



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

UNION PIONEER PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 : UNION PIONEER PUBLIC COMPANY LIMITED

Symbol : UPF

Address : No. 1 Soi Serithai 62, Khwaeng Minburi, Khet Minburi

Province : Bangkok

Postcode : 10510

Business : The Company produces and sells the products which are made of natural rubber, such as Rubber Thread & Rubber Tape, Esmarch Bandages, Tourniquet, Conforming Bandage, Exercise & Therapy Band, Elastic Braid, Elastic Webbing & Crochet, Covering Yarn, Elastic Bandage, Elastic products for cloth mask and surgical mask, under the trademark “Venus”, and also produces under other brands.

Registration Number : 0107537001013

Telephone : 0-2517-0105-8

Fax (if applicable) : 0-2517-0345, 0-2517-9056

Website : www.unionpioneer.co.th

Email : marketing@unionpioneer.co.th

Total Shares Sold (shares)

Common Stock : 7,500,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	693,069.00	621,048.00	660,077.00
Sales and service income (Thousand baht)	679,643.00	605,123.00	646,003.00
Other income (Thousand baht)	13,426.00	15,925.00	14,074.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Sales and service income (%)	98.06	97.44	97.87
Other income (%)	1.94	2.56	2.13

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	693,069.00	621,048.00	660,077.00
Domestic (Thousand baht)	348,479.00	237,760.00	252,280.00
International (Thousand baht)	344,590.00	383,288.00	407,797.00
United States of America (Thousand baht)	272,910.00	235,900.00	243,979.00
Myanmar (Thousand baht)	29,600.00	24,500.00	19,446.00
Vietnam (Thousand baht)	24,260.00	29,000.00	32,734.00
Japan (Thousand baht)	17,820.00	16,000.00	10,626.00
Other countries (Thousand baht)	0.00	77,888.00	101,012.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00

Domestic (%)	50.28	38.28	38.22
International (%)	49.72	61.72	61.78
United States of America (%)	79.20	61.55	59.83
Myanmar (%)	8.59	6.39	4.77
Vietnam (%)	7.04	7.57	8.03
Japan (%)	5.17	4.17	2.61
Other countries (%)	0.00	20.32	24.77

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
R&D expenses in the past 3 years	1,280.00	1,998.00	1,651.00

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 : Yes

Company environmental guideline : Electricity Management, Fuel Management, Water Management,
Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Diesel (Litre)	26,096.11	20,231.88	16,369.95
Gasoline (Litre)	33,808.53	31,538.53	30,077.70
Natural gas (Standard cubic feet)	39,403,000.00	38,141,000.00	39,403,000.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	8,326,990.00	7,272,000.00	6,519,000.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	65,412.00	54,828.00	55,520.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	143,640.00	163,829.00	146,230.00
Hazardous waste (kg)	19,580.00	15,810.00	10,280.00
Total (kg)	163,220.00	179,639.00	156,510.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
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 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• 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 : Yes

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

	2020	2021	2022
Number of male employees (persons)	249	231	217
Number of female employees (persons)	326	309	313
Total (persons)	575	540	530

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	163,000,000.00	156,000,000.00	162,000,000.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	13	15	16
Employee development and training expenses (baht)	418,019.00	192,713.00	336,389.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	11	9	2

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	22.43	25.93	35.28

• **Significant labor dispute**

	2020	2021	2022
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 : 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	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
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. Ms. DALAD SAPTHAVICHAIKUL Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	30 May 2012	Corporate Management, Strategic Management, Risk Management, Human Resource Management, Finance, Negotiation, Corporate Social Responsibility, Procurement, Governance/ Compliance, Accounting, Leadership, Finance & Securities, Economics, Law

