



# **Annual Registration Statement / Annual Report**

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

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

**THAI NAM PLASTIC PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2022



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	7
<b>Corporate Governance</b>	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	19

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : THAI NAM PLASTIC PUBLIC COMPANY LIMITED

Symbol : TNPC

Address : 40 MOO 7, PETCHAKASEM ROAD, K.M. 23, OMNOI, KRATHUM BAEN

Province : Samut Sakhon

Postcode : 74130

Business : Manufacture and Distribute the semi-finished plastic products- Synthetic leather and film/sheet for the industries of Automotive, sports shoes, furniture and fashionable leather- Flexible film/sheet for the application in household, civil engineering and agricultural functions

Registration Number : 0107537000769

Telephone : 0-2119-3200, 0-2420-9968-74

Fax (if applicable) : 0-2119-3233, 0-2420-1827, 0-2420-9967

Website : [www.thainam.com](http://www.thainam.com)

Email : [sales@thainam.com](mailto:sales@thainam.com), [custserv@thainam.com](mailto:custserv@thainam.com)

#### Total Shares Sold (shares)

Common Stock : 340,813,930

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	644,250.00	941,980.00	1,268,600.00
Artificial leather for the automotive industry, sports shoes and other (Thousand baht)	417,790.00	640,310.00	957,570.00
Flexible film/sheet (Thousand baht)	212,540.00	243,240.00	271,230.00
Other income (Thousand baht)	13,920.00	58,430.00	39,800.00

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Artificial leather for the automotive industry, sports shoes and other (%)	64.85	67.97	75.48
Flexible film/sheet (%)	32.99	25.82	21.38
Other income (%)	2.16	6.20	3.14

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	644,250.00	941,980.00	1,268,600.00
Domestic (Thousand baht)	582,590.00	826,020.00	1,190,390.00
International (Thousand baht)	61,660.00	115,960.00	78,210.00

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	90.43	87.69	93.83
International (%)	9.57	12.31	6.17

\*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 : No

(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)

### Production Risk

Risk Management Measures: No

#### Related Risk Topics

Strategic Risk

- Changes in technologies

### Market Risk

Risk Management Measures: No

#### Related Risk Topics

Operational Risk

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

### Financial Risk

Risk Management Measures: No

#### Related Risk Topics

Financial Risk

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

### Investment Risk

Risk Management Measures: No

#### Related Risk Topics

Financial Risk

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



### **Human Resources Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Operational Risk

- Human error in business operations

### **Economic Conditions Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

### **Social and Environmental Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Operational Risk

- Other

### **Industry Risk**

**Risk Management Measures:** No

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

- Climate change and disasters



# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : No

#### Results with Respect to the Environmental Aspect (3.3.2)

##### 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
<b>Total (Tons of carbon dioxide equivalents)</b>	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 : No

### 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)	0	0	297
Number of female employees (persons)	0	0	236
<b>Total (persons)</b>	<b>0</b>	<b>0</b>	<b>533</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	N/A	N/A	221,892,143.00

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	11
Employee development and training expenses (baht)	N/A	N/A	146,772.20

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

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	N/A	N/A	6

##### • Employee retention

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	N/A	0.38

• 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 : [https://www.thainam.com/  
governance policy](https://www.thainam.com/governance-policy)

## **Code of Conduct (6.2)**

### **Establishing a Code of Conduct**

#### **Establishing a Code of Conduct**

Code of Conduct : Yes



**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	7	77.78
Number of female directors	2	22.22
Number of executive directors	4	44.44
Number of non-executive directors	5	55.56
Number of independent directors	3	33.33

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

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. SIRIPHORN MONGKORNKARN Gender: Female Age: 81 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Original director	10 May 2014	

2.	Mr. CHAIYANANDH LAPITANANUVAT Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	28 Oct 1999
3.	Mr. THAWAT TREEWANNAKUL Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Industrial Engineering Faculty Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	28 Oct 1999
4.	Mr. KONG MANGKORNKARN Gender: Male Age: 52 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	26 Apr 2002
5.	Mr. VORATHEP VITHAYAVIROJ Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	22 Mar 2013

6.	Mr. PEESAK PRAPAIPORN Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting (Costing) Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	26 Apr 2013
7.	Ms. PIYATIDA MANGKORNKARN Gender: Female Age: 55 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	26 Apr 2013
8.	Mr. WUTIPONG VECHAYANON Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	9 Aug 2013
9.	Mr. KRITASORN MANGKORNKARN Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Industrial and Organization Psychology Liberal Art Faculty Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	25 Apr 2014

#### 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 : Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VORATHEP VITHAYAVIROJ Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	26 Apr 2013	
2. Mr. PEESAK PRAPAIPORN Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting (Costing) Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	13 May 2013	

