



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 2024



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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

Email : 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

	2022	2023	2024
Total revenue from operations (Thousand baht)	5,959,969.00	6,830,084.00	6,182,087.00
Cosmetic (Thousand baht)	4,431,219.00	5,064,223.00	4,389,491.00
Packaging (Thousand baht)	997,881.00	983,233.00	1,004,147.00
Other Business (Thousand baht)	530,869.00	782,628.00	788,449.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Cosmetic (%)	74.35	74.43	71.01
Packaging (%)	16.74	14.07	16.24
Other Business (%)	8.91	11.50	12.75

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	5,959,969.00	6,830,084.00	6,182,087.00
Domestic (Thousand baht)	3,282,653.00	4,450,476.00	4,282,233.00
International (Thousand baht)	2,677,316.00	2,379,608.00	1,899,854.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	55.08	55.92	69.27
International (%)	44.92	44.08	30.73

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	123,419.00	134,884.00	167,789.00
Other income from operations (Thousand baht)	123,419.00	134,884.00	167,789.00
Dividend income (Thousand baht)	19,081.00	19,417.00	21,263.00
Exchange gains (Thousand baht)	6,617.00	22,909.00	922.00
Gain from measurement of derivatives (Thousand baht)	446.00	388.00	0.00
Other income (Thousand baht)	97,275.00	92,170.00	145,605.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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

	2022	2023	2024
Share of profit (Thousand baht)	63,635.00	102,325.00	42,730.00

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)	2022	2023	2024
R&D expenses in the past 3 years	124,377.00	144,000.00	142,000.00

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)

Enterprise Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Other

Remark : Business strategy approach

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Customer Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Reliance on large customers or few customers

IT & Technology Risk and PDPA

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack
- System disruption risk

Compliance Risk

- Violations of laws and regulations

Supply chain Risk

Risk Management Measures: Yes

Related Risk Topics

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

- Impact on human rights
- Corruption

Compliance Risk

- Change in laws and regulations

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate

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 (if applicable) : <https://snjinter.com/th/wp-content/uploads/sites/3/2025/03/%E0%B8%A3%E0%B8%B2%E0%B8%A2%E0%B8%87%E0%B8%B2%E0%B8%99%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%88%E0%B8%B3%E0%B8%9B%E0%B8%B52567.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 (if applicable) : <https://snjinter.com/th/wp-content/uploads/sites/3/2025/03/%E0%B8%A3%E0%B8%B2%E0%B8%A2%E0%B8%87%E0%B8%B2%E0%B8%99%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%88%E0%B8%B3%E0%B8%9B%E0%B8%B52567.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

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00

Diesel (Litres)	0.00	35,908.00	42,801.47
Gasoline (Litres)	0.00	16,007.00	17,961.12
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	195,897.00	181,770.00
Steam (Metric tonnes)	0.00	6,482.00	7,408.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	15,153,437.00	17,927,308.00	18,058,452.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	240,437.00	280,648.00	307,024.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	153,565.00	648,113.00	635,938.00
Hazardous waste (Kilograms)	0.00	0.00	0.00
Total waste generated (Kilograms)	153,565.00	648,113.00	635,938.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	1,068.00	1,068.00	1,080.00
Scope 2 (Tons of carbon dioxide equivalents)	4,188.00	4,955.00	4,662.00
Scope 3 (Tons of carbon dioxide equivalents)	11,705.00	19,577.00	35,115.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	16,961.00	25,600.00	40,857.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : V Green KU Co., Ltd.

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://snjinter.com/th/wp-content/uploads/sites/3/2025/03/%E0%B8%A3%E0%B8%B2%E0%B8%A2%E0%B8%87%E0%B8%B2%E0%B8%99%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99-%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%88%E0%B8%B3%E0%B8%9B%E0%B8%B52567.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

	2022	2023	2024
Number of male employees (Persons)	478	503	528
Number of female employees (Persons)	1,276	1,315	1,268
Total number of employees (Persons)	1,754	1,818	1,796

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	906,315,038.00	885,697,339.00	948,778,396.92

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	37.00	30.00	42.00

Employee development and training expenses (baht)	3,500,000.00	4,000,000.00	4,000,000.00
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• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	2	7	9

