

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SCGJWD LOGISTICS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023

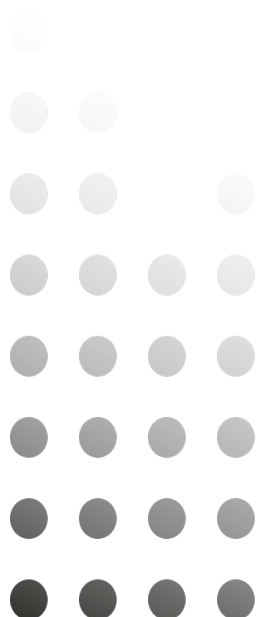


Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	5
Sustainable Development	9
Corporate Governance	
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	28

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : SCGJWD LOGISTICS PUBLIC COMPANY LIMITED

Symbol : SJWD

Address : 36 Krungthep Kreetha Rd., Huamark, Bangkok

Province : Bangkok

Postcode : 10240

Business : The Company is one of ASEAN top specialized logistics and supply chain solutions service provider which can be classified into 2 core business units:
1. Logistics and Supply Chain Services such as warehouse and automotive yard management, goods transportation and distribution (B2B, D2C, Cross Border, Multimodal Transport
2. Other businesses

Registration Number : 0107557000306

Telephone : 0-2710-4000

Fax (if applicable) : 0-2710-4009

Website : www.scgjwd.com

Email : comsec@scgjwd.com

Total Shares Sold (shares)

Common Stock : 1,811,020,306

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)	5,293.30	5,988.20	23,979.00
Warehouse & Yard Management (Business structure before the Merger Transaction) (Thousand baht)	2,393.20	2,518.60	0.00
Transportation & Distribution (Business structure before the Merger Transaction) (Thousand baht)	835.70	1,275.20	0.00
Relocation (Business structure before the Merger Transaction) (Thousand baht)	225.20	307.00	0.00
Oversea Business (Business structure before the Merger Transaction) (Thousand baht)	135.70	246.70	0.00
Logistics Infrastructure (Business structure before the Merger Transaction) (Thousand baht)	128.30	130.20	0.00
Self Storage, Self Deposit, Art Space (Business structure before the Merger Transaction) (Thousand baht)	90.10	78.70	0.00
Food Business (Business structure before the Merger Transaction) (Thousand baht)	1,268.00	1,312.80	0.00
Other Business (Business structure before the Merger Transaction) (Thousand baht)	192.50	86.30	0.00
1.1 Warehouse & Yard Management Business (New Business Structure) (Thousand baht)	0.00	0.00	3,719.50
1.2 Transportation & Distribution business (New Business Structure) (Thousand baht)	0.00	0.00	11,756.20
1.3 Other Logistics business (New Business Structure) (Thousand baht)	0.00	0.00	2,504.50
1.4 Overseas business (New Business Structure) (Thousand baht)	0.00	0.00	2,758.10
2. Other Businesses (New Business Structure) (Thousand baht)	0.00	0.00	2,994.20
Other (Thousand baht)	24.60	32.70	246.50
	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Warehouse & Yard Management (Business structure before the Merger Transaction) (%)	45.21	42.06	0.00

Transportation & Distribution (Business structure before the Merger Transaction) (%)	15.79	21.30	0.00
Relocation (Business structure before the Merger Transaction) (%)	4.25	5.13	0.00
Oversea Business (Business structure before the Merger Transaction) (%)	2.56	4.12	0.00
Logistics Infrastructure (Business structure before the Merger Transaction) (%)	2.42	2.17	0.00
Self Storage, Self Deposit, Art Space (Business structure before the Merger Transaction) (%)	1.70	1.31	0.00
Food Business (Business structure before the Merger Transaction) (%)	23.95	21.92	0.00
Other Business (Business structure before the Merger Transaction) (%)	3.64	1.44	0.00
1.1 Warehouse & Yard Management Business (New Business Structure) (%)	0.00	0.00	15.51
1.2 Transportation & Distribution business (New Business Structure) (%)	0.00	0.00	49.03
1.3 Other Logistics business (New Business Structure) (%)	0.00	0.00	10.44
1.4 Overseas business (New Business Structure) (%)	0.00	0.00	11.50
2. Other Businesses (New Business Structure) (%)	0.00	0.00	12.49
Other (%)	0.46	0.55	1.03

Remark : In year 2023, The Company reorganized its business units to align with the merged business.