2.	<p>Mr. NANTHIYA DARAKANANDA</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	1 Jan 1993	Health Care Services, Transportation & Logistics
3.	<p>Mr. VACHARAPHONG DARAKANANDA</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	29 Oct 2007	Engineering, Risk Management, Budgeting, Design, Health Care Services, Home & Office Products, Electronic Components, Energy & Utilities, Industrial Materials & Machinery, Steel
4.	<p>Mr. KOLLATAT TANGCHITKUL</p> <p>Gender: Male</p> <p>Age: 39 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jan 2014	Transportation & Logistics
5.	<p>Mrs. CHANTORNTREE DARAKANANDA</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	22 Apr 2015	Health Care Services, Property Fund & REITs, Project Management, Data Analysis, Accounting, Leadership

6.	<p>Mr. CHUTINDHON DARAKANANDA</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	24 May 2017	Engineering
7.	<p>Mrs. NUNTAWAN SAKUNTANAGA</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jan 2020	<p>Audit, Governance/ Compliance, Corporate Management, Marketing, Finance, Sustainability, Corporate Social Responsibility, Accounting, Commerce, Economics</p>
8.	<p>Mr. KOMON IAMWATCHARIN</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	1 Jan 2020	<p>Marketing, Change Management, Data Analysis, Negotiation, Corporate Social Responsibility, Economics</p>

9.	Mr. WANCHAI RATTANAWONG	Director	1 Jan 2021	Transportation & Logistics,
	Gender: Male	(Non-executive,		Audit, Engineering,
	Age: 59 years old	Independent director)		Strategic Management, Data
	Highest level of education:			Management, Change
	Doctoral degree	Director type: Original		Management, Risk Management,
	Major: Engineering	director		Human Resource Management, IT
	Thai nationality: Yes			Management, Corporate
	Residing in Thailand: Yes			Management, Project
				Management, Data Analysis,
				Negotiation,
				Sustainability, Corporate
				Social Responsibility,
				Procurement, Internal
				Control, Agribusiness,
				Leadership, Commerce,
				Automotive, Industrial
				Materials & Machinery,
				Information & Communication
				Technology

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	: 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.	Mrs. NUNTAWAN SAKUNTANAGA [1] Gender: Female Age: 64 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	1 Jan 2020	Audit, Governance/ Compliance, Corporate Management, Marketing, Finance, Sustainability, Corporate Social Responsibility, Accounting, Commerce, Economics
2.	Mr. KOLLATAT TANGCHITKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Jan 2017	Transportation & Logistics

3.	Mr. WANCHAI RATTANAWONG	Audit committee	1 Jan 2021	Transportation & Logistics,
	Gender: Male	(Non-executive,		Audit, Engineering,
	Age: 59 years old	Independent director)		Strategic Management, Data
	Highest level of education:			Management, Change
	Doctoral degree	Director type: Original		Management, Risk Management,
	Major: Engineering	director		Human Resource Management, IT
	Thai nationality: Yes			Management, Corporate
	Residing in Thailand: Yes			Management, Project
				Management, Data Analysis,
				Negotiation,
				Sustainability, Corporate
				Social Responsibility,
				Procurement, Internal
				Control, Agribusiness,
				Leadership, Commerce,
				Automotive, Industrial
				Materials & Machinery,
				Information & Communication
				Technology

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mrs. NUNTAWAN SAKUNTANAGA	Chairman
	Mr. WANCHAI RATTANAWONG	Member
	Mr. KOLLATAT TANGCHITKUL	Member
Remuneration Committee	Mr. WANCHAI RATTANAWONG	Chairman
	Mr. VACHARAPHONG DARAKANANDA	Member
	Mr. KOLLATAT TANGCHITKUL	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Audit Committee

Sub-committees responsible for nomination : Remuneration Committee

Sub-committees responsible for remuneration : 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. KOMON IAMWATCHARIN Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Economics	MANAGING DIRECTOR	1 Jan 2020	Marketing, Change Management, Data Analysis, Negotiation, Corporate Social Responsibility, Economics

[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

	2020	2021	2022
Total executive remuneration (baht)	8,994,157.50	6,381,466.50	7,247,616.52