• Employee retention

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	88.70	11.39	18.26

• Significant labor dispute

	2022	2023	2024
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/3/2025/03/หลักการกำกับดูแลกิจการที่ดี-ฉบับปรับปรุง-3-Sign.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: 77 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	22 Apr 1980	Personal Products & Pharmaceuticals, Strategic Management, Risk Management, Governance/ Compliance, Corporate Management

2.	<p>Mrs. TIPAPORN CHOKWATANA</p> <p>Gender: Female</p> <p>Age: 78 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>Personal Products & Pharmaceuticals, Strategic Management, Governance/ Compliance, Business Administration, Law</p>
3.	<p>Mr. THIRASAK VIKITSET</p> <p>Gender: Male</p> <p>Age: 73 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: Original director</p>	30 Apr 1985	<p>Personal Products & Pharmaceuticals, Engineering, Strategic Management, Risk Management, Governance/ Compliance</p>
4.	<p>Mrs. KAEWTA ONGSARANAKOM</p> <p>Gender: Female</p> <p>Age: 68 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: Re-elected as director</p>	22 Jun 1987	<p>Personal Products & Pharmaceuticals, Governance/ Compliance, Strategic Management, Corporate Management, Human Resource Management</p>
5.	<p>Prof.Dr. MALYN UNGSURUNGSIE</p> <p>Gender: Female</p> <p>Age: 74 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 (Executive)</p> <p>Director type: Original director</p>	26 Apr 2004	<p>Personal Products & Pharmaceuticals, Sustainability, Corporate Management, Strategic Management, Risk Management</p>

6.	<p>Mrs. CHITRAPORN VIKITSET</p> <p>Gender: Female</p> <p>Age: 73 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 (Executive)</p> <p>Director type: Original director</p>	23 Apr 2007	<p>Personal Products & Pharmaceuticals, Procurement, Strategic Management, Governance/ Compliance, Business Administration</p>
7.	<p>Mrs. TEERADA AMBHANWONG</p> <p>Gender: Female</p> <p>Age: 54 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 (Non-executive)</p> <p>Director type: Original director</p>	22 Apr 2008	<p>Personal Products & Pharmaceuticals, Marketing, Brand Management, Governance/ Compliance, Strategic Management</p>
8.	<p>Mrs. PISMAI CHANDRUBEKSA</p> <p>Gender: Female</p> <p>Age: 76 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Hotel & Restaurant Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	28 Apr 2009	<p>Food & Beverage, Human Resource Management, Sustainability, Governance/ Compliance</p>
9.	<p>ADM. APICHART PENGSRITONG</p> <p>Gender: Male</p> <p>Age: 75 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 (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	12 Nov 2009	<p>Personal Products & Pharmaceuticals, Sustainability, Procurement, Engineering, Governance/ Compliance</p>

10.	Mr. SUTHEP DANSIRIVIROJ Gender: Male Age: 76 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	22 Apr 2014	Personal Products & Pharmaceuticals, Finance, Risk Management, Audit, Governance/ Compliance
11.	POL. GEN. SOMCHAI PRABHASABHAKDI Gender: Male Age: 82 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	28 Apr 2015	Personal Products & Pharmaceuticals, Law, Governance/ Compliance, Internal Control
12.	Mr. AMORN ASVANUNT Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	24 Apr 2017	Personal Products & Pharmaceuticals, Accounting, Finance, Risk Management, Audit
13.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL Gender: Male Age: 53 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, Engineering, Audit, Risk Management, Sustainability

14.	Mr. ANANTACHAI YOONPRATHOM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Mass Communication Research Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	1 Mar 2024	Sustainability, Change Management, Strategic Management, Risk Management, Governance/ Compliance
15.	Mrs. Thongsuk Upathambhakul Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	22 Apr 2024	Personal Products & Pharmaceuticals, Marketing, Sustainability, Strategic Management, Risk Management

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

General information		Position	Tenure	Replacement Director
1.	Dr. ATTHAKORN GLANKWAMDEE Gender: Male Age: 76 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 1 Jan 1993 Date directorship ended: 22 Apr 2024	No replacement director
2.	Mrs. PRADITTHA CHONGWATTANA Gender: Female Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 22 Apr 2002 Date directorship ended: 1 Mar 2024	No replacement director

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of
the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. AMORN ASVANUNT [1] Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	12 May 2017	Personal Products & Pharmaceuticals, Accounting, Finance, Risk Management, Audit
2. POL. GEN. SOMCHAI PRABHASABHAKDI Gender: Male Age: 82 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Apr 2015	Personal Products & Pharmaceuticals, Law, Governance/ Compliance, Internal Control
3. Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL Gender: Male Age: 53 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, Engineering, Audit, Risk Management, Sustainability

