



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SCG PACKAGING 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 : SCG PACKAGING PUBLIC COMPANY LIMITED

Symbol : SCGP

Address : 1 Siam Cement Road, Bangsue,

Province : Bangkok

Postcode : 10800

Business : The Company generates revenue from holding shares in other companies (Holding Company), operating core business as an integrated packaging solutions provider (The key subsidiary engaging in the core business is Siam Kraft Industry Co., Ltd.), which is organized into three main businesses: Integrated Packaging Business, Fibrous Business, and Recycling Business.

Registration Number : 0107537000921

Telephone : 0-2586-3333

Fax (if applicable) : 0-2586-3007

Website : www.SCGPackaging.com

Email : SCGPackaging@scg.com

Total Shares Sold (shares)

Common Stock : 4,292,920,200

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)	124,222,657.00	146,068,043.00	129,398,089.00
Integrated Packaging Business (Thousand baht)	105,562,451.00	117,218,982.00	97,044,389.00
Fibrous Business (Thousand baht)	18,660,206.00	24,272,565.00	24,894,273.00
Recycling Business and Others (Thousand baht)	0.00	4,576,496.00	7,459,427.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Integrated Packaging Business (%)	84.98	80.25	75.00
Fibrous Business (%)	15.02	16.62	19.24
Recycling Business and Others (%)	0.00	3.13	5.76

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	124,222,657.00	146,068,043.00	129,398,089.00
Domestic (Thousand baht)	54,131,757.00	59,428,510.00	53,366,944.00
International (Thousand baht)	70,090,900.00	86,639,533.00	76,031,145.00
Vietnam (Thousand baht)	16,737,871.00	21,649,533.00	19,516,667.00
Indonesia (Thousand baht)	24,251,480.00	25,186,380.00	18,270,884.00
China (Thousand baht)	10,654,125.00	9,499,418.00	8,784,636.00
Philippines (Thousand baht)	4,261,843.00	4,673,716.00	3,051,321.00

United Kingdom (Thousand baht)	1,634,860.00	1,872,372.00	1,834,155.00
Spain (Thousand baht)	228,110.00	1,668,540.00	1,655,898.00
Netherlands (Thousand baht)	64,326.00	2,753,114.00	465,604.00
Other countries (Thousand baht)	12,258,285.00	19,336,460.00	22,451,980.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	43.58	40.69	41.24
International (%)	56.42	59.31	58.76
Vietnam (%)	23.88	24.99	25.67
Indonesia (%)	34.60	29.07	24.03
China (%)	15.20	10.96	11.55
Philippines (%)	6.08	5.39	4.01
United Kingdom (%)	2.33	2.16	2.41
Spain (%)	0.33	1.93	2.18
Netherlands (%)	0.09	3.18	0.61
Other countries (%)	17.49	22.32	29.54

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	2,531,444.00	1,464,533.00	1,122,527.00
Other income from operations (Thousand baht)	2,531,444.00	1,464,533.00	1,122,527.00
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)	57,226.00	54,819.00	38,750.00

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	957,528.00	521,823.00	997,962.00

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)

Global demand softness

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Economic risk

High and volatile energy cost

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

M&P Integration risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk
- New business risk
- Other

Operational Risk

- Reliance on employees in key positions
- Delays in the development of future projects

Risk from cost management in value chain

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors
- Economic risk

Operational Risk

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

Safety and health risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

Human rights risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

FX volatility risks

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Expiration of critical license, permit and IP

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Flood and drought

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Cyber security risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

Climate change issues from greenhouse gas emissions

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations

Operational Risk

- Climate change and disasters
- Impact on the environment

Interest rate risks

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Talent development for expansion

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Risks from environmental pollution and Transition to a circular economy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- ESG risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

Conflicts and Geopolitical risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Policies or international agreements related to business operations
- Economic risk
- Other

Operational Risk

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

Global economic slowdown from tightened monetary policy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk to Securities Holder (2.2.2)

