



# **Annual Registration Statement / Annual Report**

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

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

**SRITHAI SUPERWARE PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2025



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	6
Sustainable Development	9
<b>Corporate Governance</b>	
Corporate Governance Policy	14
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	15
Performance Report on Corporate Governance	23

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : SRITHAI SUPERWARE PUBLIC COMPANY LIMITED

Symbol : SITHAI

Address : 15 Suksawat Road, Soi 36, Bangpakok, Rasburana

Province : Bangkok

Postcode : 10140

Business : 1. Manufacture and distribution of plastic industrial products and melamine household products. 2. Moulds and other businesses : manufacture moulds and source local and overseas products for sale and distribution.

Registration Number : 0107536001516

Telephone : 0-2427-0088

Fax (if applicable) : 0-2428-9675

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

Email : [company\\_secretary@srithaisuperware.com](mailto:company_secretary@srithaisuperware.com)

#### Total Shares Sold (shares)

Common Stock : 2,636,756,900

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2023	2024	2025
Total revenue from operations (Thousand baht)	8,550,198.71	8,077,196.46	7,327,539.10
Revenue from Industrial Business Unit (Thousand baht)	6,999,732.68	6,679,695.83	6,076,745.21
Revenue from Household Business Unit (Thousand baht)	1,383,309.68	1,300,939.55	1,110,351.33
Revenue from Moulds and Others Business Line (Thousand baht)	167,156.35	96,561.08	140,442.56

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from Industrial Business Unit (%)	81.87	82.70	82.93
Revenue from Household Business Unit (%)	16.18	16.11	15.15
Revenue from Moulds and Others Business Line (%)	1.95	1.20	1.92

By Geographical Area or Market

	2023	2024	2025
Total revenue from operations (Thousand baht)	8,550,198.71	8,077,196.46	7,327,539.10
Domestic (Thousand baht)	4,597,044.26	4,588,763.02	4,399,994.02
International (Thousand baht)	3,953,154.45	3,488,433.44	2,927,545.08
Cambodia (Thousand baht)	88,505.73	89,448.23	80,761.80
Laos (Thousand baht)	31,435.39	21,684.58	29,142.29
Myanmar (Thousand baht)	16,284.59	13,975.93	4,657.19
Vietnam (Thousand baht)	2,985,080.27	2,651,887.86	2,330,694.35

China (Thousand baht)	5,540.00	3,207.48	3,421.60
Japan (Thousand baht)	59,643.75	55,681.32	58,168.43
India (Thousand baht)	197,764.22	173,291.31	132,435.14
United States of America (Thousand baht)	111,713.34	129,220.14	52,838.35
Singapore (Thousand baht)	91,259.43	78,213.65	48,842.87
Malaysia (Thousand baht)	28,765.79	10,950.83	13,190.90
Indonesia (Thousand baht)	7,860.00	777.88	0.00
Philippines (Thousand baht)	74,239.93	54,465.26	5,049.16
Denmark (Thousand baht)	67,916.04	74,527.12	78,069.52
Germany (Thousand baht)	47,338.83	35,977.43	22,921.31
Netherlands (Thousand baht)	37,003.59	17,974.76	12,109.04
United Kingdom (Thousand baht)	9,737.17	13,059.55	10,521.41
Kuwait (Thousand baht)	8,135.06	10,641.51	6,352.37
Nepal (Thousand baht)	11,742.35	2,403.67	4,023.74
Oman (Thousand baht)	33,642.85	16,787.40	7,914.70
South Korea (Thousand baht)	3,913.75	4,572.83	4,968.08
Uganda (Thousand baht)	5,774.13	5,870.40	4,724.51
Other countries (Thousand baht)	29,858.24	23,814.30	16,738.32

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	53.77	56.81	60.05
International (%)	46.23	43.19	39.95
Cambodia (%)	2.24	2.56	2.76

Laos (%)	0.80	0.62	1.00
Myanmar (%)	0.41	0.40	0.16
Vietnam (%)	75.51	76.02	79.61
China (%)	0.14	0.09	0.12
Japan (%)	1.51	1.60	1.99
India (%)	5.00	4.97	4.52
United States of America (%)	2.83	3.70	1.80
Singapore (%)	2.31	2.24	1.67
Malaysia (%)	0.73	0.31	0.45
Indonesia (%)	0.20	0.02	0.00
Philippines (%)	1.88	1.56	0.17
Denmark (%)	1.72	2.14	2.67
Germany (%)	1.20	1.03	0.78
Netherlands (%)	0.94	0.52	0.41
United Kingdom (%)	0.25	0.37	0.36
Kuwait (%)	0.21	0.31	0.22
Nepal (%)	0.30	0.07	0.14
Oman (%)	0.85	0.48	0.27
South Korea (%)	0.10	0.13	0.17
Uganda (%)	0.15	0.17	0.16
Other countries (%)	0.76	0.68	0.57

