



# **Annual Registration Statement / Annual Report**

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

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

**S & J INTERNATIONAL ENTERPRISES 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 : S & J INTERNATIONAL ENTERPRISES PUBLIC COMPANY LIMITED

Symbol : S&J

Address : 600/4 Moo 11 Sukaphiban 8 Road, Nongkharm, Sriracha,

Province : Chonburi

Postcode : 20230

Business : The Company has been producing fine quality beauty care products for independent and major brands around the world. Its expertise is in supplying competitive logistic support and enhancing brand value.

Registration Number : 0107537001366

Telephone : 0-2676-2727, 0-2676-2737

Fax (if applicable) : 0-2676-2726

Website : [www.snjinter.com](http://www.snjinter.com)

Email : [sumit\\_k@snjinter.com](mailto:sumit_k@snjinter.com)

#### Total Shares Sold (shares)

Common Stock : 149,930,828

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)	4,905,707.00	5,959,969.00	6,804,140.00
Cosmetic (Thousand baht)	3,653,501.00	4,431,219.00	5,064,223.00
Packaging (Thousand baht)	864,250.00	997,881.00	957,290.00
Other Business (Thousand baht)	387,956.00	530,869.00	782,627.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Cosmetic (%)	74.47	74.35	74.43
Packaging (%)	17.62	16.74	14.07
Other Business (%)	7.91	8.91	11.50

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	4,905,707.00	5,959,969.00	6,804,140.00
Domestic (Thousand baht)	2,574,701.00	3,282,653.00	4,424,533.00
International (Thousand baht)	2,331,006.00	2,677,316.00	2,379,607.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	52.48	55.08	65.03
International (%)	47.52	44.92	34.97

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

	2021	2022	2023
Total other income (Thousand baht)	107,670.00	97,274.00	118,114.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	107,670.00	97,274.00	118,114.00

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

	2021	2022	2023
Share of profit (Thousand baht)	69,505.00	63,635.00	102,872.00

**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	118,114.00	124,377.00	146,665.00

# 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)

<b>Enterprise Risk</b>
<b>Risk Management Measures:</b> Yes
<b>Related Risk Topics</b>
Compliance Risk
<ul style="list-style-type: none"><li>• Corporate Governance</li></ul>
<b>Emerging Risk</b>
<b>Risk Management Measures:</b> Yes
<b>Related Risk Topics</b>
Strategic Risk
<ul style="list-style-type: none"><li>• Economic risk</li></ul>
Operational Risk
<ul style="list-style-type: none"><li>• Shortage or fluctuation in pricing of raw materials or productive resources</li></ul>
Compliance Risk
<ul style="list-style-type: none"><li>• Change in laws and regulations</li></ul>
Financial Risk
<ul style="list-style-type: none"><li>• Fluctuation in exchange rates, interest rates, or the inflation rate</li></ul>
<b>Customer Risk</b>
<b>Risk Management Measures:</b> Yes
<b>Related Risk Topics</b>
Strategic Risk



- Behavior or needs of customers / consumers
- Reliance on large customers or few customers
- Competition risk

## **IT & Technology Risk and PDPA**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Operational Risk

- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations

## **Supply chain Risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

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

## **Environmental, Social and Governance Risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- ESG risk

Operational Risk

- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights

#### Compliance Risk

- Legal risk

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

### 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://snjinter.com/th/wp-content/uploads/sites/3/2022/06/นโยบายสิ่งแวดล้อม.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

###### • Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	35,908.00
Gasoline (Litres)	0.00	0.00	16,007.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	195,897.00
Steam (Metric tonnes)	0.00	0.00	6,482.00

Coal (Metric tonnes)	0.00	0.00	0.00
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• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	13,094,706.00	15,153,437.00	17,927,308.00

**Water management**

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	406,548.00	421,704.00	559,005.00

**Waste management**

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	333,658.00	425,677.00	666,108.00
Hazardous waste (Kilograms)	336,698.00	353,535.00	311,294.00
<b>Total waste generated (Kilograms)</b>	<b>670,356.00</b>	<b>779,212.00</b>	<b>977,402.00</b>

**Greenhouse gas management**

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	16,961.00	25,600.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	1,068.00	1,068.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	4,188.00	4,955.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	11,705.00	19,577.00

