



# **Annual Registration Statement / Annual Report**

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

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

**UNION PLASTIC PUBLIC COMPANY LIMITED**

**Fiscal Year End 31 December 2023**



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
<b>Corporate Governance</b>	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	22

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : UNION PLASTIC PUBLIC COMPANY LIMITED

Symbol : UP

Address : NG.11/1, Soi Serithai 62 ESTATE, MIN BURI

Province : Bangkok

Postcode : 10510

Business : The Company operates the business as the manufacturer and provider of manufacturing services of plastic parts and injection molds.

Registration Number : 007537000998

Telephone : 0-2517-0109-14

Fax (if applicable) : 0-2517-0529

Website : [www.unionplastic.co.th](http://www.unionplastic.co.th)

Email : [account@unionplastic.co.th](mailto:account@unionplastic.co.th)

#### Total Shares Sold (shares)

Common Stock : 25,000,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	590,732.00	669,491.00	733,207.00
Mold (Thousand baht)	5,147.00	8,579.00	43,768.00
automotive parts (Thousand baht)	536,317.00	601,297.00	614,052.00
Other (Thousand baht)	49,268.00	59,615.00	75,387.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Mold (%)	0.87	1.28	5.97
automotive parts (%)	90.79	89.81	83.75
Other (%)	8.34	8.90	10.28

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	590,732.00	669,491.00	733,207.00
Domestic (Thousand baht)	590,732.00	669,491.00	733,207.00
International (Thousand baht)	0.00	0.00	0.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

**Other income as specified in the financial statements**

	2021	2022	2023
Total other income (Thousand baht)	49,268.00	59,615.00	75,386.00
Other income from operations (Thousand baht)	24,946.00	16,100.00	26,192.00
Other income not from operations (Thousand baht)	24,322.00	43,515.00	49,194.00
Dividend Income (Thousand baht)	24,322.00	43,515.00	49,194.00

**Share of profit of joint ventures and associates accounted for using equity method**

	2021	2022	2023
Share of profit (Thousand baht)	-1,864.00	-1,039.00	-963.00

**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 : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	0.00	0.00	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)**

### Risk of business operations

**Risk Management Measures:** No

### 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
- Reliance on large customers or few customers

#### Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Product obsolescence
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties



- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Corruption

#### Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance

#### Financial Risk

- Fluctuation in return on assets or investment

### **Risk to Securities Holder (2.2.2)**

**Risk of having a major shareholder > 25 percent**

**Risk Management Measures:** No

#### **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)**

**Risk of investment in foreign securities**

**Risk Management Measures:** No

#### **Related Risk Topics**

- Foreign 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 : <http://unionplastic.co.th/uploads/jfCGa20231124140836.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 : <http://unionplastic.co.th/uploads/397LY20231124140016.pdf>

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

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

##### Energy management

###### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	9,338,244.37	9,088,216.62	9,333,217.04

##### Water management

###### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	35,456.00	35,842.00	36,541.00

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	355,593.91	671,000.00	193,848.86
Hazardous waste (Kilograms)	91,628.00	212,100.00	13,940.00
<b>Total waste generated (Kilograms)</b>	<b>447,221.91</b>	<b>883,100.00</b>	<b>207,788.86</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	80.00	80.00	100.00
Scope 1 (Tons of carbon dioxide equivalents)	91.00	403.00	436.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>91.00</b>	<b>403.00</b>	<b>436.00</b>

### • 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 and Practice : Yes

URL of human rights policy : <http://unionplastic.co.th/uploads/7CzKs20231124140909.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2021	2022	2023
Number of male employees (Persons)	193	175	178
Number of female employees (Persons)	294	278	297
<b>Total number of employees (Persons)</b>	<b>487</b>	<b>453</b>	<b>475</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	139,860,000.00	142,460,000.00	143,968,206.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	10.92	13.47	10.40
Employee development and training expenses (baht)	0.00	45,505.62	127,026.32

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

	2021	2022	2023
--	------	------	------

Total number of lost time injury incidents by employees (Cases)	11	7	9
--	----	---	---

• Significant labor dispute

	2021	2022	2023
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://unionplastic.co.th/uploads/LFFae20231124140505.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	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	3	33.33

#### 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. THITIVAT SUEBSAENG Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Re-elected as director	1 Nov 2022	Automotive, Petrochemicals & Chemicals, Steel, Energy & Utilities, Corporate Social Responsibility, Procurement, Negotiation, Corporate Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance, Change Management, Sustainability