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

2023	2024	2025
------	------	------

Total other income (Thousand baht)	139,575.37	79,119.16	83,612.63
Other income from operations (Thousand baht)	18,941.36	21,646.12	23,200.42
Finance income (Thousand baht)	7,155.81	10,430.15	11,410.10
Sales of scrap (Thousand baht)	10,305.86	9,932.29	10,070.16
Royalty income (Thousand baht)	829.23	882.86	843.40
Tax income from export sales (Thousand baht)	650.46	400.82	876.76
Other income from direct sales (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	120,634.01	57,473.04	60,412.21
Gain (loss) from disposal of fixed assets (Thousand baht)	68,783.85	11,414.73	-1,091.20
Rental and service income (Thousand baht)	24,252.22	19,211.43	25,266.43
Property rental income (Thousand baht)	13,666.99	9,806.85	4,450.38
Gain (loss) on exchange rate (Thousand baht)	3,289.41	-23.28	-4,789.56
Others (Thousand baht)	10,641.54	17,063.31	36,576.16

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

	2023	2024	2025
Share of profit (Thousand baht)	22,309.68	11,162.25	23,832.29

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2023	2024	2025
R&D expenses in the past 3 years	N/A	N/A	N/A



# Risk Management

# Risk Management

## Risk Factors (2.2)

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

### **Risk from Reliance on a Few Major Customers**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

### **Risk of Raw Material Price**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

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

### **Strategic Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers

### **Information Technology Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations

#### **Labour's Health and Safety Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment

#### **Risk of Breaching Financial Covenants**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Other

#### **Risk of Foreign Exchange Rates**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

#### **Interest Rate Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

## Credit Risk

**Risk Management Measures:** Yes

### Related Risk Topics

Financial Risk

- Other

# 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://www.srithaisuperware.com/wp-content/uploads/2025/03/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%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%87%E0%B8%84%E0%B9%8C%E0%B8%81%E0%B8%A3%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\\_thai.pdf](https://www.srithaisuperware.com/wp-content/uploads/2025/03/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%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%87%E0%B8%84%E0%B9%8C%E0%B8%81%E0%B8%A3%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_thai.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://www.srithaisuperware.com/wp-content/uploads/2026/03/Environment-Policy\\_TH.pdf](https://www.srithaisuperware.com/wp-content/uploads/2026/03/Environment-Policy_TH.pdf)

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

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

#### Energy management

• Fuel consumption

	2023	2024	2025
Diesel (Litres)	155,929.13	162,177.66	155,588.91
Gasoline (Litres)	90,793.35	87,076.38	79,433.81
LPG (Kilograms)	63,720.00	54,903.00	55,323.00

• Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	61,202,437.00	59,985,033.00	60,109,140.00

## Water management

### • Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	146,430.00	180,239.00	189,207.00

## Waste management

### • Waste from operations

	2023	2024	2025
Non-hazardous waste (Kilograms)	363,265.00	712,959.00	811,875.00
Hazardous waste (Kilograms)	325,809.00	478,395.00	434,880.00
<b>Total waste generated (Kilograms)</b>	<b>689,074.00</b>	<b>1,191,354.00</b>	<b>1,246,755.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2023	2024	2025
Scope 1 (Tons of carbon dioxide equivalents)	1,297.00	1,158.00	753.00
Scope 2 (Tons of carbon dioxide equivalents)	24,515.00	24,151.00	5,924.00
Scope 3 (Tons of carbon dioxide equivalents)	137,089.00	123,131.00	17,016.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>162,901.00</b>	<b>148,440.00</b>	<b>23,693.00</b>

Remark : The greenhouse gas emissions data for the year 2025 from the Suksawat plant, as shown in the table above, is the information submitted by the Company and is currently undergoing final verification by V Green KU Company Limited and the data auditors, Ms. Thitaporn Khumphu and Ms. Nisararat Jaiyossao, with an expected completion in May 2025.

Furthermore, Amata City Chonburi plant and Bangpoo plant are in the process of collecting and calculating the amount of greenhouse gas emission for data verification of the year 2025, to ensure the accuracy of the data, with the verification process expected to be completed by August–September 2025.