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,293.30	5,988.20	23,979.00
Domestic (Thousand baht)	3,813.40	4,387.60	21,208.00
International (Thousand baht)	1,479.90	1,600.60	2,771.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	72.04	73.27	88.44
International (%)	27.96	26.73	11.56

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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

	2021	2022	2023
Share of profit (Thousand baht)	0.00	0.00	0.00

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 : No

(Unit : Thousand baht)	2021	2022	2023
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)

The risk from investment

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- New business risk

The risk of fluctuations in the price of fuel

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

The risk from currency exchange

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

The risks from technological changes

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

The risks of labor shortage and higher wages

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

Culture Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

The risks of cyber security

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

The risks of personal data protection

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

The risk of breaching the loan agreement with financial institutions

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods

The Risk of Inadequate Cash Flow Management

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Regulatory Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Climate change Risk and Response

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

The risks of human rights

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

Risk to Securities Holder (2.2.2)

As to risk of having a major shareholding more than 25% of the total issues shares.

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

- None -

Risk Management Measures: No

Related Risk Topics

- Foreign Investment Risk

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.scgjwd.com/sustainability/sustainability-approach/sustainability-approach-strategy>

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.scgjwd.com/sustainability/corporate-governance>

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
Jet fuel (Litres)	N/A	N/A	0.00
Diesel (Litres)	N/A	N/A	6,351,892.92
Gasoline (Litres)	N/A	N/A	320,616.96
Fuel oil (Litres)	N/A	N/A	0.00
Crude oil (Barrels)	N/A	N/A	0.00
Natural gas (Standard cubic feet)	N/A	N/A	7,908,544.38
LPG (Kilograms)	N/A	N/A	1,184,282.91

Steam (Metric tonnes)	N/A	N/A	0.00
Coal (Metric tonnes)	N/A	N/A	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	17,812,503.00	49,001,847.62

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	N/A	N/A	236,482.48

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	817,300.00	12,221,928.00
Hazardous waste (Kilograms)	N/A	15,504.00	143,045.00
Total waste generated (Kilograms)	0.00	832,804.00	12,364,973.00

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)	8,808.00	10,314.00	24,086.00
Scope 2 (Tons of carbon dioxide equivalents)	9,441.00	8,475.00	20,149.00

Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	18,249.00	18,789.00	44,235.00

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

Third-party verification : Yes

Name of verifying organization : Greenhouse Gas management and Certification unit, University of Phayao

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.scgjwd.com/sustainability/corporate-governance>

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)	1,413	1,546	2,670
Number of female employees (Persons)	642	709	1,450
Total number of employees (Persons)	2,055	2,255	4,120

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	681,268,119.63	772,127,704.45	2,057,931,464.54

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	144.00	172.70	227.40
Employee development and training expenses (baht)	1,687,264.47	2,947,438.40	12,350,669.45

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	N/A	N/A	2
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	15.86	17.87	31.60

• **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.scgjwd.com/uploads/%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-cg-policy_final-290367.pdf

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	12	100.00
Number of male directors	9	75.00
Number of female directors	3	25.00
Number of executive directors	4	33.33
Number of non-executive directors	8	66.67
Number of independent directors	5	41.67

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. CHARVANIN BUNDITKITSADA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	18 Feb 2006	Business Administration, Transportation & Logistics, Strategic Management

2.	Ms. AMRAPHARN BUNDITKITSADA Gender: Female Age: 48 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	26 Nov 2010	Transportation & Logistics, Accounting, Finance
3.	Mr. VICHATE TANTIWANICH Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	25 Feb 2014	Strategic Management, Accounting, Finance, Business Administration, Risk Management
4.	Mr. JITCHAI NIMITPANYA Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	19 Apr 2014	Business Administration, Transportation & Logistics, IT Management
5.	Mr. Nithi Patarachoke Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Newly appointed director to replace ex-director	14 Feb 2023	Transportation & Logistics, Strategic Management

6.	Mr. Jiraphant Asvatanakul Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	14 Feb 2023	Business Administration, Strategic Management, Risk Management, Accounting, Finance
7.	Mr. Ariya Banomyong Gender: Male Age: 50 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: Newly appointed director to replace ex-director	14 Feb 2023	IT Management, Information & Communication Technology
8.	Mrs. Chananyarak Phetcharat Gender: Female Age: 60 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: Newly appointed director to replace ex-director	14 Feb 2023	Transportation & Logistics, IT Management, Accounting, Finance, Information & Communication Technology, Risk Management
9.	Mr. Manoj Lohatepanont Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	14 Feb 2023	Transportation & Logistics, Information & Communication Technology