<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>16,961.00</b>	<b>25,600.00</b>
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : V Green KU Company Limited

## Social Aspect (3.4)

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

Human Rights Policy and Practice : Yes

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)	433	478	503
Number of female employees (Persons)	1,176	1,276	1,315
<b>Total number of employees (Persons)</b>	<b>1,609</b>	<b>1,754</b>	<b>1,818</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	844,461,908.00	906,315,038.00	885,697,339.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	35.00	37.00	30.00
Employee development and training expenses (baht)	3,000,000.00	3,500,000.00	4,000,000.00

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

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	0	0	N/A

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	24.11	24.17	11.39

• **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://snjinter.com/th/wp-content/uploads/sites/3/2019/03/C-Policy-Corporate-governance policy Governance-T.pdf](https://snjinter.com/th/wp-content/uploads/sites/3/2019/03/C-Policy-Corporate-Governance-T.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	8	53.33
Number of female directors	7	46.67
Number of executive directors	5	33.33
Number of non-executive directors	10	66.67
Number of independent directors	6	40.00

#### Information on the board of directors and persons with authority to control the company (7.2.2)

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. BOONKIET CHOKWATANA Gender: Male Age: 76 years old Highest level of education: Honorary degree Major: Faculty of Management and Information Sciences Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	1 Jan 1993	Personal Products & Pharmaceuticals, Human Resource Management, Brand Management, Negotiation, Engineering, Strategic Management, Risk Management, Governance/ Compliance, Leadership, Change Management, Corporate Management, Sustainability, Fashion

2.	<p>Mrs. TIPAPORN CHOKWATANA</p> <p>Gender: Female</p> <p>Age: 77 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 (Non-executive)</p> <p>Director type: Original director</p>	24 Apr 1995	<p>Fashion, Personal Products &amp; Pharmaceuticals, Human Resource Management, Brand Management, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance</p>
3.	<p>Mr. THIRASAK VIKITSET</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	30 Apr 1985	<p>Personal Products &amp; Pharmaceuticals, Energy &amp; Utilities, Marketing, Human Resource Management, Sustainability, Brand Management, Negotiation, Engineering, Leadership, Change Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
4.	<p>Mrs. KAEWTA ONGSARANAKOM</p> <p>Gender: Female</p> <p>Age: 67 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>Director (Executive)</p> <p>Director type: Original director</p>	1 Jan 1993	<p>Personal Products &amp; Pharmaceuticals, Governance/ Compliance, Budgeting, Strategic Management, Change Management, Corporate Management, Negotiation, Sustainability, Human Resource Management</p>
5.	<p>Dr. ATTHAKORN GLANKWAMDEE</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Jan 1993	<p>Personal Products &amp; Pharmaceuticals, Human Resource Management, Sustainability, Corporate Management, Engineering, Change Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>

6.	<p>Mrs. PRADITTHA CHONGWATTANA</p> <p>Gender: Female</p> <p>Age: 74 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>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	22 Apr 2002	<p>Personal Products &amp; Pharmaceuticals, Law, Sustainability, Audit, Risk Management, Governance/ Compliance, Internal Control</p>
7.	<p>Prof.Dr. MALYN UNGSURUNGSIE</p> <p>Gender: Female</p> <p>Age: 73 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	26 Apr 2004	<p>Personal Products &amp; Pharmaceuticals, Corporate Social Responsibility, Sustainability, Negotiation, Corporate Management, Strategic Management, Change Management, Risk Management</p>
8.	<p>Mrs. CHITRAPORN VIKITSET</p> <p>Gender: Female</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Early Childhood Education</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	23 Apr 2007	<p>Personal Products &amp; Pharmaceuticals, Marketing, Sustainability, Human Resource Management, Procurement, Negotiation, Corporate Management, Strategic Management, Budgeting, Governance/ Compliance</p>
9.	<p>Mrs. TEERADA AMBHANWONG</p> <p>Gender: Female</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	22 Apr 2008	<p>Fashion, Personal Products &amp; Pharmaceuticals, Marketing, Sustainability, Brand Management, Corporate Management, Governance/ Compliance</p>

