



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SRI TRANG AGRO-INDUSTRY 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 : SRI TRANG AGRO-INDUSTRY PUBLIC COMPANY LIMITED

Symbol : STA

Address : 10 SOI 10 PETCHKASEM ROAD, HAT YAI,

Province : Songkhla

Postcode : 90110

Business : The Company operates a fully integrated natural rubber supply chain business in many countries. The business starts from upstream business by engaging in rubber plantation in Thailand, midstream business by processing and distributing natural rubber products which are TSR, RSS, and Concentrated Latex, and downstream business to produce and distribute gloves as well as finished goods namely hydraulic hoses.

Registration Number : 0107536001656

Telephone : 0-7434-4663

Fax (if applicable) : 0-7434-4676, 0-7434-4677, 0-7423-7423

Website : www.sritranggroup.com

Email : ir@sritranggroup.com

Total Shares Sold (shares)

Common Stock : 1,535,999,998

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)	118,810,575.00	111,140,661.00	85,140,602.00
TSR (Thousand baht)	61,442,841.00	79,637,222.00	60,557,932.00
Gloves (Thousand baht)	47,497,236.00	22,913,141.00	19,035,592.00
RSS (Thousand baht)	6,027,419.00	6,394,610.00	4,095,322.00
LTX (Thousand baht)	3,230,844.00	1,593,753.00	354,814.00
Other products and services (Thousand baht)	77,032.00	118,000.00	201,249.00
Other incomes (Thousand baht)	535,203.00	483,935.00	895,693.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
TSR (%)	51.71	71.65	71.13
Gloves (%)	39.98	20.62	22.36
RSS (%)	5.07	5.75	4.81
LTX (%)	2.72	1.43	0.42
Other products and services (%)	0.06	0.11	0.24
Other incomes (%)	0.45	0.44	1.05

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	118,810,575.00	111,140,661.00	85,140,602.00
Domestic (Thousand baht)	14,530,235.00	13,384,984.00	10,367,730.00
International (Thousand baht)	104,280,340.00	97,755,677.00	74,772,872.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	12.23	12.04	12.18
International (%)	87.77	87.96	87.82

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	420,580.00	292,663.00	353,468.00
Other income from operations (Thousand baht)	372,745.00	219,304.00	228,881.00
Other income not from operations (Thousand baht)	47,835.00	73,359.00	124,587.00

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

	2021	2022	2023
Share of profit (Thousand baht)	241,386,542.00	335,657.00	-107,484.00

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
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R&D expenses in the past 3 years	43,400.00	54,200.00	70,052.00
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Risk Management

Risk Management

Risk Factors (2.2)

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

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Policies or international agreements related to business operations

Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Information security and cyber-attack
- System disruption risk
- Other

Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Environmental, Social and Governance Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- ESG risk

Operational Risk

- Impact on the environment
- Other

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

- Climate change and disasters

Risk to Securities Holder (2.2.2)

Risks to Investment in Our Shares

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://www.sritranggroup.com/misc/sustainability/20220420-sta-corporate-sustainability-policy-th.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 : <https://www.sritranggroup.com/misc/cg/others/20230726-sta-quality-env-th.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
Diesel (Litres)	2,973,327.00	3,571,721.00	3,088,999.00
LPG (Kilograms)	2,251,424.00	2,479,348.00	1,870,991.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	217,759,896.00	250,223,558.22	241,017,495.09

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	2,380,000.00	2,210,000.00	1,690,000.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	15,359,000.00	14,947,000.00	10,195,762.00
Hazardous waste (Kilograms)	78,000.00	236,000.00	134,227.00
Total waste generated (Kilograms)	15,437,000.00	15,183,000.00	10,329,989.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	32,983.00	44,160.00	30,037.00
Scope 2 (Tons of carbon dioxide equivalents)	108,514.00	124,812.00	120,485.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	141,497.00	168,972.00	150,522.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : BSI GROUP (THAILAND) COMPANY LIMITED

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://www.sritranggroup.com/th/cg/important-policies>