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

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mrs. PRADITTHA CHONGWATTANA Gender: Female Age: 75 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 22 Apr 2002 Date directorship ended: 1 Mar 2024	No replacement director

[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: 73 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: 68 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.	<p>Prof.Dr. MALYN UNGSURUNGSIE</p> <p>Gender: Female</p> <p>Age: 74 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>Member of the executive committee</p>	<p>26 Apr 2004</p>
4.	<p>Mrs. CHITRAPORN VIKITSET</p> <p>Gender: Female</p> <p>Age: 73 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: 65 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: 46 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: 65 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: 57 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.	<p>Mr. Sumit Khopaiboon</p> <p>Gender: Male</p> <p>Age: 57 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>
10.	<p>Ms. Yarin Arayatanitkul</p> <p>Gender: Female</p> <p>Age: 46 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>Member of the executive committee</p>	<p>13 May 2019</p>
11.	<p>Mrs. Daranee Ajjaneeeyakul</p> <p>Gender: Female</p> <p>Age: 57 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>Member of the executive committee</p>	<p>13 May 2010</p>
12.	<p>Ms. Waraluck Punpairoj</p> <p>Gender: Female</p> <p>Age: 55 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>3 May 2023</p>

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nominating Committee	Mr. BOONKIET CHOKWATANA	Chairman
	Mr. THIRASAK VIKITSET	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 Ajjaneeyakul	Member
	Ms. Waraluck Punpairoj	Member
	Mrs. Jariya Thamvachiraporn	Member
	Mr. Chadchon Tantivejkul	
The Sustainability 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
	Mr. ANANTACHAI YOONPRATHOM	Member
The Corporate Governance Committee	POL. GEN. SOMCHAI PRABHASABHAKDI	Chairman
	Mrs. KAEWTA ONGSARANAKOM	Member
	Mrs. Patchara Pongwichan	Member
	Mr. Sumit Khopai boon	Member
	Ms. Thatsruang Saengwichian	Member
	Mr. SUTHEP DANSIRIVIROJ	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 Sustainability 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: 73 years old Highest level of education: Master's degree Major: Business Administration	Managing Director / Director which is Executive / CHAIRMAN OF EXECUTIVE BOARD	31 Dec 1993	Personal Products & Pharmaceuticals, Engineering, Strategic Management, Risk Management, Governance/ Compliance
2. Mrs. KAEWTA ONGSARANAKOM Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Political Science	Director / Director which is Executive	22 Jun 1987	Personal Products & Pharmaceuticals, Governance/ Compliance, Strategic Management, Corporate Management, Human Resource Management
3. Prof.Dr. MALYN UNGSURUNGSIE Gender: Female Age: 74 years old Highest level of education: Doctoral degree Major: Science	Deputy Managing Director / Director which is Executive	26 Apr 2004	Personal Products & Pharmaceuticals, Sustainability, Corporate Management, Strategic Management, Risk Management
4. Mrs. CHITRAPORN VIKITSET Gender: Female Age: 73 years old Highest level of education: Master's degree Major: Early Childhood Education	Director / Director which is Executive	23 Apr 2007	Personal Products & Pharmaceuticals, Procurement, Strategic Management, Governance/ Compliance, Business Administration

5.	Mr. Bo Nystrup Nielsen Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Strategy and Corporate Development Division Manager	30 May 2019	Business Administration, Personal Products & Pharmaceuticals, Marketing
6.	Mrs. Thongsuk Upathambhakul Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Economics	Director / Director which is Executive / Domestic Business Division Manager	3 Jan 2008	Personal Products & Pharmaceuticals, Marketing, Sustainability, Strategic Management, Risk Management
7.	Mr. Praj Srichandra Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Economics	Factory Division Manager	13 May 2021	Personal Products & Pharmaceuticals, Sustainability, Corporate Management, Change Management, Risk Management
8.	Mr. Varith Tritrapun [1] Gender: Male Age: 80 years old Highest level of education: Master's degree Major: Economics	Accounting & Finance Division Assistant Manager	16 Apr 1997	Business Administration, Economics, Personal Products & Pharmaceuticals, Finance, Accounting
9.	Mrs. Patchara Pongwichan Gender: Female Age: 65 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, Procurement, Human Resource Management, Corporate Management, Governance/ Compliance
10.	Mrs. Daranee Ajjaneeeyakul Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Science	Technical Division Manager	13 May 2019	Personal Products & Pharmaceuticals, Sustainability, Strategic Management, Risk Management, Governance/ Compliance
11.	Dr. Arucha Budsakornbhinanda Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Engineering	Global Information Center Division Assistant Manager	30 May 2019	Engineering, Industrial Materials & Machinery, Personal Products & Pharmaceuticals, Information & Communication Technology