10.	<p>Mrs. PISMAI CHANDRUBEKSA</p> <p>Gender: Female</p> <p>Age: 75 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Hotel &amp; Restaurant Management</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>	28 Apr 2009	Food & Beverage, Human Resource Management, Sustainability, Governance/ Compliance
11.	<p>ADM. APICHART PENGSRITONG</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	12 Nov 2009	Personal Products & Pharmaceuticals, Corporate Social Responsibility, Sustainability, Procurement, Engineering, Governance/ Compliance
12.	<p>Mr. SUTHEP DANSIRIVIROJ</p> <p>Gender: Male</p> <p>Age: 75 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)</p> <p>Director type: Re-elected as director</p>	22 Apr 2014	Personal Products & Pharmaceuticals, Accounting, Finance, Sustainability, Risk Management, Audit, Governance/ Compliance
13.	<p>POL. GEN. SOMCHAI PRABHASABHAKDI</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</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>	28 Apr 2015	Personal Products & Pharmaceuticals, Law, Sustainability, Governance/ Compliance, Audit, Internal Control

14.	Mr. AMORN ASVANUNT Gender: Male Age: 75 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	24 Apr 2017	Personal Products & Pharmaceuticals, Accounting, Finance, Sustainability, Risk Management, Audit, Internal Control, Governance/ Compliance
15.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	23 Apr 2019	Personal Products & Pharmaceuticals, Transportation & Logistics, Engineering, Audit, Internal Control, Governance/ Compliance, Risk Management, Sustainability

#### Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: No



## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	<p>Mr. AMORN ASVANUNT [1]</p> <p>Gender: Male</p> <p>Age: 75 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	12 May 2017	<p>Personal Products &amp; Pharmaceuticals, Accounting, Finance, Sustainability, Risk Management, Audit, Internal Control, Governance/ Compliance</p>
2.	<p>Mrs. PRADITTHA CHONGWATTANA</p> <p>Gender: Female</p> <p>Age: 74 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: Re-elected as director</p>	22 Apr 2002	<p>Personal Products &amp; Pharmaceuticals, Law, Sustainability, Audit, Risk Management, Governance/ Compliance, Internal Control</p>
3.	<p>POL. GEN. SOMCHAI PRABHASABHAKDI</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</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>	28 Apr 2015	<p>Personal Products &amp; Pharmaceuticals, Law, Sustainability, Governance/ Compliance, Audit, Internal Control</p>

4.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	23 Apr 2019	Personal Products & Pharmaceuticals, Transportation & Logistics, Engineering, Audit, Internal Control, Governance/ Compliance, Risk Management, Sustainability
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[1] A director with the accounting expertise needed to review financial statements

## Executive Committee

### List of executive committee members

General information	Position	Date position was assumed
1. Mr. THIRASAK VIKITSET Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	30 Apr 1985
2. Mrs. KAEWTA ONGSARANAKOM Gender: Female Age: 67 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Jun 1987
3. Prof.Dr. MALYN UNGSURUNGSIE Gender: Female Age: 73 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2004

4.	<p>Mrs. CHITRAPORN VIKITSET</p> <p>Gender: Female</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Early Childhood Education</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>23 Apr 2007</p>
5.	<p>Mrs. Thongsuk Upathambhakul</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>13 May 2010</p>
6.	<p>Mr. Praj Srichandra</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>13 May 2021</p>
7.	<p>Mrs. Patchara Pongwichan</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>13 May 2010</p>
8.	<p>Ms. Kritsanarath Rassameesuriyan</p> <p>Gender: Female</p> <p>Age: 56 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>Member of the executive committee</p>	<p>12 May 2017</p>

9.	Mr. Sumit Khopai boon Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 May 2017
10.	Ms. Yarin Arayatanitkul Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 May 2019
11.	Mrs. Daranee Ajjaneeyakul Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 May 2010
12.	Ms. Waraluck Punpairoj Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 May 2023

