



# **Annual Registration Statement / Annual Report**

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

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

**P.S.P.Specialties 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 : P.S.P.Specialties Public Company Limited

Symbol : PSP

Address : 1 Borommaratchachonnani Rd. Arun Amarin, Bangkok Noi

Province : Bangkok

Postcode : 10700

Business : Total solution provider of lubricant products, including raw material procurement, product design, production, packing, terminalling and distribution center, logistics management services and other related businesses

Registration Number : 0107565000417

Telephone : 0-2434-0540

Fax (if applicable) : 0-2433-6016

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

Email : [comsec@psp.co.th](mailto:comsec@psp.co.th)

#### Total Shares Sold (shares)

Common Stock : 1,400,000,000

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)	13,204,386.70	12,257,191.64	13,350,597.52
Lubricant (Thousand baht)	7,048,301.61	6,998,231.14	7,903,458.10
Grease (Thousand baht)	899,292.99	808,942.88	631,178.19
Rubber Process Oil (Thousand baht)	1,195,875.22	967,516.37	1,024,813.42
Transformer Oil (Thousand baht)	558,910.54	494,005.92	588,817.35
Trading Business (Thousand baht)	2,930,492.93	2,444,780.15	2,702,865.40
Service related to product manufacturing (Thousand baht)	118,264.57	117,383.10	117,356.94
Terminalling service (Thousand baht)	193,821.94	190,469.62	180,651.89
Distribution center service (Thousand baht)	97,684.17	99,962.61	106,883.72
Logistic service (Thousand baht)	161,742.73	135,899.85	94,572.51

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Lubricant (%)	53.38	57.09	59.20
Grease (%)	6.81	6.60	4.73
Rubber Process Oil (%)	9.06	7.89	7.68
Transformer Oil (%)	4.23	4.03	4.41
Trading Business (%)	22.19	19.95	20.25
Service related to product manufacturing (%)	0.90	0.96	0.88
Terminalling service (%)	1.47	1.55	1.35

Distribution center service (%)	0.74	0.82	0.80
Logistic service (%)	1.22	1.11	0.71

#### By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	13,204,386.70	12,257,191.64	13,350,597.52
Domestic (Thousand baht)	11,019,531.17	10,369,151.16	10,878,560.86
International (Thousand baht)	2,184,855.53	1,888,040.48	2,472,036.66
Cambodia (Thousand baht)	285,362.88	180,098.56	244,006.22
Myanmar (Thousand baht)	160,314.20	146,306.92	498,159.10
Indonesia (Thousand baht)	276,935.21	226,670.61	258,086.83
China (Thousand baht)	152,956.08	165,916.94	157,015.74
Other countries (Thousand baht)	1,309,287.16	1,169,047.45	1,314,768.77

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	83.45	84.60	81.48
International (%)	16.55	15.40	18.52
Cambodia (%)	13.06	9.54	9.87
Myanmar (%)	7.34	7.75	20.15
Indonesia (%)	12.68	12.01	10.44
China (%)	7.00	8.79	6.35
Other countries (%)	59.93	61.92	53.19

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

	2022	2023	2024
Total other income (Thousand baht)	20,359.64	21,679.82	26,656.49
Other income from operations (Thousand baht)	8,257.01	9,485.06	9,245.13
Other service income (Thousand baht)	7,373.29	8,842.97	8,757.56
Other rental income (Thousand baht)	883.72	642.09	487.57
Other income not from operations (Thousand baht)	12,102.63	12,194.76	17,411.36
Income from damage compensation (Thousand baht)	4,867.51	4,412.16	4,558.27
Interest income (Thousand baht)	542.86	2,828.64	2,874.72
Other income (Thousand baht)	6,692.26	4,953.95	9,978.37

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

	2022	2023	2024
Share of profit (Thousand baht)	-46,272.35	-28,812.68	1,468.60

**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	15,608.93	18,424.09	15,781.29

# 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 Dependence on Major Customers**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

### **Risk from Dependence on Suppliers for the Procurement of Base Oil, a Key Raw Material for the Company**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

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

### **Risk from the Decline in Lubricant Usage Due to the Increase in Electric Vehicles**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies

### **Risk from Uncertainty in Overseas Operations**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

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

#### **Risk of Loss of Investment due to the Group's Participation in Joint Ventures or Expansion into New Business (New S-Curve)**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Strategic Risk