10.	Mr. Kalin Sarasin Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	14 Feb 2023	Business Administration, Transportation & Logistics, Strategic Management, IT Management, Accounting, Finance, Law, Risk Management
11.	Mrs. Chantanida Sarigaphuti Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	14 Feb 2023	Business Administration, Strategic Management, Accounting, Finance, Risk Management, Sustainability
12.	Mr. Bunn Kasemsup 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: Newly appointed director to replace ex-director	14 Feb 2023	Business Administration, Strategic Management, Accounting, Finance, Law, Risk Management, Sustainability

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

General information	Position	Tenure	Replacement Director
1. Mr. MANGKORN DHANASARNILP Gender: Male Age: 71 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)	Date position was assumed: 25 Feb 2014 Date directorship ended: 14 Feb 2023	Mrs. Chananyarak Phetcharat Date position was assumed: 14 Feb 2023

2.	Mr. CHANAT SORAKRAIKITIKUL Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 8 Dec 2022 Date directorship ended: 14 Feb 2023	Mr. Jiraphant Asvatanakul Date position was assumed: 14 Feb 2023
3.	Mr. VICHAYA CHATIKAVANIJ Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Feb 2014 Date directorship ended: 14 Feb 2023	Mr. Ariya Banomyong Date position was assumed: 14 Feb 2023
4.	Ms. ORAWAN VORANIJ Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 1 Aug 2023 Date directorship ended: 14 Feb 2023	Mr. Nithi Patarachoke Date position was assumed: 14 Feb 2023
5.	Mr. SOMBOON PRASITJUTRAKUL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 23 Feb 2017 Date directorship ended: 14 Feb 2023	Mr. Manoj Lohatepanont Date position was assumed: 14 Feb 2023
6.	Mr. EAKAPONG TUNGSRISANGUAN Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 8 Dec 2022 Date directorship ended: 14 Feb 2023	Mr. Kalin Sarasin Date position was assumed: 14 Feb 2023

7.	Mrs. ACHARA NIMITPANYA Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 19 Apr 2014 Date directorship ended: 14 Feb 2023	Mrs. Chantanida Sarigaphuti Date position was assumed: 14 Feb 2023
8.	Mr. NATTAPUME PAVARATN Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 8 Dec 2022 Date directorship ended: 14 Feb 2023	Mr. Bunn Kasemsup Date position was assumed: 14 Feb 2023

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 : Yes

Remark : Name is Mr. Vichate Tantiwanich Lead Independent Director

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. VICHATE TANTIWANICH [1] Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	25 Feb 2014	Strategic Management, Accounting, Finance, Business Administration, Risk Management
2. Mr. Manoj Lohatepanont Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	14 Feb 2023	Transportation & Logistics, Information & Communication Technology
3. Mrs. Chananyarak Phetcharat [1] Gender: Female Age: 60 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: Newly appointed director to replace ex-director	14 Feb 2023	Transportation & Logistics, IT Management, Accounting, Finance, Information & Communication Technology, Risk 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. CHARVANIN BUNDITKITSADA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	25 Feb 2014
2. Mr. Bunn Kasemsup Gender: Male Age: 56 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 Feb 2023
3. Mr. JITCHAI NIMITPANYA Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 Feb 2014
4. Mrs. Chantanida Sarigaphuti Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Dec 2023

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

General information	Position	Tenure	Replacement Director
1. Mr. Nithi Patarachoke Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 14 Feb 2023 Date directorship ended: 22 Dec 2023	Mrs. Chantanida Sarigaphuti Date position was assumed: 22 Dec 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee	Mr. Jiraphant Asvatanakul	Chairman
	Mr. Ariya Banomyong	Member
	Mr. VICHATE TANTIWANICH	Member
	Mr. CHARVANIN BUNDITKITSADA	Member
	Mr. Nithi Patarachoke	Member
Risk Management Committee	Mr. JITCHAI NIMITPANYA	Chairman
	Mr. Bunn Kasemsup	Member
	Mr. EAKAPONG TUNGSRISANGUAN	Member
	Mr. NATTAPUME PAVARATN	Member
	Ms. AMRAPHARN BUNDITKITSADA	Member
	Mr. Bordin Tanthaphaiboon	Member
	Mr. Vinit Vichittanaporn	Member
	Mr. Prapon Tanasuthiseree	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee
Sub-committees responsible for remuneration	: Nomination, Remuneration, Corporate Governance, and

