



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SCG PACKAGING 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 : SCG PACKAGING PUBLIC COMPANY LIMITED

Symbol : SCGP

Address : 1 Siam Cement Road, Bangsue,

Province : Bangkok

Postcode : 10800

Business : The Company generates revenue from holding shares in other companies (Holding Company), operating core business as an integrated packaging solutions provider (The key subsidiary engaging in the core business is Siam Kraft Industry Co., Ltd.), which is organized into three main businesses: Integrated Packaging Business, Fibrous Business, and Recycling Business and Others.

Registration Number : 0107537000921

Telephone : 0-2586-3333

Fax (if applicable) : 0-2586-3007

Website : www.scgpackaging.com

Email : scgpackaging@scg.com

Total Shares Sold (shares)

Common Stock : 4,292,920,200

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	92,785,968.00	124,222,657.00	146,068,043.00
Integrated Packaging Business (Thousand baht)	78,902,697.00	105,562,451.00	117,218,982.00
Fibrous Business (Thousand baht)	13,883,271.00	18,660,206.00	24,272,565.00
Recycling Business and Others (Thousand baht)	0.00	0.00	4,576,496.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Integrated Packaging Business (%)	85.04	84.98	80.25
Fibrous Business (%)	14.96	15.02	16.62
Recycling Business and Others (%)	0.00	0.00	3.13

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	92,785,968.00	124,222,657.00	146,068,043.00
Domestic (Thousand baht)	47,961,357.00	54,131,757.00	59,428,510.00
International (Thousand baht)	44,824,611.00	70,090,900.00	86,639,533.00
Indonesia (Thousand baht)	13,106,956.00	24,251,480.00	25,186,380.00
Vietnam (Thousand baht)	10,689,361.00	16,737,871.00	21,649,533.00
China (Thousand baht)	9,640,829.00	10,654,125.00	9,499,418.00
Philippines (Thousand baht)	2,917,569.00	4,261,843.00	4,673,716.00
United Kingdom (Thousand baht)	55,602.00	1,634,860.00	1,872,372.00

Spain (Thousand baht)	0.00	228,110.00	1,668,540.00
Netherlands (Thousand baht)	73,049.00	64,326.00	2,753,114.00
Other income (Thousand baht)	8,341,245.00	12,258,285.00	19,336,460.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	51.69	43.58	40.69
International (%)	48.31	56.42	59.31
Indonesia (%)	29.24	34.60	29.07
Vietnam (%)	23.85	23.88	24.99
China (%)	21.51	15.20	10.96
Philippines (%)	6.51	6.08	5.39
United Kingdom (%)	0.12	2.33	2.16
Spain (%)	0.00	0.33	1.93
Netherlands (%)	0.16	0.09	3.18
Other income (%)	18.61	17.49	22.32

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	528,792.00	957,528.00	521,823.00

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)

Global demand softness

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

High and volatile energy cost

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

M&P Integration risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Rising input cost – Raw material and labor

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy

Safety and health risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

Human rights risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

FX volatility risks

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Expiration of critical license, permit and IP

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Flood and drought

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Cyber security risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Climate change issue from greenhouse gas emissions

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Impact on the environment

Interest rate risks

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Talent development for expansion

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Environmental pollution risks transition to a circular economy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Compliance Risk

- Change in laws and regulations

Risk to Securities Holder (2.2.2)

Conflicts of interest with the major shareholder

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://investor.scgpackaging.com/storage/content/corporate-governance/corporate-governance-policies-and-guidelines-of-scg->

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://sustainability.scgpackaging.com/storage/documents/policy/scgp-environment-and-climate-policy-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)

Energy management

• Fuel consumption

	2020	2021	2022
Diesel (Litre)	1,148,191.00	1,050,373.00	4,167,782.00
Gasoline (Litre)	207,679.00	193,038.00	246,119.00
Fuel oil (liters)	14,459,518.00	6,797,457.00	5,766,161.00
Natural gas (Standard cubic feet)	147,536,731.00	4,414,300,704.00	4,659,902,604.00
LPG (Kilogram)	3,543,039.00	3,686,277.00	3,393,658.00
Coal (tonnes)	1,388,310.00	2,105,346.00	1,837,234.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	371,405,400.00	726,551,254.00	950,671,863.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	420,000.00	4,780,000.00	4,292,330.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	1,042,737,000.00	1,488,860,000.00	1,467,010,000.00
Hazardous waste (kg)	2,657,000.00	63,950,000.00	48,360,000.00
Total (kg)	1,045,394,000.00	1,552,810,000.00	1,515,370,000.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	3,350,000.00	4,890,542.00	4,790,735.00
Scope 1 (Tons of carbon dioxide equivalents)	2,658,647.00	4,365,669.00	3,778,126.00
Scope 2 (Tons of carbon dioxide equivalents)	262,451.00	506,806.00	579,477.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	6,271,098.00	9,763,017.00	9,148,338.00

