



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

GOODYEAR (THAILAND) PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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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 : GOODYEAR (THAILAND) PUBLIC COMPANY LIMITED

Symbol : GYT

Address : 50/9 Moo 3, Paholyothin Road KM 36, Klong Nueng Sub-District,
Klong Luang District

Province : Pathum Thani

Postcode : 12120

Business : Manufacturing and sales of ground tires, aviation tires and
retreading aviation tires under the brand Good Year for
domestic and export market.

Registration Number : 0107537001188

Telephone : 0-2909-8080

Fax (if applicable) : ๒๕๕

Website : www.goodyear.co.th

Email : gyth_cosc@goodyear.com

Total Shares Sold (shares)

Common Stock : 7,400,000

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)	4,091,725.00	5,619,019.00	6,246,234.00
Manufacture and sale of ground tires and aviation tires (Thousand baht)	4,091,725.00	5,619,019.00	6,246,234.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Manufacture and sale of ground tires and aviation tires (%)	100.00	100.00	100.00

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	4,091,725.00	5,619,019.00	6,246,234.00
Domestic (Thousand baht)	1,293,989.00	2,185,098.00	2,580,905.00
International (Thousand baht)	2,797,736.00	3,433,921.00	3,665,329.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	31.62	38.89	41.32
International (%)	68.38	61.11	58.68

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00

Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	24,299.00	27,465.00	24,996.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Original Equipment Market (OEM)

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- 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
- Competition risk
- Economic risk
- New business risk
- Pandemic risk
- Climate change and disasters

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
- Information security and cyber-attack

- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Inventory risk
- Pandemic risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance
- Legal risk

Financial Risk

- Insufficient sources of funding
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Liquidity risk
- Income volatility

Replacement Market

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
- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk
- Economic risk
- New business risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations

Compliance Risk

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

Financial Risk

- Fluctuation in return on assets or investment
- Income volatility

Aviation Tire Market

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy

- Policies or international agreements related to business operations
- Changes in technologies
- Reliance on large customers or few customers
- Pandemic risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Pandemic risk

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)

Risk of Securities Investors

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 : <https://corporate.goodyear.com/en-US/responsibility.html>

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://corporate.goodyear.com/en-US/responsibility.html>

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

	2021	2022	2023
Diesel (Litres)	91,001.00	101,508.00	110,060.67
Natural gas (Standard cubic feet)	140,308,000.00	156,162,388.92	168,198,847.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	33,281,700.00	37,046,700.00	36,228,128.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	158,481.00	177,472.00	194,493.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	4,367,394.00	4,308,385.00	4,806,750.00
Hazardous waste (Kilograms)	102,151.00	136,270.00	179,763.00
Total waste generated (Kilograms)	4,469,545.00	4,444,655.00	4,986,513.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	31,108.00	36,068.00	31,366.94
Scope 1 (Tons of carbon dioxide equivalents)	6,465.39	7,195.96	7,750.60
Scope 2 (Tons of carbon dioxide equivalents)	17,683.90	19,588.88	19,249.45
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	24,149.29	26,784.84	27,000.05

• 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 : <https://corporate.goodyear.com/us/en/about/mission/human-rights-policy.html>

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)	778	819	821
Number of female employees (Persons)	89	89	91
Total number of employees (Persons)	867	908	912

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	4.10	4.20	4.20
Employee development and training expenses (baht)	0.00	0.00	0.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	6	5	6
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• 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 : <https://investor.goodyear.co.th/th/cg/cg-documents>

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

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	7	77.78
Number of female directors	2	22.22
Number of executive directors	5	55.56
Number of non-executive directors	4	44.44
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. DHIRAPHORN SRIFUENGFUNG Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	22 Mar 2010	Automotive, Commerce, Leadership, Corporate Management

