



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

LEO GLOBAL LOGISTICS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : LEO GLOBAL LOGISTICS PUBLIC COMPANY LIMITED

Symbol : LEO

Address : 251-251/1 Soi Pakdee, Rama III Road, Bangkorleam, Bangkorleam

Province : Bangkok

Postcode : 10120

Business : Providing end-to-end global logistics services, and
integrated logistics services

Registration Number : 0107560000125

Telephone : 0-2079-9888

Fax (if applicable) : 0-2079-9829

Website : www.leogloballogistics.com

Email : eacc@leogloballogistics.com

Total Shares Sold (shares)

Common Stock : 320,000,200

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	4,490,249.00	1,361,919.00	1,625,395.00
Sea Freight Service (Thousand baht)	4,064,627.00	952,772.00	1,225,846.00
Air Freight Service (Thousand baht)	209,576.00	107,936.00	81,442.00
Integrated Logistics Services (Thousand baht)	189,263.00	271,817.00	286,383.00
Self Storage and Container Depot Services (Thousand baht)	26,783.00	29,394.00	31,724.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Sea Freight Service (%)	90.52	69.96	75.42
Air Freight Service (%)	4.67	7.93	5.01
Integrated Logistics Services (%)	4.21	19.96	17.62
Self Storage and Container Depot Services (%)	0.60	2.16	1.95

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	4,490,249.00	1,361,919.00	1,625,395.00
Domestic (Thousand baht)	4,490,249.00	1,361,919.00	1,625,395.00
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	5,099.00	10,996.00	7,147.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	5,099.00	10,996.00	7,147.00

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

	2022	2023	2024
Share of profit (Thousand baht)	13,928.00	1,195.00	-10,171.00

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	N/A	N/A	0.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Risk from competitiveness with others logistics providers in the same business, both global and local competitors

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Competition risk

Risk from digital disruption: the use of IT Platform, AI in businesses and the incoming new players of Tech Companies

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

The risk from the fluctuation of freight and transportation rates

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Other

Risk from the fluctuation of foreign exchange rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from liability for damages arising during transportation

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters
- Other

Risk from administration dependent upon the executives and major shareholders

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Corporate ownership structure risk

Operational Risk

- Reliance on employees in key positions

Risk to Securities Holder (2.2.2)

Investment risk imposed on the securities holders

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

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice (if applicable) : <https://investor.leogloballogistics.com/storage/content/corporate-governance/corporate-governance-policy/20250311-leo-enviroment-policy-th.pdf>

Company environmental guideline : Electricity 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

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	321,791.00	308,815.00	359,407.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	3,776.00	4,432.00	4,753.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

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://investor.leogloballogistics.com/storage/content/corporate-governance/corporate-governance-policy/20250311-leo-human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer 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

	2022	2023	2024
Number of male employees (Persons)	92	92	95
Number of female employees (Persons)	242	230	219
Total number of employees (Persons)	334	322	314

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	133,061,377.59	141,138,548.66	141,126,123.01

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	41.30	37.07	36.57
Employee development and training expenses (baht)	N/A	5,883,072.00	4,044,747.94

• Health, safety and work environment

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

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	12.28	9.01	18.47

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy	: Yes
Company website on corporate governance policy	: https://investor.leogloballogistics.com/storage/content/corporate-governance/corporate-governance-policy/20210205-corporate-governance-policy-th.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
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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	9	100.00
Number of male directors	8	88.89
Number of female directors	1	11.11
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	5	55.56

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. SANEE DANGWUNG Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	13 Feb 2015	Accounting, Marketing, Human Resource Management

2.	Mr. KETTIVIT SITISOONTORNWONG Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	11 Oct 1991	Transportation & Logistics, Marketing
3.	Mr. SURASIT ASAVASAKSERI Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Feb 2008	Transportation & Logistics, Marketing
4.	Ms. SRIPRI EAKWICHIT Gender: Female Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Feb 2008	Transportation & Logistics, Marketing
5.	Mr. VIWAT LIMSAKDAKUL 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, Independent director) Director type: Original director	13 Feb 2015	Finance, Marketing

6.	Mr. WORAGAN XUTO Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	13 Feb 2015	Economics
7.	Mr. TEERACHAI CHEMNASIRI Gender: Male Age: 78 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: Original director	13 Dec 2016	Human Resource Management, Corporate Management
8.	Mr. PAIBOON SUMRANPUTI Gender: Male Age: 82 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Jan 2017	Marketing
9.	Mr. APICHART LEEISSARANUKUL Gender: Male Age: 61 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	29 Apr 2021	Finance, Engineering

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 : 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. Mr. VIWAT LIMSAKDAKUL [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	13 Feb 2015	Finance, Marketing
2. Mr. WORAGAN XUTO [1] Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	13 Feb 2015	Economics

