi Province and The Company also operates petrol and gas stations (NGV)

Registration Number : 0107559000184

Telephone : 0-2285-5090-9, 0-2213-1039

Fax (if applicable) : 0-2213-1035

Website : www.tpipolenepower.co.th

Email : weranuch@tpipolene.co.th

Total Shares Sold (shares)

Common Stock : 8,400,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	11,119,350.00	11,073,832.00	10,199,974.00
Energy & Utilities (Thousand baht)	10,586,783.00	10,557,354.00	9,618,401.00
Petrol and gas stations (Thousand baht)	532,567.00	516,478.00	581,573.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Energy & Utilities (%)	95.21	95.34	94.30
Petrol and gas stations (%)	4.79	4.66	5.70

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	11,119,350.00	11,073,832.00	10,199,974.00
Domestic (Thousand baht)	11,119,350.00	11,073,832.00	10,199,974.00
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

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)

Strategic risks in business operations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Changes in technologies
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Reliance on employees in key positions
- Human error in business operations
- Business operations that have no commercial results
- Safety, occupational health, and working environment
- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Financial Risk

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

Risk to Securities Holder (2.2.2)

Risk associated with investments of securities holders

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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 : <http://www.tpipolenepower.co.th/index.php/th/th-investment/ar/sustainability>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <http://www.tpipolenepower.co.th/index.php/th/th-investment/ar/sustainability>

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)	1,031,481.05	505,227.07	930,605.44
Natural gas (Standard cubic feet)	633,705.88	457,519.61	6,148,745.10
Coal (tonnes)	1,054,077,045.40	771,991,947.85	468,814,255.83

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	312,703,519.44	320,321,133.33	330,134,575.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	8,697,439.00	9,357,646.00	9,464,639.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	64,801,080.00	25,183,910.00	19,682,400.00
Hazardous waste (kg)	88,050.00	79,630.00	24,260.00
Total (kg)	64,889,130.00	25,263,540.00	19,706,660.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	3,850,000.00	3,590,000.00	3,070,000.00
Scope 1 (Tons of carbon dioxide equivalents)	3,608,173.00	3,201,398.15	2,477,534.70
Scope 2 (Tons of carbon dioxide equivalents)	226.19	410.09	588.79
Scope 3 (Tons of carbon dioxide equivalents)	181,273.98	139,897.22	120,150.62
Total (Tons of carbon dioxide equivalents)	3,789,673.17	3,341,705.46	2,598,274.11

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <http://www.tpipolenepower.co.th/index.php/th/th-investment/ar/sustainability>

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)	1,055	1,031	1,032
Number of female employees (persons)	118	111	111
Total (persons)	1,173	1,142	1,143

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	45	28	25
Employee development and training expenses (baht)	368,011.90	1,411,851.06	2,465,392.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	2	2	2

• Employee retention

	2020	2021	2022
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Percentage of employees who voluntarily resigned (%)	9.46	8.49	5.16
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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 : <http://www.tpipolenepower.co.th/index.php/th/th-aboutus/cooperate-governance-th>

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	11	73.33
Number of female directors	4	26.67
Number of executive directors	3	20.00
Number of non-executive directors	12	80.00
Number of independent directors	4	26.67

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. PRACHAI LEOPHAIRATANA Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	11 Nov 1991	Petrochemicals & Chemicals, Leadership, Construction Materials, Industrial Materials & Machinery, Engineering, Mining, Steel

2.	<p>Mr. PRAMUAN LEOPHAIRATANA</p> <p>Gender: Male</p> <p>Age: 73 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>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	8 Jan 2016	<p>Petrochemicals & Chemicals, Engineering, Packaging, Industrial Materials & Machinery</p>
3.	<p>Mrs. ORAPIN LEOPHAIRATANA</p> <p>Gender: Female</p> <p>Age: 75 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	8 Jan 2016	<p>Finance & Securities, Fund Management, Audit, Finance, Corporate Social Responsibility, Accounting, Construction Materials</p>
4.	<p>Mr. PRAYAD LIEWPHAIRATANA</p> <p>Gender: Male</p> <p>Age: 71 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)</p> <p>Director type: Original director</p>	11 Nov 1991	<p>Packaging, Industrial Materials & Machinery, Engineering, Mining</p>
5.	<p>Ms. PATTRAPAN LEOPAIRUT</p> <p>Gender: Female</p> <p>Age: 43 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	30 Apr 2007	<p>Marketing, Construction Materials</p>