- New business risk

#### **Risk from Accidents during Operations**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment

#### **Risk from Fluctuating Base Oil Prices, which may lead to a significant increase in raw material costs and other expenses**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Operational Risk

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

#### **Risk of Borrowing, Fluctuations in Loan Interest Rates, and the Ability to Pay Interest and Comply with Loan Agreement Terms and Conditions.**

**Risk Management Measures:** Yes

##### **Related Risk Topics**

Financial Risk

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

- Liquidity risk

#### **Exchange Rate Volatility Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

#### **Risk from Changes in Regulations, Rules, and Laws That May Affect the Business of the Group**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations
- Corporate Governance

#### **Climate Change and Natural Disaster Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters
- Impact on the environment

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

The common stock price of the Company may fluctuate, which could result in significant losses for investors who purchase the Company's common shares

**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.psp.co.th/th/investor-relations/document/annual-reports>  
(if applicable)

### 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.psp.co.th/th/investor-relations/document/annual-reports>  
(if applicable)

Remark : The Company is in the process of reviewing the content, operational guidelines, and performance results to be published on the official website under the topic of Sustainable Development and published in the Sustainability Report for 2024.

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

	2022	2023	2024
Jet fuel (Litres)	N/A	0.00	0.00
Diesel (Litres)	N/A	196,215.16	198,338.26
Gasoline (Litres)	N/A	114,159.97	110,528.22
Fuel oil (Litres)	N/A	720,000.00	702,000.00
Crude oil (Barrels)	N/A	0.00	0.00
Natural gas (Standard cubic feet)	N/A	0.00	0.00

LPG (Kilograms)	N/A	240.00	15.00
Steam (Metric tonnes)	N/A	0.00	0.00
Coal (Metric tonnes)	N/A	0.00	0.00

#### • Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	2,942,665.20	9,684,294.79	8,894,867.17

### Water management

#### • Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	53,741.00	50,038.00	56,048.00

### Waste management

#### • Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	159,200.00	577,437.00	485,091.00
Hazardous waste (Kilograms)	54,000.00	780,046.50	834,688.80
<b>Total waste generated (Kilograms)</b>	<b>213,200.00</b>	<b>1,357,483.50</b>	<b>1,319,779.80</b>
Remark : In 2024, additional data will be collected across the entire organization.			

### Greenhouse gas management

#### • Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	3,267.00	3,291.00

Scope 2 (Tons of carbon dioxide equivalents)	N/A	4,483.00	4,282.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	181,724.00	221,772.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>N/A</b>	<b>189,474.00</b>	<b>229,345.00</b>

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

Third-party verification : Yes

Name of verifying organization : Management System Certification Institute (Thailand) : MASCI

## 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.psp.co.th/th/investor-relations/document/annual-reports>

Remark : For those who are interested, details about the policies and practices related to social dimension and human rights can be found under the topic 'Driving Business for Sustainability' in the Social Dimension published in the One Report for 2024.

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)	346	340	346
Number of female employees (Persons)	261	254	259
<b>Total number of employees (Persons)</b>	<b>607</b>	<b>594</b>	<b>605</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	446,258,135.78	411,172,468.19	476,031,671.73

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	16.11	21.69	27.38
Employee development and training expenses (baht)	3,467,352.95	3,477,191.98	4,122,013.09

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



	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	2	3	5

• Employee retention

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	16.05	8.28	12.40

• 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://www.psp.co.th/storage/document/cg/cg-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, 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	7	100.00
Number of male directors	6	85.71
Number of female directors	1	14.29
Number of executive directors	2	28.57
Number of non-executive directors	5	71.43
Number of independent directors	3	42.86

#### 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. YONGYOS KRONGPHANICH Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	27 Jun 2022	Business Administration, Economics, Information & Communication Technology, Accounting, Finance

2.	Mr. SINT KRONGPANICH Gender: Male Age: 69 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	27 Jun 2022	Business Administration, Marketing, Engineering, Industrial Materials & Machinery
3.	Ms. CHARANYA SANGSUKDEE Gender: Female Age: 60 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	27 Jun 2022	Accounting, Law
4.	Mr. PREECHA ISSARAPANICHKIT 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	27 Jun 2022	Business Administration, Human Resource Management, Engineering, Industrial Materials & Machinery
5.	Mr. SAKESAN KRONGPANICH Gender: Male Age: 34 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	27 Jun 2022	Business Administration, Information & Communication Technology, Marketing