Conflicts of interest with the major shareholder

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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://sustainability.scgpackaging.com/th/policy-sd-report/policy>

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://sustainability.scgpackaging.com/en/policy-sd-report/policy>

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
Diesel (Litres)	1,050,373.00	4,167,782.00	4,195,765.00
Gasoline (Litres)	193,038.00	246,119.00	297,188.00
Fuel oil (Litres)	6,325,695.43	4,771,517.33	3,020,920.00
Natural gas (Standard cubic feet)	4,719,206,010.52	4,981,772,483.09	5,836,223,795.15
LPG (Kilograms)	3,686,277.00	3,393,658.00	2,494,987.00
Coal (Metric tonnes)	2,105,346.00	1,837,234.00	1,637,952.87

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	738,187,459.51	967,471,547.33	918,803,481.95

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	77,842,206.76	72,752,886.50	71,584,688.55

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,488,860,000.00	1,467,010,000.00	1,358,730,533.00
Hazardous waste (Kilograms)	63,950,000.00	48,360,000.00	87,647,531.00
Total waste generated (Kilograms)	1,552,810,000.00	1,515,370,000.00	1,446,378,064.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	4,890,542.00	4,790,735.00	4,616,072.00
Scope 1 (Tons of carbon dioxide equivalents)	4,365,669.00	3,778,126.00	3,447,683.83
Scope 2 (Tons of carbon dioxide equivalents)	506,806.00	579,477.00	568,149.76
Scope 3 (Tons of carbon dioxide equivalents)	2,167,034.75	1,459,009.54	2,059,695.65
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	7,039,509.75	5,816,612.54	6,075,529.24

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

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Limited

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://sustainability.scgpackaging.com/th/social/human-rights>

Remark : Human Rights Policy

1. SCGP has announced and reviewed SCGP Human Rights Policy and SCGP Diversity and Inclusion Policy in line with United Nations Global Compact (UNGC), the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and other international standards, as well as driven implementation of such policies through SCGP ESG Committee.
2. SCGP has established a unified organization-wide risk management framework and carried out human rights due diligence process in all facets in a proactive manner to prevent human rights violation

Human Right Management

SCGP implemented Human Rights in accordance with United Nations Framework and Guiding Principles on Business and Human Rights (UNGPR) by adhering to 3 principles as follows;

Protect: SCGP has strictly complied with laws and is committed to human rights respect in accordance with internationally accepted standards especially giving support to and complying with Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: ILO. Moreover, SCGP also commit to manage Human Rights according to Code of Conduct and other company-specific statement of commitment.

Respect: SCGP is committed to the ethical business practices and adheres to the Four Core Values in its business operations. Since 1987, it has included human rights and labor practices in SCGP Code of Conduct and supervision through relevant policies to support concrete implementations/ initiatives and communicate to personnel throughout the organization including business of contractors, suppliers and joint ventures as follows.

Human Rights Policy that committed to implement cover related Country/ Industry specific issues.

Diversity and Inclusion Policy

Privacy Policy

Expectation letter in driving and promoting business operations to respect human rights from joint venture and business partner company.

Those related human rights policies expand to contractors and supplier through SCGP Supplier Code of Conduct and all stakeholders through Stakeholder Engagement Policy for driving policies into action by ESG Committee, SCGP. In 2021, SCGP has joined the SCG Human Rights and Stakeholders Engagement to establish human rights framework and Human Rights Due Diligence Process Guideline that embedded in Enterprise Risk Management of SCG and SCGP which cover actual and potential human rights impact identification and risk assessment of all groups of stakeholders in value chain by focusing on proactive actions to prevent human rights violations as a guideline for concrete implementation that covers all groups of stakeholders.