2.	<p>Mr. SWEE CHUAN YEAP</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	10 Oct 2001	Commerce, Audit, Governance/ Compliance, Automotive
3.	<p>Mr. ATHAPORN KHAIMARN</p> <p>Gender: Male</p> <p>Age: 79 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	27 Jul 2009	Accounting, Internal Control, Audit
4.	<p>Ms. CHANAPUN JUANGROONGRUANGKIT</p> <p>Gender: Female</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	26 Apr 2016	Automotive, Accounting, Finance, Audit, Governance/ Compliance
5.	<p>Mr. MICHAEL MARTENS</p> <p>Gender: Male</p> <p>Age: 58 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: No</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	3 Aug 2018	Automotive, Accounting, Finance

6.	Mr. RANDEEP SINGH KANWAR Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive)	1 Jun 2021	Automotive, Leadership, Corporate Management
7.	Ms. NICOLE NUTTALL Gender: Female Age: 44 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Executive)	12 May 2022	Law, Commerce, Governance/ Compliance
8.	Mr. KEE LENG HANSON TAN Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Executive)	24 Feb 2023	Business Administration, Automotive
9.	Mr. KRISTIAN DAVID HOEH Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Executive)	9 Nov 2023	Automotive, Accounting

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

General information	Position	Tenure	Replacement Director
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1.	Mr. GINO GARZARELLA Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Executive)	Date position was assumed: 25 Feb 2020 Date directorship ended: 31 Jan 2023	Mr. KEE LENG HANSON TAN Date position was assumed: 24 Feb 2023
2.	Mr. MICHAEL LEE DREYER Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Science Thai nationality: No Residing in Thailand: No	Director (Executive)	Date position was assumed: 14 May 2020 Date directorship ended: 30 Sep 2023	Mr. KRISTIAN DAVID HOEH Date position was assumed: 9 Nov 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	: 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. ATHAPORN KHAIMARN [1] Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	22 Apr 2006	Accounting, Internal Control, Audit
2. Mr. SWEE CHUAN YEAP Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	27 Jul 2009	Commerce, Audit, Governance/ Compliance, Automotive
3. Ms. CHANAPUN JUANGROONGRUANGKIT Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	26 Apr 2016	Automotive, Accounting, Finance, Audit, Governance/ Compliance

[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
Nomination and Corporate Governance Committee	Mr. SWEE CHUAN YEAP	Chairman
	Mr. DHIRAPHORN SRIFUENG FUNG	Member
	Ms. CHANAPUN JUANGROONGRUANGKIT	Member
	Mr. RANDEEP SINGH KANWAR	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: None
Sub-committees responsible for nomination	: Nomination and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination and Corporate Governance Committee
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. RANDEEP SINGH KANWAR Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Engineering	MANAGING DIRECTOR	1 Jun 2021	Automotive, Leadership, Corporate Management

[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)	29,330,000.00	36,137,415.00	45,387,658.00

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)	: 821
Number of female employees (persons)	: 91
Total number of employees (persons)	: 912

Employee Remuneration

Total employee remuneration	: 0.00
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Provident fund

Total number of employees (persons)	: 912
Number of employees contributing to the PVD (persons)	: 0
Percentage of employees who are members (%)	: 0.00

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Pannipa Rattanacharoen	pannipa_rattanacharoen@goodyear.com	0 2909 8080-8

- Company secretary

General information	Email	Telephone
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1.	Ms. Patcharee Maneetamwong	patcharee_maneetamwong@goodyear.com	091 770 4577
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• Head of internal audit

General information	Email	Telephone
1. Mr. Elke Ian Gemzon	elkeian_gemzon@goodyear.com	0 2909 8080-8

• Head of compliance unit

General information	Email	Telephone
1. Ms. Patcharee Maneetamwong	patcharee_maneetamwong@goodyear.com	091 770 4577

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Mr. Chaisiri Ruangritchai Email: chaisiri.ruangritchai@pwc.com Telephone: 0-2286-9999	1,954,892.00	Details: To the audit firm for observation of inventory or fixed asset destructions. Total service fee (baht): 26,500.00