6.	Mr. CHOOCHAI EIAMRUNGROJ Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	27 Jun 2022	Business Administration, Economics, Information & Communication Technology, Marketing, Engineering
7.	Mr. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Organization Development Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	16 Jan 2023	Business Administration, Marketing, Finance, Human Resource Management, Information & Communication Technology

#### List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. PAVARES BOONTANONDA Gender: Male Age: 72 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 27 Jun 2022 Date directorship ended: 31 Jan 2024	No replacement director
2. Mr. PERMSAK KOSOLBHAND Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 27 Jun 2022 Date directorship ended: 31 Jan 2024	No replacement director

## Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : Yes

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. Ms. CHARANYA SANGSUKDEE [1] Gender: Female Age: 60 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	27 Jun 2022	Accounting, Law
2. Mr. CHOOCHAI EIAMRUNGROJ Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	27 Jun 2022	Business Administration, Economics, Information & Communication Technology, Marketing, Engineering
3. Mr. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Organization Development Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	16 Jan 2023	Business Administration, Marketing, Finance, Human Resource Management, Information & Communication Technology

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

Remark : Ms. CHARANYA SANGSUKDEE

## Executive Committee

### List of executive committee members

General information	Position	Date position was assumed
1. Mr. SINT KRONGPHANICH Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	2 Aug 2022
2. Mr. PREECHA ISSARAPANICHKIT 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	2 Aug 2022
3. Mr. SAKESAN KRONGPHANICH Gender: Male Age: 34 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Aug 2022
4. Mr. PIYA TECHAPICHETVANICH Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Aug 2022

5.	Mr. PAVARES BOONTANONDA Gender: Male Age: 72 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Aug 2022
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#### List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. PAVARES BOONTANONDA Gender: Male Age: 72 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 2 Aug 2022 Date directorship ended: 31 Jan 2024	No replacement director

#### Other sub-committees

#### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. CHOOCHAI EIAMRUNGROJ Mr. YONGYOS KRONGPANICH Ms. CHARANYA SANGSUKDEE	Chairman Member 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 : None

Sub-committees responsible for corporate sustainability development : None

## 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. SINT KRONGPANICH Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	2 Aug 2022	Business Administration, Marketing, Engineering, Industrial Materials & Machinery
2. Mr. SAKESAN KRONGPANICH Gender: Male Age: 34 years old Highest level of education: Master's degree Major: Business Administration	DEPUTY CHIEF EXECUTIVE OFFICER	2 Aug 2022	Business Administration, Information & Communication Technology, Marketing
3. Mr. PIYA TECHAPICHETVANICH [1] Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Finance	CHIEF FINANCIAL OFFICER	1 Oct 2024	Accounting, Finance, Economics, Law
4. Mr. Chanchai Chantrapimol Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF COMMERCIAL OFFICER	1 Oct 2024	Marketing, Business Administration, Engineering
5. Mr. Narongsak Yensakul Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF OPERATING OFFICER	1 Oct 2024	Engineering, Business Administration, Information & Communication Technology, Human Resource Management, Industrial Materials & Machinery

6.	Mr. Kittisak Suthithanakom	CHIEF SUPPLY CHAIN	1 Oct 2024	Business Administration,
	Gender: Male	OFFICER		Engineering, Industrial
	Age: 57 years old			Materials & Machinery
	Highest level of education: Master's degree			
	Major: 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

	2022	2023	2024
Total executive remuneration (baht)	45,915,698.00	45,329,449.00	39,235,686.00

### 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) : 346

Number of female employees (persons) : 259

**Total number of employees (persons) : 605**

### Employee Remuneration

Total employee remuneration : 476,031,671.73

## Provident fund

Total number of employees (persons) : 605

Number of employees contributing to the PVD (persons) : 539

Percentage of employees who are members (%) : 89.09

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

##### • Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Kammalart Sagaravasi	kammalart@psp.co.th	02-434-0540 Ext. 2562

##### • Company secretary

General information	Email	Telephone
1. Ms. Paweena Krongraksa	paweena@psp.co.th	02-434-0540 Ext. 2812

##### • Head of internal audit

General information	Email	Telephone
1. Mr. Kanthaphatt Jaruphattarayotsapat	kanthaphatt@psp.co.th	02-434-0540 Ext. 2591

