



# **Annual Registration Statement / Annual Report**

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

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

**PRECIOUS SHIPPING 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 : PRECIOUS SHIPPING PUBLIC COMPANY LIMITED

Symbol : PSL

Address : No. 8, North Sathorn Road, G, 7th, 8th and 9th floors, Silom,  
Bangrak

Province : Bangkok

Postcode : 10500

Business : The Company is one of largest pure dry cargo ship-owning companies operating in the small handy size sector of the tramp freight market. Its operation covers the entire world, divided evenly across five regions : USA/Canada, Europe, Latin America-Africa, Indian sub-continent-Middle East, and South East & Far East Asia. Principal cargoes are agricultural products, steels, fertilizers, ores and concentrated, logs, coke and other items.

Registration Number : 0107537000629

Telephone : 0-2696-8800

Fax (if applicable) : 0-2236-7654

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

Email : [ir@preciousshipping.com](mailto:ir@preciousshipping.com)

Total Shares Sold (shares)

Common Stock : 1,559,291,862

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	3,751,057.69	8,814,294.49	9,146,640.91
Maritime Industry (Thousand baht)	3,726,296.53	8,611,753.43	9,124,792.89
Other income (Thousand baht)	24,761.16	202,541.06	21,848.02

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Maritime Industry (%)	99.34	97.70	99.76
Other income (%)	0.66	2.30	0.24

#### By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	3,751,057.69	8,814,294.49	9,146,640.91
Domestic (Thousand baht)	0.00	0.00	0.00
International (Thousand baht)	3,751,057.69	8,814,294.49	9,146,640.91

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	0.00	0.00	0.00
International (%)	100.00	100.00	100.00

## 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)**

### Strategic Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain

Operational Risk

- Information security and cyber-attack
- Climate change and disasters

### Operating Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Information security and cyber-attack

- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights

#### **Compliance Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

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

#### **Investor Risk**

**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.preciousshipping.com/th/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%81%e0%b8%b2%e0%>

### 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.preciousshipping.com/wp-content/uploads/One-Report/One\\_Report\\_PSL\\_AR2022\\_TH.pdf](https://www.preciousshipping.com/wp-content/uploads/One-Report/One_Report_PSL_AR2022_TH.pdf)

Company environmental guideline : 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)	208,623.00	126,106.00	135,025.00

## Water management

- **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	21,882.00	20,175.00	20,580.00

## Waste management

### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	79,587.00	69,597.00	78,255.00
Hazardous waste (kg)	561,105.00	615,717.00	529,470.00
<b>Total (kg)</b>	<b>640,692.00</b>	<b>685,314.00</b>	<b>607,725.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	277,072.50	277,072.50
Scope 1 (Tons of carbon dioxide equivalents)	N/A	49,074.00	11,027.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	64.00	68.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	477,647.00	491,254.00
<b>Total (Tons of carbon dioxide equivalents)</b>	<b>N/A</b>	<b>526,785.00</b>	<b>502,349.00</b>

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

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Limited

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : [https://www.preciousshipping.com/wp-content/uploads/HumanRight/PSL\\_Human\\_Rights\\_Policy\\_TH.pdf](https://www.preciousshipping.com/wp-content/uploads/HumanRight/PSL_Human_Rights_Policy_TH.pdf)

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)	56	57	59
Number of female employees (persons)	73	72	74
<b>Total (persons)</b>	<b>129</b>	<b>129</b>	<b>133</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	229,267,556.30	217,689,439.37	315,373,665.50

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	22	17	45
Employee development and training expenses (baht)	657,903.87	599,094.36	1,055,697.10

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

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	3.88	1.55	1.50

• **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.preciousshipping.com/wp-content/uploads/CGPolicy/PSL\\_CG\\_Policy\\_Manual\\_TH.pdf](https://www.preciousshipping.com/wp-content/uploads/CGPolicy/PSL_CG_Policy_Manual_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, 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	11	100.00
Number of male directors	7	63.64
Number of female directors	4	36.36
Number of executive directors	3	27.27
Number of non-executive directors	8	72.73
Number of independent directors	4	36.36