	Sustainable Development Committee
Sub-committees responsible for corporate governance	: Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Nomination, Remuneration, 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. CHARVANIN BUNDITKITSADA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Computer Science	Co-Chief Executive Officer	18 Feb 2006	Business Administration, Transportation & Logistics, Strategic Management
2. Mr. Bunn Kasemsup Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	Co-Chief Executive Officer	14 Feb 2023	Business Administration, Strategic Management, Accounting, Finance, Law, Risk Management, Sustainability
3. Mr. EAKAPONG TUNGSRISANGUAN [1] Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Computer Science	Chief Financial Officer / Senior Vice President - Specialty Business	16 Oct 2015	Business Administration
4. Ms. AMRAPHARN BUNDITKITSADA Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	SVP of Human Resource / Quality Development System / Administration and Purchasing	1 Mar 2020	Transportation & Logistics, Accounting, Finance

5.	Mr. NATTAPUME PAVARATN Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Computer Science	Senior Vice President Group Commercial / Government Liaison	1 Mar 2023	Business Administration
6.	Mr. Vinit Vichittanaporn Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President – Digital Innovation Office/ New Business Project and Process Excellence	1 Oct 2023	Business Administration
7.	Mr. Charintorn Noparat Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President – Freight Business	1 Oct 2023	Business Administration
8.	Mr. Udorn Kongkakate Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Statistics	Senior Vice President – B2B2C Business	1 Oct 2023	Business Administration
9.	Mr. Chakrit Keeratipish Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Engineering	Senior Vice President – ASEAN Island Countries and Taiwan Business / Multi – Modal Business	1 Oct 2023	Business Administration
10.	Mr. Prakit Worawattananon Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Logistics and Supply Chain Management	Senior Vice President – Healthcare and Pharma Business / Business Integration Management	1 Oct 2023	Business Administration
11.	Mr. Bordin Tanthaphaiboon Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President –Transport and Warehouse Operations / Dangerous Goods Business	1 Jan 2024	Business Administration

[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)	44,404,442.00	43,651,860.00	55,092,627.00

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) : 2,670

Number of female employees (persons) : 1,450

Total number of employees (persons) : 4,120

Employee Remuneration

Total employee remuneration : 2,057,931,464.54

Provident fund

Total number of employees (persons) : 4,120

Number of employees contributing to the PVD (persons) : 1,639

Percentage of employees who are members (%) : 39.78

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Nithi Patarachoke Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	Transportation & Logistics, Strategic Management
2. Mr. Jiraphant Asvatanakul Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	Business Administration, Strategic Management, Risk Management, Accounting, Finance
3. Mr. Ariya Banomyong Gender: Male Age: 50 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: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	IT Management, Information & Communication Technology

4.	Mrs. Chananyarak Phetcharat Gender: Female Age: 60 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: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	Transportation & Logistics, IT Management, Accounting, Finance, Information & Communication Technology, Risk Management
5.	Mr. Manoj Lohatepanont Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	Transportation & Logistics, Information & Communication Technology
6.	Mr. Kalin Sarasin Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	Business Administration, Transportation & Logistics, Strategic Management, IT Management, Accounting, Finance, Law, Risk Management
7.	Mrs. Chantanida Sarigaphuti Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	Business Administration, Strategic Management, Accounting, Finance, Risk Management, Sustainability
8.	Mr. Bunn Kasemsup 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: Newly appointed director to replace ex-director	Date position was assumed: 14 Feb 2023	Business Administration, Strategic Management, Accounting, Finance, Law, Risk Management, Sustainability

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHARVANIN BUNDITKITSADA	Director	Non-participating
Ms. AMRAPHARN BUNDITKITSADA	Director	Non-participating
Mr. VICHATE TANTIWANICH	Director	Non-participating
Mr. JITCHAI NIMITPANYA	Vice Chairman	Non-participating
Mr. Nithi Patarachoke	Chairman of the board	Non-participating
Mr. Jiraphant Asvatanakul	Director	Non-participating
Mr. Ariya Banomyong	Director	Non-participating
Mrs. Chananyarak Phetcharat	Director	Participating
Mr. Manoj Lohatepanont	Director	Participating
Mr. Kalin Sarasin	Director	Non-participating
Mrs. Chantanida Sarigaphuti	Director	Non-participating
Mr. Bunn Kasemsup	Director	Non-participating
Mr. MANGKORN DHANASARNILP	Chairman of the board	Non-participating
Mr. CHANAT SORAKRAIKITIKUL	Director	Non-participating
Mr. VICHAYA CHATIKAVANIJ	Director	Non-participating
Ms. ORAWAN VORANIJ	Director	Non-participating
Mr. SOMBOON PRASITJUTRAKUL	Director	Non-participating
Mr. EAKAPONG TUNGSRISANGUAN	Director	Non-participating
Mrs. ACHARA NIMITPANYA	Director	Non-participating
Mr. NATTAPUME PAVARATN	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 8