2.	Ms. JUTATIP ARUNANONDCHAI Gender: Female Age: 52 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: Re-elected as director	18 Mar 2009	Law, Data Management, Corporate Management, Budgeting, Audit, Data Analysis, Design, Finance, Accounting, Property Development, Finance & Securities
3.	Mr. BUNJURD THANGLERTPAIBUL Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	18 Mar 2009	Law, Audit, Transportation & Logistics, Internal Control
4.	Mrs. CHANTORNTREE DARAKANANDA Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	19 Jun 2014	Property Fund & REITs, Project Management, Health Care Services, Data Analysis, Accounting, Leadership
5.	Mr. PONGSAK THIENGVIBOONVONG Gender: Male Age: 67 years old Highest level of education: Below a bachelor's degree Major: Auto mechanic Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	1 Aug 2018	Risk Management, Human Resource Management, Budgeting, Brand Management, Corporate Management, Corporate Social Responsibility, Leadership

6.	<p>Mrs. SAUWANEE THAIRUNGROJ</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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>	1 Jan 2020	Strategic Management, Risk Management, Audit
7.	<p>Mr. PRICHA LEELANUKROM</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Jul 2023	Statistics, Sustainability, Corporate Social Responsibility, Engineering, Human Resource Management, Risk Management, Change Management
8.	<p>Mr. SUPAKIT PAUNGBUA</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>Director</p> <p>(Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Aug 2023	Automotive, Industrial Materials & Machinery, Steel, Procurement, Corporate Social Responsibility, Negotiation, Leadership, Budgeting, Project Management, Corporate Management, Human Resource Management
9.	<p>Mr. CHUTINDHON DARAKANANDA</p> <p>Gender: Male</p> <p>Age: 64 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: Newly appointed director to replace ex-director</p>	1 Dec 2023	Engineering

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

General information	Position	Tenure	Replacement Director
---------------------	----------	--------	----------------------

1.	Mr. NANTHIYA DARAKANANDA Gender: Male Age: 55 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: 23 Apr 1998 Date directorship ended: 20 Apr 2023	Mr. PRICHA LEELANUKROM Date position was assumed: 1 Jul 2023
2.	Mr. VACHARAPHONG DARAKANANDA Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 1 Apr 2000 Date directorship ended: 1 Oct 2023	Mr. CHUTINDHON DARAKANANDA Date position was assumed: 1 Dec 2023
3.	Mr. SUTHIN PHADETPAI Gender: Male Age: 65 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: 1 Sep 2019 Date directorship ended: 1 Aug 2023	Mr. SUPAKIT PAUNGBUA Date position was assumed: 1 Aug 2023

### 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>Mrs. SAUWANEE THAIRUNGROJ</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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>	1 Jan 2020	Strategic Management, Risk Management, Audit
2.	<p>Ms. JUTATIP ARUNANONDCHAI</p> <p>Gender: Female</p> <p>Age: 52 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	18 Mar 2009	Law, Data Management, Corporate Management, Budgeting, Audit, Data Analysis, Design, Finance, Accounting, Property Development, Finance & Securities
3.	<p>Mr. BUNJURD THANGLERTPAIBUL</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	18 Mar 2009	Law, Audit, Transportation & Logistics, Internal Control

[1] A director with the accounting expertise needed to review financial statements

#### Other sub-committees

#### Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mrs. SAUWANEE THAIRUNGROJ	Chairman
	Mr. BUNJURD THANGLERTPAIBUL	Member
	Ms. JUTATIP ARUNANONDCHAI	Member
Nomination and Remuneration Committee	Mr. BUNJURD THANGLERTPAIBUL	Chairman
	Ms. JUTATIP ARUNANONDCHAI	Member
	Mr. VACHARAPHONG DARAKANANDA	Member

#### Roles of Sub-committees

Sub-committees responsible for risk management	: Audit Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: 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. SUPAKIT PAUNGBUA Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR (ACTING)	1 Aug 2023	Automotive, Industrial Materials & Machinery, Steel, Procurement, Corporate Social Responsibility, Negotiation, Leadership, Budgeting, Project Management, Corporate Management, Human Resource Management
2. Mrs. Achara Maneesawath Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Management	Internal Audit Division Manager	7 Mar 2011	Economics, Finance & Securities, Finance, Strategic Management, Internal Control, Governance/ Compliance, Banking, Audit, Risk Management
3. Mr. Anusorn Muangsoonthorn Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Engineering	Production Support Manager	1 Mar 2022	Automotive, Petrochemicals & Chemicals, Negotiation, Engineering, Leadership, Strategic Management, Governance/ Compliance, Change Management, Corporate Management, Sustainability, Procurement, Corporate Social Responsibility, Energy & Utilities, Steel



