



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SRI TRANG GLOVES (THAILAND) 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 : SRI TRANG GLOVES (THAILAND) PUBLIC COMPANY LIMITED

Symbol : STGT

Address : No. 110 Kanjanavanit Road, Pahtong, Hat Yai

Province : Songkhla

Postcode : 90230

Business : Manufacturing and distribution of medical examination latex gloves and other industrial latex gloves. Main products include natural latex powdered gloves, natural latex powder-free gloves and nitrile gloves.

Registration Number : 0107562000106

Telephone : 0-2207-4500

Fax (if applicable) : 0-2108-2241-44

Website : www.sritranggloves.com

Email : stgt_ir@sritranggroup.com

Total Shares Sold (shares)

Common Stock : 2,865,179,910

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)	48,617,942.93	23,776,677.16	20,254,468.92
Production and Distribution of Rubber Gloves (Thousand baht)	47,437,568.10	22,896,331.58	19,034,037.77
Services (Thousand baht)	113,203.14	408,488.10	631,137.63
Others (Thousand baht)	1,067,171.69	471,857.48	589,293.52

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Production and Distribution of Rubber Gloves (%)	97.57	96.30	93.97
Services (%)	0.23	1.72	3.12
Others (%)	2.20	1.98	2.91

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	48,617,942.93	23,776,677.16	20,254,468.92
Domestic (Thousand baht)	3,442,395.99	2,445,912.61	2,463,277.92
International (Thousand baht)	45,175,546.94	21,330,764.55	17,791,191.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	7.08	10.29	12.16
International (%)	92.92	89.71	87.84

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	362,488.92	204,572.24	214,372.29
Other income from operations (Thousand baht)	362,488.92	204,572.24	214,372.29
Other income not from operations (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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	18,230.00	15,300.00	32,500.00

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 risks from operating in a production process that impacts the ecosystem and biodiversity

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Impact on the environment

The risks associated with relying on primary suppliers for sourcing raw latex, synthetic latex, other raw materials and services for the company.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large customers or few customers

Operational Risk

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

Business Interruption

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment

The risk from the volatility of foreign exchange rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

Risk in Information Technology Systems

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

Risk to Securities Holder (2.2.2)

Risk from dividend payment for shareholders held the Company's shares on the SGX-ST

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk from the Company having a major shareholder whose holding is more than 50 percent

Risk Management Measures: No

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://www.sritranggloves.com/storage/content/corporate-info/corporate-governance/20220321-stgt-sustainable-development-policy-th.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.sritranggloves.com/storage/content/corporate-info/corporate-governance/20220609-stgt-environmental-policy-th.pdf>

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)	0.00	0.00	N/A
Diesel (Litres)	1,748,568.00	1,694,613.00	1,916,280.22
Gasoline (Litres)	29,098.00	29,029.00	44,830.00
Fuel oil (Litres)	4,868,000.00	765,500.00	43,500.00
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	0.00	0.00	N/A
Steam (Metric tonnes)	3,539,321.00	3,374,342.00	4,176,758.38

Coal (Metric tonnes)	0.00	0.00	N/A
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• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	254,802,350.00	226,173,509.00	261,231,284.00

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	10,490,000.00	10,520,000.00	13,140,000.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	18,001,000.00	26,270,000.00	27,938,000.00
Hazardous waste (Kilograms)	1,031,000.00	678,000.00	807,000.00
Total waste generated (Kilograms)	19,032,000.00	26,948,000.00	28,745,000.00

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)	87,553.00	45,407.00	57,272.00
Scope 2 (Tons of carbon dioxide equivalents)	128,429.00	113,082.00	131,422.00
Scope 3 (Tons of carbon dioxide equivalents)	1,215,711.00	878,790.00	1,139,906.00

Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	1,431,693.00	1,037,279.00	1,328,600.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : LRQA (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://www.sritranggloves.com/storage/content/corporate-info/corporate-governance/20220824-stgt-policy-on-human-rights-th.pdf>

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)	4,803	4,085	4,418
Number of female employees (Persons)	4,935	4,095	4,898
Total number of employees (Persons)	9,738	8,180	9,316