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)	17,703	16,905	16,472
Number of female employees (Persons)	5,638	5,384	5,410

Total number of employees (Persons)	23,341	22,289	21,882
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• **Employee remuneration**

	2021	2022	2023
Employee remuneration (baht)	0.00	11,733,050,509.86	11,797,728,979.00

• **Employee development and training**

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	48.00	40.00	13.60
Employee development and training expenses (baht)	126,920,982.00	111,553,945.00	95,253,249.28

• **Health, safety and work environment**

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	30	10	16

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	6.27	4.38

• **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://investor.scgpackaging.com/th/sustainable-development/corporate-governance-policies-and-guidelines-of-scg-packaging>

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	1	8.33
Number of non-executive directors	11	91.67
Number of independent directors	8	66.67

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. PRASARN TRAIRATVORAKUL Gender: Male Age: 71 years old Highest level of education: Honorary degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	21 Jun 2019	Economics, Governance/ Compliance, Budgeting, Risk Management, Strategic Management, Leadership, Change Management, Engineering, Corporate Management, Sustainability, Human Resource Management, Corporate Social Responsibility, Finance, Marketing, Law, Packaging, Paper & Printing Materials

2.	<p>Mr. THAMMASAK SETHAUDOM</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>Vice Chairman (Non-executive)</p> <p>Director type: Original director</p>	1 Oct 2018	<p>Petrochemicals & Chemicals, Marketing, Finance, Accounting, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Paper & Printing Materials, Packaging, Business Administration</p>
3.	<p>Pol.Col. THUMNITHI WANICHTHANOM</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Public Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	1 Jun 2022	<p>Human Resource Management, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership, Strategic Management, Governance/ Compliance, Business Administration</p>
4.	<p>Mrs. KAISRI NUENGSIKAPIAN</p> <p>Gender: Female</p> <p>Age: 62 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 (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	1 Jun 2019	<p>Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Paper & Printing Materials, Packaging</p>

5.	Mr. CHALEE CHANTANAYINGYONG Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	21 Jun 2019	Marketing, Law, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Paper & Printing Materials, Packaging
6.	Mrs. PONGPEN RUENGWIRAYUDH Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	21 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Risk Management, Leadership, Strategic Management, Internal Control, Audit, Budgeting, Paper & Printing Materials, Packaging
7.	Professor KITIPONG URAEPPATANAPONG Gender: Male Age: 68 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	21 Aug 2019	Law, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Paper & Printing Materials, Packaging
8.	Mr. VANUS TAEPAISITPHONGSE Gender: Male Age: 64 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	24 Mar 2020	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Sustainability, Corporate Management, Strategic Management, Governance/ Compliance

9.	Mr. VIBUL TUANGSITTHISOMBAT 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, Independent director) Director type: Original director	24 Mar 2020	Paper & Printing Materials, Packaging, Marketing, Corporate Management, Leadership, Strategic Management, Risk Management, Change Management
10.	Mrs. SUPHAJEE SUTHUMPUN Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	17 Sep 2021	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Business Administration
11.	Mr. THIRAPHONG CHANSIRI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	16 Sep 2021	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Leadership, Change Management, Risk Management, Strategic Management, Governance/ Compliance
12.	Mr. WICHAN JITPUKDEE Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Jun 2019	Paper & Printing Materials, Packaging, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Business Administration

Other Information pertaining to committees

The Chairman is an independent director : Yes

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.	<p>Mrs. KAISRI NUENGSIGKAPIAN [1]</p> <p>Gender: Female</p> <p>Age: 62 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Paper & Printing Materials, Packaging
2.	<p>Mr. CHALEE CHANTANAYINGYONG</p> <p>Gender: Male</p> <p>Age: 67 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	21 Jun 2019	Marketing, Law, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Paper & Printing Materials, Packaging
3.	<p>Mrs. PONGPEN RUENGVIRAYUDH [1]</p> <p>Gender: Female</p> <p>Age: 68 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	21 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Risk Management, Leadership, Strategic Management, Internal Control, Audit, Budgeting, Paper & Printing Materials, Packaging

