



# **Annual Registration Statement / Annual Report**

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

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

**SAHATHAI PRINTING & PACKAGING 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 : SAHATHAI PRINTING & PACKAGING PUBLIC COMPANY LIMITED

Symbol : STP

Address : 200/1 Soi Jaransanitwong 42, Bangyeekhan, Bangplad

Province : Bangkok

Postcode : 10700

Business : The Company operates the business of printing paper boxes and all types of publications.

Registration Number : 0107564000359

Telephone : 0-2423-0051-2

Fax (if applicable) : 0-2424-7027

Website : <http://sahathaiprinting.com>

Email : [info@sahathaiprinting.com](mailto:info@sahathaiprinting.com)

#### Total Shares Sold (shares)

Common Stock : 100,000,000

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)	541,576.00	511,930.00	692,105.00
Revenue from sale (Thousand baht)	522,734.00	489,325.00	670,819.00
Revenue from service (Thousand baht)	18,842.00	22,605.00	21,286.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sale (%)	96.52	95.58	96.92
Revenue from service (%)	3.48	4.42	3.08

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	541,576.00	511,930.00	692,105.00
Domestic (Thousand baht)	541,576.00	511,930.00	692,105.00
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)	20,996.00	21,657.00	26,306.00
Other income from operations (Thousand baht)	20,996.00	21,657.00	26,306.00
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**

	2022	2023	2024
Share of profit (Thousand baht)	0.00	0.00	0.00

**Information on Products and Services (1.2.2)****Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

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

# Risk Management

# Risk Management

## Risk Factors (2.2)

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

**The risk of relying on some major customers**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

**The risk of relying on customers in a particular industry**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

**The risk of fluctuations in the prices of key raw materials**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

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

**The risk of relying on major paper suppliers**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors



### **Risk of conducting business in highly competitive industries**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

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

### **The risk of not being able to renew a lease agreement**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Property lease agreement execution

### **Risk of greenhouse gas emissions**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Impact on the environment

### **Risks of having family members in management positions**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Systems or internal control system

Compliance Risk

- Corporate Governance

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

The risk of having a significant concentration of shareholding in the hands of the Rojwongcharas family, Rojwongjaras family, or Rojwongjaras family, collectively owning more than 50% of the fully paid-up capital.

**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 : No

## Environmental Aspect (3.3)

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

Environmental Policy and Practice : No

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

	2022	2023	2024
Diesel (Litres)	53,383.07	66,064.74	80,475.45
Gasoline (Litres)	17,211.96	12,032.13	10,564.26
Natural gas (Standard cubic feet)	279.56	446.40	455.12
LPG (Kilograms)	52,800.00	61,920.00	75,390.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,922,690.00	2,251,430.00	2,839,504.87

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	11,213.40	15,352.00	16,327.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	2,771,568.00	2,787,029.00	4,098,296.00
Hazardous waste (Kilograms)	66,290.00	71,987.00	124,015.00
Total waste generated (Kilograms)	2,837,858.00	2,859,016.00	4,222,311.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	548.00	471.00	560.00
Scope 2 (Tons of carbon dioxide equivalents)	780.00	888.00	922.00
Scope 3 (Tons of carbon dioxide equivalents)	12,468.00	16,351.00	20,210.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	13,796.00	17,710.00	21,692.00

• 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 : No

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

	2022	2023	2024
Number of male employees (Persons)	187	182	192
Number of female employees (Persons)	140	131	154
<b>Total number of employees (Persons)</b>	<b>327</b>	<b>313</b>	<b>346</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	79,156,820.00	91,481,742.00	94,459,127.00

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	12.40	9.50	6.24
Employee development and training expenses (baht)	196,634.58	175,570.09	156,673.50

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

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	5	5	4

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	38.23	40.89	34.10

• **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

#### 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

## 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 : 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	4	44.44
Number of non-executive directors	5	55.56
Number of independent directors	3	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. SAWONG DHANGWATNOTAI Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	31 Aug 2021	Engineering

2.	<p>Mr. THANADECH MAHAPOKAI</p> <p>Gender: Male</p> <p>Age: 64 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>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	31 Aug 2021	Marketing, Accounting, Finance
3.	<p>Mr. SOMCHART BARAMICHA</p> <p>Gender: Male</p> <p>Age: 73 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	31 Aug 2021	Engineering, Packaging
4.	<p>Mr. SURASAK ROJWONGCHARAS</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</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>	31 Aug 2021	Packaging, Engineering
5.	<p>Ms. AMORNRAT ROTWONGCHARAS</p> <p>Gender: Female</p> <p>Age: 86 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Junior High School</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>	31 Aug 2021	Packaging

6.	Mr. SURANAI ROJWONGCHARAS Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	31 Aug 2021	Accounting, Engineering, Packaging, Business Administration
7.	Mrs. NISACHOL CHAIYAWAT Gender: Female Age: 56 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	31 Aug 2021	Finance, Business Administration
8.	Mr. PRASONG ROJWONGJARAS Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	31 Aug 2021	Law, Packaging
9.	Ms. HARUETHAI ROJWONGCHARAS Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Science in Human Resource Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	9 Nov 2023	Human Resource Management, 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 : 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. THANADECH MAHAPOKAI [1] Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Re-elected as director	31 Aug 2021	Marketing, Accounting, Finance
2. Mr. SOMCHART BARAMICHAJ Gender: Male Age: 73 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: Original director	31 Aug 2021	Engineering, Packaging