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	2,320.40

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	44.00	42.00	30.00
Employee development and training expenses (baht)	5,498,973.00	5,360,000.00	12,773,336.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	42	32	26
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	1.32	5.34	2.40

• **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.sritranggloves.com/th/corporate-info/corporate-governance/corporate-governance-policy

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
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Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct	: Yes
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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
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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	4	33.33

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

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. WEERAKORN ONGSAKUL Gender: Male Age: 55 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	31 May 2019	Corporate Management, Leadership, Governance/ Compliance, Corporate Social Responsibility, Sustainability, Risk Management, Audit, Energy & Utilities, Finance & Securities, Engineering

2.	Mr. KITICHAJ SINCHAROENKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	1 Apr 2019	Law, Risk Management, Human Resource Management, Corporate Management, Sustainability, Corporate Social Responsibility, Agribusiness, Governance/ Compliance, Leadership, Economics
3.	Mr. VIYAVOOD SINCHAROENKUL Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Apr 2019	Risk Management, Corporate Management, IT Management, Marketing, Sustainability, Corporate Social Responsibility, Agribusiness, Governance/ Compliance, Leadership, Information & Communication Technology
4.	Mr. ANAN PRUKSANUSAK Gender: Male Age: 68 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	1 Apr 2019	Risk Management, Finance, Sustainability, Corporate Social Responsibility, Agribusiness, Governance/ Compliance, Accounting, Property Development
5.	Mr. VEERASITH SINCHAREONKUL Gender: Male Age: 38 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	1 Apr 2019	Risk Management, Corporate Management, Marketing, Finance, Sustainability, Corporate Social Responsibility, Agribusiness, Governance/ Compliance, Leadership

6.	<p>Ms. JARINYA JIROJKUL</p> <p>Gender: Female</p> <p>Age: 51 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 (Executive)</p> <p>Director type: Original director</p>	1 Apr 2019	<p>Strategic Management, Risk Management, Corporate Management, Marketing, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership, Engineering, Information & Communication Technology</p>
7.	<p>Ms. THANAWAN SA-NGIAMSAK</p> <p>Gender: Female</p> <p>Age: 43 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Apr 2019	<p>Law, Risk Management, Corporate Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Banking, Agribusiness, Governance/ Compliance, Accounting, Leadership, Finance & Securities, Economics</p>
8.	<p>Mr. VITANATH SINCHAROENKUL</p> <p>Gender: Male</p> <p>Age: 32 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Apr 2019	<p>Risk Management, Corporate Management, Brand Management, Marketing, Design, Sustainability, Corporate Social Responsibility, Agribusiness, Packaging, Governance/ Compliance, Leadership, Information & Communication Technology</p>
9.	<p>Mr. CHEE PING CHIA</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	1 Apr 2019	<p>Marketing, Data Management, Data Analysis, Governance/ Compliance</p>

10.	Mrs. UNAKORN PHRUITHITHADA Gender: Female Age: 65 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: Original director	31 May 2019	Risk Management, Corporate Management, Audit, Finance, Health Care Services, Sustainability, Corporate Social Responsibility, Internal Control, Banking, Governance/ Compliance, Accounting, Leadership, Finance & Securities
11.	GEN. BUNDIT BOONYAPAN Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 Dec 2020	Law, Risk Management, Corporate Management, Audit, Tourism & Leisure, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership
12.	Mr. THANATIP UPATISING Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Art (History, Philosophy and Politics) Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Apr 2022	Data Management, Data Analysis, Negotiation, Leadership, Governance/ Compliance

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. Mr. WEERAKORN ONGSAKUL Gender: Male Age: 55 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	16 Nov 2020	Corporate Management, Leadership, Governance/ Compliance, Corporate Social Responsibility, Sustainability, Risk Management, Audit, Energy & Utilities, Finance & Securities, Engineering
2. Mrs. UNAKORN PHRUITHITHADA [1] Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	31 May 2019	Risk Management, Corporate Management, Audit, Finance, Health Care Services, Sustainability, Corporate Social Responsibility, Internal Control, Banking, Governance/ Compliance, Accounting, Leadership, Finance & Securities
3. GEN. BUNDIT BOONYAPAN Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Dec 2020	Law, Risk Management, Corporate Management, Audit, Tourism & Leisure, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership