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)	9,846	9,047	8,930
Number of female employees (Persons)	6,884	6,240	6,922
Total number of employees (Persons)	16,730	15,287	15,852

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	4,356,500.00	4,356,500.00	4,348,100.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	35.00	35.00	45.00
Employee development and training expenses (baht)	1,960,000.00	4,100,000.00	14,128,062.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	109	101	80
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	9.06	12.20	11.74

• **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://www.sritranggroup.com/th/cg/good-cg/report>

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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	8	66.67
Number of non-executive directors	4	33.33
Number of independent directors	4	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. VIYAVOOD SINCHAROENKUL Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	6 May 2010	Petrochemicals & Chemicals, Marketing, Corporate Management

2.	Mr. CHAIYOS SINCHAROENKUL 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: Original director	1 Jan 1993	Industrial Materials & Machinery
3.	Mr. KITICHAJ SINCHAROENKUL Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	3 Apr 1995	Accounting, Finance, Law
4.	Mr. VEERASITH SINCHAREONKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Apr 2010	Finance, Risk Management, IT Management
5.	Mr. PAUL SUMADE LEE Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	28 Jun 2010	Marketing

6.	Mr. PATRAWUT PANITKUL Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration in Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	29 Apr 2014	Finance, Accounting
7.	Mr. CHALERMPOP KHANJAN Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Oct 2015	Agribusiness, Engineering
8.	Ms. ANUSRA CHITTMITRAPAP Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Original director	21 Sep 2017	Strategic Management, Corporate Management, Sustainability
9.	GEN. THANASORN PONGARNA Gender: Male Age: 67 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	8 Jul 2019	Strategic Management

10.	Mr. VITCHAPHOL SINCHAROENKUL	Director (Executive)	28 Feb 2020	Agribusiness, Finance, Marketing
	Gender: Male			
	Age: 37 years old			
	Highest level of education:	Director type: Re-elected		
	Bachelor's degree	as director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
11.	Mr. THANATIP UPATISING	Director (Non-executive, Independent director)	2 Apr 2021	Law, Change Management, Negotiation
	Gender: Male			
	Age: 63 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Art			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
12.	Ms. NONGRAM LAOHAAREEDILOK	Director (Non-executive, Independent director)	7 Apr 2022	Accounting, Audit
	Gender: Female			
	Age: 69 years old			
	Highest level of education:	Director type: Original		
	Bachelor's degree	director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: Yes
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. Ms. ANUSRA CHITTMITRAPAP Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	26 Apr 2022	Strategic Management, Corporate Management, Sustainability
2. Ms. NONGRAM LAOHAAREEDILOK [1] Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	26 Apr 2022	Accounting, Audit
3. GEN. THANASORN PONGARNA Gender: Male Age: 67 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: Re-elected as director	26 Apr 2022	Strategic Management

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

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. VIYAVOOD SINCHAROENKUL Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	9 Mar 2010
2. Mr. VEERASITH SINCHAREONKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	28 Apr 2010
3. Mr. CHAIYOS SINCHAROENKUL Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Mar 2010
4. Mr. KITICHAJ SINCHAROENKUL Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Mar 2010

5.	Mr. PAUL SUMADE LEE Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Member of the executive committee	9 Mar 2010
6.	Mr. VITCHAPHOL SINCHAROENKUL Gender: Male Age: 37 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	28 Feb 2020
7.	Mr. PATRAWUT PANITKUL Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration in Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Apr 2014
8.	Mr. CHALERMPOP KHANJAN Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Oct 2015

