



# **Annual Registration Statement / Annual Report**

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

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

**THAI NAM PLASTIC 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 : THAI NAM PLASTIC PUBLIC COMPANY LIMITED

Symbol : TNPC

Address : 40 MOO 7, PETCHAKASEM ROAD, K.M. 23, OMNOI, KRATHUM BAEN

Province : Samut Sakhon

Postcode : 74130

Business : Manufacture and Distribute the semi-finished plastic products- Synthetic leather and film/sheet for the industries of Automotive, sports shoes, furniture and fashionable leather- Flexible film/sheet for the application in household, medical, civil engineering and agricultural functions

Registration Number : 0107537000769

Telephone : 0-2119-3200, 0-2420-9968-74

Fax (if applicable) : 0-2119-3233, 0-2420-1827, 0-2420-9967

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

Email : [sales@thainam.com](mailto:sales@thainam.com), [custserv@thainam.com](mailto:custserv@thainam.com)

#### Total Shares Sold (shares)

Common Stock : 340,813,930

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)	1,268,600.00	1,300,550.00	1,076,600.00
Artificial leather for the automotive industry, sports shoes and other (Thousand baht)	957,570.00	1,036,290.00	871,760.00
Flexible film/sheet (Thousand baht)	271,230.00	225,640.00	193,860.00
Other (Thousand baht)	39,800.00	38,620.00	10,980.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Artificial leather for the automotive industry, sports shoes and other (%)	75.48	79.68	80.97
Flexible film/sheet (%)	21.38	17.35	18.01
Other (%)	3.14	2.97	1.02

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,268,600.00	1,300,550.00	1,076,600.00
Domestic (Thousand baht)	1,190,390.00	1,232,660.00	1,031,010.00
International (Thousand baht)	78,210.00	67,890.00	45,590.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	93.83	94.78	95.77
International (%)	6.17	5.22	4.23

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

	2022	2023	2024
Total other income (Thousand baht)	28,290.00	13,640.00	8,781.01
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	28,290.00	13,640.00	8,781.01

**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)	2022	2023	2024
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)**

### Production Risk

**Risk Management Measures:** No

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies

### Market Risk

**Risk Management Measures:** No

#### Related Risk Topics

Operational Risk

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

### Financial Risk

**Risk Management Measures:** No

#### Related Risk Topics

Financial Risk

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

### Investment Risk

**Risk Management Measures:** No

#### Related Risk Topics

Financial Risk



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

#### **Human Resources Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Operational Risk

- Shortage or reliance on skilled workers
- Human error in business operations

#### **Economic Conditions Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

Operational Risk

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

#### **Social and Environmental Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Operational Risk

- Other

#### **Industry Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

- Competition risk

# Sustainable Development

# Sustainable Development

## Sustainability Management Policy and Targets (3.1)

### Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

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

#### Energy management

- Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	0.00	0.00

#### Water management

- Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	0.00

#### Waste management

- Waste from operations

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : No

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)	289	307	299
Number of female employees (Persons)	241	247	234
Total number of employees (Persons)	530	554	533

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	221,892,143.00	232,178,438.00	235,016,481.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	10.66	12.14	12.01
Employee development and training expenses (baht)	146,772.20	180,800.00	177,999.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	6	6	5

• Employee retention

	2022	2023	2024
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Percentage of employees who voluntarily resigned (%)	0.38	0.18	0.38
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• **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://www.thainam.com/>

## **Code of Conduct (6.2)**

### **Establishing a Code of Conduct**

#### **Establishing a Code of Conduct**

Code of Conduct : Yes

Corporate Governance Structure  
and Significant Information Regarding  
the Board of Directors, Subcommittees,  
Management,  
Employee and Other Information

## Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	4	44.44
Number of non-executive directors	5	55.56
Number of independent directors	3	33.33

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

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. SIRIPHORN MANGKORNKARN Gender: Female Age: 83 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Original director	1 Nov 1992	Accounting, Finance

2.	<p>Ms. PIYATIDA MANGKORNKAN</p> <p>Gender: Female</p> <p>Age: 57 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>	26 Apr 2013	Marketing, Accounting, Finance, Economics
3.	<p>Mr. KONG MANGKORNKARN</p> <p>Gender: Male</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 (Executive)</p> <p>Director type: Re-elected as director</p>	26 Apr 2002	Marketing, IT Management
4.	<p>Mr. KRITASORN MANGKORNKARN</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Industrial and Organization Psychology Liberal Art Faculty</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	25 Apr 2014	Human Resource Management, Procurement
5.	<p>Mr. THAWAT TREEWANNAKUL</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Industrial Engineering Faculty</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	25 Nov 1999	Finance, Engineering

6.	Mr. CHAIYANANDH LAPITANANUVAT 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)  Director type: Re-elected as director	25 Nov 1999	Accounting, Finance
7.	Mr. VORATHEP VITHAYAVIROJ Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	22 Mar 2013	Internal Control, Accounting, Finance
8.	Mr. PEESAK PRAPAIPORN Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Accounting (Costing) Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	26 Apr 2013	Accounting, Finance, Internal Control
9.	Mr. WUTIPONG VECHAYANON Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	9 Aug 2013	Law

#### 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. Mr. VORATHEP VITHAYAVIROJ Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Re-elected as director	22 Mar 2013	Internal Control, Accounting, Finance
2. Mr. PEESAK PRAPAIPORN [1] Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Accounting (Costing) Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	26 Apr 2013	Accounting, Finance, Internal Control

3.	Mr. WUTIPONG VECHAYANON	Audit committee	9 Aug 2013	Law
	Gender: Male	(Non-executive,		
	Age: 62 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Law	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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.	Mrs. SIRIPHORN MANGKORNKARN Gender: Female Age: 83 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Nov 1992
2.	Ms. PIYATIDA MANGKORNKAN Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2013
3.	Mr. KONG MANGKORNKARN Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2002

