



# **Annual Registration Statement / Annual Report**

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

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

**BG CONTAINER GLASS PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : BG CONTAINER GLASS PUBLIC COMPANY LIMITED

Symbol : BGC

Address : 47/1 Moo 2, Buengyeetho, Thanyaburi

Province : Pathum Thani

Postcode : 12130

Business : Manufacturing and selling glass packaging containers as drink bottles or glass packaging for food and medicine.

Registration Number : 0107561000099

Telephone : 0-2834-7000

Fax (if applicable) : 0-2533-1140

Website : [www.bgc.co.th](http://www.bgc.co.th)

Email : [IR-BGC@bgc.co.th](mailto:IR-BGC@bgc.co.th)

#### Total Shares Sold (shares)

Common Stock : 694,444,000

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)	12,386,741.95	14,192,231.23	15,005,389.00
Glass packaging business (Thousand baht)	10,859,464.27	12,366,777.47	12,746,632.58
Packaging business (Thousand baht)	1,809,032.46	2,081,268.39	2,506,781.08
Energy Business (Thousand baht)	0.00	0.00	0.00
Elimination (Thousand baht)	-281,754.79	-255,814.63	-248,024.66
Other (Thousand baht)	0.01	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Glass packaging business (%)	87.67	87.14	84.95
Packaging business (%)	14.60	14.66	16.71
Energy Business (%)	0.00	0.00	0.00
Elimination (%)	-2.27	-1.80	-1.65
Other (%)	0.00	0.00	0.00

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	12,386,741.95	14,192,231.23	15,005,389.00
Domestic (Thousand baht)	11,444,000.00	12,838,000.00	13,454,000.00
International (Thousand baht)	942,741.95	1,354,231.23	1,551,389.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	92.39	90.46	89.66
International (%)	7.61	9.54	10.34

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

	2021	2022	2023
Total other income (Thousand baht)	87,938.00	170,368.00	110,704.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	87,938.00	170,368.00	110,704.00

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

	2021	2022	2023
Share of profit (Thousand baht)	6,419.00	8,048.00	5,525.00

## Information on Products and Services (1.2.2)

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

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	11,019.62	13,405.71	14,594.92

# 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)**

### **Customer Concentration Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

### **Risk from investing in new businesses/projects/development of joint ventures**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Other

### **Risk of Rising Raw Material Costs in Procuring Reasonable Prices and Quantity**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

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

### **Risk of Rising Energy Costs**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

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



#### **Business loss due to the breakdown of glass packaging machinery**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Systems or internal control system

#### **Risk of rising costs from storing and maintaining large volumes of inventory over a long period of time (beyond the specified plan)**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Other

#### **Risk of Human Resources Management to Support Business Growth**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Shortage or reliance on skilled workers

#### **Non-compliance Risks in Rules, Regulations, and Laws**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations

#### **Risk of financing the source of business investment funds**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Other

### **Foreign Exchange Fluctuation Risks**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

### **Risk of Interest Rate Volatility**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

## **Risk to Securities Holder (2.2.2)**

### **Personal Data Protection Act Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- 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 : [https://www.bgc.co.th/investor/file\\_upload/page\\_pdf/page\\_pdf\\_th\\_20210525\\_124551.pdf](https://www.bgc.co.th/investor/file_upload/page_pdf/page_pdf_th_20210525_124551.pdf)

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : Yes

URL of environmental policy and practice : [https://www.bgc.co.th/investor/file\\_upload/page\\_pdf/page\\_pdf\\_th\\_20210525\\_125935.pdf](https://www.bgc.co.th/investor/file_upload/page_pdf/page_pdf_th_20210525_125935.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

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	590,222.77	641,821.04	510,307.45
Gasoline (Litres)	16,026.08	19,670.74	19,316.05
Fuel oil (Litres)	24,798,543.51	46,296,937.49	65,361,008.10
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	4,255,460,465.75	3,439,579,394.04	2,155,026,177.33
LPG (Kilograms)	3,095,417.81	3,357,331.43	2,848,165.05

Steam (Metric tonnes)	0.00	12,946.00	14,034.91
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	323,370,827.00	318,374,250.31	315,031,362.42

