



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SRI TRANG AGRO-INDUSTRY 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 : SRI TRANG AGRO-INDUSTRY PUBLIC COMPANY LIMITED

Symbol : STA

Address : 10 SOI 10 PETCHKASEM ROAD, HAT YAI,

Province : Songkhla

Postcode : 90110

Business : The Company operates a fully integrated natural rubber supply chain business in many countries. The business starts from upstream business by engaging in rubber plantation in Thailand, midstream business by processing and distributing natural rubber products which are TSR, RSS, and Concentrated Latex, and downstream business to produce and distribute gloves as well as finished goods namely hydraulic hoses.

Registration Number : 0107536001656

Telephone : 0-7434-4663

Fax (if applicable) : 0-7434-4676, 0-7434-4677, 0-7423-7423

Website : www.sritranggroup.com

Email : ir@sritranggroup.com

Total Shares Sold (shares)

Common Stock : 1,535,999,998

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	75,879,461.00	118,810,575.00	111,140,661.00
TSR (Thousand baht)	37,657,843.00	61,442,841.00	79,637,222.00
Gloves (Thousand baht)	30,750,423.00	47,497,236.00	22,912,860.00
RSS (Thousand baht)	4,335,978.00	6,027,419.00	6,394,610.00
LTX (Thousand baht)	2,684,243.00	3,230,844.00	1,593,753.00
Other products and services (Thousand baht)	50,257.00	77,032.00	118,281.00
Other incomes (Thousand baht)	400,717.00	535,203.00	483,935.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
TSR (%)	49.63	51.71	71.65
Gloves (%)	40.53	39.98	20.62
RSS (%)	5.71	5.07	5.75
LTX (%)	3.54	2.72	1.43
Other products and services (%)	0.07	0.06	0.11
Other incomes (%)	0.53	0.45	0.44

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	75,879,461.00	118,810,575.00	111,140,661.00
Domestic (Thousand baht)	8,564,442.00	14,530,235.00	13,384,984.00

International (Thousand baht)	67,315,019.00	104,280,340.00	97,755,677.00
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	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	11.29	12.23	12.04
International (%)	88.71	87.77	87.96

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	68,500.00	43,400.00	54,200.00

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)

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Other

Risk to Securities Holder (2.2.2)

Risks Relating to Investment in Our Shares

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

URL of corporate sustainability policy : <https://www.sritranggroup.com/misc/sustainability/20220420-sta-corporate-sustainability-policy-th.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.sritranggroup.com/misc/cg/others/20230127-sta-quality-env-th.pdf>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	175,016,318.06	217,759,896.00	250,223,558.22

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	17,377.00	20,092.00	19,612.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	9,430,000.00	15,359,000.00	13,101,000.00
Hazardous waste (kg)	73,000.00	78,000.00	232,000.00
Total (kg)	9,503,000.00	15,437,000.00	13,333,000.00

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)	15,129.00	32,983.00	44,160.00
Scope 2 (Tons of carbon dioxide equivalents)	81,556.00	108,514.00	124,812.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	96,685.00	141,497.00	168,972.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : KPMG Phoomchai Audit Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.sritranggroup.com/th/cg/important-policies>

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)	9,638	9,846	9,047
Number of female employees (persons)	5,414	6,884	6,240
Total (persons)	15,052	16,730	15,287

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	6	35	35
Employee development and training expenses (baht)	3,400,000.00	1,960,000.00	4,100,000.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	60	109	101

• Significant labor dispute

	2020	2021	2022
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Significant labor dispute	No	No	No
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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.sritranggroup.com/th/cg/good-cg/report>

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

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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	8	66.67
Number of non-executive directors	4	33.33
Number of independent directors	4	33.33

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

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VIYAVOOD SINCHAROENKUL Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	6 May 2010	Petrochemicals & Chemicals, Marketing, Corporate Management

2.	<p>Ms. ANUSRA CHITTMITRAPAP</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Communication Arts</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>	8 Jul 2019	Strategic Management, Corporate Management, Sustainability
3.	<p>Mr. CHAIYOS SINCHAROENKUL</p> <p>Gender: Male</p> <p>Age: 71 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>(Executive)</p> <p>Director type: Re-elected as director</p>	5 Nov 1993	Industrial Materials & Machinery
4.	<p>Mr. KITICHA SINCHAROENKUL</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>(Executive)</p> <p>Director type: Re-elected as director</p>	1 Apr 1995	Accounting, Finance, Law
5.	<p>Mr. VEERASITH SINCHAREONKUL</p> <p>Gender: Male</p> <p>Age: 38 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>(Executive)</p> <p>Director type: Original director</p>	28 Apr 2010	Finance, Risk Management, IT Management