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
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The Nominating Committee	Mr. BOONKIET CHOKWATANA	Chairman
	Mr. THIRASAK VIKITSET	Member
	Dr. ATTHAKORN GLANKWAMDEE	Member
	Mrs. KAEWTA ONGSARANAKOM	Member
	Mrs. CHITRAPORN VIKITSET	Member
The Remuneration Committee	Mr. BOONKIET CHOKWATANA	Chairman
	Mr. THIRASAK VIKITSET	Member
	Mrs. KAEWTA ONGSARANAKOM	Member
	Mrs. PISMAI CHANDRUBEKSA	Member
The Risk Management Committee	Assist.Prof.Dr. PONGCHAI	Chairman
	ATHIKOMRATTANAKUL	Member
	Mrs. Porntip Putipat	Member
	Mrs. Thongsuk Upathambhakul	Member
	Mr. Praj Srichandra	Member
	Mrs. Daranee Ajjaneeeyakul	Member
	Ms. Waraluck Punpairoj	Member
	Mrs. Jariya Thamvachiraporn	
The Corporate Social Responsibility Committee	Prof.Dr. MALYN UNGSURUNGSIE	Chairman
	ADM. APICHART PENGSRITONG	Member
	Mrs. Rujapa Srisurang	Member
	Mrs. Pranee Petcharayutpun	Member
	Ms. Natpitchaya Kitthamrongworakul	Member
	Ms. Pornpanawan Boonrom	Member
	Ms. Usa Kingsubmanee	Member
The Corporate Governance Committee	POL. GEN. SOMCHAI PRABHASABHAKDI	Chairman
	Mrs. KAEWTA ONGSARANAKOM	Member
	Mrs. Patchara Pongwichan	Member
	Mr. Sumit Khopaiboon	Member
	Ms. Thatsruang Saengwichian	Member
	Mr. Jittipong Somyapukdee	Member

#### Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nominating Committee
Sub-committees responsible for remuneration	: The Remuneration Committee
Sub-committees responsible for corporate governance	: The Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: The Corporate Social Responsibility 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. THIRASAK VIKITSET Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration	CHAIRMAN OF EXECUTIVE BOARD	31 Dec 1993	Personal Products & Pharmaceuticals, Energy & Utilities, Marketing, Human Resource Management, Sustainability, Brand Management, Negotiation, Engineering, Leadership, Change Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
2. Dr. ATTHAKORN GLANKWAMDEE Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Engineering	Deputy Managing Director	22 Apr 1991	Personal Products & Pharmaceuticals, Human Resource Management, Sustainability, Corporate Management, Engineering, Change Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
3. Mrs. KAEWTA ONGSARANAKOM Gender: Female Age: 67 years old Highest level of education: Bachelor's degree Major: Political Science	Executive Director	22 Jun 1987	Personal Products & Pharmaceuticals, Governance/ Compliance, Budgeting, Strategic Management, Change Management, Corporate Management, Negotiation, Sustainability, Human Resource Management

4.	<p>Prof.Dr. MALYN UNGSURUNGSIE</p> <p>Gender: Female</p> <p>Age: 73 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Science</p>	Executive Director	26 Apr 2004	<p>Personal Products &amp; Pharmaceuticals, Corporate Social Responsibility, Sustainability, Negotiation, Corporate Management, Strategic Management, Change Management, Risk Management</p>
5.	<p>Mrs. CHITRAPORN VIKITSET</p> <p>Gender: Female</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Early Childhood Education</p>	Executive Director	23 Apr 2007	<p>Personal Products &amp; Pharmaceuticals, Marketing, Sustainability, Human Resource Management, Procurement, Negotiation, Corporate Management, Strategic Management, Budgeting, Governance/ Compliance</p>
6.	<p>Mr. Bo Nystrup Nielsen</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Strategy and Corporate Development Division Manager</p>	30 May 2019	<p>Business Administration, Personal Products &amp; Pharmaceuticals, Marketing</p>
7.	<p>Mr. Simon Rhoderick knight</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p>	<p>Overseas Business Division Manager</p>	3 Jan 2008	<p>Business Administration, Economics, Personal Products &amp; Pharmaceuticals, Marketing</p>
8.	<p>Mrs. Thongsuk Upathambhakul</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p>	<p>Domestic Business Division Manager</p>	3 Jan 2008	<p>Economics, Personal Products &amp; Pharmaceuticals, Marketing, Corporate Social Responsibility, Sustainability, Brand Management, Negotiation, Corporate Management, Strategic Management, Risk Management, Governance/ Compliance, Budgeting</p>