• **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://www.srithaisuperware.com/wp-content/uploads/2026/03/Human-Rights-Policy\\_TH.pdf](https://www.srithaisuperware.com/wp-content/uploads/2026/03/Human-Rights-Policy_TH.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

	2023	2024	2025
Number of male employees (Persons)	598	580	548
Number of female employees (Persons)	816	802	803
<b>Total number of employees (Persons)</b>	<b>1,414</b>	<b>1,382</b>	<b>1,351</b>

##### • Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	584,184,291.13	588,676,437.22	585,930,224.00

##### • Employee development and training

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	9.30	14.00	17.00
Employee development and training expenses (baht)	1,579,545.85	1,788,107.32	2,285,518.60

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

	2023	2024	2025
--	------	------	------

Total number of lost time injury incidents by employees (Cases)	15	11	8
--	----	----	---

• **Employee retention**

	2023	2024	2025
Percentage of employees who voluntarily resigned (%)	25.81	21.78	31.61

• **Significant labor dispute**

	2023	2024	2025
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	: <a href="https://www.srithaisuperware.com/wp-content/uploads/2025/03/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5_thai.pdf">https://www.srithaisuperware.com/wp-content/uploads/2025/03/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5_thai.pdf</a>

### 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	8	100.00
Number of male directors	7	87.50
Number of female directors	1	12.50
Number of executive directors	3	37.50
Number of non-executive directors	5	62.50
Number of independent directors	4	50.00

#### 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. SANAN ANGUBOLKUL Gender: Male Age: 79 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Re-elected as director	1 Jan 1993	Commerce, Marketing, Engineering, Leadership, Business Administration

2.	Mr. ENGHUG NONTIKARN Gender: Male Age: 69 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	31 May 1994	Banking, Finance, Accounting, Audit, Business Administration
3.	Mr. SUCHAT BOONBANJERDSRI Gender: Male Age: 66 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	21 Aug 2002	Economics, Finance & Securities, Finance, Accounting, Audit
4.	Mrs. SIRIPORN SAILASUTA Gender: Female Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	3 Mar 2008	Energy & Utilities, Engineering, Governance/ Compliance
5.	Mr. SUPACHOKE LIAMKAE0 Gender: Male Age: 70 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	11 Nov 2016	Petrochemicals & Chemicals, Transportation & Logistics, Audit, Public Administration, Business Administration

6.	Mr. NAPHOL LERTSUMITKUL Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Law and Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	31 Dec 1993	Home & Office Products, Commerce, Law, Business Administration
7.	Mr. CHAIWAT KULPHATTARAVANICH Gender: Male Age: 56 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	1 Jan 2019	Finance & Securities, Accounting, Finance, Governance/ Compliance, Risk Management
8.	Mr. PICHITPOL PANYAPOL Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Additional and newly-appointed directors	18 Apr 2025	Engineering, Risk Management, Marketing

#### Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: Yes
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	: 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. ENGHUG NONTIKARN [1] Gender: Male Age: 69 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: Original director	1 Mar 2018	Banking, Finance, Accounting, Audit, Business Administration
2. Mr. SUCHAT BOONBANJERDSRI [1] Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	21 Aug 2002	Economics, Finance & Securities, Finance, Accounting, Audit
3. Mr. SUPACHOKE LIAMKAE0 Gender: Male Age: 70 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	1 Mar 2018	Petrochemicals & Chemicals, Transportation & Logistics, Audit, Public Administration, Business Administration

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

#### Other sub-committees

## Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mrs. SIRIPORN SAILASUTA	Chairman
	Mr. SANAN ANGUBOLKUL	Member
	Mr. ENGHUG NONTIKARN	Member
Good Corporate Governance and Sustainable Development Committee	Mr. SUCHAT BOONBANJERDSRI	Chairman
	Mrs. SIRIPORN SAILASUTA	Member
	Mr. CHAIWAT KULPHATTARAVANICH	Member
Risk Management Sub-Committee	Mr. CHAIWAT KULPHATTARAVANICH	Chairman
	Ms. LADDA NAMJARUSATHIENCHAI	Member
	Mr. JIRASAK CHOOSAKUL	Member
	Ms. WORAKARN PHAI-NGAM	Member
	Ms. NATCHATA WONGSOONTORN	Member
	Mr. KAJONYOS SUKTONG	Member
	Mrs. AKKANIDA SUKJAI	Member
	Mr. NOPPADON WAE-O	Member
	Ms. CHANIKA RASAMEE	Member
	Mr. AUTTAKRON CHANAROM	Member
	Mr. WICHARN WONGPAKORN	Member
	Mr. SARAN CHUTIKANJANAKUL	Member
	Ms. NITTAYA SANSATHIT	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Sub-Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Good Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Good Corporate Governance and 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. SANAN ANGUBOLKUL Gender: Male Age: 79 years old Highest level of education: Honorary degree Major: Business Administration	PRESIDENT	1 Jan 1993	Commerce, Marketing, Engineering, Leadership, Business Administration
2. Mr. CHAIWAT KULPHATTARAVANICH [1] Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	CHIEF FINANCIAL OFFICER	1 Jan 2019	Finance & Securities, Accounting, Finance, Governance/ Compliance, Risk Management
3. Mr. NAPHOL LERTSUMITKUL Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Law and Management	VICE PRESIDENT - OFFICE OF THE PRESIDENT	1 Jan 2019	Home & Office Products, Commerce, Law, Business Administration
4. Mr. AH BEE GOH Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Management	VICE PRESIDENT - INDUSTRIAL PLASTIC PRODUCTS, SUKSAWAT & AMATA 4&5 FACTORY	4 Jan 2021	Industrial Materials & Machinery, Packaging, Electronic Components, Engineering, Leadership
5. Mr. PONGSAK KANTIRATANAWONG Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration	VICE PRESIDENT - FOOD & BEVERAGE PACKAGING PRODUCTS	1 Jan 2019	Packaging, Petrochemicals & Chemicals, Marketing, Strategic Management