#### 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. CHAIPATR SRIVISARVACHA Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	14 Mar 2011	Finance, Banking, Marketing, Strategic Management, Accounting, Risk Management, Governance/ Compliance, Law, Human Resource Management, Sustainability, Transportation & Logistics, Commerce

2.	<p>Mr. KAMTORN SILA-ON</p> <p>Gender: Male</p> <p>Age: 52 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: Re-elected as director</p>	14 Mar 2011	<p>Finance, Data Analysis, Governance/ Compliance, Fund Management, Finance &amp; Securities, Transportation &amp; Logistics, Accounting, Strategic Management, Risk Management, Law, Marketing, Sustainability, Human Resource Management, Information &amp; Communication Technology, Commerce</p>
3.	<p>Ms. PENSRI SUTEERASARN</p> <p>Gender: Female</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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	8 Jul 2020	<p>Finance, Accounting, Sustainability, Governance/ Compliance, Transportation &amp; Logistics, Strategic Management, Risk Management, Human Resource Management, Law, Information &amp; Communication Technology, Corporate Social Responsibility, Commerce</p>
4.	<p>Ms. PAVIDA PANANOND</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Philosophy</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>	14 Mar 2011	<p>Commerce, Strategic Management, Accounting, Transportation &amp; Logistics, Governance/ Compliance, Risk Management, Sustainability, Human Resource Management, Information &amp; Communication Technology</p>
5.	<p>Mr. KHALID MOINUDDIN HASHIM</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	11 Jan 1994	<p>Finance, Commerce, Accounting, Finance &amp; Securities, Economics, Transportation &amp; Logistics, Information &amp; Communication Technology, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Banking, Change Management</p>

6.	<p>Mr. KIRIT SHAH</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Commerce</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	24 Apr 2007	<p>Corporate Management, Finance &amp; Securities, Transportation &amp; Logistics, Strategic Management, Information &amp; Communication Technology, Law, Marketing, Accounting, Finance, Human Resource Management, Sustainability, Risk Management, Governance/ Compliance, Commerce</p>
7.	<p>Mr. GAUTAM KHURANA</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	11 Feb 2020	<p>Finance, Strategic Management, Economics, Banking, Finance &amp; Securities, Commerce, Transportation &amp; Logistics, Information &amp; Communication Technology, Law, Accounting, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Leadership, Risk Management, Budgeting, Governance/ Compliance, Change Management, Corporate Management</p>
8.	<p>Mr. KHUSHROO KALI WADIA</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	20 Aug 1999	<p>Finance, Accounting, Law, Strategic Management, Risk Management, Governance/ Compliance, Commerce, Information &amp; Communication Technology, Transportation &amp; Logistics, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management</p>

9.	Ms. NISHITA SHAH Gender: Female Age: 42 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	23 Aug 2002	Transportation & Logistics, Governance/ Compliance, Human Resource Management, Strategic Management, Commerce
10.	Mr. ISHAAN SHAH Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	14 Mar 2011	Corporate Management, Finance, Law, Transportation & Logistics, Strategic Management, Accounting, Risk Management, Governance/ Compliance, Sustainability, Human Resource Management, Information & Communication Technology, Commerce
11.	Ms. SIRASA SUPAWASIN Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	8 Jul 2020	Law, Governance/ Compliance, Commerce, Transportation & Logistics, Human Resource Management, Sustainability

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

General information	Position	Tenure	Replacement Director
1. Mrs. LYN YEN KOK Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Bachelor of Arts (BA), Economics and Political Science Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director)	Date position was assumed: 4 Apr 2017  Date directorship ended: 4 Apr 2022	No replacement director