6.	Mr. PAUL SUMADE LEE Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	28 Jun 2010	Marketing
7.	Mr. PATRAWUT PANITKUL Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration in Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Apr 2014	Finance, Accounting
8.	Mr. CHALERMPOP KHANJAN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	29 Oct 2015	Agribusiness, Engineering
9.	GEN. THANASORN PONGARNA Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	8 Jul 2019	Strategic Management

10.	Mr. VITCHAPHOL SINCHAROENKUL	Director (Executive)	28 Feb 2020	Agribusiness, Finance, Marketing
	Gender: Male			
	Age: 36 years old			
	Highest level of education:	Director type: Original		
	Bachelor's degree	director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
11.	Mr. THANATIP UPATISING	Director (Non-executive, Independent director)	2 Apr 2021	Law, Change Management, Negotiation
	Gender: Male			
	Age: 62 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Art			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
12.	Ms. NONGRAM LAOHAAREEDILOK	Director (Non-executive, Independent director)	7 Apr 2022	Accounting, Audit
	Gender: Female			
	Age: 68 years old			
	Highest level of education:	Director type: Newly		
	Bachelor's degree	appointed director to		
	Major: Business Administration	replace ex-director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information	Position	Tenure	Replacement Director
1. Mr. KRIANG YANYONGDILOK	Director	Date position was	Ms. NONGRAM
Gender: Male	(Non-executive,	assumed:	LAOHAAREEDILOK
Age: 84 years old	Independent director)	16 Dec 1999	Date position was assumed:
Highest level of education:		Date directorship	7 Apr 2022
Bachelor's degree		ended:	
Major: Accounting		7 Apr 2022	
Thai nationality: Yes			
Residing in Thailand: Yes			

2.	Mr. SAMACHA POTAVORN	Director	Date position was	No replacement director
	Gender: Male	(Non-executive,	assumed:	
	Age: 79 years old	Independent director)	1 Feb 2008	
	Highest level of education: Below		Date directorship	
	a bachelor's degree		ended:	
	Major: Political Science		19 Apr 2022	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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.	<p>Ms. ANUSRA CHITTMITRAPAP</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Communication Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	26 Apr 2022	Strategic Management, Corporate Management, Sustainability
2.	<p>GEN. THANASORN PONGARNA</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	26 Apr 2022	Strategic Management
3.	<p>Ms. NONGRAM LAOHAAREEDILOK [1]</p> <p>Gender: Female</p> <p>Age: 68 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	26 Apr 2022	Accounting, Audit

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

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. KRIANG YANYONGDILOK [1] Gender: Male Age: 84 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 8 Jul 2019 Date directorship ended: 7 Apr 2022	Ms. NONGRAM LAOHAAREEDILOK Date position was assumed: 7 Apr 2022
2. Mr. SAMACHA POTAVORN Gender: Male Age: 79 years old Highest level of education: Below a bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 1 Feb 2008 Date directorship ended: 19 Apr 2022	No replacement director

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

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. VIYAVOOD SINCHAROENKUL Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Chemistry Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	9 Mar 2010

2.	<p>Mr. VEERASITH SINCHAREONKUL</p> <p>Gender: Male</p> <p>Age: 38 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>Member of the executive committee</p>	<p>28 Apr 2010</p>
3.	<p>Mr. CHAIYOS SINCHAROENKUL</p> <p>Gender: Male</p> <p>Age: 71 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>Member of the executive committee</p>	<p>9 Mar 2010</p>
4.	<p>Mr. KITICHA SINCHAROENKUL</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>Member of the executive committee</p>	<p>9 Mar 2010</p>
5.	<p>Mr. PAUL SUMADE LEE</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Member of the executive committee</p>	<p>9 Mar 2010</p>
6.	<p>Mr. VITCHAPHOL SINCHAROENKUL</p> <p>Gender: Male</p> <p>Age: 36 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>Member of the executive committee</p>	<p>28 Feb 2020</p>

7.	Mr. PATRAWUT PANITKUL Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration in Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Apr 2014
8.	Mr. CHALERMPOP KHANJAN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Oct 2015

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
AUDIT COMMITTEE	Ms. ANUSRA CHITTMITRAPAP	Chairman
	GEN. THANASORN PONGARNA	Member
	Ms. NONGRAM LAOHAAREEDILOK	Member
REMUNERATION COMMITTEE	Ms. ANUSRA CHITTMITRAPAP	Chairman
	GEN. THANASORN PONGARNA	Member
	Ms. NONGRAM LAOHAAREEDILOK	Member
NOMINATION COMMITTEE	GEN. THANASORN PONGARNA	Chairman
	Ms. NONGRAM LAOHAAREEDILOK	Member
	Mr. KITICHA SINCHAROENKUL	Member
RISK MANAGEMENT COMMITTEE	Mr. VEERASITH SINCHAREONKUL	Chairman
	Mr. CHALERMPOP KHANJAN	Member
	Mr. PATRAWUT PANITKUL	Member
	Mr. Nattee Thiraputhbhokin	Member
	Mr. Chaidet Pruksanusak	Member