3.	Mr. WUTIPONG VECHAYANON	Audit committee	9 Aug 2013
	Gender: Male	(Non-executive,	
	Age: 60 years old	Independent director)	
	Highest level of education:		
	Master's degree	Director type: Original	
	Major: Law	director	
	Thai nationality: Yes		
	Residing in Thailand: Yes		

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

## Executive Committee

### List of executive committee members

General information		Position	Date position was assumed
1.	Mrs. SIRIPHORN MONGKORNKARN Gender: Female Age: 81 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	10 May 2014
2.	Mr. KONG MANGKORNKARN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2002
3.	Ms. PIYATIDA MANGKORNKARN Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2013

4.	Mr. KRITASORN MANGKORNKARN	Member of the	25 Apr 2014
	Gender: Male	executive committee	
	Age: 46 years old		
	Highest level of education: Master's degree		
	Major: Industrial and Organization		
	Psychology Liberal Art Faculty		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

## Other sub-committees

### Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

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. Mrs. SIRIPHORN MONGKORNKARN Gender: Female Age: 81 years old Highest level of education: Bachelor's degree Major: Accounting	MANAGING DIRECTOR	10 May 2014	
2. Mr. KONG MANGKORNKARN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Executive Director	26 Apr 2002	
3. Ms. PIYATIDA MANGKORNKARN Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Executive Director	26 Apr 2013	
4. Mr. KRITASORN MANGKORNKARN Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Industrial and Organization Psychology Liberal Art Faculty	Executive Director	25 Apr 2014	

[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)	N/A	N/A	32,603,910.00

## 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) : 297

Number of female employees (persons) : 236

Total (persons) : 533

#### Employee Remuneration

Total employee remuneration : 221,892,143.00

#### Provident fund

Total number of employees (persons) : 533

Number of employees contributing to the PVD (persons) : 512

Percentage of employees who are members (%) : 96.06

# 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
Mrs. SIRIPHORN MONGKORNKARN	Chairman of the board	Participating
Mr. CHAIYANANDH LAPITANANUVAT	Director	Participating
Mr. THAWAT TREEWANNAKUL	Director	Participating
Mr. KONG MANGKORNKARN	Director	Participating
Mr. VORATHEP VITHAYAVIROJ	Director	Participating
Mr. PEESAK PRAPAIPORN	Director	Participating
Ms. PIYATIDA MANGKORNKARN	Director	Participating
Mr. WUTIPONG VECHAYANON	Director	Participating
Mr. KRITASORN MANGKORNKARN	Director	Participating

#### Meeting attendance and remuneration to each Board member (8.1.2)

##### Meeting attendance of the board of directors

Number of board meetings (times) : 8

Date of AGM meeting : 22 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mrs. SIRIPHORN MONGKORNKARN (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2.	Mr. CHAIYANANDH LAPITANANUVAT (Director)	-	8/8	Participating	Did not hold the meeting
3.	Mr. THAWAT TREEWANNAKUL (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. KONG MANGKORNKARN (Director)	-	8/8	Participating	Did not hold the meeting
5.	Mr. VORATHEP VITHAYAVIROJ (Director)	-	8/8	Participating	Did not hold the meeting
6.	Mr. PEESAK PRAPAIPORN (Director)	-	7/8	Participating	Did not hold the meeting
7.	Ms. PIYATIDA MANGKORNKARN (Director)	-	8/8	Participating	Did not hold the meeting
8.	Mr. WUTIPONG VECHAYANON (Director)	-	7/8	Participating	Did not hold the meeting
9.	Mr. KRITASORN MANGKORNKARN (Director)	-	8/8	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.	Mrs. SIRIPHORN MONGKORNKARN (Chairman of the board)	-	N/A	N/A	No
2.	Mr. CHAIYANANDH LAPITANANUVAT (Director)	-	240,000.00	N/A	No
3.	Mr. THAWAT TREEWANNAKUL (Director)	-	240,000.00	N/A	No
4.	Mr. KONG MANGKORNKARN (Director)	-	N/A	N/A	No
5.	Mr. VORATHEP VITHAYAVIROJ (Director)	-	480,000.00	N/A	No
6.	Mr. PEESAK PRAPAIPORN (Director)	-	360,000.00	N/A	No

7.	Ms. PIYATIDA MANGKORNKARN (Director)	-	N/A	N/A	No
8.	Mr. WUTIPONG VECHAYANON (Director)	-	360,000.00	N/A	No
9.	Mr. KRITASORN MANGKORNKARN (Director)	-	N/A	N/A	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) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. VORATHEP VITHAYAVIROJ (Chairman of the audit committee)	-	5/5
2.	Mr. PEESAK PRAPAIPORN (Audit committee)	-	4/5
3.	Mr. WUTIPONG VECHAYANON (Audit committee)	-	4/5