## Other Information pertaining to committees

The Chairman is an independent director : Yes

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 : 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. KAMTORN SILA-ON Gender: Male Age: 52 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	14 Mar 2011	Finance, Data Analysis, Governance/ Compliance, Fund Management, Finance & Securities, Transportation & Logistics, Accounting, Strategic Management, Risk Management, Law, Marketing, Sustainability, Human Resource Management, Information & Communication Technology, Commerce
2. Ms. PAVIDA PANANOND Gender: Female Age: 55 years old Highest level of education: Doctoral degree Major: Philosophy Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	14 Mar 2011	Commerce, Strategic Management, Accounting, Transportation & Logistics, Governance/ Compliance, Risk Management, Sustainability, Human Resource Management, Information & Communication Technology
3. Ms. PENSRI SUTEERASARN Gender: Female Age: 54 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: Newly appointed director to replace ex-director	4 Apr 2022	Finance, Accounting, Sustainability, Governance/ Compliance, Transportation & Logistics, Strategic Management, Risk Management, Human Resource Management, Law, Information & Communication Technology, Corporate Social Responsibility, Commerce

[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. Mrs. LYN YEN KOK Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Bachelor of Arts (BA), Economics and Political Science Thai nationality: No Residing in Thailand: No	Audit committee (Non-executive, Independent director)	Date position was assumed: 4 Apr 2017 Date directorship ended: 4 Apr 2022	Ms. PENSRI SUTEERASARN Date position was assumed: 4 Apr 2022

[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. KHALID MOINUDDIN HASHIM Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	23 Aug 1993
2. Mr. GAUTAM KHURANA Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	5 Apr 2019

3.	Mr. PRASHANT MAHALINGAM Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Marine Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	1 Jan 2021
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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. PRASHANT MAHALINGAM Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Marine Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 1 Jan 2021 Date directorship ended: 31 Dec 2022	Mr. CHANDRASEKHAR SIVARAMAN VENKATRAMAN Date position was assumed: 1 Jan 2023

**Other sub-committees**

**Sub-committees information**

Name of sub-committees	List of directors	Position
Sustainability and Risk Management Committee	Mr. KAMTORN SILA-ON Ms. PAVIDA PANANOND Ms. PENSRI SUTEERASARN Mr. KHALID MOINUDDIN HASHIM	Chairman Member Member Member
Remuneration Committee	Mr. KAMTORN SILA-ON Ms. PAVIDA PANANOND Mr. KIRIT SHAH	Chairman Member Member
Nomination Committee	Ms. PENSRI SUTEERASARN Mr. KAMTORN SILA-ON Ms. PAVIDA PANANOND	Chairman Member Member

Audit & Corporate Governance Committee	Mr. KAMTORN SILA-ON	Chairman
	Ms. PAVIDA PANANOND	Member
	Ms. PENSRI SUTEERASARN	Member

#### **Roles of Sub-committees**

Sub-committees responsible for risk management	: Sustainability and Risk Management Committee
Sub-committees responsible for nomination	: Nomination Committee
Sub-committees responsible for remuneration	: Remuneration Committee
Sub-committees responsible for corporate governance	: Audit & Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Sustainability and Risk Management 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. KHALID MOINUDDIN HASHIM Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Finance	MANAGING DIRECTOR	23 Aug 1993	Finance, Commerce, Accounting, Finance & Securities, Economics, Transportation & Logistics, Information & Communication Technology, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Banking, Change Management
2. Mr. GAUTAM KHURANA [1] Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration	Director (Finance)	5 Apr 2019	Finance, Strategic Management, Economics, Banking, Finance & Securities, Commerce, Transportation & Logistics, Information & Communication Technology, Law, Accounting, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Leadership, Risk Management, Budgeting, Governance/ Compliance, Change Management, Corporate Management
3. Mr. PRASHANT MAHALINGAM Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Marine Engineering	Director (Technical)	1 Jan 2021	Transportation & Logistics, Accounting, Strategic Management, Data Management, Human Resource Management, Corporate Management, IT Management

