



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

S. PACK & PRINT 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. PACK & PRINT PUBLIC COMPANY LIMITED

Symbol : SPACK

Address : 119 MOO 1, KARNCHANAVANICH ROAD, TAMBOL TAKARM, AMPHOE HAT YAI

Province : Songkhla

Postcode : 90110

Business : The Company is involved in the offset printing business and the manufacturer of paper boxes including commercial printing boxes and corrugated boxes.

Registration Number : 0107537001161

Telephone : 0-7426-0602-9

Fax (if applicable) : 0-7426-0600-1

Website : www.spack.co.th

Email : info@spack.co.th

Total Shares Sold (shares)

Common Stock : 300,000,000

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)	1,317,725.02	1,239,762.63	1,311,231.10
Folding Carton (Thousand baht)	378,725.41	386,843.01	433,355.78
Corrugated Container (Thousand baht)	905,515.00	827,225.73	848,893.44
Rawmaterial and others (Thousand baht)	33,484.61	25,693.89	28,981.88

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Folding Carton (%)	28.74	31.20	33.05
Corrugated Container (%)	68.72	66.72	64.74
Rawmaterial and others (%)	2.54	2.07	2.21

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,317,725.02	1,239,762.63	1,311,231.10
Domestic (Thousand baht)	1,317,725.02	1,239,762.63	1,311,231.10
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	6,005.64	3,181.79	6,902.72
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	6,005.64	3,181.79	6,902.72

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	0.00	0.00	0.00

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)

Risk from rely on major customer

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Risk from rely on one industrial

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risk from new coming competitor

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain

Risk from exchange rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from price of rawmaterial, consumable materials and cost of energy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Operational Risk

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

Risk from liquidity of working capital

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations

Risk from interest rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- 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

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Renewable/Clean Energy
Management, Water Management, Waste 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)	25,391.00	18,422.00	17,848.00
Gasoline (Litres)	7,552.00	8,880.00	9,960.00
Fuel oil (Litres)	507,093.00	536,062.00	599,884.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	30.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	2,496,366.00	2,753,658.00	2,930,670.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	13,464,000.00	13,574,500.00	14,871,000.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	3,728,570.00	4,023,143.00	4,425,463.00
Hazardous waste (Kilograms)	106,956.00	153,845.00	153,965.00
Total waste generated (Kilograms)	3,835,526.00	4,176,988.00	4,579,428.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	1,772.00	1,883.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	1,250.00	1,378.00	N/A
Scope 3 (Tons of carbon dioxide equivalents)	34,086.00	32,016.00	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	37,108.00	35,277.00	0.00

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : Greenhouse Gas Management Certification Unit, School of Energy and
Environment University of Phayao

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

Company human right guideline : Employee Rights, Migrant Workers, 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)	160	164	156
Number of female employees (Persons)	156	149	145
Total number of employees (Persons)	316	313	301

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	4,801,270.00	4,889,300.00	5,176,133.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Employee development and training expenses (baht)	100,094.39	147,053.00	106,158.81

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	1	0

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	7.91	7.35	5.32

• **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

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, 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	8	100.00
Number of female directors	0	0.00
Number of executive directors	2	25.00
Number of non-executive directors	6	75.00
Number of independent directors	3	37.50

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. AKIO HASEBE Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Newly appointed director to replace ex-director	26 Apr 2024	Accounting, Finance, Leadership, Strategic Management, Risk Management

2.	<p>Mr. TIRAPONG RATCHTAWONGPIPAT</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Re-elected as director</p>	14 Nov 2023	Media & Publishing, Marketing, Leadership, Strategic Management, Corporate Management
3.	<p>Mr. SUMITR KANJANAMPA</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Dec 2003	Finance, Audit, Banking, Governance/ Compliance, Corporate Social Responsibility
4.	<p>Mr. SUNCHAI KLINPIKUL</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Dec 2003	Industrial Materials & Machinery, Energy & Utilities, Sustainability, Engineering, Governance/ Compliance
5.	<p>Mr. MIKITO TERAUCHI</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	24 Feb 2022	Economics, Packaging, Law, Data Analysis, Audit

6.	Mr. MICHITERU YONEMASU Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	27 Apr 2023	Finance, Data Analysis, Strategic Management, Risk Management, Budgeting
7.	Pol.Lt.Gen. CHALIT KAEWYARAT Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Aug 2023	Law, Corporate Social Responsibility, Leadership, Audit
8.	Mr. KENICHI KAMIMOTO Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Additional and newly-appointed directors	26 Apr 2024	Economics, Paper & Printing Materials, Marketing, Data Analysis, Corporate Management

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

General information	Position	Tenure	Replacement Director
1. Mr. DILUN TAN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Chairman of the board (Executive)	Date position was assumed: 10 May 2019 Date directorship ended: 1 Apr 2024	Mr. AKIO HASEBE Date position was assumed: 26 Apr 2024

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. SUMITR KANJANAMPA [1] Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	22 Dec 2003	Finance, Audit, Banking, Governance/ Compliance, Corporate Social Responsibility
2. Mr. SUNCHAI KLINPIKUL Gender: Male Age: 75 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	22 Dec 2003	Industrial Materials & Machinery, Energy & Utilities, Sustainability, Engineering, Governance/ Compliance
3. Pol.Lt.Gen. CHALIT KAEWYARAT Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	10 Aug 2023	Law, Corporate Social Responsibility, Leadership, Audit