12.	Mr. Ajjapoj Puttitanun Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Information Technology	Quality Assurance Division Manager	1 Nov 2024	Personal Products & Pharmaceuticals, Data Analysis
13.	Mr. Chadchon Tantivejkul Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Management	Information Technology Division Assistant Manager	1 Mar 2024	Personal Products & Pharmaceuticals, IT 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)

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) : 528

Number of female employees (persons) : 1,268

Total number of employees (persons) : 1,796

Employee Remuneration

Total employee remuneration : 948,778,396.92

Provident fund

Total number of employees (persons) : 1,796

Number of employees contributing to the PVD (persons) : 1,096

Percentage of employees who are members (%) : 61.02

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 Khopai boon	sumit_k@snjinter.com	026762727 ต่อ 2812

• Company secretary

General information	Email	Telephone
1. Mr. Sumit Khopai boon	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)
1. EY OFFICE LIMITED	<p>1. Mrs. SIRIRAT SRICHAROENSUP Email: sirirat.sricharoensup@th.ey.com Telephone: 022649090</p> <p>2. Mr TERMPHONG OPANAPHAN Email: termpong.opanaphan@th.ey.com Telephone: 022640777</p> <p>3. Mrs. SINEENART JIRACHAIKHUANKHAN Email: sineenart.jirachaikhuan@th.ey.com Telephone: 022640777</p>	2,190,000.00	<p>Details: 1. Observation on destruction of goods</p> <p>2. The fee for preparing Transfer Pricing Document</p> <p>Total service fee (baht): 170,000.00</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.	<p>Mrs. KAEWTA ONGSARANAKOM</p> <p>Gender: Female</p> <p>Age: 68 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: Re-elected as director</p>	<p>Date position was assumed: 22 Jun 1987</p>	<p>Personal Products & Pharmaceuticals, Governance/ Compliance, Strategic Management, Corporate Management, Human Resource Management</p>
2.	<p>Mrs. PISMAI CHANDRUBEKSA</p> <p>Gender: Female</p> <p>Age: 76 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Hotel & Restaurant Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 28 Apr 2009</p>	<p>Food & Beverage, Human Resource Management, Sustainability, Governance/ Compliance</p>
3.	<p>ADM. APICHART PENGSRITONG</p> <p>Gender: Male</p> <p>Age: 75 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 (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 12 Nov 2009</p>	<p>Personal Products & Pharmaceuticals, Sustainability, Procurement, Engineering, Governance/ Compliance</p>

4.	POL. GEN. SOMCHAI PRABHASABHAKDI Gender: Male Age: 82 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 28 Apr 2015	Personal Products & Pharmaceuticals, Law, Governance/ Compliance, Internal Control
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• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. ANANTACHAI YOONPRATHOM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Mass Communication Research Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Mar 2024	Sustainability, Change Management, Strategic Management, Risk Management, Governance/ Compliance
2. Mrs. Thongsuk Upathambhakul Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 22 Apr 2024	Personal Products & Pharmaceuticals, Marketing, Sustainability, Strategic Management, Risk Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONKIET CHOKWATANA	Chairman of the board	Non-participating
Mrs. TIPAPORN CHOKWATANA	Vice Chairman	Non-participating
Mr. THIRASAK VIKITSET	Director	Participating
Mrs. KAEWTA ONGSARANAKOM	Director	Participating

Prof.Dr. MALYN UNGSURUNGSIE	Director	Participating
Mrs. CHITRAPORN VIKITSET	Director	Non-participating
Mrs. TEERADA AMBHANWONG	Director	Participating
Mrs. PISMAI CHANDRUBEKSA	Director	Non-participating
ADM. APICHART PENGSRITONG	Director	Non-participating
Mr. SUTHEP DANSIRIVIROJ	Director	Non-participating
POL. GEN. SOMCHAI PRABHASABHAKDI	Director	Non-participating
Mr. AMORN ASVANUNT	Director	Participating
Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL	Director	Participating
Mr. ANANTACHAI YOONPRATHOM	Director	Non-participating
Mrs. Thongsuk Upathambhakul	Director	Participating
Dr. ATTHAKORN GLANKWAMDEE	Director	Non-participating
Mrs. PRADITTHA CHONGWATTANA	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) : 5