**Water management**

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	4,776,289.81	4,860,925.27

**Waste management**

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	4,601,946.00	4,461,450.00	13,817,814.70
Hazardous waste (Kilograms)	809,550.00	997,269.00	1,603,609.70
<b>Total waste generated (Kilograms)</b>	<b>5,411,496.00</b>	<b>5,458,719.00</b>	<b>15,421,424.40</b>

**Greenhouse gas management**

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	504,420.00	534,024.00
Scope 1 (Tons of carbon dioxide equivalents)	417,738.00	413,259.00	406,856.00
Scope 2 (Tons of carbon dioxide equivalents)	148,854.00	141,898.00	141,959.00

Scope 3 (Tons of carbon dioxide equivalents)	291,251.00	307,226.00	316,546.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>857,843.00</b>	<b>862,383.00</b>	<b>865,361.00</b>

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

Third-party verification : Yes

Name of verifying organization : School of Energy and Environment University of Phayao, SGS Thailand Limited ,  
TUV NORD Thailand 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.bgc.co.th/investor/?r=Page/Human>

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)	1,943	2,762	2,846
Number of female employees (Persons)	1,403	2,118	2,209
<b>Total number of employees (Persons)</b>	<b>3,346</b>	<b>4,880</b>	<b>5,055</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,971,404,000.00	1,731,580,995.00	1,751,624,084.70

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	8.50	8.40	6.60
Employee development and training expenses (baht)	12,000,000.00	12,000,000.00	7,960,000.00

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

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	6	14	6
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	5.50	6.29	4.67

• **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 pdf : [https://www.bgc.co.th/investor/file\\_upload/page\\_pdf/page\\_pdf\\_th\\_20210528\\_122128.pdf](https://www.bgc.co.th/investor/file_upload/page_pdf/page_pdf_th_20210528_122128.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	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	4	44.44

#### 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. PORNWUT SARASIN Gender: Male Age: 64 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: Re-elected as director	21 Mar 2018	Packaging, Energy & Utilities, Marketing, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Sustainability, Human Resource Management, Food & Beverage, Corporate Social Responsibility, Corporate Management

2.	<p>Mr. PAVIN BHIROM BHAKDI</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	21 Mar 2018	<p>Food &amp; Beverage, Packaging, Energy &amp; Utilities, Marketing, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Sustainability, Corporate Social Responsibility, Transportation &amp; Logistics, Information &amp; Communication Technology, IT Management, Human Resource Management, Procurement, Negotiation, Corporate Management, Engineering, Change Management, Budgeting</p>
3.	<p>Mrs. AMARAT PUVAVEERANIN</p> <p>Gender: Female</p> <p>Age: 66 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</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	21 Mar 2018	<p>Economics, Food &amp; Beverage, Packaging, Energy &amp; Utilities, Transportation &amp; Logistics, Accounting, Marketing, Human Resource Management, Governance/ Compliance, Budgeting, Risk Management, Leadership, Strategic Management, Corporate Social Responsibility, Finance, Banking, Negotiation, Project Management</p>
4.	<p>Mr. SOMCHAI SIRIVICHAYAKUL</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	21 Mar 2018	<p>Packaging, Energy &amp; Utilities, Accounting, IT Management, Corporate Social Responsibility, Human Resource Management, Sustainability, Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Industrial Materials &amp; Machinery, Information &amp; Communication Technology</p>

5.	<p>Mrs. SUTTHARUG PANYA</p> <p>Gender: Female</p> <p>Age: 70 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	21 Mar 2018	<p>Governance/ Compliance, Leadership, Strategic Management, Risk Management, Corporate Social Responsibility, Sustainability, Energy &amp; Utilities, Internal Control, Audit, Banking, Finance &amp; Securities, Accounting, Finance</p>
6.	<p>Mr. SILPARAT WATTHANAKASETR</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>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	21 Mar 2018	<p>Economics, Packaging, Marketing, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Change Management, Corporate Management, Project Management, IT Management, Sustainability, Human Resource Management, Industrial Materials &amp; Machinery, Transportation &amp; Logistics, Information &amp; Communication Technology, Corporate Social Responsibility, Negotiation, Budgeting</p>
7.	<p>Mrs. SUNSANEE SUPATRAVANIJ</p> <p>Gender: Female</p> <p>Age: 65 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	21 Mar 2018	<p>Packaging, Marketing, Sustainability, Corporate Social Responsibility, Human Resource Management, Governance/ Compliance, Risk Management, Leadership, Transportation &amp; Logistics, Audit, Internal Control</p>

