



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SRITHAI SUPERWARE 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 : SRITHAI SUPERWARE PUBLIC COMPANY LIMITED

Symbol : SITHAI

Address : 15 Suksawat Road, Soi 36, Bangpakok, Rasburana

Province : Bangkok

Postcode : 10140

Business : 1. Manufacture and distribution of plastic industrial products and melamine household products. 2. Moulds and other businesses : manufacture moulds and source local and overseas products for sale and distribution.

Registration Number : 0107536001516

Telephone : 0-2427-0088

Fax (if applicable) : 0-2428-9675

Website : www.srithaisuperware.com

Email : company_secretary@srithaisuperware.com

Total Shares Sold (shares)

Common Stock : 2,709,904,800

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	6,873,217.13	7,510,011.68	9,371,121.96
Revenue from Industrial Business Unit (Thousand baht)	5,508,863.84	6,101,676.98	7,774,423.95
Revenue from Household Business Unit (Thousand baht)	1,111,859.05	1,240,645.10	1,472,688.47
Revenue from Moulds and Others Business Line (Thousand baht)	252,494.24	167,689.60	124,009.54

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from Industrial Business Unit (%)	80.15	81.25	82.96
Revenue from Household Business Unit (%)	16.18	16.52	15.72
Revenue from Moulds and Others Business Line (%)	3.67	2.23	1.32

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	6,873,217.13	7,510,011.68	9,371,121.96
Domestic (Thousand baht)	4,297,379.85	4,380,112.80	4,862,588.61
International (Thousand baht)	2,575,837.28	3,129,898.88	4,508,533.35
Cambodia (Thousand baht)	101,543.35	97,070.97	147,868.46
Laos (Thousand baht)	17,117.92	11,908.42	12,926.15
Myanmar (Thousand baht)	25,803.72	44,635.36	52,076.84
Vietnam (Thousand baht)	1,822,180.42	2,144,014.11	3,362,980.86
China (Thousand baht)	0.00	7,519.33	9,558.19

Japan (Thousand baht)	48,418.67	53,064.64	58,425.42
India (Thousand baht)	30,119.98	152,573.14	206,853.77
United States of America (Thousand baht)	34,756.36	116,921.08	116,779.32
Other countries (Thousand baht)	495,896.86	502,191.83	541,064.34

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	62.52	58.32	51.89
International (%)	37.48	41.68	48.11
Cambodia (%)	3.94	3.10	3.28
Laos (%)	0.66	0.38	0.29
Myanmar (%)	1.00	1.43	1.16
Vietnam (%)	70.74	68.50	74.59
China (%)	0.00	0.24	0.21
Japan (%)	1.88	1.70	1.30
India (%)	1.17	4.87	4.59
United States of America (%)	1.35	3.74	2.59
Other countries (%)	19.25	16.04	12.00

*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	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)

Risk from Reliance on a Few Major Customers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Risk of Raw Material Price

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Other

Information Technology Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations

Labor Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

Risk of Breaching Financial Covenants

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risk of Foreign Exchange Rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Interest Rate Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

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.srithaisuperware.com/wp-content/uploads/2022/11/2022011007195261dc86d8582df.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.srithaisuperware.com/wp-content/uploads/2023/03/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1.pdf>

Company environmental guideline : Electricity 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

	2020	2021	2022
Diesel (Litre)	200,916.85	146,900.14	76,760.93
Gasoline (Litre)	101,187.78	71,159.36	90,547.07
LPG (Kilogram)	12,703.00	9,498.00	780.81

• Electricity consumption

	2020	2021	2022
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Amount of electricity purchased (kWh)	61,504,873.00	63,388,724.00	66,803,694.00
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Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	129,725.00	136,543.00	130,035.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	696,778.00	398,305.00	443,216.00
Hazardous waste (kg)	130,213.00	289,867.00	336,128.00
Total (kg)	826,991.00	688,172.00	779,344.00

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)	1,228.00	999.00	872.00
Scope 2 (Tons of carbon dioxide equivalents)	24,178.00	24,801.00	6,405.00
Scope 3 (Tons of carbon dioxide equivalents)	101,714.00	92,879.00	14,676.00
Total (Tons of carbon dioxide equivalents)	127,120.00	118,679.00	21,953.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : VGreen

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.srithaisuperware.com/wp-content/uploads/2022/11/202105070805336094f4cd494f8.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	601	561	627
Number of female employees (persons)	872	824	882
Total (persons)	1,473	1,385	1,509

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	7	6	15
Employee development and training expenses (baht)	945,000.00	522,000.00	980,920.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	17	15	17

• Employee retention

	2020	2021	2022
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Percentage of employees who voluntarily resigned (%)	115.00	45.56	28.76
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• 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

Company website on corporate governance policy : https://www.srithaisuperware.com/wp-content/uploads/2022/11/wanichakornJournalmanagerv6i2_a5.pdf

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

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	3	42.86
Number of non-executive directors	4	57.14
Number of independent directors	4	57.14

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. SANAN ANGUBOLKUL Gender: Male Age: 76 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	1 Jan 1993	Commerce, Marketing, Engineering

2.	Mr. ENGHUG NONTIKARN Gender: Male Age: 66 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	31 May 1994	Banking, Finance, Accounting
3.	Mr. SUCHAT BOONBANJERDSRI 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, Independent director) Director type: Original director	21 Aug 2002	Economics, Banking, Finance & Securities, Finance, Accounting, Marketing
4.	Mrs. SIRIPORN SAILASUTA Gender: Female Age: 76 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	3 Mar 2008	Energy & Utilities, Engineering
5.	Mr. SUPACHOKE LIAMKAE0 Gender: Male Age: 67 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	11 Nov 2016	Petrochemicals & Chemicals, Transportation & Logistics