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHARVANIN BUNDITKITSADA (Director)	-	8/8	Participating	Did not hold the meeting
2.	Ms. AMRAPHARN BUNDITKITSADA (Director)	-	8/8	Participating	Did not hold the meeting
3.	Mr. VICHATE TANTIWANICH (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. JITCHAI NIMITPANYA (Vice Chairman)	-	8/8	Participating	Did not hold the meeting
5.	Mr. Nithi Patarachoke (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
6.	Mr. Jiraphant Asvatanakul (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mr. Ariya Banomyong (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mrs. Chananyarak Phetcharat (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. Manoj Lohatepanont (Director)	-	7/7	Participating	Did not hold the meeting

10.	Mr. Kalin Sarasin (Director)	-	6/6	Non-participating	Did not hold the meeting
11.	Mrs. Chantanida Sarigaphuti (Director)	-	6/6	Participating	Did not hold the meeting
12.	Mr. Bunn Kasemsup (Director)	-	7/7	Participating	Did not hold the meeting
13.	Mr. MANGKORN DHANASARNILP (Chairman of the board)	14 Feb 2023	1/1	Non-participating	Did not hold the meeting
14.	Mr. CHANAT SORAKRAKITIKUL (Director)	14 Feb 2023	0/0	Non-participating	Did not hold the meeting
15.	Mr. VICHAYA CHATIKAVANIJ (Director)	14 Feb 2023	0/0	Non-participating	Did not hold the meeting
16.	Ms. ORAWAN VORANIJ (Director)	14 Feb 2023	0/0	Non-participating	Did not hold the meeting
17.	Mr. SOMBOON PRASITJUTRAKUL (Director)	14 Feb 2023	0/0	Non-participating	Did not hold the meeting
18.	Mr. EAKAPONG TUNGSRISANGUAN (Director)	14 Feb 2023	1/1	Non-participating	Did not hold the meeting
19.	Mrs. ACHARA NIMITPANYA (Director)	14 Feb 2023	1/1	Non-participating	Did not hold the meeting
20.	Mr. NATTAPUME PAVARATN (Director)	14 Feb 2023	0/0	Non-participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. CHARVANIN BUNDITKITSADA (Director)	-	370,000.00	0.00	No
2.	Ms. AMRAPHARN BUNDITKITSADA (Director)	-	270,000.00	0.00	No
3.	Mr. VICHATE TANTIWANICH (Director)	-	475,000.00	121,000.00	No
4.	Mr. JITCHAI NIMITPANYA (Vice Chairman)	-	270,000.00	0.00	No
5.	Mr. Nithi Patarachoke (Chairman of the board)	-	420,000.00	161,333.33	No

6.	Mr. Jiraphant Asvatanakul (Director)	-	340,000.00	121,000.00	No
7.	Mr. Ariya Banomyong (Director)	-	340,000.00	121,000.00	No
8.	Mrs. Chananyarak Phetcharat (Director)	-	310,000.00	121,000.00	No
9.	Mr. Manoj Lohatepanont (Director)	-	340,000.00	121,000.00	No
10.	Mr. Kalin Sarasin (Director)	-	210,000.00	121,000.00	No
11.	Mrs. Chantanida Sarigaphuti (Director)	-	210,000.00	121,000.00	No
12.	Mr. Bunn Kasemsup (Director)	-	240,000.00	0.00	No
13.	Mr. MANGKORN DHANASARNILP (Chairman of the board)	14 Feb 2023	40,000.00	0.00	No
14.	Mr. CHANAT SORAKRAIKITIKUL (Director)	14 Feb 2023	0.00	0.00	No
15.	Mr. VICHAYA CHATIKAVANIJ (Director)	14 Feb 2023	25,000.00	0.00	No
16.	Ms. ORAWAN VORANIJ (Director)	14 Feb 2023	0.00	0.00	No
17.	Mr. SOMBOON PRASITJUTRAKUL (Director)	14 Feb 2023	0.00	0.00	No
18.	Mr. EAKAPONG TUNGSRISANGUAN (Director)	14 Feb 2023	30,000.00	0.00	No
19.	Mrs. ACHARA NIMITPANYA (Director)	14 Feb 2023	30,000.00	0.00	No
20.	Mr. NATTAPUME PAVARATN (Director)	14 Feb 2023	0.00	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) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. VICHATE TANTIWANICH (Chairman of the audit committee)	-	5/5

2.	Mr. Manoj Lohatepanont (Audit committee)	-	5/5
3.	Mrs. Chananyarak Phetcharat (Audit committee)	-	5/5