4.	Ms. SIRASA SUPAWASIN Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Law	Director / Vice President (Legal)	8 Jul 2020	Law, Governance/ Compliance, Commerce, Transportation & Logistics, Human Resource Management, Sustainability
5.	Mr. SHRILAL GOPINATHAN Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Business Administration	Director (Commercial)	1 Jan 2021	Transportation & Logistics, Negotiation
6.	Mr. NEELAKANTAN VASUDEVAN Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Management	Vice President (Risk Management)	1 Jan 2005	Risk Management, Corporate Management, Insurance
7.	Mr. SEBASTIAN ARCANJO CARDOZO Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Science (Nautical Science)	Vice President (Fleet Personnel Management)	1 May 2017	Transportation & Logistics, Human Resource Management, IT Management
8.	Mr. CHANDRASEKHAR SIVARAMAN VENKATRAMAN Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Marine Engineering	Vice President- Technical&Information Systems (Fleet Technical Manager)	1 Jan 2021	Corporate Management, IT Management, Data Analysis, Transportation & Logistics, Human Resource Management, Project Management, Budgeting, Audit, Negotiation, Engineering
9.	Mr. SHANKAR GIRI SHANKAR Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Commerce	Vice President (Chartering)	1 Jan 2021	Transportation & Logistics, Negotiation
10.	Mr. MINHAJ ZAFAR Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Marine Engineering	Vice President (Procurement and Technical)	1 Jan 2021	Procurement, Negotiation, Strategic Management, Transportation & Logistics

11.	Mr. NARIT LIKKASITTIPAN Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Marine Engineer	Vice President (Technical)	1 Jan 2021	Transportation & Logistics, Engineering
12.	Ms. SOMPRATHANA THEPNAPAPLERN Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Accounting	Vice President – Corporate Finance, Company Secretary	1 Jan 2021	Accounting, Finance, Corporate Management, Audit, Transportation & Logistics, Governance/ Compliance
13.	Ms. WIMONWAN JAYSRI CHAI [2] Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Financial Accounting	Vice President – Group Accounts	1 Jan 2021	Audit, Accounting
14.	Ms. NALINTHIP SANTINANON Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Accounting	Assistant Vice President (Account & MIS)	1 Jan 2021	Accounting, Audit, Data Management, Data Analysis

[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)	60,891,911.67	68,723,428.86	114,364,373.88

## 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) : 59

Number of female employees (persons) : 74

Total (persons) : 133

#### Employee Remuneration

Total employee remuneration : 315,373,665.50

#### Provident fund

Total number of employees (persons) : 133

Number of employees contributing to the PVD (persons) : 114

Percentage of employees who are members (%) : 85.71

## 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. Wimonwan Jaysrichai	wimonwan@preciousshipping.com	026968865

- Company secretary

General information	Email	Telephone
1. Ms. Somprathana Thepnaplern	som@preciousshipping.com	026968856

- Head of internal audit

General information	Email	Telephone
1. Ms. Panida Satjadeachachai	panida@preciousshipping.com	026968844

- Head of compliance unit

General information	Email	Telephone
1. Ms. Sirasa Supawasin	sirasa@preciousshipping.com	026968854

• Head of investor relations

General information	Email	Telephone
1. Mr. Khalid Moinuddin Hashim	kh@preciousshipping.com	026968801

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. Termphong Opanaphan Email: Termphong.Opanaphan@th.ey.com Telephone: 022649090</p> <p>2. Mr. Khitsada Lerdwana Email: Khitsada.Lerdwana@th.ey.com Telephone: 022649090</p> <p>3. Mrs. Ponnard Paocharoen Email: Ponnard.Wattanawong@th.ey.com Telephone: 022649090</p>	2,150,000.00	<p>Details: – Audit fees for Thai subsidiaries and 1 Foreign subsidiary</p> <p>Fees for other services</p> <p>– Fee for certification purposes by BOI</p> <p>– Fee for certification purposes by BOI subsidiaries (for consolidation purpose)</p> <p>Total service fee (baht): 3,484,000.00</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. Mr. KAMTORN SILA-ON Gender: Male Age: 52 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: Re-elected as director	Date position was assumed: 14 Mar 2011	Finance, Data Analysis, Governance/ Compliance, Fund Management, Finance & Securities, Transportation & Logistics, Accounting, Strategic Management, Risk Management, Law, Marketing, Sustainability, Human Resource Management, Information & Communication Technology, Commerce
2. Ms. PENSRI SUTEERASARN Gender: Female Age: 54 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: Re-elected as director	Date position was assumed: 8 Jul 2020	Finance, Accounting, Sustainability, Governance/ Compliance, Transportation & Logistics, Strategic Management, Risk Management, Human Resource Management, Law, Information & Communication Technology, Corporate Social Responsibility, Commerce