[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. VIYAVOOD SINCHAROENKUL Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Apr 2019
2. Mr. KITICHA SINCHAROENKUL Gender: Male Age: 63 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 Apr 2019
3. Mr. VEERASITH SINCHAREONKUL Gender: Male Age: 38 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 Apr 2019
4. Mr. VITANATH SINCHAROENKUL Gender: Male Age: 32 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2019

5.	Mr. ANAN PRUKSANUSAK Gender: Male Age: 68 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 Apr 2019
6.	Ms. JARINYA JIROJKUL Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2019

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination Committee	Mr. KITICHA SINCHAROENKUL	Chairman
	Mr. WEERAKORN ONGSAKUL	Member
	GEN. BUNDIT BOONYAPAN	Member
The Remuneration Committee	Mr. WEERAKORN ONGSAKUL	Chairman
	Mr. KITICHA SINCHAROENKUL	Member
	GEN. BUNDIT BOONYAPAN	Member
The Risk Management Committee	Mr. VEERASITH SINCHAREONKUL	Chairman
	Ms. JARINYA JIROJKUL	Member
	Ms. THANAWAN SA-NGIAMSAK	Member
	Mr. WEERAKORN ONGSAKUL	Member
Corporate Governance and Sustainable Development Committee	Mr. VITANATH SINCHAROENKUL	Chairman
	GEN. BUNDIT BOONYAPAN	Member
	Ms. JARINYA JIROJKUL	Member
	Ms. THANAWAN SA-NGIAMSAK	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination Committee
Sub-committees responsible for remuneration	: The Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: 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. Ms. JARINYA JIROJKUL Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	1 Apr 2019	Strategic Management, Risk Management, Corporate Management, Marketing, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Leadership, Engineering, Information & Communication Technology
2. Ms. THANAWAN SA-NGIAMSAK [1] Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	1 Apr 2019	Law, Risk Management, Corporate Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Banking, Agribusiness, Governance/ Compliance, Accounting, Leadership, Finance & Securities, Economics
3. Mr. CHEE PING CHIA Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Marketing Officer	1 Apr 2019	Marketing, Data Management, Data Analysis, Governance/ Compliance
4. Mr. VITANATH SINCHAROENKUL Gender: Male Age: 32 years old Highest level of education: Master's degree Major: Fine and Applied Arts	Chief Branding Officer	1 Apr 2019	Risk Management, Corporate Management, Brand Management, Marketing, Design, Sustainability, Corporate Social Responsibility, Agribusiness, Packaging, Governance/ Compliance, Leadership, Information & Communication Technology

5.	Mr. Phanlert Wangsuphadilok Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Engineering	Chief Automation Officer	1 Jan 2023	Engineering
6.	Mr. Asom Aksornnam Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Science	Production Manager Hat Yai Branch	24 Jul 2019	Engineering
7.	Mr. Chalermchai Norsakul Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Engineering	Production Manager Surat Thani Branch	24 Jul 2019	Engineering
8.	Ms. Oralak Thinnakornsutibut [2] Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Finance and Account Manager, Accountant	24 Jul 2019	Accounting, Finance
9.	Mr. Somrat Thapnual Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Liberal Arts	Human Resource Manager	24 Jul 2019	Human Resource Management, Corporate Management
10.	Ms. Amornrat Awato Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Economics	Purchasing Manager	24 Jul 2019	Economics, Procurement
11.	Ms. Worasa Maijaidee Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Engineering	Logistics Manager	14 Aug 2020	Engineering, Transportation & Logistics

[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)	60,920,000.00	54,130,000.00	53,010,000.00

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) : 4,418

Number of female employees (persons) : 4,898

Total number of employees (persons) : 9,316

Employee Remuneration

Total employee remuneration : 2,320.40

Provident fund

Total number of employees (persons) : 9,316

Number of employees contributing to the PVD (persons) : 1,111

Percentage of employees who are members (%) : 65.39

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. KITICHAJ SINCHAROENKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Apr 2019	Law, Risk Management, Human Resource Management, Corporate Management, Sustainability, Corporate Social Responsibility, Agribusiness, Governance/ Compliance, Leadership, Economics
2. Mr. ANAN PRUKSANUSAK Gender: Male Age: 68 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: 1 Apr 2019	Risk Management, Finance, Sustainability, Corporate Social Responsibility, Agribusiness, Governance/ Compliance, Accounting, Property Development
3. Mr. VEERASITH SINCHAREONKUL Gender: Male Age: 38 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: 1 Apr 2019	Risk Management, Corporate Management, Marketing, Finance, Sustainability, Corporate Social Responsibility, Agribusiness, Governance/ Compliance, Leadership