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 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. SWEE CHUAN YEAP Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 10 Oct 2001	Commerce, Audit, Governance/ Compliance, Automotive
2. Mr. MICHAEL MARTENS Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Re-elected as director	Date position was assumed: 3 Aug 2018	Automotive, Accounting, Finance
3. Ms. NICOLE NUTTALL Gender: Female Age: 44 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Re-elected as director	Date position was assumed: 12 May 2022	Law, Commerce, Governance/ Compliance

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. KEE LENG HANSON TAN Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 24 Feb 2023	Business Administration, Automotive
2. Mr. KRISTIAN DAVID HOEH Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 9 Nov 2023	Automotive, Accounting

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. DHIRAPHORN SRIFUENGFUNG	Chairman of the board	Participating
Mr. SWEE CHUAN YEAP	Director	Participating
Mr. ATHAPORN KHAIMARN	Director	Participating
Ms. CHANAPUN JUANGROONGRUANGKIT	Director	Participating
Mr. MICHAEL MARTENS	Director	Participating
Mr. RANDEEP SINGH KANWAR	Director	Participating
Ms. NICOLE NUTTALL	Director	Participating
Mr. KEE LENG HANSON TAN	Director	N/A
Mr. KRISTIAN DAVID HOEH	Director	N/A

Mr. GINO GARZARELLA	Director	Participating
Mr. MICHAEL LEE DREYER	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) : 6

Date of AGM meeting : 21 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. DHIRAPHORN SRIFUENGFUNG (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. SWEE CHUAN YEAP (Director)	-	6/6	Participating	Did not hold the meeting
3. Mr. ATHAPORN KHAIMARN (Director)	-	5/6	Participating	Did not hold the meeting
4. Ms. CHANAPUN JUANGROONGRUANGKIT (Director)	-	5/6	Participating	Did not hold the meeting
5. Mr. MICHAEL MARTENS (Director)	-	6/6	Participating	Did not hold the meeting
6. Mr. RANDEEP SINGH KANWAR (Director)	-	6/6	Participating	Did not hold the meeting
7. Ms. NICOLE NUTTALL (Director)	-	6/6	Non-participating	Did not hold the meeting

8.	Mr. KEE LENG HANSON TAN (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. KRISTIAN DAVID HOEH (Director)	-	1/1	Non-participating	Did not hold the meeting
10.	Mr. GINO GARZARELLA (Director)	31 Jan 2023	0/0	Non-participating	Did not hold the meeting
11.	Mr. MICHAEL LEE DREYER (Director)	30 Sep 2023	4/4	Non-participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. DHIRAPHORN SRIFUENG FONG (Chairman of the board)	-	575,000.00	0.00	No
2.	Mr. SWEE CHUAN YEAP (Director)	-	750,000.00	0.00	No
3.	Mr. ATHAPORN KHAIMARN (Director)	-	700,000.00	0.00	No
4.	Ms. CHANAPUN JUANGROONGRUANGKIT (Director)	-	725,000.00	0.00	No
5.	Mr. MICHAEL MARTENS (Director)	-	0.00	0.00	No
6.	Mr. RANDEEP SINGH KANWAR (Director)	-	0.00	0.00	No
7.	Ms. NICOLE NUTTALL (Director)	-	0.00	0.00	No
8.	Mr. KEE LENG HANSON TAN (Director)	-	0.00	0.00	No
9.	Mr. KRISTIAN DAVID HOEH (Director)	-	0.00	0.00	No
10.	Mr. GINO GARZARELLA (Director)	31 Jan 2023	0.00	0.00	No
11.	Mr. MICHAEL LEE DREYER (Director)	30 Sep 2023	0.00	0.00	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. ATHAPORN KHAIMARN (Chairman of the audit committee)	-	3/4
2.	Mr. SWEE CHUAN YEAP (Audit committee)	-	4/4
3.	Ms. CHANAPUN JUANGROONGRUANGKIT (Audit committee)	-	3/4