3.	Mr. ISHAAN SHAH	Director	Date position was assumed:	Corporate Management, Finance, Law, Transportation & Logistics, Strategic Management, Accounting, Risk Management, Governance/ Compliance, Sustainability, Human Resource Management, Information & Communication Technology, Commerce
	Gender: Male	(Non-executive)	14 Mar 2011	
	Age: 34 years old			
	Highest level of education:	Director type: Re-elected		
	Bachelor's degree	as director		
	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. CHAIPATR SRIVISARVACHA	Chairman of the board	Non-participating
Mr. KAMTORN SILA-ON	Director	Non-participating
Ms. PENSRI SUTEERASARN	Director	Non-participating
Ms. PAVIDA PANANOND	Director	Participating
Mr. KHALID MOINUDDIN HASHIM	Director	Non-participating
Mr. KIRIT SHAH	Director	Non-participating
Mr. GAUTAM KHURANA	Director	Participating
Mr. KHUSHROO KALI WADIA	Director	Non-participating
Ms. NISHITA SHAH	Director	Non-participating
Mr. ISHAAN SHAH	Director	Non-participating
Ms. SIRASA SUPAWASIN	Director	Participating
Mrs. LYN YEN KOK	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) : 7

Date of AGM meeting : 4 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHAIPATR SRIVISARVACHA (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. KAMTORN SILA-ON (Director)	-	7/7	Participating	Did not hold the meeting
3.	Ms. PENSRI SUTEERASARN (Director)	-	7/7	Participating	Did not hold the meeting
4.	Ms. PAVIDA PANANOND (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. KHALID MOINUDDIN HASHIM (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. KIRIT SHAH (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mr. GAUTAM KHURANA (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. KHUSHROO KALI WADIA (Director)	-	7/7	Participating	Did not hold the meeting
9.	Ms. NISHITA SHAH (Director)	-	6/7	Participating	Did not hold the meeting
10.	Mr. ISHAAN SHAH (Director)	-	7/7	Participating	Did not hold the meeting
11.	Ms. SIRASA SUPAWASIN (Director)	-	7/7	Participating	Did not hold the meeting

12.	Mrs. LYN YEN KOK (Director)	4 Apr 2022	2/2	Participating	Did not hold the meeting
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## Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. CHAIPATR SRIVISARVACHA (Chairman of the board)	-	1,200,000.00	0.00	No
2.	Mr. KAMTORN SILA-ON (Director)	-	1,062,500.00	0.00	No
3.	Ms. PENSRI SUTEERASARN (Director)	-	775,000.00	0.00	No
4.	Ms. PAVIDA PANANOND (Director)	-	825,000.00	0.00	No
5.	Mr. KHALID MOINUDDIN HASHIM (Director)	-	550,000.00	0.00	No
6.	Mr. KIRIT SHAH (Director)	-	550,000.00	0.00	No
7.	Mr. GAUTAM KHURANA (Director)	-	550,000.00	0.00	No
8.	Mr. KHUSHROO KALI WADIA (Director)	-	550,000.00	0.00	No
9.	Ms. NISHITA SHAH (Director)	-	550,000.00	0.00	No
10.	Mr. ISHAAN SHAH (Director)	-	550,000.00	0.00	No
11.	Ms. SIRASA SUPAWASIN (Director)	-	550,000.00	0.00	No
12.	Mrs. LYN YEN KOK (Director)	4 Apr 2022	187,500.00	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. KAMTORN SILA-ON (Chairman of the audit committee)	-	4/4
2.	Ms. PAVIDA PANANOND (Audit committee)	-	4/4
3.	Ms. PENSRI SUTEERASARN (Audit committee)	-	3/3
4.	Mrs. LYN YEN KOK (Audit committee)	4 Apr 2022	1/1