9.	Mr. Praj Srichandra Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Economics	Factory Division Manager	13 May 2021	Economics, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Sustainability, Corporate Management, Change Management, Strategic Management, Risk Management, Governance/ Compliance, Budgeting
10.	Mr. Varith Tritrapun [1] Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Economics	Office Division Assistant Manager (Accounting & Finance)	16 Apr 1997	Business Administration, Economics, Personal Products & Pharmaceuticals, Finance, Accounting
11.	Mrs. Patchara Pongwichan Gender: Female Age: 64 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts	Human Resource Division Assistant Manager	3 Jan 2008	Personal Products & Pharmaceuticals, Sustainability, Procurement, Human Resource Management, Negotiation, Corporate Management, Change Management, Strategic Management, Budgeting, Governance/ Compliance
12.	Mrs. Daranee Ajjaneeeyakul Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Science	Technical Division Assistant Manager	13 May 2019	Personal Products & Pharmaceuticals, Sustainability, Negotiation, Change Management, Strategic Management, Risk Management, Governance/ Compliance, Budgeting
13.	Dr. Arucha Budsakornbhinanda Gender: Male Age: 45 years old Highest level of education: Doctoral degree Major: Engineering	Digital and Technology Division Assistant Manager	30 May 2019	Engineering, Industrial Materials & Machinery

[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)	65,327,130.00	80,400,075.00	86,302,436.00

## 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) : 503

Number of female employees (persons) : 1,315

**Total number of employees (persons)** : 1,818

#### Employee Remuneration

Total employee remuneration : 885,697,339.00

#### Provident fund

Total number of employees (persons) : 1,818

Number of employees contributing to the PVD (persons) : 1,097

Percentage of employees who are members (%) : 60.34

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Sumit Khopaiboon	sumit_k@snjinter.com	026762727 ต่อ 2812

- Company secretary

General information	Email	Telephone
1. Mr. Sumit Khopaiboon	sumit_k@snjinter.com	026762727 ต่อ 2812

- Head of internal audit

General information	Email	Telephone
1. Mr. Jittipong Somyapukdee	jittipong_s@snjinter.com	026762727 ต่อ 2784

- Head of investor relations

General information	Email	Telephone
1. Mr. varith Tritrapan	varith4554@gmail.com	026762727 ต่อ 2508

#### Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. EY OFFICE LIMITED	1. Mrs. Saifon Inkaew Email: Saifon.Inkaew@th.ey.com Telephone: 02 2649090	3,010,000.00	Details: Observation on destruction of goods Total service fee (baht): 120,000.00
	2. Mr. Termphong Opanaphan Email: Termphong.Opanaphan@th.ey.com Telephone: 022649090		
	3. Ms. Sineenad Jirachaikhueankhan Email: Sineenart. Jirachaikhueankhan@th.ey.com Telephone: 022649090		
	4. Mr. Wichart Lokatekrawee Email: wichart. lokatkrawee@th.ey.com Telephone: 022649090		

# 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. THIRASAK VIKITSET Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 30 Apr 1985	Personal Products & Pharmaceuticals, Energy & Utilities, Marketing, Human Resource Management, Sustainability, Brand Management, Negotiation, Engineering, Leadership, Change Management, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
2.	Mrs. PRADITTHA CHONGWATTANA Gender: Female Age: 74 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: Re-elected as director	Date position was assumed: 22 Apr 2002	Personal Products & Pharmaceuticals, Law, Sustainability, Audit, Risk Management, Governance/ Compliance, Internal Control
3.	Mrs. TEERADA AMBHANWONG Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 22 Apr 2008	Fashion, Personal Products & Pharmaceuticals, Marketing, Sustainability, Brand Management, Corporate Management, Governance/ Compliance

4.	Mr. SUTHEP DANSIRIVIROJ Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 22 Apr 2014	Personal Products & Pharmaceuticals, Accounting, Finance, Sustainability, Risk Management, Audit, Governance/ Compliance
5.	Mr. AMORN ASVANUNT Gender: Male Age: 75 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: 24 Apr 2017	Personal Products & Pharmaceuticals, Accounting, Finance, Sustainability, Risk Management, Audit, Internal Control, Governance/ Compliance

#### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONKIET CHOKWATANA	Chairman of the board	Participating
Mrs. TIPAPORN CHOKWATANA	Vice Chairman	Participating
Mr. THIRASAK VIKITSET	Director	Participating
Mrs. KAEWTA ONGSARANAKOM	Director	Participating
Dr. ATTHAKORN GLANKWAMDEE	Director	Non-participating
Mrs. PRADITTHA CHONGWATTANA	Director	Non-participating
Prof.Dr. MALYN UNGSURUNGSIE	Director	Participating
Mrs. CHITRAPORN VIKITSET	Director	Participating
Mrs. TEERADA AMBHANWONG	Director	Non-participating
Mrs. PISMAI CHANDRUBEKSA	Director	Participating
ADM. APICHART PENGSRITONG	Director	Non-participating
Mr. SUTHEP DANSIRIVIROJ	Director	Participating

POL. GEN. SOMCHAI PRABHASABHAKDI	Director	Non-participating
Mr. AMORN ASVANUNT	Director	Non-participating
Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL	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 : 25 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. BOONKIET CHOKWATANA (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mrs. TIPAPORN CHOKWATANA (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
3. Mr. THIRASAK VIKITSET (Director)	-	6/6	Participating	Did not hold the meeting
4. Mrs. KAEWTA ONGSARANAKOM (Director)	-	6/6	Participating	Did not hold the meeting
5. Dr. ATTHAKORN GLANKWAMDEE (Director)	-	6/6	Participating	Did not hold the meeting
6. Mrs. PRADITTHA CHONGWATTANA (Director)	-	4/6	Participating	Did not hold the meeting

7.	Prof.Dr. MALYN UNGSURUNGSIE (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mrs. CHITRAPORN VIKITSET (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mrs. TEERADA AMBHANWONG (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mrs. PISMAI CHANDRUBEKSA (Director)	-	6/6	Participating	Did not hold the meeting
11.	ADM. APICHART PENGSRITONG (Director)	-	6/6	Participating	Did not hold the meeting
12.	Mr. SUTHEP DANSIRIVIROJ (Director)	-	6/6	Participating	Did not hold the meeting
13.	POL. GEN. SOMCHAI PRABHASABHAKDI (Director)	-	5/6	Participating	Did not hold the meeting
14.	Mr. AMORN ASVANUNT (Director)	-	5/6	Participating	Did not hold the meeting
15.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL (Director)	-	6/6	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. BOONKIET CHOKWATANA (Chairman of the board)	-	112,000.00	1,730,000.00	No
2.	Mrs. TIPAPORN CHOKWATANA (Vice Chairman)	-	60,000.00	1,320,000.00	No
3.	Mr. THIRASAK VIKITSET (Director)	-	96,000.00	3,970,000.00	No
4.	Mrs. KAEWTA ONGSARANAKOM (Director)	-	132,000.00	1,450,000.00	No
5.	Dr. ATTHAKORN GLANKWAMDEE (Director)	-	78,000.00	330,000.00	No
6.	Mrs. PRADITTHA CHONGWATTANA (Director)	-	90,000.00	380,000.00	No
7.	Prof.Dr. MALYN UNGSURUNGSIE (Director)	-	100,000.00	1,450,000.00	No
8.	Mrs. CHITRAPORN VIKITSET (Director)	-	69,000.00	1,450,000.00	No



9.	Mrs. TEERADA AMBHANWONG (Director)	-	60,000.00	380,000.00	No
10.	Mrs. PISMAI CHANDRUBEKSA (Director)	-	78,000.00	440,000.00	No
11.	ADM. APICHART PENGSRITONG (Director)	-	96,000.00	440,000.00	No
12.	Mr. SUTHEP DANSIRIVIROJ (Director)	-	60,000.00	600,000.00	No
13.	POL. GEN. SOMCHAI PRABHASABHAKDI (Director)	-	150,000.00	600,000.00	No
14.	Mr. AMORN ASVANUNT (Director)	-	122,000.00	850,000.00	No
15.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL (Director)	-	190,000.00	850,000.00	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) : 9

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. AMORN ASVANUNT (Chairman of the audit committee)	-	8/9
2.	Mrs. PRADITTHA CHONGWATTANA (Audit committee)	-	7/9
3.	POL. GEN. SOMCHAI PRABHASABHAKDI (Audit committee)	-	7/9
4.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL (Audit committee)	-	9/9