4.	Mr. KRITASORN MANGKORNKARN Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Industrial and Organization Psychology Liberal Art Faculty Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 Apr 2014
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## 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. Mrs. SIRIPHORN MANGKORNKARN Gender: Female Age: 83 years old Highest level of education: Bachelor's degree Major: Accounting	Charman	1 Nov 1992	Accounting, Finance
2. Ms. PIYATIDA MANGKORNKAN Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Managing Director and Executive Director	29 Apr 2024	Marketing, Accounting, Finance, Economics
3. Mr. KONG MANGKORNKARN Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Executive Director	26 Apr 2002	Marketing, IT Management



4.	Mr. KRITASORN MANGKORNKARN	Executive Director	26 Apr 2002	Human Resource Management, Procurement
	Gender: Male			
	Age: 48 years old			
	Highest level of education: Master's degree			
	Major: Industrial and Organization Psychology Liberal Art Faculty			

[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

	2022	2023	2024
Total executive remuneration (baht)	15,647,842.00	17,417,546.00	17,088,389.00

### 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) : 299

Number of female employees (persons) : 234

**Total number of employees (persons) : 533**

#### Employee Remuneration

Total employee remuneration : 235,016,481.00

## Provident fund

Total number of employees (persons)	: 533
Number of employees contributing to the PVD (persons)	: 533
Percentage of employees who are members (%)	: 100.00

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Somchai Phaopongthai	Binry5@yahoo.com	02-1193200 ต่อ 143

- Company secretary

General information	Email	Telephone
1. Ms. Somsuan Khondon	Somsuank@thainam.com	02-1193235

- Head of internal audit

General information	Email	Telephone
1. Mr. Chairaj Kongsiripanich	Chairojk@gmail.com	02-1193200 ต่อ 142

- Head of investor relations

General information	Email	Telephone
1. Ms. Somsuan Khondon	Somsuank@thainam.com	02 1193235

**Company's auditor**

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DHARMNITI AUDITING COMPANY LIMITED	1. Mrs. TECHINEE PORNPENPOB Email: Techinee.p@daa.co.th Telephone: -	1,202,500.00	-

# Performance Report on Corporate Governance

## Performance Report on Corporate Governance

### Summary of Director Performance (8.1)

#### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

##### List of new directors appointed in the past year

##### • List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. KONG MANGKORNKARN Gender: Male Age: 54 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: 26 Apr 2002	Marketing, IT Management
2. Mr. CHAIYANANDH LAPITANANUVAT 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)  Director type: Re-elected as director	Date position was assumed: 25 Nov 1999	Accounting, Finance
3. Mr. VORATHEP VITHAYAVIROJ Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 22 Mar 2013	Internal Control, Accounting, Finance

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mrs. SIRIPHORN MANGKORNKARN	Chairman of the board	Participating
Ms. PIYATIDA MANGKORNKAN	Director	Participating
Mr. KONG MANGKORNKARN	Director	Participating
Mr. KRITASORN MANGKORNKARN	Director	Participating
Mr. THAWAT TREEWANNAKUL	Director	Participating
Mr. CHAIYANANDH LAPITANANUVAT	Director	Participating
Mr. VORATHEP VITHAYAVIROJ	Director	Participating
Mr. PEESAK PRAPAIPORN	Director	Participating
Mr. WUTIPONG VECHAYANON	Director	Participating

## 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 : 26 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mrs. SIRIPHORN MANGKORNKARN (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Ms. PIYATIDA MANGKORNKAN (Director)	-	7/7	Participating	Did not hold the meeting

3.	Mr. KONG MANGKORNKARN (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. KRITASORN MANGKORNKARN (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. THAWAT TREEWANNAKUL (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. CHAIYANANDH LAPITANANUVAT (Director)	-	6/7	Participating	Did not hold the meeting
7.	Mr. VORATHEP VITHAYAVIROJ (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. PEESAK PRAPAIPORN (Director)	-	6/7	Participating	Did not hold the meeting
9.	Mr. WUTIPONG VECHAYANON (Director)	-	6/7	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.	Mrs. SIRIPHORN MANGKORNKARN (Chairman of the board)	-	0.00	0.00	No
2.	Ms. PIYATIDA MANGKORNKAN (Director)	-	0.00	0.00	No
3.	Mr. KONG MANGKORNKARN (Director)	-	0.00	0.00	No
4.	Mr. KRITASORN MANGKORNKARN (Director)	-	0.00	0.00	No
5.	Mr. THAWAT TREEWANNAKUL (Director)	-	240,000.00	0.00	No
6.	Mr. CHAIYANANDH LAPITANANUVAT (Director)	-	240,000.00	0.00	No
7.	Mr. VORATHEP VITHAYAVIROJ (Director)	-	240,000.00	0.00	No
8.	Mr. PEESAK PRAPAIPORN (Director)	-	240,000.00	0.00	No
9.	Mr. WUTIPONG VECHAYANON (Director)	-	240,000.00	0.00	No

Remark : In this regarding, Mrs. Siriphorn Mangkornkarn, Mr. Kong Mangkornkarn, Ms. Piyatida Mangkornkarn, and Mr. Kritasorn Mangkornkarn are executive directors receiving remuneration as top executives of the Company

## 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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. VORATHEP VITHAYAVIROJ (Chairman of the audit committee)	-	5/5
2.	Mr. PEESAK PRAPAIPORN (Audit committee)	-	4/5
3.	Mr. WUTIPONG VECHAYANON (Audit committee)	-	4/5