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) : 217

Number of female employees (persons) : 313

Total (persons) : 530

Employee Remuneration

Total employee remuneration : 162,000,000.00

Provident fund

Total number of employees (persons) : 530

Number of employees contributing to the PVD (persons) : 459

Percentage of employees who are members (%) : 86.60

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. Ms. DALAD SAPTHAVICHAIKUL Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 30 May 2012	Corporate Management, Strategic Management, Risk Management, Human Resource Management, Finance, Negotiation, Corporate Social Responsibility, Procurement, Governance/ Compliance, Accounting, Leadership, Finance & Securities, Economics, Law
2. Mr. NANTHIYA DARAKANANDA Gender: Male Age: 54 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 Jan 1993	Health Care Services, Transportation & Logistics
3. Mr. CHUTINDHON DARAKANANDA Gender: Male Age: 63 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: 24 May 2017	Engineering

Development of directors over the past year

List of directors	Position	Participated in director development program
Ms. DALAD SAPTHAVICHAIKUL	Chairman of the board	Non-participating
Mr. NANTHIYA DARAKANANDA	Director	Non-participating
Mr. VACHARAPHONG DARAKANANDA	Director	Non-participating
Mr. KOLLATAT TANGCHITKUL	Director	Non-participating
Mrs. CHANTORNTREE DARAKANANDA	Director	Non-participating
Mr. CHUTINDHON DARAKANANDA	Director	Non-participating
Mrs. NUNTAWAN SAKUNTANAGA	Director	Non-participating
Mr. KOMON IAMWATCHARIN	Director	Non-participating
Mr. WANCHAI RATTANAWONG	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) : 12

Date of AGM meeting : 20 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
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1.	Ms. DALAD SAPTHAVICHAIKUL (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2.	Mr. NANTHIYA DARAKANANDA (Director)	-	8/12	Participating	Did not hold the meeting
3.	Mr. VACHARAPHONG DARAKANANDA (Director)	-	8/12	Participating	Did not hold the meeting
4.	Mr. KOLLATAT TANGCHITKUL (Director)	-	12/12	Participating	Did not hold the meeting
5.	Mrs. CHANTORNTREE DARAKANANDA (Director)	-	12/12	Participating	Did not hold the meeting
6.	Mr. CHUTINDHON DARAKANANDA (Director)	-	10/12	Participating	Did not hold the meeting
7.	Mrs. NUNTAWAN SAKUNTANAGA (Director)	-	11/12	Participating	Did not hold the meeting
8.	Mr. KOMON IAMWATCHARIN (Director)	-	12/12	Participating	Did not hold the meeting
9.	Mr. WANCHAI RATTANAWONG (Director)	-	12/12	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. Ms. DALAD SAPTHAVICHAIKUL (Chairman of the board)	-	96,000.00	N/A	No
2. Mr. NANTHIYA DARAKANANDA (Director)	-	96,000.00	N/A	No
3. Mr. VACHARAPHONG DARAKANANDA (Director)	-	108,000.00	N/A	No
4. Mr. KOLLATAT TANGCHITKUL (Director)	-	108,000.00	120,000.00	No
5. Mrs. CHANTORNTREE DARAKANANDA (Director)	-	96,000.00	N/A	No
6. Mr. CHUTINDHON DARAKANANDA (Director)	-	96,000.00	N/A	No
7. Mrs. NUNTAWAN SAKUNTANAGA (Director)	-	96,000.00	132,000.00	No
8. Mr. KOMON IAMWATCHARIN (Director)	-	96,000.00	N/A	No

9.	Mr. WANCHAI RATTANAWONG (Director)	-	108,000.00	120,000.00	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

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. NUNTAWAN SAKUNTANAGA (Chairman of the audit committee)	-	4/4
2.	Mr. KOLLATAT TANGCHITKUL (Audit committee)	-	4/4
3.	Mr. WANCHAI RATTANAWONG (Audit committee)	-	4/4