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Corporate Governance and Nomination Committee	Professor KITIPONG URAPEEPATANAPONG	Chairman
	Mrs. SUPHAJEE SUTHUMPUN	Member
	Mr. THIRAPHONG CHANSIRI	Member
Remuneration Committee	Mr. VANUS TAEPAISITPHONGSE	Chairman
	Mr. VIBUL TUANGSITTHISOMBAT	Member
	Mr. THAMMASAK SETHAUDOM	Member
ESG Committee	Mr. WICHAN JITPUKDEE	Chairman
Risk Management Committee	Mr. WICHAN JITPUKDEE	Chairman

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Corporate Governance and Nomination Committee
Sub-committees responsible for remuneration	: Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Nomination Committee
Sub-committees responsible for corporate sustainability development	: ESG 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. WICHAN JITPUKDEE Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	1 Jun 2019	Paper & Printing Materials, Packaging, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Business Administration
2. Mr. Wichan Charoenkitsupat Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering	Chief Operating Officer - Packaging Paper Business	1 Jul 2019	Business Administration, Packaging, Paper & Printing Materials, Marketing, Accounting, Finance, Human Resource Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management
3. Mr. Jakjit Klomsing Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Engineering	Chief Operating Officer - Fiber Packaging Business	1 Sep 2022	Governance/ Compliance, Risk Management, Leadership, Strategic Management, Change Management, Corporate Management, Sustainability, Corporate Social Responsibility, Packaging, Paper & Printing Materials, Business Administration

4.	Mr. Karan Tejasen Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer – Consumer and Performance Packaging Business	1 Jul 2019	Business Administration, Packaging, Paper & Printing Materials, Marketing, Finance, Accounting, Engineering, Leadership, Strategic Management, Risk Management, Change Management
5.	Mr. Suchai Korprasertsri Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer – Fibrous Business	1 Jul 2019	Business Administration, Packaging, Paper & Printing Materials, Risk Management, Leadership, Strategic Management, Change Management, Engineering, Corporate Management, Human Resource Management
6.	Mr. Sompob Witworrasakul Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Engineering	Chief Regional Officer	1 Jul 2021	Business Administration, Industrial Materials & Machinery, Paper & Printing Materials, Packaging, Change Management, Leadership, Strategic Management, Risk Management, Engineering, Corporate Management, Sustainability
7.	Mr. Danaidej Ketsuwan [1] Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer and in Charge of Packaging Materials Recycling Business	1 Jul 2019	Business Administration, Paper & Printing Materials, Packaging, Risk Management, Strategic Management, Leadership, Change Management, Engineering

[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)	92,156,875.00	90,975,166.66	89,613,170.00

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) : 16,472

Number of female employees (persons) : 5,410

Total number of employees (persons) : 21,882

Employee Remuneration

Total employee remuneration : 11,797,728,979.00

Provident fund

Total number of employees (persons) : 21,882

Number of employees contributing to the PVD (persons) : 8,812

Percentage of employees who are members (%) : 40.27

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. Pol.Col. THUMNITHI WANICHTHANOM Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Jun 2022	Human Resource Management, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership, Strategic Management, Governance/ Compliance, Business Administration
2. Mrs. KAISRI NUENGSIGKAPIAN Gender: Female Age: 62 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: Re-elected as director	Date position was assumed: 1 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Paper & Printing Materials, Packaging
3. Professor KITIPONG URAPEEPATANAPONG Gender: Male Age: 68 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 21 Aug 2019	Law, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Paper & Printing Materials, Packaging