CORPORATE GOVERNANCE COMMITTEE	Ms. ANUSRA CHITTMITRAPAP	Chairman
	Mr. THANATIP UPATISING	Member
	Mr. VEERASITH SINCHAREONKUL	Member
SUSTAINABLE DEVELOPMENT COMMITTEE	Mr. VEERASITH SINCHAREONKUL	Chairman
	Mr. VITCHAPHOL SINCHAROENKUL	Member
	Mr. CHALERMPOP KHANJAN	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: RISK MANAGEMENT COMMITTEE
Sub-committees responsible for nomination	: NOMINATION COMMITTEE
Sub-committees responsible for remuneration	: REMUNERATION COMMITTEE
Sub-committees responsible for corporate governance	: CORPORATE GOVERNANCE COMMITTEE
Sub-committees responsible for corporate sustainability development	: SUSTAINABLE DEVELOPMENT COMMITTEE

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VEERASITH SINCHAREONKUL Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	1 Oct 2021	Finance, Risk Management, IT Management
2. Mr. KITICHAJ SINCHAROENKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Legal and Administration	9 Mar 2010	Accounting, Finance, Law
3. Mr. PATRAWUT PANITKUL [1] Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration in Accounting	CFO	9 Mar 2010	Finance, Accounting
4. Mr. CHALERMPOP KHANJAN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Public Administration	Chief Operating Officer	9 Mar 2010	Agribusiness, Engineering
5. Mr. Chaidet Pruksanusak Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Quality Assurance	9 Mar 2010	Agribusiness

6.	Mr. Udom Pruksanusak Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Agricultural Business	9 Mar 2010	Audit
7.	Ms. Nuchanart Chaiyarat Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Group Manager of Human Resources	9 Mar 2010	Procurement, Human Resource Management
8.	Mr. Nattee Thiraputhbhokin Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Management	Group Manager of Marketing	9 Mar 2010	Marketing
9.	Mr. Rattapong Laparojkit Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Civil Engineering Technology	Group Manager of Engineering	1 Jan 2023	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 policy for executives

Remuneration policy for executives : Yes

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	159,000,000.00	201,600,000.00	200,800,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 9,047

Number of female employees (persons) : 6,240

Total (persons) : 15,287

Provident fund

Total number of employees (persons) : 15,287

Number of employees contributing to the PVD (persons) : 2,031

Percentage of employees who are members (%) : 13.29

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Ruethai Wanathanasin	ruethai@sritranggroup.com	074344663 #302

- Company secretary

General information	Email	Telephone
1. Mrs. Pacharin Anuwongwattanachai	corporatesecretary@sritranggroup.com	022074500 #1801

- Head of internal audit

General information	Email	Telephone
1. Mr. Wittawas Grungtanmuang	wittawas@sritranggroup.com	074344663 #330

- Head of investor relations

General information	Email	Telephone
1. Ms. Apinya Assavasrisilp	ir@sritranggroup.com	022074500 ต่อ 1402

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Mr. Supachai Phanyawattano Email: Supachai. Phanyawattano@th.ey.com Telephone: 022649090 ต่อ 77018</p> <p>2. Ms. Krongkaew Limkittikul Email: Krongkaew. Limkittikul@th.ey.com Telephone: 022649090 ต่อ 77047</p> <p>3. Mr. Natthawut Santipet Email: Natthawut.Santipet@th.ey.com Telephone: 022649090 ต่อ 77040</p>	6,100,000.00	<p>Details: BOI audit fees</p> <p>Total service fee (baht): 1,400,000.00</p>

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. ANUSRA CHITTMITRAPAP Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 8 Jul 2019	Strategic Management, Corporate Management, Sustainability
2. Mr. CHAIYOS SINCHAROENKUL Gender: Male Age: 71 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: 5 Nov 1993	Industrial Materials & Machinery
3. Mr. KITICHA SINCHAROENKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 1 Apr 1995	Accounting, Finance, Law