[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. TIRAPONG RATCHTAWONGPIPAT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Nov 2023
2. Mr. MICHITERU YONEMASU Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	1 Apr 2023

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. TIRAPONG RATCHTAWONGPIPAT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	PRESIDENT	14 Nov 2023	Media & Publishing, Marketing, Leadership, Strategic Management, Corporate Management

2.	Mr. Thawatchai Pandech Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Political Science	General Manager	1 Jan 2021	Packaging, Negotiation, Leadership, Marketing, Paper & Printing Materials
3.	Mr. Chadjane Rittaviroon Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Engineering	Marketing Manager	1 Jan 2021	Paper & Printing Materials, Packaging, Negotiation, Budgeting, Marketing
4.	Mr. MICHITERU YONEMASU [1] Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Financial Officer	12 May 2023	Finance, Data Analysis, Strategic Management, Risk Management, Budgeting
5.	Ms. Suchaya Niyombandit [2] Gender: Female Age: 32 years old Highest level of education: Bachelor's degree Major: Accounting	Finance and Accounting Manager	1 Jan 2023	Accounting, Finance, Data Management, Data Analysis, Audit
6.	Mr. YOSHIAKI SUTO Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Engineering	Chief Technical Officer	1 Apr 2023	Industrial Materials & Machinery, Paper & Printing Materials, Packaging, Data Analysis, Engineering
7.	Mr. Thawal Jantasuan Gender: Male Age: 47 years old Highest level of education: Below a bachelor's degree Major: Electronics Technology	Production 1 Manager	3 Jan 2024	Industrial Materials & Machinery, Paper & Printing Materials, Packaging, Electronic Components, IT Management
8.	Mr. Suvijuk Palakorn Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Business Administration	Production 2 Manager	1 Mar 2024	Industrial Materials & Machinery, Paper & Printing Materials, Packaging, Corporate Social Responsibility, Leadership

[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) : 156

Number of female employees (persons) : 145

Total number of employees (persons) : 301

Employee Remuneration

Total employee remuneration : 5,176,133.00

Provident fund

Total number of employees (persons) : 301

Number of employees contributing to the PVD (persons) : 246

Percentage of employees who are members (%) : 81.73

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. TIRAPONG RATCHTAWONGPIPAT Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	Date position was assumed: 14 Nov 2023	Media & Publishing, Marketing, Leadership, Strategic Management, Corporate Management
2. Mr. MIKITO TERAUCHI Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 24 Feb 2022	Economics, Packaging, Law, Data Analysis, Audit

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. AKIO HASEBE Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2024	Accounting, Finance, Leadership, Strategic Management, Risk Management
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• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. KENICHI KAMIMOTO Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Additional and newly-appointed directors	Date position was assumed: 26 Apr 2024	Economics, Paper & Printing Materials, Marketing, Data Analysis, Corporate Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. AKIO HASEBE	Chairman of the board	Non-participating
Mr. TIRAPONG RATCHTAWONGPIPAT	Vice Chairman	Participating
Mr. SUMITR KANJANAMPA	Director	Non-participating
Mr. SUNCHAI KLINPIKUL	Director	Non-participating
Mr. MIKITO TERAUCHI	Director	Non-participating
Mr. MICHITERU YONEMASU	Director	Participating
Pol.Lt.Gen. CHALIT KAEWYARAT	Director	Participating
Mr. KENICHI KAMIMOTO	Director	Non-participating
Mr. DILUN TAN	Chairman of the board	Non-participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 26 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. AKIO HASEBE (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. TIRAPONG RATCHTAWONGPIPAT (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
3.	Mr. SUMITR KANJANAMPA (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. SUNCHAI KLINPIKUL (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. MIKITO TERAUCHI (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. MICHITERU YONEMASU (Director)	-	6/6	Participating	Did not hold the meeting
7.	Pol.Lt.Gen. CHALIT KAEWYARAT (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. KENICHI KAMIMOTO (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. DILUN TAN (Chairman of the board)	1 Apr 2024	2/2	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
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1.	Mr. AKIO HASEBE (Chairman of the board)	-	0.00	0.00	No
2.	Mr. TIRAPONG RATCHTAWONGPIPAT (Vice Chairman)	-	0.00	0.00	No
3.	Mr. SUMITR KANJANAMPA (Director)	-	84,000.00	21,000.00	No
4.	Mr. SUNCHAI KLINPIKUL (Director)	-	84,000.00	21,000.00	No
5.	Mr. MIKITO TERAUCHI (Director)	-	0.00	0.00	No
6.	Mr. MICHITERU YONEMASU (Director)	-	0.00	0.00	No
7.	Pol.Lt.Gen. CHALIT KAEWYARAT (Director)	-	84,000.00	21,000.00	No
8.	Mr. KENICHI KAMIMOTO (Director)	-	0.00	0.00	No
9.	Mr. DILUN TAN (Chairman of the board)	1 Apr 2024	0.00	0.00	No

Remark : Executives directors do not receive meeting allowances, the compensation including salaries and bonuses.
Directors who not have a residence in Thailand do not receive any compensation from 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) : 7

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. SUMITR KANJANAMPA (Chairman of the audit committee)	-	7/7
2.	Mr. SUNCHAI KLINPIKUL (Audit committee)	-	7/7
3.	Pol.Lt.Gen. CHALIT KAEWYARAT (Audit committee)	-	7/7