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
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AUDIT COMMITTEE	Ms. ANUSRA CHITTMITRAPAP	Chairman
	GEN. THANASORN PONGARNA	Member
	Ms. NONGRAM LAOHAAREEDILOK	Member
REMUNERATION COMMITTEE	Ms. ANUSRA CHITTMITRAPAP	Chairman
	GEN. THANASORN PONGARNA	Member
	Ms. NONGRAM LAOHAAREEDILOK	Member
NOMINATION COMMITTEE	GEN. THANASORN PONGARNA	Chairman
	Ms. NONGRAM LAOHAAREEDILOK	Member
	Mr. KITICHAJ SINCHAROENKUL	Member
RISK MANAGEMENT COMMITTEE	Mr. VEERASITH SINCHAREONKUL	Chairman
	Mr. CHALERMPOP KHANJAN	Member
	Mr. PATRAWUT PANITKUL	Member
	Mr. Nattee Thiraputhbhokin	Member
	Mr. Chaidet Pruksanusak	Member
CORPORATE GOVERNANCE COMMITTEE	Ms. ANUSRA CHITTMITRAPAP	Chairman
	Mr. THANATIP UPATISING	Member
	Mr. VEERASITH SINCHAREONKUL	Member
SUSTAINABLE DEVELOPMENT COMMITTEE	Mr. VEERASITH SINCHAREONKUL	Chairman
	Mr. VITCHAPHOL SINCHAROENKUL	Member
	Mr. CHALERMPOP KHANJAN	Member
	Mr. Nattee Thiraputhbhokin	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: RISK MANAGEMENT COMMITTEE
Sub-committees responsible for nomination	: NOMINATION COMMITTEE
Sub-committees responsible for remuneration	: REMUNERATION COMMITTEE
Sub-committees responsible for corporate governance	: CORPORATE GOVERNANCE COMMITTEE
Sub-committees responsible for corporate sustainability development	: SUSTAINABLE DEVELOPMENT COMMITTEE

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VEERASITH SINCHAREONKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	1 Oct 2021	Finance, Risk Management, IT Management
2. Mr. KITICHAJ SINCHAROENKUL Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Legal and Administration	9 Mar 2010	Accounting, Finance, Law
3. Mr. PATRAWUT PANITKUL [1] Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration in Accounting	CFO	9 Mar 2010	Finance, Accounting
4. Mr. CHALERMPOP KHANJAN Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Public Administration	Chief Operating Officer	9 Mar 2010	Agribusiness, Engineering
5. Mr. Chaidet Pruksanusak Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Quality Assurance	9 Mar 2010	Agribusiness

6.	Mr. Udom Pruksanusak Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Agricultural Business	9 Mar 2010	Audit
7.	Ms. Nuchanart Chaiyarat Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Human Resources	9 Mar 2010	Procurement, Human Resource Management
8.	Mr. Nattee Thiraputhbhokin Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Management	Group Manager of Marketing	1 Oct 2021	Marketing
9.	Mr. Rattapong Laparojkit Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Civil Engineering Technology	Group Manager of Engineering	1 Jan 2023	Engineering

[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)	201,600,000.00	200,800,000.00	189,200,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 8,930

Number of female employees (persons) : 6,922

Total number of employees (persons) : 15,852

Employee Remuneration

Total employee remuneration : 4,348,100.00

Provident fund

Total number of employees (persons) : 15,852

Number of employees contributing to the PVD (persons) : 1,840

Percentage of employees who are members (%) : 11.61

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information

Email

Telephone

1.	Ms. Ruethai Wanathanasin	ruethai@sritranggroup.com	074344663 #302
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• Company secretary

General information	Email	Telephone
1. Mrs. Pacharin Anuwongwattanachai	corporatesecretary@sritranggroup.com	022074500 #1801

• Head of internal audit

General information	Email	Telephone
1. Mrs. Sudjai Thongcheen	sudjai@sritranggroup.com	074344663 # 333

• Head of investor relations

General information	Email	Telephone
1. Ms. Pimpetch Sapkhonhawe	pimpetch@sritranggroup.com	022074500 # 1404

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Ms. Krongkaew Limkittikul Email: Krongkaew.Limkittikul@th.ey.com Telephone: 022649090 ต่อ 77047 2. Mr. Natthawut Santipet Email: Natthawut.Santipet@th.ey.com Telephone: 022649090 ต่อ 77040 3. Ms. Sutthirak Fakon Email: Sutthirak.Fakon@th.ey.com Telephone: 022649090 ต่อ 77103	6,260,000.00	Details: BOI audit fees Total service fee (baht): 700,000.00