8.	Mr. PALIT BHIROMBHAKDI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	29 Apr 2022	Food & Beverage, Packaging, Marketing, Economics, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Corporate Social Responsibility, Sustainability, Energy & Utilities, Transportation & Logistics, Corporate Management
9.	Mr. PUNN KASEMSUP Gender: Male Age: 55 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	21 Jan 2021	Law, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Corporate Social Responsibility, Sustainability, Internal Control, Audit, Human Resource Management, IT Management, Information & Communication Technology, Corporate Management

#### 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

## 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. Mrs. SUTTHARUG PANYA [1] Gender: Female Age: 70 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	21 Mar 2018	Governance/ Compliance, Leadership, Strategic Management, Risk Management, Corporate Social Responsibility, Sustainability, Energy & Utilities, Internal Control, Audit, Banking, Finance & Securities, Accounting, Finance
2. Mrs. SUNSANEE SUPATRAVANIJ Gender: Female Age: 65 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: Re-elected as director	21 Mar 2018	Packaging, Marketing, Sustainability, Corporate Social Responsibility, Human Resource Management, Governance/ Compliance, Risk Management, Leadership, Transportation & Logistics, Audit, Internal Control
3. Mr. PUNN KASEMSUP Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	21 Jan 2021	Law, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Corporate Social Responsibility, Sustainability, Internal Control, Audit, Human Resource Management, IT Management, Information & Communication Technology, Corporate 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. PAVIN BHIROM BHAKDI Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	21 Mar 2018
2. Mrs. AMARAT PUVAVEERANIN Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Mar 2018
3. Mr. SILPARAT WATTHANAKASETR 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	21 Mar 2018
4. Mr. Wisal Laorsatiangul 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	1 Oct 2022

### Other sub-committees

## Sub-committees information

Name of sub-committees	List of directors	Position
Investment Committee	Mr. SOMCHAI SIRIVICHAYAKUL	Chairman
	Mr. PUNN KASEMSUP	Member
	Mrs. AMARAT PUVAVEERANIN	Member
Corporate Governance and Sustainability Committee	Mrs. SUNSANEE SUPATRAVANIJ	Chairman
	Mr. SOMCHAI SIRIVICHAYAKUL	Member
	Mr. SILPARAT WATTHANAKASETR	Member
Nomination and Remuneration Committee	Mr. SOMCHAI SIRIVICHAYAKUL	Chairman
	Mrs. SUNSANEE SUPATRAVANIJ	Member
	Mr. PAVIN BHIROM BHAKDI	Member
Audit Committee	Mrs. SUTTHARUG PANYA	Chairman
	Mrs. SUNSANEE SUPATRAVANIJ	Member
	Mr. PUNN KASEMSUP	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: Audit 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	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability 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. SILPARAT WATTHANAKASETR Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICE	2 Oct 2017	Economics, Packaging, Marketing, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Change Management, Corporate Management, Project Management, IT Management, Sustainability, Human Resource Management, Industrial Materials & Machinery, Transportation & Logistics, Information & Communication Technology, Corporate Social Responsibility, Negotiation, Budgeting
2. Mr. Kittisak Chokelarptawee Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Marketing	Chief Operation Officer - Trading	2 Apr 2018	Economics, Food & Beverage, Governance/ Compliance, Risk Management, Strategic Management, Project Management, Digital Marketing, Data Management, IT Management, Sustainability, Corporate Social Responsibility, Marketing
3. Mr. Adisak Sukprasert Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Engineering	Chief Operating Officer - Packaging Supply Chain	11 Aug 2021	Food & Beverage, Packaging, Governance/ Compliance, Project Management, Corporate Management, Sustainability, Corporate Social Responsibility

4.	Mr. Wisal Laorsatiangul Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Chief Strategy Officer	1 Oct 2022	Food & Beverage, Packaging, Transportation & Logistics, Information & Communication Technology, Corporate Social Responsibility, Sustainability, Corporate Management, Strategic Management, Governance/ Compliance
5.	Ms. Sirikul Mangkornkanok [1] Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Finance	Acting Chief Financial Officer	17 May 2023	Banking, Business Administration, Packaging, Accounting, Finance, Budgeting

[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)	49,111,190.00	48,222,421.00	40,904,805.60

### 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)	: 2,846
Number of female employees (persons)	: 2,209
<b>Total number of employees (persons)</b>	<b>: 5,055</b>

