



# **Annual Registration Statement / Annual Report**

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

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

**INTERHIDES 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 : INTERHIDES PUBLIC COMPANY LIMITED

Symbol : IHL

Address : 678 SOI T.J.C., SUKHUMVIT ROAD, BANGPOOMAI, AMPHOE MUEANG

Province : Samut Prakarn

Postcode : 10280

Business : The Interhides Public Company Limited group is managed business in the production and distribution and leather for car seats, trim cover, gear knob and steering wheel, cut parts, furniture, safety shoe using cow leather, buffalo leather and pig leather through tanning, dyeing, cutting or sewing into products using modern machines and recycle the waste from production to be protein use for production and also for agriculture.

Registration Number : 0107548000595

Telephone : 0-2028-9728-37

Fax (if applicable) : 0-2028-9738-39

Website : <http://www.interhides.com>

Email : [companysecretary@interhides.com](mailto:companysecretary@interhides.com)

Total Shares Sold (shares)

Common Stock : 592,805,637

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	1,334.00	1,698.00	2,051.00
Cut Parts (Thousand baht)	406.00	581.00	667.00
Finished Leather (Thousand baht)	42.00	119.00	142.00
Wet Blue (Thousand baht)	107.00	34.00	143.00
Tanning Service (Thousand baht)	228.00	207.00	415.00
other products (Thousand baht)	111.00	94.00	76.00
Trim Cover (Thousand baht)	440.00	663.00	608.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Cut Parts (%)	30.43	34.22	32.52
Finished Leather (%)	3.15	7.01	6.92
Wet Blue (%)	8.02	2.00	6.97
Tanning Service (%)	17.09	12.19	20.23
other products (%)	8.32	5.54	3.71
Trim Cover (%)	32.98	39.05	29.64

#### By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	1,334.00	1,698.00	2,051.00
Domestic (Thousand baht)	819.00	1,189.00	1,341.00

International (Thousand baht)	515.00	509.00	710.00
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	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	61.39	70.02	65.38
International (%)	38.61	29.98	34.62

## 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	0.00	0.00	N/A

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : Yes

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

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

##### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	12,124,661.41	14,431,391.00	17,315,857.00

##### Water management

##### • Water consumption

	2020	2021	2022
Water consumption (cubic meters)	37,001.00	47,072.00	38,966.00

##### Waste management

##### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	37,810.00	1,600.00	790,643.00
Hazardous waste (kg)	963,150.00	1,062,370.00	1,028,834.00

<b>Total (kg)</b>	1,000,960.00	1,063,970.00	1,819,477.00
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## 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 : Yes

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)	374	527	693
Number of female employees (persons)	391	592	667
<b>Total (persons)</b>	<b>765</b>	<b>1,119</b>	<b>1,360</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	N/A

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

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	19	6	8

##### • Significant labor dispute

	2020	2021	2022
Significant labor dispute	No	No	No

# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

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

##### Policy and guideline related to the board of directors

Company policy and guideline : 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	8	100.00
Number of male directors	7	87.50
Number of female directors	1	12.50
Number of executive directors	3	37.50
Number of non-executive directors	5	62.50
Number of independent directors	5	62.50

#### 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. ONGART THUMRONGSAKUNVONG Gender: Male Age: 64 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Original director	2 Mar 2022	Corporate Management, Data Analysis, Leadership, Automotive, Industrial Materials & Machinery

2.	<p>Ms. KUNVARIN VEERAPHUTTIVATE</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	25 Sep 1992	Corporate Management, Finance, Accounting
3.	<p>Mr. SOMCHART LIMPANUPHAP</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Aug 2005	Law, Audit, Accounting, Internal Control
4.	<p>Mr. CHOR.NUN PETPAISIT</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	24 Apr 2015	Law, Finance, Accounting
5.	<p>Mr. SOMYOT AKAPAIBOON</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	24 Apr 2015	Law, Finance, Data Analysis, Accounting

6.	Mr. WASIN THUMRONGSAKUNVONG Gender: Male Age: 31 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	24 Apr 2017	Marketing, Automotive, Economics
7.	Mr. NITI NERNGCHAMNONG Gender: Male Age: 41 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	14 May 2021	Law
8.	Mr. SUPARAT SIRISUWANAGKURA Gender: Male Age: 69 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	14 May 2021	Automotive

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

General information	Position	Tenure	Replacement Director
1. Mr. Taksa Busayapoka Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)	Date position was assumed: 24 Apr 2013 Date directorship ended: 28 Feb 2022	No replacement director

## 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. SOMCHART LIMPANUPHAP [1] Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	24 Apr 2015	Law, Audit, Accounting, Internal Control
2. Mr. CHOR.NUN PETPAISIT [1] Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	24 Apr 2015	Law, Finance, Accounting
3. Mr. SOMYOT AKAPAIBOON [1] Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	24 Apr 2015	Law, Finance, Data Analysis, Accounting