4.	Mr. CHALERMPOP KHANJAN	Director (Executive)	Date position was assumed: 29 Oct 2015	Agribusiness, Engineering
	Gender: Male			
	Age: 52 years old			
	Highest level of education:	Director type: Re-elected as director		
	Master's degree			
	Major: Public Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Ms. NONGRAM LAOHAAREEDILOK	Director	Date position was assumed:	Accounting, Audit
Gender: Female	(Non-executive, Independent director)	7 Apr 2022	
Age: 68 years old			
Highest level of education:	Director type: Newly appointed director to replace ex-director		
Bachelor's degree			
Major: Business Administration			
Thai nationality: Yes			
Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VIYAVOOD SINCHAROENKUL	Chairman of the board	Participating
Ms. ANUSRA CHITTMITRAPAP	Vice Chairman	Participating
Mr. CHAIYOS SINCHAROENKUL	Director	Participating
Mr. KITICHA SINCHAROENKUL	Director	Participating
Mr. VEERASITH SINCHAREONKUL	Director	Participating
Mr. PAUL SUMADE LEE	Director	Participating
Mr. PATRAWUT PANITKUL	Director	Participating
Mr. CHALERMPOP KHANJAN	Director	Participating
GEN. THANASORN PONGARNA	Director	Participating

Mr. VITCHAPHOL SINCHAROENKUL	Director	Participating
Mr. THANATIP UPATISING	Director	Participating
Ms. NONGRAM LAOHAAREEDILOK	Director	Participating
Mr. KRIANG YANYONGDILOK	Director	Non-participating
Mr. SAMACHA POTAVORN	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 : 7 Apr 2022

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. VIYAVOOD SINCHAROENKUL (Chairman of the board)	-	8/8	Participating	Participating
2. Ms. ANUSRA CHITTMITRAPAP (Vice Chairman)	-	8/8	Participating	Participating
3. Mr. CHAIYOS SINCHAROENKUL (Director)	-	8/8	Participating	Participating
4. Mr. KITICHA SINCHAROENKUL (Director)	-	7/8	Participating	Participating
5. Mr. VEERASITH SINCHAREONKUL (Director)	-	8/8	Participating	Participating
6. Mr. PAUL SUMADE LEE (Director)	-	8/8	Participating	Participating
7. Mr. PATRAWUT PANITKUL (Director)	-	8/8	Participating	Participating
8. Mr. CHALERMPOP KHANJAN (Director)	-	8/8	Participating	Participating

9.	GEN. THANASORN PONGARNA (Director)	-	8/8	Participating	Participating
10.	Mr. VITCHAPHOL SINCHAROENKUL (Director)	-	8/8	Participating	Participating
11.	Mr. THANATIP UPATISING (Director)	-	8/8	Participating	Participating
12.	Ms. NONGRAM LAOHAAREEDILOK (Director)	-	6/6	Non-participating	Non-participating
13.	Mr. KRIANG YANYONGDILOK (Director)	7 Apr 2022	2/2	Participating	Participating
14.	Mr. SAMACHA POTAVORN (Director)	19 Apr 2022	2/2	Participating	Participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. VIYAVOOD SINCHAROENKUL (Chairman of the board)	-	80,000.00	1,140,000.00	No
2.	Ms. ANUSRA CHITTMITTRAPAP (Vice Chairman)	-	148,000.00	1,101,667.00	No
3.	Mr. CHAIYOS SINCHAROENKUL (Director)	-	56,000.00	900,000.00	No
4.	Mr. KITICHA SINCHAROENKUL (Director)	-	49,000.00	900,000.00	No
5.	Mr. VEERASITH SINCHAREONKUL (Director)	-	56,000.00	900,000.00	No
6.	Mr. PAUL SUMADE LEE (Director)	-	56,000.00	900,000.00	No
7.	Mr. PATRAWUT PANITKUL (Director)	-	56,000.00	900,000.00	No
8.	Mr. CHALERMPOP KHANJAN (Director)	-	56,000.00	900,000.00	No
9.	GEN. THANASORN PONGARNA (Director)	-	98,000.00	981,667.00	No
10.	Mr. VITCHAPHOL SINCHAROENKUL (Director)	-	56,000.00	900,000.00	No
11.	Mr. THANATIP UPATISING (Director)	-	56,000.00	900,000.00	No
12.	Ms. NONGRAM LAOHAAREEDILOK (Director)	-	84,000.00	741,667.00	No
13.	Mr. KRIANG YANYONGDILOK (Director)	7 Apr 2022	40,000.00	307,167.00	No
14.	Mr. SAMACHA POTAVORN (Director)	19 Apr 2022	28,000.00	308,833.00	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) : 8

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. ANUSRA CHITTMITRAPAP (Chairman of the audit committee)	-	8/8
2.	GEN. THANASORN PONGARNA (Audit committee)	-	6/6
3.	Ms. NONGRAM LAOHAAREEDILOK (Audit committee)	-	6/6
4.	Mr. KRIANG YANYONGDILOK (Chairman of the audit committee)	7 Apr 2022	2/2
5.	Mr. SAMACHA POTAVORN (Audit committee)	19 Apr 2022	2/2