- **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://sustainability.scgpackaging.com/th/social/human-rights>

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)	11,348	17,703	16,905
Number of female employees (persons)	3,613	5,638	5,384
Total (persons)	14,961	23,341	22,289

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	N/A	N/A	11,733,050,509.86

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	96	48	40
Employee development and training expenses (baht)	82,144,305.00	126,920,982.00	111,553,945.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	2	30	10

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	N/A	6.27

• **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://investor.scgpackaging.com/th/sustainable-development/corporate-governance-policy>
governance-handbook

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	9	75.00
Number of female directors	3	25.00
Number of executive directors	1	8.33
Number of non-executive directors	11	91.67
Number of independent directors	8	66.67

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. PRASARN TRAIRATVORAKUL Gender: Male Age: 70 years old Highest level of education: Honorary degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	21 Jun 2019	Economics, Governance/ Compliance, Budgeting, Risk Management, Strategic Management, Leadership, Change Management, Engineering, Corporate Management, Sustainability, Human Resource Management, Corporate Social Responsibility, Finance, Marketing, Law, Packaging, Paper & Printing Materials

2.	<p>Mr. THAMMASAK SETHAUDOM</p> <p>Gender: Male</p> <p>Age: 53 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>Vice Chairman (Non-executive)</p> <p>Director type: Original director</p>	1 Oct 2018	<p>Petrochemicals & Chemicals, Marketing, Finance, Accounting, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Paper & Printing Materials, Packaging</p>
3.	<p>Mr. WICHAN JITPUKDEE</p> <p>Gender: Male</p> <p>Age: 56 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Jun 2019	<p>Paper & Printing Materials, Packaging, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
4.	<p>Mrs. KAISRI NUENGSIKAPIAN</p> <p>Gender: Female</p> <p>Age: 61 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jun 2019	<p>Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Paper & Printing Materials, Packaging</p>

5.	Mr. CHALEE CHANTANAYINGYONG 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	21 Jun 2019	Marketing, Law, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Paper & Printing Materials, Packaging
6.	Mrs. PONGPEN RUENGVIRAYUDH Gender: Female Age: 67 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	21 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Risk Management, Leadership, Strategic Management, Internal Control, Audit, Budgeting, Paper & Printing Materials, Packaging
7.	Mr. KITIPONG URAEPEATANAPONG Gender: Male Age: 67 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	21 Aug 2019	Law, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Paper & Printing Materials, Packaging
8.	Mr. VANUS TAEPAISITPHONGSE Gender: Male Age: 63 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	24 Mar 2020	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Sustainability, Corporate Management, Strategic Management, Governance/ Compliance

9.	Mr. VIBUL TUANGSITTHISOMBAT Gender: Male Age: 57 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	24 Mar 2020	Paper & Printing Materials, Packaging, Marketing, Corporate Management, Leadership, Strategic Management, Risk Management, Change Management
10.	Mr. THIRAPHONG CHANSIRI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	16 Sep 2021	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Leadership, Change Management, Risk Management, Strategic Management, Governance/ Compliance
11.	Mrs. SUPHAJEE SUTHUMPUN Gender: Female Age: 58 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	17 Sep 2021	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance
12.	Pol.Col. THUMNITHI WANICHTHANOM Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	1 Jun 2022	Human Resource Management, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership, Strategic Management, Governance/ Compliance

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

General information	Position	Tenure	Replacement Director
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1.	Mr. CHOLANAT YANARANOP	Vice Chairman	Date position was	Pol.Col. THUMNITHI
	Gender: Male	(Non-executive)	assumed:	WANICHTHANOM
	Age: 63 years old		1 Jun 2019	Date position was assumed:
	Highest level of education:		Date directorship	1 Jun 2022
	Master's degree		ended:	
	Major: Engineering		1 Jun 2022	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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.	<p>Mrs. KAISRI NUENG SIGKAPIAN [1]</p> <p>Gender: Female</p> <p>Age: 61 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Paper & Printing Materials, Packaging
2.	<p>Mr. CHALEE CHANTANAYINGYONG</p> <p>Gender: Male</p> <p>Age: 66 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	21 Jun 2019	Marketing, Law, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance, Paper & Printing Materials, Packaging
3.	<p>Mrs. PONGPEN RUENG VIRAYUDH [1]</p> <p>Gender: Female</p> <p>Age: 67 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	21 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Risk Management, Leadership, Strategic Management, Internal Control, Audit, Budgeting, Paper & Printing Materials, Packaging