[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 Committee	Mr. SOMYOT AKAPAIBOON	Chairman
	Mr. SOMCHART LIMPANUPHAP	Member
	Mr. SUPARAT SIRISUWANAGKURA	Member
Remuneration Committee	Mr. CHOR.NUN PETPAISIT	Chairman
	Mr. SOMCHART LIMPANUPHAP	Member
	Mr. SUPARAT SIRISUWANAGKURA	Member

#### Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination Committee

Sub-committees responsible for remuneration : Remuneration Committee

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. ONGART THUMRONGSAKUNVONG Gender: Male Age: 64 years old Highest level of education: Below a bachelor's degree Major: Management	MANAGING DIRECTOR	25 Sep 1992	Corporate Management, Data Analysis, Leadership, Automotive, Industrial Materials & Machinery
2. Ms. KUNVARIN VEERAPHUTTIVATE Gender: Female Age: 61 years old Highest level of education: Below a bachelor's degree Major: Accounting	Deputy Managing Director	25 Sep 1992	Corporate Management, Finance, Accounting
3. Ms. NIRINYA VEERAPHUTTIVATE Gender: Female Age: 37 years old Highest level of education: Master's degree Major: Economics	Executive General Manager	19 May 2008	Economics, Marketing, Finance, Procurement, IT Management
4. Mr. WASIN THUMRONGSAKUNVONG Gender: Male Age: 31 years old Highest level of education: Master's degree Major: Business Administration	Operations General Manager	25 Jun 2015	Marketing, Automotive, Economics
5. Mr. WARIT THUMRONGSAKUNVONG Gender: Male Age: 26 years old Highest level of education: Bachelor's degree Major: Communication Arts	assistant general manager	25 Jun 2015	Digital Marketing, Leadership, Design

6.	Mrs. MALINTIP LAVICHAN [1][2] Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Finance	Executive Assistant General Manager	21 Jan 2019	Banking, Accounting, Finance, Human Resource Management, Fund Management
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[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)	24,450,000.00	19,940,000.00	21,540,000.00

### 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) : 693

Number of female employees (persons) : 667

Total (persons) : 1,360

#### Provident fund

Total number of employees (persons) : 1,360

Number of employees contributing to the PVD (persons) : 59

Percentage of employees who are members (%) : 4.34

# 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. ONGART THUMRONGSAKUNVONG	Chairman of the board	Non-participating
Ms. KUNVARIN VEERAPHUTTIVATE	Director	Non-participating
Mr. SOMCHART LIMPANUPHAP	Director	Non-participating
Mr. CHOR.NUN PETPAISIT	Director	Non-participating
Mr. SOMYOT AKAPAIBOON	Director	Non-participating
Mr. WASIN THUMRONGSAKUNVONG	Director	Non-participating
Mr. NITI NERNGCHAMNONG	Director	Non-participating
Mr. SUPARAT SIRISUWANAGKURA	Director	Participating
Mr. Taksa Busayapoka	Chairman of the board	Non-participating

##### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors 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 : 21 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. ONGART THUMRONGSAKUNVONG (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Ms. KUNVARIN VEERAPHUTTIVATE (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. SOMCHART LIMPANUPHAP (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. CHOR.NUN PETPAISIT (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. SOMYOT AKAPAIBOON (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. WASIN THUMRONGSAKUNVONG (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mr. NITI NERNGCHAMNONG (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. SUPARAT SIRISUWANAGKURA (Director)	-	7/7	Participating	Did not hold the meeting
9.	Mr. Taksa Busayapoka (Chairman of the board)	28 Feb 2022	0/0	Non-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. ONGART THUMRONGSAKUNVONG (Chairman of the board)	-	450,000.00	0.00	No
2.	Ms. KUNVARIN VEERAPHUTTIVATE (Director)	-	300,000.00	0.00	No
3.	Mr. SOMCHART LIMPANUPHAP (Director)	-	540,000.00	0.00	No
4.	Mr. CHOR.NUN PETPAISIT (Director)	-	480,000.00	0.00	No

5.	Mr. SOMYOT AKAPAIBOON (Director)	-	480,000.00	0.00	No
6.	Mr. WASIN THUMRONGSAKUNVONG (Director)	-	300,000.00	0.00	No
7.	Mr. NITI NERNGCHAMNONG (Director)	-	300,000.00	0.00	No
8.	Mr. SUPARAT SIRISUWANAGKURA (Director)	-	300,000.00	0.00	No
9.	Mr. Taksa Busayapoka (Chairman of the board)	28 Feb 2022	80,000.00	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. SOMCHART LIMPANUPHAP (Chairman of the audit committee)	-	4/4
2.	Mr. CHOR.NUN PETPAISIT (Audit committee)	-	3/4
3.	Mr. SOMYOT AKAPAIBOON (Audit committee)	-	4/4