6.	Mr. CHAROENCHAI PRATHUANGSUKSRI	VICE PRESIDENT -	1 Mar 2024	Business Administration,
	Gender: Male	INDUSTRIAL PLASTIC		Industrial Materials &
	Age: 64 years old	PRODUCTS, AMATA 1		Machinery, Energy &
	Highest level of education: Bachelor's degree	FACTORY		Utilities, Leadership,
	Major: Science			Sustainability

[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

	2023	2024	2025
Total executive remuneration (baht)	61,514,585.83	61,727,999.59	64,552,016.96

### 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) : 548

Number of female employees (persons) : 803

**Total number of employees (persons)** : 1,351

#### Employee Remuneration

Total employee remuneration : 585,930,224.00

## Provident fund

Total number of employees (persons)	: 1,351
Number of employees contributing to the PVD (persons)	: 428
Percentage of employees who are members (%)	: 31.68

# 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. SANAN ANGUBOLKUL Gender: Male Age: 79 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Re-elected as director	Date position was assumed: 1 Jan 1993	Commerce, Marketing, Engineering, Leadership, Business Administration
2. Mr. SUPACHOKE LIAMKAE0 Gender: Male Age: 70 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: 11 Nov 2016	Petrochemicals & Chemicals, Transportation & Logistics, Audit, Public Administration, Business Administration
3. Mr. CHAIWAT KULPHATTARAVANICH Gender: Male Age: 56 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: 1 Jan 2019	Finance & Securities, Accounting, Finance, Governance/ Compliance, Risk Management

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PICHITPOL PANYAPOL Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Additional and newly-appointed directors	Date position was assumed: 18 Apr 2025	Engineering, Risk Management, Marketing

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SANAN ANGUBOLKUL	Chairman of the board	Non-participating
Mr. ENGHUG NONTIKARN	Director	Non-participating
Mr. SUCHAT BOONBANJERDSRI	Director	Non-participating
Mrs. SIRIPORN SAILASUTA	Director	Non-participating
Mr. SUPACHOKE LIAMKAE0	Director	Non-participating
Mr. NAPHOL LERTSUMITKUL	Director	Non-participating
Mr. CHAIWAT KULPHATTARAVANICH	Director	Participating
Mr. PICHITPOL PANYAPOL	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 : 18 Apr 2025

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SANAN ANGUBOLKUL (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mr. ENGHUG NONTIKARN (Director)	-	7/7	Participating	Did not hold the meeting
3. Mr. SUCHAT BOONBANJERDSRI (Director)	-	6/7	Participating	Did not hold the meeting
4. Mrs. SIRIPORN SAILASUTA (Director)	-	7/7	Participating	Did not hold the meeting
5. Mr. SUPACHOKE LIAMKAE0 (Director)	-	7/7	Participating	Did not hold the meeting
6. Mr. NAPHOL LERTSUMITKUL (Director)	-	7/7	Participating	Did not hold the meeting
7. Mr. CHAIWAT KULPHATTARAVANICH (Director)	-	7/7	Participating	Did not hold the meeting
8. Mr. PICHITPOL PANYAPOL (Director)	-	5/5	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. SANAN ANGUBOLKUL (Chairman of the board)	-	400,000.00	0.00	No
2. Mr. ENGHUG NONTIKARN (Director)	-	250,000.00	0.00	No
3. Mr. SUCHAT BOONBANJERDSRI (Director)	-	222,000.00	0.00	No

4.	Mrs. SIRIPORN SAILASUTA (Director)	-	250,000.00	0.00	No
5.	Mr. SUPACHOKE LIAMKAE0 (Director)	-	250,000.00	0.00	No
6.	Mr. NAPHOL LERTSUMITKUL (Director)	-	250,000.00	0.00	No
7.	Mr. CHAIWAT KULPHATTARAVANICH (Director)	-	250,000.00	0.00	No
8.	Mr. PICHITPOL PANYAPOL (Director)	-	168,000.00	0.00	No

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

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

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. ENGHUG NONTIKARN (Chairman of the audit committee)	-	4/4
2.	Mr. SUCHAT BOONBANJERDSRI (Audit committee)	-	3/4
3.	Mr. SUPACHOKE LIAMKAE0 (Audit committee)	-	4/4