#### Employee Remuneration

Total employee remuneration	: 1,751,624,084.70
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#### Provident fund

Total number of employees (persons)	: 5,055
Number of employees contributing to the PVD (persons)	: 3,059
Percentage of employees who are members (%)	: 60.51

# 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. PORNWUT SARASIN Gender: Male Age: 64 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: Re-elected as director	Date position was assumed: 21 Mar 2018	Packaging, Energy & Utilities, Marketing, Governance/ Compliance, Risk Management, Strategic Management, Leadership, Sustainability, Human Resource Management, Food & Beverage, Corporate Social Responsibility, Corporate Management
2. Mrs. AMARAT PUVAVEERANIN Gender: Female Age: 66 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: 21 Mar 2018	Economics, Food & Beverage, Packaging, Energy & Utilities, Transportation & Logistics, Accounting, Marketing, Human Resource Management, Governance/ Compliance, Budgeting, Risk Management, Leadership, Strategic Management, Corporate Social Responsibility, Finance, Banking, Negotiation, Project Management

3.	Mrs. SUNSANEE SUPATRAVANIJ	Director	Date position was assumed:	Packaging, Marketing, Sustainability, Corporate Social Responsibility, Human Resource Management, Governance/ Compliance, Risk Management, Leadership, Transportation & Logistics, Audit, Internal Control
	Gender: Female	(Non-executive, Independent director)	21 Mar 2018	
	Age: 65 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected as director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PORNWUT SARASIN	Chairman of the board	Non-participating
Mr. PAVIN BHIROM BHAKDI	Director	Non-participating
Mrs. AMARAT PUVAVEERANIN	Director	Non-participating
Mr. SOMCHAI SIRIVICHAYAKUL	Director	Participating
Mrs. SUTTHARUG PANYA	Director	Participating
Mr. SILPARAT WATTHANAKASETR	Director	Participating
Mrs. SUNSANEE SUPATRAVANIJ	Director	Participating
Mr. PALIT BHIROMBHAKDI	Director	Non-participating
Mr. PUNN KASEMSUP	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) : 5

Date of AGM meeting : 18 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PORNWUT SARASIN (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2. Mr. PAVIN BHIROM BHAKDI (Director)	-	5/5	Participating	Did not hold the meeting
3. Mrs. AMARAT PUVAVEERANIN (Director)	-	5/5	Participating	Did not hold the meeting
4. Mr. SOMCHAI SIRIVICHAYAKUL (Director)	-	5/5	Participating	Did not hold the meeting
5. Mrs. SUTTHARUG PANYA (Director)	-	4/5	Participating	Did not hold the meeting
6. Mr. SILPARAT WATTHANAKASETR (Director)	-	5/5	Participating	Did not hold the meeting
7. Mrs. SUNSANEE SUPATRAVANIJ (Director)	-	5/5	Participating	Did not hold the meeting
8. Mr. PALIT BHIROMBHAKDI (Director)	-	3/5	Participating	Did not hold the meeting
9. Mr. PUNN KASEMSUP (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. PORNWUT SARASIN (Chairman of the board)	-	1,440,000.00	740,000.00	No
2. Mr. PAVIN BHIROM BHAKDI (Director)	-	1,000,000.00	687,000.00	No
3. Mrs. AMARAT PUVAVEERANIN (Director)	-	1,040,000.00	687,000.00	No

4.	Mr. SOMCHAI SIRIVICHAYAKUL (Director)	-	1,200,000.00	687,000.00	No
5.	Mrs. SUTTHARUG PANYA (Director)	-	1,320,000.00	715,000.00	No
6.	Mr. SILPARAT WATTHANAKASETR (Director)	-	60,000.00	0.00	No
7.	Mrs. SUNSANEE SUPATRAVANIJ (Director)	-	1,200,000.00	687,000.00	No
8.	Mr. PALIT BHIROMBHAKDI (Director)	-	640,000.00	687,000.00	No
9.	Mr. PUNN KASEMSUP (Director)	-	1,140,000.00	687,000.00	No

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

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

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 7

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. SUTTHARUG PANYA (Chairman of the audit committee)	-	7/7
2.	Mrs. SUNSANEE SUPATRAVANIJ (Audit committee)	-	7/7
3.	Mr. PUNN KASEMSUP (Audit committee)	-	7/7