6.	<p>Mrs. NITAWAN LEOPHAIRATANA</p> <p>Gender: Female</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	13 Jul 2015	Law, Marketing, Petrochemicals & Chemicals
7.	<p>Ms. MALINEE LEOPAIRAT</p> <p>Gender: Female</p> <p>Age: 80 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Actuarial Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	8 Jan 2016	Data Analysis, Insurance, Statistics
8.	<p>Mr. ABHIJAI CHANDRASEN</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Law</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>	8 Jan 2016	Law, Banking
9.	<p>Mr. MANU LEOPAIROTE</p> <p>Gender: Male</p> <p>Age: 79 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	8 Jan 2016	Finance, Economics, Accounting, Petrochemicals & Chemicals

10.	Mr. THIRAPHONG VIKITSET Gender: Male Age: 77 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	8 Jan 2016	Economics, Engineering, Energy & Utilities, Project Management
11.	Mr. KHANTACHAI VICHAKKHANA Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	8 Jan 2016	Law, Property Development
12.	Mr. PAKORN LEOPAIRUT Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Master of Arts Program in Public and Private Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 Feb 2016	Energy & Utilities, Fund Management, Petrochemicals & Chemicals, Construction Materials
13.	Mr. PAKKAPOL LEOPAIRUT Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 Feb 2016	Finance, Accounting, Energy & Utilities, Economics

14.	Mr. VANCHAI MANOSUTHI	Director (Non-executive, Independent director)	29 Apr 2016	Accounting, Banking, Finance & Securities
	Gender: Male			
	Age: 72 years old			
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Business Administration	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			
15.	Mr. PORAKRIT LEOPHAIRATANA	Director (Executive)	31 Jan 2020	Engineering, Petrochemicals & Chemicals, Energy & Utilities, Industrial Materials & Machinery
	Gender: Male			
	Age: 32 years old			
	Highest level of education:	Director type: Original		
	Doctoral degree	director		
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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. Mr. MANU LEOPAIROTE [1] Gender: Male Age: 79 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	8 Jan 2016	Finance, Economics, Accounting, Petrochemicals & Chemicals
2. Mr. ABHIJAI CHANDRASEN Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	8 Jan 2016	Law, Banking
3. Mr. THIRAPHONG VIKITSET [1] Gender: Male Age: 77 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	8 Jan 2016	Economics, Engineering, Energy & Utilities, Project Management

[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. PRACHAI LEOPHAIRATANA Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	8 Jan 2016
2. Mr. PRAMUAN LEOPHAIRATANA Gender: Male Age: 73 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	8 Jan 2016
3. Mrs. ORAPIN LEOPHAIRATANA Gender: Female Age: 75 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	8 Jan 2016
4. Mr. PRAYAD LIEWPHAIRATANA Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jan 2016

5.	Ms. PATTRAPAN LEOPAIRUT Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jan 2016
6.	Mr. PAKORN LEOPAIRUT Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Master of Arts Program in Public and Private Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jan 2016
7.	Mr. PAKKAPOL LEOPAIRUT Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jan 2016
8.	Mrs. NITAWAN LEOPHAIRATANA Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jan 2016
9.	Mr. PORAKRIT LEOPHAIRATANA Gender: Male Age: 32 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	31 Jan 2020

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Compensation Committee	Mr. PRACHAI LEOPHAIRATANA	Chairman
	Mr. PRAMUAN LEOPHAIRATANA	Vice chairman
	Mrs. ORAPIN LEOPHAIRATANA	Vice chairman
	Mr. PRAYAD LIEWPHAIRATANA	Member
	Ms. PATTRAPAN LEOPAIRUT	Member
	Mr. PAKORN LEOPAIRUT	Member
	Mr. PAKKAPOL LEOPAIRUT	Member
	Mrs. NITAWAN LEOPHAIRATANA	Member
	Ms. MALINEE LEOPAIRAT	Member
	Mr. PORAKRIT LEOPHAIRATANA	Member
	Mr. MANU LEOPAIROTE	Member
	Mr. THIRAPHONG VIKITSET	Member
	Mr. ABHIJAI CHANDRASEN	Member
	Mr. KHANTACHAI VICHAKKHANA	Member
	Mr. VANCHAI MANOSUTHI	Member
Nomination Committee	Mr. PRACHAI LEOPHAIRATANA	Chairman
	Mr. PRAMUAN LEOPHAIRATANA	Vice chairman
	Mrs. ORAPIN LEOPHAIRATANA	Vice chairman
	Mr. PRAYAD LIEWPHAIRATANA	Member
	Ms. PATTRAPAN LEOPAIRUT	Member
	Mr. PAKORN LEOPAIRUT	Member
	Mr. PAKKAPOL LEOPAIRUT	Member
	Mrs. NITAWAN LEOPHAIRATANA	Member
	Ms. MALINEE LEOPAIRAT	Member
	Mr. PORAKRIT LEOPHAIRATANA	Member
	Mr. MANU LEOPAIROTE	Member
	Mr. THIRAPHONG VIKITSET	Member
	Mr. ABHIJAI CHANDRASEN	Member
	Mr. KHANTACHAI VICHAKKHANA	Member
	Mr. VANCHAI MANOSUTHI	Member