4.	Mr. VANUS TAEPAISITPHONGSE Gender: Male Age: 64 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 24 Mar 2020	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Sustainability, Corporate Management, Strategic Management, Governance/ Compliance
5.	Mr. THIRAPHONG CHANSIRI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 16 Sep 2021	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Leadership, Change Management, Risk Management, Strategic Management, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PRASARN TRAIRATVORAKUL	Chairman of the board	Participating
Mr. THAMMASAK SETHAUDOM	Vice Chairman	Participating
Pol.Col. THUMNITHI WANICHTHANOM	Director	Participating
Mrs. KAISRI NUENGSIGKAPIAN	Director	Participating
Mr. CHALEE CHANTANAYINGYONG	Director	Participating
Mrs. PONGPEN RUENGVIRAYUDH	Director	Participating
Professor KITIPONG URAPEEPATANAPONG	Director	Participating
Mr. VANUS TAEPAISITPHONGSE	Director	Participating
Mr. VIBUL TUANGSITTHISOMBAT	Director	Participating
Mrs. SUPHAJEE SUTHUMPUN	Director	Participating
Mr. THIRAPHONG CHANSIRI	Director	Participating

Mr. WICHAN JITPUKDEE	Director	Participating
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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 Mar 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PRASARN TRAIRATVORAKUL (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2. Mr. THAMMASAK SETHAUDOM (Vice Chairman)	-	8/8	Participating	Did not hold the meeting
3. Pol.Col. THUMNITHI WANICHTHANOM (Director)	-	8/8	Participating	Did not hold the meeting
4. Mrs. KAISRI NUENGSIGKAPIAN (Director)	-	8/8	Participating	Did not hold the meeting
5. Mr. CHALEE CHANTANAYINGYONG (Director)	-	8/8	Participating	Did not hold the meeting
6. Mrs. PONGPEN RUENGWIRAYUDH (Director)	-	8/8	Participating	Did not hold the meeting
7. Professor KITIPONG URAPEEPATANAPONG (Director)	-	8/8	Participating	Did not hold the meeting

8.	Mr. VANUS TAEPAISITPHONGSE (Director)	-	8/8	Participating	Did not hold the meeting
9.	Mr. VIBUL TUANGSITTHISOMBAT (Director)	-	8/8	Participating	Did not hold the meeting
10.	Mrs. SUPHAJEE SUTHUMPUN (Director)	-	8/8	Participating	Did not hold the meeting
11.	Mr. THIRAPHONG CHANSIRI (Director)	-	8/8	Participating	Did not hold the meeting
12.	Mr. WICHAN JITPUKDEE (Director)	-	8/8	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. PRASARN TRAIRATVORAKUL (Chairman of the board)	-	N/A	3,344,000.00	No
2.	Mr. THAMMASAK SETHAUDOM (Vice Chairman)	-	210,000.00	2,330,000.00	No
3.	Pol.Col. THUMNITHI WANICHTHANOM (Director)	-	N/A	2,230,000.00	No
4.	Mrs. KAISRI NUENGSIGKAPIAN (Director)	-	360,000.00	2,380,000.00	No
5.	Mr. CHALEE CHANTANAYINGYONG (Director)	-	240,000.00	2,330,000.00	No
6.	Mrs. PONGPEN RUENGVIROYUDH (Director)	-	240,000.00	2,330,000.00	No
7.	Professor KITIPONG URAPEEPATANAPONG (Director)	-	180,000.00	2,350,000.00	No
8.	Mr. VANUS TAEPAISITPHONGSE (Director)	-	315,000.00	2,350,000.00	No
9.	Mr. VIBUL TUANGSITTHISOMBAT (Director)	-	210,000.00	2,330,000.00	No
10.	Mrs. SUPHAJEE SUTHUMPUN (Director)	-	120,000.00	2,330,000.00	No
11.	Mr. THIRAPHONG CHANSIRI (Director)	-	90,000.00	2,330,000.00	No
12.	Mr. WICHAN JITPUKDEE (Director)	-	N/A	2,230,000.00	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) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Mrs. KAISRI NUENGSIGKAPIAN (Chairman of the audit committee)	-	6/6
2.	Mr. CHALEE CHANTANAYINGYONG (Audit committee)	-	6/6
3.	Mrs. PONGPEN RUENGVIRAYUDH (Audit committee)	-	6/6