##### • Head of compliance unit

General information	Email	Telephone
1. Ms. Songnapat Threephatrachorn	songnapat@psp.co.th	02-434-0540 Ext. 2402

• Head of investor relations

General information	Email	Telephone
1. Mr. Chotdhanin Temsiripong	psp-ir@psp.co.th	063-569-5926

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	<p>1. Mrs. SVASVADI ANUMANRAJDHON Email: svasvadi. anumanrajdhon@pwc.com Telephone: 02-844-1000</p> <p>2. Mrs. NUNTIKA LIMVIRIYALERS Email: nuntika. limviriyalers@pwc.com Telephone: 02-844-1000</p> <p>3. Mrs. TITHINUN VANKEO Email: tithinun.vankeo@pwc.com Telephone: 02-844-1000</p>	5,050,000.00	-

# 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. SINT KRONGPHANICH Gender: Male Age: 69 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: 27 Jun 2022	Business Administration, Marketing, Engineering, Industrial Materials & Machinery
2. Mr. PREECHA ISSARAPANICHKIT 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: 27 Jun 2022	Business Administration, Human Resource Management, Engineering, Industrial Materials & Machinery
3. Mr. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Organization Development Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 16 Jan 2023	Business Administration, Marketing, Finance, Human Resource Management, Information & Communication Technology

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. YONGYOS KRONGPANICH	Chairman of the board	Non-participating
Mr. SINT KRONGPANICH	Director	Non-participating
Ms. CHARANYA SANGSUKDEE	Director	Non-participating
Mr. PREECHA ISSARAPANICHKIT	Director	Participating
Mr. SAKESAN KRONGPANICH	Director	Non-participating
Mr. CHOOCHAI EIAMRUNGROJ	Director	Non-participating
Mr. TRINNAWAT THANITNITHIPHAN	Director	Non-participating
Mr. PAVARES BOONTANONDA	Director	Non-participating
Mr. PERMSAK KOSOLBHAND	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) : 8

Date of AGM meeting : 23 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
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1.	Mr. YONGYOS KRONGPHANICH (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2.	Mr. SINT KRONGPHANICH (Director)	-	8/8	Participating	Did not hold the meeting
3.	Ms. CHARANYA SANGSUKDEE (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. PREECHA ISSARAPANICHKIT (Director)	-	8/8	Participating	Did not hold the meeting
5.	Mr. SAKESAN KRONGPHANICH (Director)	-	8/8	Participating	Did not hold the meeting
6.	Mr. CHOOCHAI EIAMRUNGROJ (Director)	-	8/8	Participating	Did not hold the meeting
7.	Mr. TRINNAWAT THANITNITHIPHAN (Director)	-	7/8	Participating	Did not hold the meeting
8.	Mr. PAVARES BOONTANONDA (Director)	31 Jan 2024	0/1	Non-participating	Did not hold the meeting
9.	Mr. PERMSAK KOSOLBHAND (Director)	31 Jan 2024	1/1	Non-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. YONGYOS KRONGPHANICH (Chairman of the board)	-	200,000.00	640,000.00	No
2.	Mr. SINT KRONGPHANICH (Director)	-	144,000.00	418,000.00	No
3.	Ms. CHARANYA SANGSUKDEE (Director)	-	144,000.00	433,000.00	No
4.	Mr. PREECHA ISSARAPANICHKIT (Director)	-	144,000.00	408,000.00	No
5.	Mr. SAKESAN KRONGPHANICH (Director)	-	144,000.00	408,000.00	No
6.	Mr. CHOOCHAI EIAMRUNGROJ (Director)	-	144,000.00	423,000.00	No
7.	Mr. TRINNAWAT THANITNITHIPHAN (Director)	-	144,000.00	408,000.00	No
8.	Mr. PAVARES BOONTANONDA (Director)	31 Jan 2024	0.00	30,000.00	No

9.	Mr. PERMSAK KOSOLBHAND (Director)	31 Jan 2024	18,000.00	30,000.00	No
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## Report on the Audit Committee's Performance for the Past Year (8.2)

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

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. CHARANYA SANGSUKDEE (Chairman of the audit committee)	-	9/9
2.	Mr. CHOOCHAI EIAMRUNGROJ (Audit committee)	-	9/9
3.	Mr. TRINNAWAT THANITNITHIPHAN (Audit committee)	-	8/9