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. VIYAVOOD SINCHAROENKUL Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	Date position was assumed: 6 May 2010	Petrochemicals & Chemicals, Marketing, Corporate Management
2. Mr. PATRAWUT PANITKUL Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration in Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 29 Apr 2014	Finance, Accounting
3. GEN. THANASORN PONGARNA Gender: Male Age: 67 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: 8 Jul 2019	Strategic Management

4.	Mr. VITCHAPHOL SINCHAROENKUL	Director (Executive)	Date position was assumed: 28 Feb 2020	Agribusiness, Finance, Marketing
	Gender: Male			
	Age: 37 years old			
	Highest level of education:	Director type: Re-elected as director		
	Bachelor's degree			
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VIYAVOOD SINCHAROENKUL	Chairman of the board	Participating
Mr. CHAIYOS SINCHAROENKUL	Director	Participating
Mr. KITICHA SINCHAROENKUL	Director	Participating
Mr. VEERASITH SINCHAREONKUL	Director	Participating
Mr. PAUL SUMADE LEE	Director	Participating
Mr. PATRAWUT PANITKUL	Director	Participating
Mr. CHALERMPOP KHANJAN	Director	Participating
Ms. ANUSRA CHITTMITTRAPAP	Vice Chairman	Participating
GEN. THANASORN PONGARNA	Director	Participating
Mr. VITCHAPHOL SINCHAROENKUL	Director	Participating
Mr. THANATIP UPATISING	Director	Participating
Ms. NONGRAM LAOHAAREEDILOK	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) : 7

Date of AGM meeting : 10 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. VIYAVOOD SINCHAROENKUL (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. CHAIYOS SINCHAROENKUL (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. KITICHA SINCHAROENKUL (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. VEERASITH SINCHAREONKUL (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. PAUL SUMADE LEE (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. PATRAWUT PANITKUL (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mr. CHALERMPOP KHANJAN (Director)	-	7/7	Participating	Did not hold the meeting
8.	Ms. ANUSRA CHITTMITTRAPAP (Vice Chairman)	-	7/7	Participating	Did not hold the meeting
9.	GEN. THANASORN PONGARNA (Director)	-	7/7	Participating	Did not hold the meeting
10.	Mr. VITCHAPHOL SINCHAROENKUL (Director)	-	6/7	Participating	Did not hold the meeting
11.	Mr. THANATIP UPATISING (Director)	-	7/7	Participating	Did not hold the meeting

12.	Ms. NONGRAM LAOHAAREEDILOK (Director)	-	7/7	Participating	Did not hold the meeting
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Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. VIYAVOOD SINCHAROENKUL (Chairman of the board)	-	70,000.00	1,200,000.00	No
2.	Mr. CHAIYOS SINCHAROENKUL (Director)	-	49,000.00	936,000.00	No
3.	Mr. KITICHA SINCHAROENKUL (Director)	-	49,000.00	936,000.00	No
4.	Mr. VEERASITH SINCHAREONKUL (Director)	-	49,000.00	936,000.00	No
5.	Mr. PAUL SUMADE LEE (Director)	-	49,000.00	936,000.00	No
6.	Mr. PATRAWUT PANITKUL (Director)	-	49,000.00	936,000.00	No
7.	Mr. CHALERMPOP KHANJAN (Director)	-	49,000.00	936,000.00	No
8.	Ms. ANUSRA CHITTMITRAPAP (Vice Chairman)	-	150,000.00	1,200,000.00	No
9.	GEN. THANASORN PONGARNA (Director)	-	105,000.00	1,056,000.00	No
10.	Mr. VITCHAPHOL SINCHAROENKUL (Director)	-	42,000.00	936,000.00	No
11.	Mr. THANATIP UPATISING (Director)	-	49,000.00	936,000.00	No
12.	Ms. NONGRAM LAOHAAREEDILOK (Director)	-	105,000.00	1,056,000.00	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) : 8

List of directors		Termination date	Number of the audit committee meeting
1.	Ms. ANUSRA CHITTMITRAPAP (Chairman of the audit committee)	-	8/8
2.	Ms. NONGRAM LAOHAAREEDILOK (Audit committee)	-	8/8
3.	GEN. THANASORN PONGARNA (Audit committee)	-	8/8