4.	<p>Mr. Surong Likitmaharerk</p> <p>Gender: Male</p> <p>Age: 34 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p>	<p>Production factory Manager</p>	1 Mar 2022	<p>Automotive, Industrial Materials &amp; Machinery, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Negotiation, Corporate Management, Engineering, Project Management, Leadership, Risk Management, Strategic Management, Budgeting, Governance/ Compliance, Tourism &amp; Leisure, Information &amp; Communication Technology, Food &amp; Beverage, Change Management, Steel</p>
5.	<p>Mr. Wittawat Nicharaj</p> <p>Gender: Male</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Marketing</p>	<p>Deputy Managing Director</p>	4 Sep 2023	<p>Automotive, Industrial Materials &amp; Machinery, Packaging, Steel, Construction Materials, Media &amp; Publishing, Construction Services, Information &amp; Communication Technology, Marketing, Procurement, Data Management, Statistics, Negotiation, Finance, Project Management, Design, Engineering, Architecture, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Economics, Transportation &amp; Logistics, Electronic Components, Corporate Management, IT Management, Human Resource Management, Data Analysis</p>
6.	<p>Ms. Prayoon Sripharam [1]</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p>	<p>Chief Financial Officer</p>	1 Jan 2023	<p>Law, Accounting, Finance, Audit, Budgeting, Data Analysis, Leadership</p>

[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

	2021	2022	2023
Total executive remuneration (baht)	11,030,000.00	11,660,000.00	11,110,000.00

### 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) : 178

Number of female employees (persons) : 297

**Total number of employees (persons) : 475**

## Employee Remuneration

Total employee remuneration : 143,968,206.00

## Provident fund

Total number of employees (persons) : 475

Number of employees contributing to the PVD (persons) : 475

Percentage of employees who are members (%) : 100.00

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Angkana Soree	account@unionplastic.co.th	02-5170109-14 ต่อ 131

- Company secretary

General information	Email	Telephone
1. Mrs. Chadaporn Jiemsakultrip	chada.j@sahaunion.co.th	02-3115111-9 ต่อ 7811

- Head of internal audit

General information	Email	Telephone
1. Mrs. Achara Maneesawad	Achara@unionplastic.co.th	02-5170109-14 ต่อ 105

- Head of compliance unit

General information	Email	Telephone
1. Mr. Wittawat Nicharoj	wittawat@unionplastic.co.th	02-5170109-14 ต่อ 102

• Head of investor relations

General information	Email	Telephone
1. Ms. Prayoon Sripharam	prayoon@unionplastic.co.th	025170109-14 ต่อ 130

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Ms. Kosum Cha-em Email: Kosum.Cha-em@th.ey.com Telephone: 022640777</p> <p>2. Mrs. Ponnard Paocharoen Email: Ponnard.Paocharoen@th.ey.com Telephone: 022640777</p> <p>3. Mr. Termphong Opanaphan Email: Termphong.Opanaphan@th.ey.com Telephone: 022640777</p>	1,250,000.00	<p>Details: Pay according to what actually happens</p> <p>Total service fee (baht): 0.00</p>

# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

#### List of new directors appointed in the past year

##### • List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. THITIVAT SUEBSAENG Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Re-elected as director	Date position was assumed: 1 Nov 2022	Automotive, Petrochemicals & Chemicals, Steel, Energy & Utilities, Corporate Social Responsibility, Procurement, Negotiation, Corporate Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance, Change Management, Sustainability
2. Ms. JUTATIP ARUNANONDCHAI Gender: Female Age: 52 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: Re-elected as director	Date position was assumed: 18 Mar 2009	Law, Data Management, Corporate Management, Budgeting, Audit, Data Analysis, Design, Finance, Accounting, Property Development, Finance & Securities

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

General information	Position	Date position was assumed	Experience and expertise
---------------------	----------	---------------------------	--------------------------

1.	Mr. PRICHA LEELANUKROM Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jul 2023	Statistics, Sustainability, Corporate Social Responsibility, Engineering, Human Resource Management, Risk Management, Change Management
2.	Mr. SUPAKIT PAUNGBUA Gender: Male Age: 63 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: 1 Aug 2023	Automotive, Industrial Materials & Machinery, Steel, Procurement, Corporate Social Responsibility, Negotiation, Leadership, Budgeting, Project Management, Corporate Management, Human Resource Management
3.	Mr. CHUTINDHON DARAKANANDA Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Dec 2023	Engineering

### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. THITIVAT SUEBSAENG	Chairman of the board	Non-participating
Ms. JUTATIP ARUNANONDCHAI	Director	Non-participating
Mr. BUNJURD THANGLERTPAIBUL	Director	Non-participating
Mrs. CHANTORNTREE DARAKANANDA	Director	Non-participating
Mr. PONGSAK THIENGVIBOONVONG	Director	Non-participating
Mrs. SAUWANEE THAIRUNGROJ	Director	Non-participating
Mr. PRICHA LEELANUKROM	Director	Non-participating

Mr. SUPAKIT PAUNGBUA	Director	Non-participating
Mr. CHUTINDHON DARAKANANDA	Director	Non-participating
Mr. NANTHIYA DARAKANANDA	Director	Non-participating
Mr. VACHARAPHONG DARAKANANDA	Director	Non-participating
Mr. SUTHIN PHADETPAI	Director	Non-participating

### Directors' performance assessment

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

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

#### Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 19 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. THITIVAT SUEBSAENG (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2. Ms. JUTATIP ARUNANONDCHAI (Director)	-	12/12	Participating	Did not hold the meeting
3. Mr. BUNJURD THANGLERTPAIBUL (Director)	-	12/12	Participating	Did not hold the meeting
4. Mrs. CHANTORNTREE DARAKANANDA (Director)	-	12/12	Participating	Did not hold the meeting
5. Mr. PONGSAK THIENGVIBOONVONG (Director)	-	12/12	Participating	Did not hold the meeting



6.	Mrs. SAUWANEE THAIRUNGROJ (Director)	-	11/12	Participating	Did not hold the meeting
7.	Mr. PRICHA LEELANUKROM (Director)	-	6/6	Non-participating	Did not hold the meeting
8.	Mr. SUPAKIT PAUNGBUA (Director)	-	5/5	Non-participating	Did not hold the meeting
9.	Mr. CHUTINDHON DARAKANANDA (Director)	-	1/1	Non-participating	Did not hold the meeting
10.	Mr. NANTHIYA DARAKANANDA (Director)	20 Apr 2023	0/4	Non-participating	Did not hold the meeting
11.	Mr. VACHARAPHONG DARAKANANDA (Director)	1 Oct 2023	7/9	Participating	Did not hold the meeting
12.	Mr. SUTHIN PHADETPAI (Director)	1 Aug 2023	7/7	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. THITIVAT SUEBSAENG (Chairman of the board)	-	96,000.00	600,000.00	No
2.	Ms. JUTATIP ARUNANONDCHAI (Director)	-	252,000.00	N/A	No
3.	Mr. BUNJURD THANGLERTPAIBUL (Director)	-	252,000.00	N/A	No
4.	Mrs. CHANTORNTREE DARAKANANDA (Director)	-	96,000.00	N/A	No
5.	Mr. PONGSAK THIENGVIPOONVONG (Director)	-	96,000.00	N/A	No
6.	Mrs. SAUWANEE THAIRUNGROJ (Director)	-	228,000.00	N/A	No
7.	Mr. PRICHA LEELANUKROM (Director)	-	48,000.00	N/A	No
8.	Mr. SUPAKIT PAUNGBUA (Director)	-	40,000.00	N/A	No
9.	Mr. CHUTINDHON DARAKANANDA (Director)	-	8,000.00	N/A	No
10.	Mr. NANTHIYA DARAKANANDA (Director)	20 Apr 2023	32,000.00	N/A	No
11.	Mr. VACHARAPHONG DARAKANANDA (Director)	1 Oct 2023	96,000.00	N/A	No

12.	Mr. SUTHIN PHADETPAI (Director)	1 Aug 2023	56,000.00	N/A	No
-----	------------------------------------	------------	-----------	-----	----

## Report on the Audit Committee's Performance for the Past Year (8.2)

### Report on the audit committee's performance for the past year

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. SAUWANEE THAIRUNGROJ (Chairman of the audit committee)	-	4/4
2.	Ms. JUTATIP ARUNANONDCHAI (Audit committee)	-	4/4
3.	Mr. BUNJURD THANGLERTPAIBUL (Audit committee)	-	4/4