3.	Mr. SAWONG DHANGWATNOTAI	Audit committee	31 Aug 2021	Engineering
	Gender: Male	(Non-executive,		
	Age: 73 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Engineering	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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.	Mrs. NISACHOL CHAIYAWAT	Member of the	1 May 2019
	Gender: Female	executive committee	
	Age: 56 years old		
	Highest level of education: Bachelor's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
2.	Mr. PRASONG ROJWONGJARAS	Member of the	1 May 2019
	Gender: Male	executive committee	
	Age: 43 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mr. PRASERT ROJWONGJARAS	Member of the	1 May 2019
	Gender: Male	executive committee	
	Age: 46 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

4.	Mr. Surachai Tarawatanatham Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 May 2019
5.	Mr. SURANAI ROJWONGCHARAS Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 May 2019
6.	Ms. HARUETHAI ROJWONGCHARAS Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Science in Human Resource Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 May 2019

## 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. SURANAI ROJWONGCHARAS Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 May 2019	Accounting, Engineering, Packaging, Business Administration



2.	<p>Mrs. NISACHOL CHAIYAWAT</p> <p>Gender: Female</p> <p>Age: 56 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p>	<p>Deputy Chief Executive Officer</p>	1 May 2019	Finance, Business Administration
3.	<p>Mr. PRASONG ROJWONGJARAS</p> <p>Gender: Male</p> <p>Age: 43 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Chief Operating Officer</p>	1 May 2019	Law, Packaging
4.	<p>Mr. PRASERT ROJWONGJARAS</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Chief Technology Officer</p>	1 May 2019	IT Management, Business Administration
5.	<p>Ms. HARUETHAI ROJWONGCHARAS</p> <p>Gender: Female</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science in Human Resource</p>	<p>Chief Commercial Officer</p>	1 May 2019	Human Resource Management, Business Administration
6.	<p>Mr. Surachai Tarawatanatham [1]</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p>	<p>Chief Financial Officer</p>	1 May 2019	Accounting, Audit

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 192

Number of female employees (persons) : 154

**Total number of employees (persons)** : 346

## **Employee Remuneration**

Total employee remuneration : 94,459,127.00

## **Provident fund**

Total number of employees (persons) : 346

Number of employees contributing to the PVD (persons) : 98

Percentage of employees who are members (%) : 27.00

# 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. SOMCHART BARAMICHA Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 31 Aug 2021	Engineering, Packaging
2. Ms. AMORNRAT ROTWONGCHARAS Gender: Female Age: 86 years old Highest level of education: Below a bachelor's degree Major: Junior High School Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 31 Aug 2021	Packaging
3. Mr. SURANAI ROJWONGCHARAS Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 31 Aug 2021	Accounting, Engineering, Packaging, Business Administration

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SAWONG DHANGWATNOTAI	Chairman of the board	Non-participating
Mr. THANADECH MAHAPOKAI	Vice Chairman	Non-participating
Mr. SOMCHART BARAMICHAJ	Vice Chairman	Non-participating
Mr. SURASAK ROJWONGCHARAS	Director	Non-participating
Ms. AMORN RAT ROTWONGCHARAS	Director	Non-participating
Mr. SURANAI ROJWONGCHARAS	Director	Non-participating
Mrs. NISACHOL CHAIYAWAT	Director	Non-participating
Mr. PRASONG ROJWONGJARAS	Director	Non-participating
Ms. HARUETHAI ROJWONGCHARAS	Director	Participating

## 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 : 9 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SAWONG DHANGWATNOTAI (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. THANADECH MAHAPOKAI (Vice Chairman)	-	6/6	Participating	Did not hold the meeting

3.	Mr. SOMCHART BARAMICHAJ (Vice Chairman)	-	6/6	Non-participating	Did not hold the meeting
4.	Mr. SURASAK ROJWONGCHARAS (Director)	-	6/6	Participating	Did not hold the meeting
5.	Ms. AMORNRAT ROTWONGCHARAS (Director)	-	5/6	Participating	Did not hold the meeting
6.	Mr. SURANAI ROJWONGCHARAS (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mrs. NISACHOL CHAIYAWAT (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. PRASONG ROJWONGJARAS (Director)	-	6/6	Participating	Did not hold the meeting
9.	Ms. HARUETHAI ROJWONGCHARAS (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. SAWONG DHANGWATNOTAI (Chairman of the board)	-	180,000.00	161,666.67	No
2.	Mr. THANADECH MAHAPOKAI (Vice Chairman)	-	120,000.00	161,666.67	No
3.	Mr. SOMCHART BARAMICHAJ (Vice Chairman)	-	120,000.00	161,666.67	No
4.	Mr. SURASAK ROJWONGCHARAS (Director)	-	120,000.00	120,000.00	No
5.	Ms. AMORNRAT ROTWONGCHARAS (Director)	-	100,000.00	120,000.00	No
6.	Mr. SURANAI ROJWONGCHARAS (Director)	-	120,000.00	120,000.00	No
7.	Mrs. NISACHOL CHAIYAWAT (Director)	-	120,000.00	120,000.00	No
8.	Mr. PRASONG ROJWONGJARAS (Director)	-	120,000.00	120,000.00	No
9.	Ms. HARUETHAI ROJWONGCHARAS (Director)	-	100,000.00	120,000.00	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. THANADECH MAHAPOKAI (Chairman of the audit committee)	-	4/4
2.	Mr. SOMCHART BARAMICHAJ (Audit committee)	-	4/4
3.	Mr. SAWONG DHANGWATNOTAI (Audit committee)	-	4/4