6.	Mr. NAPHOL LERTSUMITKUL Gender: Male Age: 61 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 Dec 1993	Home & Office Products, Commerce
7.	Mr. CHAIWAT KULPHATTARAVANICH Gender: Male Age: 53 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	1 Jan 2019	Finance & Securities, Accounting, Finance

Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: Yes
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	: 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.	Mr. ENGHUG NONTIKARN [1] Gender: Male Age: 66 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 Mar 2018	Banking, Finance, Accounting
2.	Mr. SUCHAT BOONBANJERDSRI [1] Gender: Male Age: 63 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	21 Aug 2002	Economics, Banking, Finance & Securities, Finance, Accounting, Marketing
3.	Mr. SUPACHOKE LIAMKAE0 Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Mar 2018	Petrochemicals & Chemicals, Transportation & Logistics

[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
Nomination and Remuneration Committee	Mrs. SIRIPORN SAILASUTA	Chairman
	Mr. SANAN ANGUBOLKUL	Member
	Mr. ENGHUG NONTIKARN	Member
Good Corporate Governance Committee	Mr. SUCHAT BOONBANJERDSRI	Chairman
	Mrs. SIRIPORN SAILASUTA	Member
	Mr. CHAIWAT KULPHATTARAVANICH	Member
Risk Management Sub-Committee	Mr. CHAIWAT KULPHATTARAVANICH	Chairman
	Mr. KHACHADPAI AREEPRASERTSOOK	Member
	Mr. KHANCHIT WIWATTANAJIT	Member
	Ms. MANCHUREE KAMTORNWORARIN	Member
	Mr. SOMSONG RAKSAPOLO	Member
	Ms. LADDA NAMJARUSATHIENCHAI	Member
	Mr. JIRASAK CHOOSAKUL	Member
	Ms. WORAKARN PHAI-NGAM	Member
	Ms. NATCHATA WONGSOONTORN	Member
	Ms. CHAYANIT PITUKTHAMMANART	Member
	Mr. KAJONYOS SUKTONG	Member
	Ms. NITTAYA SANSATHIT	Member
	Mrs. AKKANIDA SUKJAI	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Sub-Committee

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : Good Corporate Governance Committee

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. SANAN ANGUBOLKUL Gender: Male Age: 76 years old Highest level of education: Honorary degree Major: Business Administration	PRESIDENT	1 Jan 1993	Commerce, Marketing, Engineering
2. Mr. CHAIWAT KULPHATTARAVANICH [1] Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	CHIEF FINANCIAL OFFICER	1 Jan 2019	Finance & Securities, Accounting, Finance
3. Mr. NAPHOL LERTSUMITKUL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration	VICE PRESIDENT - OFFICE OF THE PRESIDENT	1 Jan 2019	Home & Office Products, Commerce
4. Mr. AH BEE GOH Gender: Male Age: 72 years old Highest level of education: Doctoral degree Major: Management	VICE PRESIDENT - INDUSTRIAL PRODUCTS	4 Jan 2021	Industrial Materials & Machinery, Petrochemicals & Chemicals, Packaging, Electronic Components, Finance, Human Resource Management, Data Management, Data Analysis, Corporate Management, Engineering, Leadership, Budgeting, Strategic Management
5. Mr. PONGSAK KANTIRATANAWONG Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration	VICE PRESIDENT - BEVERAGE PACKAGING PRODUCTS	1 Jan 2019	Packaging, Petrochemicals & Chemicals, Marketing, Strategic Management

[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 : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	37,369,993.00	50,045,087.75	56,728,848.19

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) : 627

Number of female employees (persons) : 882

Total (persons) : 1,509

Provident fund

Total number of employees (persons) : 1,509

Number of employees contributing to the PVD (persons) : 384

Percentage of employees who are members (%) : 26.74

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SANAN ANGUBOLKUL	Chairman of the board	Non-participating
Mr. ENGHUG NONTIKARN	Director	Non-participating
Mr. SUCHAT BOONBANJERDSRI	Director	Non-participating
Mrs. SIRIPORN SAILASUTA	Director	Non-participating
Mr. SUPACHOKE LIAMKAE0	Director	Non-participating
Mr. NAPHOL LERTSUMITKUL	Director	Non-participating
Mr. CHAIWAT KULPHATTARAVANICH	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 27 Apr 2022

EGM meeting : No

List of directors		Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SANAN ANGUBOLKUL (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. ENGHUG NONTIKARN (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. SUCHAT BOONBANJERDSRI (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mrs. SIRIPORN SAILASUTA (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. SUPACHOKE LIAMKAE0 (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. NAPHOL LERTSUMITKUL (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. CHAIWAT KULPHATTARAVANICH (Director)	-	6/6	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. SANAN ANGUBOLKUL (Chairman of the board)	-	320,000.00	0.00	No
2.	Mr. ENGHUG NONTIKARN (Director)	-	520,000.00	0.00	No
3.	Mr. SUCHAT BOONBANJERDSRI (Director)	-	337,500.00	0.00	No
4.	Mrs. SIRIPORN SAILASUTA (Director)	-	205,000.00	0.00	No
5.	Mr. SUPACHOKE LIAMKAE0 (Director)	-	300,000.00	0.00	No
6.	Mr. NAPHOL LERTSUMITKUL (Director)	-	150,000.00	0.00	No
7.	Mr. CHAIWAT KULPHATTARAVANICH (Director)	-	180,000.00	0.00	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. ENGHUG NONTIKARN (Chairman of the audit committee)	-	4/4
2.	Mr. SUCHAT BOONBANJERDSRI (Audit committee)	-	4/4
3.	Mr. SUPACHOKE LIAMKAE0 (Audit committee)	-	4/4