Date of AGM meeting : 22 Apr 2024

EGM meeting : No

List of directors		Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. BOONKIET CHOKWATANA (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mrs. TIPAPORN CHOKWATANA (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
3.	Mr. THIRASAK VIKITSET (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mrs. KAEWTA ONGSARANAKOM (Director)	-	5/5	Participating	Did not hold the meeting
5.	Prof.Dr. MALYN UNGSURUNGSIE (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mrs. CHITRAPORN VIKITSET (Director)	-	4/5	Participating	Did not hold the meeting
7.	Mrs. TEERADA AMBHANWONG (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mrs. PISMAI CHANDRUBEKSA (Director)	-	5/5	Participating	Did not hold the meeting
9.	ADM. APICHART PENGSRITONG (Director)	-	4/5	Participating	Did not hold the meeting
10.	Mr. SUTHEP DANSIRIVIROJ (Director)	-	5/5	Participating	Did not hold the meeting
11.	POL. GEN. SOMCHAI PRABHASABHAKDI (Director)	-	5/5	Participating	Did not hold the meeting
12.	Mr. AMORN ASVANUNT (Director)	-	4/5	Non-participating	Did not hold the meeting
13.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL (Director)	-	5/5	Participating	Did not hold the meeting
14.	Mr. ANANTACHAI YOONPRATHOM (Director)	-	4/4	Participating	Did not hold the meeting
15.	Mrs. Thongsuk Upathambhakul (Director)	-	3/4	Participating	Did not hold the meeting

16.	Dr. ATTHAKORN GLANKWAMDEE (Director)	22 Apr 2024	1/1	Non-participating	Did not hold the meeting
17.	Mrs. PRADITTHA CHONGWATTANA (Director)	1 Mar 2024	1/1	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. BOONKIET CHOKWATANA (Chairman of the board)	-	60,000.00	1,730,000.00	No
2.	Mrs. TIPAPORN CHOKWATANA (Vice Chairman)	-	50,000.00	1,320,000.00	No
3.	Mr. THIRASAK VIKITSET (Director)	-	50,000.00	3,970,000.00	No
4.	Mrs. KAEWTA ONGSARANAKOM (Director)	-	50,000.00	1,450,000.00	No
5.	Prof.Dr. MALYN UNGSURUNGSIE (Director)	-	50,000.00	1,450,000.00	No
6.	Mrs. CHITRAPORN VIKITSET (Director)	-	40,000.00	1,450,000.00	No
7.	Mrs. TEERADA AMBHANWONG (Director)	-	50,000.00	380,000.00	No
8.	Mrs. PISMAI CHANDRUBEKSA (Director)	-	50,000.00	440,000.00	No
9.	ADM. APICHART PENGSRITONG (Director)	-	40,000.00	440,000.00	No
10.	Mr. SUTHEP DANSIRIVIROJ (Director)	-	50,000.00	600,000.00	No
11.	POL. GEN. SOMCHAI PRABHASABHAKDI (Director)	-	50,000.00	600,000.00	No
12.	Mr. AMORN ASVANUNT (Director)	-	40,000.00	850,000.00	No
13.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL (Director)	-	50,000.00	850,000.00	No
14.	Mr. ANANTACHAI YOONPRATHOM (Director)	-	40,000.00	0.00	No
15.	Mrs. Thongsuk Upathambhakul (Director)	-	30,000.00	0.00	No
16.	Dr. ATTHAKORN GLANKWAMDEE (Director)	22 Apr 2024	10,000.00	330,000.00	No
17.	Mrs. PRADITTHA CHONGWATTANA (Director)	1 Mar 2024	10,000.00	380,000.00	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) : 10

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. AMORN ASVANUNT (Chairman of the audit committee)	-	10/10
2.	POL. GEN. SOMCHAI PRABHASABHAKDI (Audit committee)	-	9/10
3.	Assist.Prof.Dr. PONGCHAI ATHIKOMRATTANAKUL (Audit committee)	-	10/10
4.	Mrs. PRADITTHA CHONGWATTANA (Audit committee)	1 Mar 2024	1/1