Corporate Governance Committee	Mr. PRACHAI LEOPHAIRATANA	Chairman
	Mr. PRAMUAN LEOPHAIRATANA	Vice chairman
	Mrs. ORAPIN LEOPHAIRATANA	Vice chairman
	Mr. PRAYAD LIEWPHAIRATANA	Member
	Ms. PATTRAPAN LEOPAIRUT	Member
	Mr. PAKORN LEOPAIRUT	Member
	Mr. PAKKAPOL LEOPAIRUT	Member
	Mrs. NITAWAN LEOPHAIRATANA	Member
	Ms. MALINEE LEOPAIRAT	Member
	Mr. PORAKRIT LEOPHAIRATANA	Member
	Mr. MANU LEOPAIROTE	Member
	Mr. THIRAPHONG VIKITSET	Member
	Mr. ABHIJAI CHANDRASEN	Member
	Mr. KHANTACHAI VICHAKKHANA	Member
	Mr. VANCHAI MANOSUTHI	Member
Risk Management Committee	Mr. PRACHAI LEOPHAIRATANA	Chairman
	Mr. PRAMUAN LEOPHAIRATANA	Member
	Mr. PAKKAPOL LEOPAIRUT	Member
	Mr. PORAKRIT LEOPHAIRATANA	Member
	Mr. Prasert Ittimakin	Member
	Mrs. Chularat Danwattanachai	Member
	Mr. Worawit Lerdbussarakam	Member
	Mr. Kamjohn Pi	Member
	Mr. Nitipong Sucharitphong	Member
	Mrs. Kusuma CHANTAROTHORN	Member
Sustainable Development Committee	Mrs. Sommaphan Kaewsuan	Member
	Mrs. Chularat Danwattanachai	Vice chairman
	Mr. Worawit Lerdbussarakam	Vice chairman
	Mr. Panya Tangsingtrong	Member
	Mr. PAKORN LEOPAIRUT	Member
	Mr. Kanok Arun Rasameesopha	Member
	Mr. Virat Chatdarong	Member
	Mr. PORAKRIT LEOPHAIRATANA	Member
	Ms. Thanyathida Sriraksa	Member
	Ms. Malee Podprichakul	Member
	Ms. Oratai Jiaranai	Member
	Mr. Nitisit Jongpitakrat	Member
	Mr. Nopporn Suwannapura	Member
	Mr. Hanchai Ekkritwarodom	Member
	Ms. Juthamas Surojrat	Member
	Mr. PAKKAPOL LEOPAIRUT	Chairman

Roles of Sub-committees

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

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PAKORN LEOPAIRUT Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Master of Arts Program in Public and Private Management	PRESIDENT	16 Feb 2016	Energy & Utilities, Fund Management, Petrochemicals & Chemicals, Construction Materials
2. Mr. PAKKAPOL LEOPAIRUT [1] Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Economics	Executive Vice President	16 Feb 2016	Finance, Accounting, Energy & Utilities, Economics
3. Mr. PORAKRIT LEOPHAIRATANA Gender: Male Age: 32 years old Highest level of education: Doctoral degree Major: Engineering	Executive Vice President	31 Jan 2020	Engineering, Petrochemicals & Chemicals, Energy & Utilities, Industrial Materials & Machinery
4. Mr. Worawit Lerdbussarakam Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President	1 Apr 2018	Construction Materials, Energy & Utilities, Engineering
5. Mrs. Sirirat Lerthirunrat Gender: Female Age: 64 years old Highest level of education: Bachelor's degree Major: Management	Assistant Vice President	1 Jul 2012	Energy & Utilities, Corporate Management

6.	Mr. Somkiat Teeratakulpisal	Assistant Vice President	1 Jun 2014	Engineering
	Gender: Male			
	Age: 55 years old			
	Highest level of education: Master's degree			
	Major: Business Administration			

[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)	23,513,830.00	21,909,935.00	23,770,015.00