4.	Mr. CHEE PING CHIA	Director	Date position was	Marketing, Data Management,
	Gender: Male	(Executive)	assumed:	Data Analysis, Governance/
	Age: 55 years old		1 Apr 2019	Compliance
	Highest level of education:	Director type: Re-elected		
	Bachelor's degree	as director		
	Major: Business Administration			
	Thai nationality: No			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. WEERAKORN ONGSAKUL	Chairman of the board	Participating
Mr. KITICHA SINCHAROENKUL	Vice Chairman	Participating
Mr. VIYAVOOD SINCHAROENKUL	Director	Participating
Mr. ANAN PRUKSANUSAK	Director	Participating
Mr. VEERASITH SINCHAREONKUL	Director	Participating
Ms. JARINYA JIROJKUL	Director	Participating
Ms. THANAWAN SA-NGIAMSAK	Director	Participating
Mr. VITANATH SINCHAROENKUL	Director	Participating
Mr. CHEE PING CHIA	Director	Participating
Mrs. UNAKORN PHRUITHITHADA	Director	Participating
GEN. BUNDIT BOONYAPAN	Director	Participating
Mr. THANATIP UPATISING	Director	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) : 6

Date of AGM meeting : 10 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. WEERAKORN ONGSAKUL (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. KITICHAJ SINCHAROENKUL (Vice Chairman)	-	5/6	Participating	Did not hold the meeting
3.	Mr. VIYAVOOD SINCHAROENKUL (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. ANAN PRUKSANUSAK (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. VEERASITH SINCHAREONKUL (Director)	-	6/6	Participating	Did not hold the meeting
6.	Ms. JARINYA JIROJKUL (Director)	-	6/6	Participating	Did not hold the meeting
7.	Ms. THANAWAN SA-NGIAMSAK (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. VITANATH SINCHAROENKUL (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. CHEE PING CHIA (Director)	-	6/6	Participating	Did not hold the meeting
10.	Mrs. UNAKORN PHRUITHITHADA (Director)	-	6/6	Participating	Did not hold the meeting
11.	GEN. BUNDIT BOONYAPAN (Director)	-	6/6	Participating	Did not hold the meeting

12.	Mr. THANATIP UPATISING (Director)	-	6/6	Participating	Did not hold the meeting
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Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. WEERAKORN ONGSAKUL (Chairman of the board)	-	12,000.00	1,320,000.00	No
2.	Mr. KITICHAJ SINCHAROENKUL (Vice Chairman)	-	N/A	1,080,000.00	No
3.	Mr. VIYAVOOD SINCHAROENKUL (Director)	-	N/A	1,320,000.00	No
4.	Mr. ANAN PRUKSANUSAK (Director)	-	N/A	1,080,000.00	No
5.	Mr. VEERASITH SINCHAREONKUL (Director)	-	N/A	1,080,000.00	No
6.	Ms. JARINYA JIROJKUL (Director)	-	N/A	1,080,000.00	No
7.	Ms. THANAWAN SA-NGIAMSAK (Director)	-	N/A	960,000.00	No
8.	Mr. VITANATH SINCHAROENKUL (Director)	-	N/A	1,080,000.00	No
9.	Mr. CHEE PING CHIA (Director)	-	N/A	960,000.00	No
10.	Mrs. UNAKORN PHRUITHITHADA (Director)	-	N/A	1,080,000.00	No
11.	GEN. BUNDIT BOONYAPAN (Director)	-	14,000.00	1,080,000.00	No
12.	Mr. THANATIP UPATISING (Director)	-	N/A	960,000.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. WEERAKORN ONGSAKUL (Chairman of the audit committee)	-	5/5
2.	Mrs. UNAKORN PHRUITHITHADA (Audit committee)	-	5/5
3.	GEN. BUNDIT BOONYAPAN (Audit committee)	-	5/5