3.	Mr. TEERACHAI CHEMNASIRI [1] Gender: Male Age: 78 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	13 Dec 2016	Human Resource Management, Corporate Management
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[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. KETTIVIT SITTISOONTORNWONG Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	11 Oct 1991
2.	Mr. SURASIT ASAVASAKSERI Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Feb 2008
3.	Ms. SRIPRI EAKWICHIT Gender: Female Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Feb 2008

4.	Mr. Vises Sittisoontornwong Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Feb 2008
5.	Mr. Manop Patjawit Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2016

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. TEERACHAI CHEMNASIRI	Chairman
	Mr. WORAGAN XUTO	Member
	Mr. PAIBOON SUMRANPUTI	Member
Risk Management Working Group	Mr. KETTIVIT SITTISOONTORNWONG	Chairman
	Mr. SURASIT ASAVASAKSERI	Member
	Ms. SRIPRI EAKWICHIT	Member
	Mr. Manop Patjawit	Member
the Corporate Governance and Sustainability Committee	Mr. SANEE DANGWUNG	Chairman
	Mr. PAIBOON SUMRANPUTI	Member
	Mr. KETTIVIT SITTISOONTORNWONG	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: the Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: the 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. KETTIVIT SITTISOONTORNWONG Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	11 Oct 1991	Transportation & Logistics, Marketing
2. Mr. SURASIT ASAVASAKSERI Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Operating Officer	1 Feb 2008	Transportation & Logistics, Marketing
3. Ms. SRIPRI EAKWICHIT Gender: Female Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Operating Officer	1 Feb 2008	Transportation & Logistics, Marketing
4. Mr. Vises Sittisoontornwong Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Operating Officer	1 Feb 2008	Transportation & Logistics

5.	Mr. Manop Patjawit [1] Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	25 May 2016	Accounting, Finance
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[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

	2022	2023	2024
Total executive remuneration (baht)	30,605,852.80	25,657,941.60	23,097,708.40

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) : 95

Number of female employees (persons) : 219

Total number of employees (persons) : 314

Employee Remuneration

Total employee remuneration : 141,126,123.01

Provident fund

Total number of employees (persons)	: 314
Number of employees contributing to the PVD (persons)	: 207
Percentage of employees who are members (%)	: 65.92

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)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SANEE DANGWUNG	Chairman of the board	Participating
Mr. KETTIVIT SITTISOONTORNWONG	Vice Chairman	Participating
Mr. SURASIT ASAVASAKSERI	Director	Participating
Ms. SRIPRI EAKWICHIT	Director	Participating
Mr. VIWAT LIMSAKDAKUL	Director	Participating
Mr. WORAGAN XUTO	Director	Non-participating
Mr. TEERACHAI CHEMNASIRI	Director	Non-participating
Mr. PAIBOON SUMRANPUTI	Director	Participating
Mr. APICHART LEEISSARANUKUL	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) : 6

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SANEE DANGWUNG (Chairman of the board)	-	5/6	Participating	Did not hold the meeting
2. Mr. KETTIVIT SITTISOONTORNWONG (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
3. Mr. SURASIT ASAVASAKSERI (Director)	-	6/6	Participating	Did not hold the meeting
4. Ms. SRIPRI EAKWICHIT (Director)	-	6/6	Participating	Did not hold the meeting
5. Mr. VIWAT LIMSAKDAKUL (Director)	-	5/6	Participating	Did not hold the meeting
6. Mr. WORAGAN XUTO (Director)	-	6/6	Participating	Did not hold the meeting
7. Mr. TEERACHAI CHEMNASIRI (Director)	-	6/6	Participating	Did not hold the meeting
8. Mr. PAIBOON SUMRANPUTI (Director)	-	6/6	Participating	Did not hold the meeting
9. Mr. APICHART LEEISSARANUKUL (Director)	-	5/6	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. SANEE DANGWUNG (Chairman of the board)	-	900,000.00	84,016.53	No
2. Mr. KETTIVIT SITTISOONTORNWONG (Vice Chairman)	-	0.00	0.00	No
3. Mr. SURASIT ASAVASAKSERI (Director)	-	0.00	0.00	No

4.	Ms. SRIPRI EAKWICHIT (Director)	-	0.00	0.00	No
5.	Mr. VIWAT LIMSAKDAKUL (Director)	-	360,000.00	84,016.53	No
6.	Mr. WORAGAN XUTO (Director)	-	360,000.00	84,016.53	No
7.	Mr. TEERACHAI CHEMNASIRI (Director)	-	360,000.00	84,016.53	No
8.	Mr. PAIBOON SUMRANPUTI (Director)	-	360,000.00	84,016.53	No
9.	Mr. APICHART LEEISSARANUKUL (Director)	-	360,000.00	84,016.53	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. VIWAT LIMSAKDAKUL (Chairman of the audit committee)	-	3/4
2.	Mr. WORAGAN XUTO (Audit committee)	-	4/4
3.	Mr. TEERACHAI CHEMNASIRI (Audit committee)	-	4/4