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) : 1,032

Number of female employees (persons) : 111

Total (persons) : 1,143

Provident fund

Total number of employees (persons) : 1,143

Number of employees contributing to the PVD (persons) : 1,044

Percentage of employees who are members (%) : 91.34

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)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PRACHAI LEOPHAIRATANA	Chairman of the board	Non-participating
Mr. PRAMUAN LEOPHAIRATANA	Vice Chairman	Non-participating
Mrs. ORAPIN LEOPHAIRATANA	Vice Chairman	Non-participating
Mr. PRAYAD LIEWPHAIRATANA	Director	Non-participating
Ms. PATTRAPAN LEOPAIRUT	Director	Non-participating
Mrs. NITAWAN LEOPHAIRATANA	Director	Non-participating
Ms. MALINEE LEOPAIRAT	Director	Non-participating
Mr. ABHIJAI CHANDRASEN	Director	Non-participating
Mr. MANU LEOPAIROTE	Director	Non-participating
Mr. THIRAPHONG VIKITSET	Director	Non-participating
Mr. KHANTACHAI VICHAKKHANA	Director	Non-participating
Mr. PAKORN LEOPAIRUT	Director	Participating
Mr. PAKKAPOL LEOPAIRUT	Director	Participating
Mr. VANCHAI MANOSUTHI	Director	Non-participating
Mr. PORAKRIT LEOPHAIRATANA	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 19 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PRACHAI LEOPHAIRATANA (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2.	Mr. PRAMUAN LEOPHAIRATANA (Vice Chairman)	-	11/12	Participating	Did not hold the meeting
3.	Mrs. ORAPIN LEOPHAIRATANA (Vice Chairman)	-	12/12	Participating	Did not hold the meeting
4.	Mr. PRAYAD LIEWPHAIRATANA (Director)	-	11/12	Non-participating	Did not hold the meeting
5.	Ms. PATTRAPAN LEOPAIRUT (Director)	-	10/12	Participating	Did not hold the meeting
6.	Mrs. NITAWAN LEOPHAIRATANA (Director)	-	11/12	Participating	Did not hold the meeting
7.	Ms. MALINEE LEOPAIRAT (Director)	-	10/12	Participating	Did not hold the meeting
8.	Mr. ABHIJAI CHANDRASEN (Director)	-	11/12	Non-participating	Did not hold the meeting
9.	Mr. MANU LEOPAIROTE (Director)	-	11/12	Participating	Did not hold the meeting

10.	Mr. THIRAPHONG VIKITSET (Director)	-	12/12	Participating	Did not hold the meeting
11.	Mr. KHANTACHAI VICHAKKHANA (Director)	-	12/12	Participating	Did not hold the meeting
12.	Mr. PAKORN LEOPAIRUT (Director)	-	12/12	Participating	Did not hold the meeting
13.	Mr. PAKKAPOL LEOPAIRUT (Director)	-	12/12	Participating	Did not hold the meeting
14.	Mr. VANCHAI MANOSUTHI (Director)	-	12/12	Participating	Did not hold the meeting
15.	Mr. PORAKRIT LEOPHAIRATANA (Director)	-	11/12	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. PRACHAI LEOPHAIRATANA (Chairman of the board)	-	1,550,736.00	234,960.00	No
2.	Mr. PRAMUAN LEOPHAIRATANA (Vice Chairman)	-	1,550,736.00	234,960.00	No
3.	Mrs. ORAPIN LEOPHAIRATANA (Vice Chairman)	-	1,550,736.00	234,960.00	No
4.	Mr. PRAYAD LIEWPHAIRATANA (Director)	-	1,550,736.00	234,960.00	No
5.	Ms. PATTRAPAN LEOPAIRUT (Director)	-	1,550,736.00	234,960.00	No
6.	Mrs. NITAWAN LEOPHAIRATANA (Director)	-	1,550,736.00	234,960.00	No
7.	Ms. MALINEE LEOPAIRAT (Director)	-	1,550,736.00	234,960.00	No
8.	Mr. ABHIJAI CHANDRASEN (Director)	-	1,550,736.00	234,960.00	No
9.	Mr. MANU LEOPAIROTE (Director)	-	1,550,736.00	234,960.00	No
10.	Mr. THIRAPHONG VIKITSET (Director)	-	1,550,736.00	234,960.00	No
11.	Mr. KHANTACHAI VICHAKKHANA (Director)	-	1,550,736.00	234,960.00	No
12.	Mr. PAKORN LEOPAIRUT (Director)	-	1,550,736.00	234,960.00	No

13.	Mr. PAKKAPOL LEOPAIRUT (Director)	-	1,550,736.00	234,960.00	No
14.	Mr. VANCHAI MANOSUTHI (Director)	-	1,550,736.00	234,960.00	No
15.	Mr. PORAKRIT LEOPHAIRATANA (Director)	-	1,550,736.00	234,960.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. MANU LEOPAIROTE (Chairman of the audit committee)	-	5/5
2.	Mr. ABHIJAI CHANDRASEN (Audit committee)	-	5/5
3.	Mr. THIRAPHONG VIKITSET (Audit committee)	-	5/5