[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
Corporate Governance and Nomination Committee	Mr. KITIPONG URAPEEPATANAPONG	Chairman
	Mrs. SUPHAJEE SUTHUMPUN	Member
	Mr. THIRAPHONG CHANSIRI	Member
Remuneration Committee	Mr. VANUS TAEPASITPHONGSE	Chairman
	Mr. VIBUL TUANGSITTHISOMBAT	Member
	Mr. THAMMASAK SETHAUDOM	Member
ESG Committee	Mr. WICHAN JITPUKDEE	Chairman
Risk Management Committee	Mr. WICHAN JITPUKDEE	Chairman

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Corporate Governance and Nomination Committee
Sub-committees responsible for remuneration	: Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Nomination Committee
Sub-committees responsible for corporate sustainability development	: ESG Committee

Executives (7.4)

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)	81,717,000.00	92,156,875.00	90,975,166.66

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) : 16,905

Number of female employees (persons) : 5,384

Total (persons) : 22,289

Employee Remuneration

Total employee remuneration : 11,733,050,509.86

Provident fund

Total number of employees (persons)	: 22,289
Number of employees contributing to the PVD (persons)	: 8,405
Percentage of employees who are members (%)	: 37.71

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. PRASARN TRAIRATVORAKUL Gender: Male Age: 70 years old Highest level of education: Honorary degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 21 Jun 2019	Economics, Governance/ Compliance, Budgeting, Risk Management, Strategic Management, Leadership, Change Management, Engineering, Corporate Management, Sustainability, Human Resource Management, Corporate Social Responsibility, Finance, Marketing, Law, Packaging, Paper & Printing Materials
2. Mrs. PONGPEN RUENGWIRAYUDH Gender: Female Age: 67 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: 21 Jun 2019	Accounting, Finance, Human Resource Management, Corporate Management, Change Management, Risk Management, Leadership, Strategic Management, Internal Control, Audit, Budgeting, Paper & Printing Materials, Packaging
3. Mr. VANUS TAEPAISITPHONGSE Gender: Male Age: 63 years old Highest level of education: Honorary 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: 24 Mar 2020	Paper & Printing Materials, Packaging, Corporate Social Responsibility, Sustainability, Corporate Management, Strategic Management, Governance/ Compliance

4.	Mr. VIBUL TUANGSITTHISOMBAT	Director (Non-executive, Independent director)	Date position was assumed: 24 Mar 2020	Paper & Printing Materials, Packaging, Marketing, Corporate Management, Leadership, Strategic Management, Risk Management, Change Management
	Gender: Male			
	Age: 57 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected as director		
	Major: Business 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. Pol.Col. THUMNITHI WANICHTHANOM Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jun 2022	Human Resource Management, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership, Strategic Management, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PRASARN TRAIRATVORAKUL	Chairman of the board	Participating
Mr. THAMMASAK SETHAUDOM	Vice Chairman	Participating
Mr. WICHAN JITPUKDEE	Director	Participating
Mrs. KAISRI NUENGSIGKAPIAN	Director	Participating
Mr. CHALEE CHANTANAYINGYONG	Director	Participating
Mrs. PONGPEN RUENGVIRAYUDH	Director	Participating
Mr. KITIPONG URAPEEPATANAPONG	Director	Participating
Mr. VANUS TAEPAISITPHONGSE	Director	Participating
Mr. VIBUL TUANGSITTHISOMBAT	Director	Participating

Mr. THIRAPHONG CHANSIRI	Director	Participating
Mrs. SUPHAJEE SUTHUMPUN	Director	Participating
Pol.Col. THUMNITHI WANICHTHANOM	Director	Participating
Mr. CHOLANAT YANARANOP	Vice Chairman	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) : 9

Date of AGM meeting : 29 Mar 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PRASARN TRAIRATVORAKUL (Chairman of the board)	-	9/9	Participating	Did not hold the meeting
2. Mr. THAMMASAK SETHAUDOM (Vice Chairman)	-	9/9	Participating	Did not hold the meeting
3. Mr. WICHAN JITPUKDEE (Director)	-	9/9	Participating	Did not hold the meeting
4. Mrs. KAISRI NUENG SIGKAPIAN (Director)	-	9/9	Participating	Did not hold the meeting
5. Mr. CHALEE CHANTANAYINGYONG (Director)	-	9/9	Participating	Did not hold the meeting
6. Mrs. PONGPEN RUENG VIRAYUDH (Director)	-	9/9	Participating	Did not hold the meeting

7.	Mr. KITIPONG URAPEEPATANAPONG (Director)	-	9/9	Participating	Did not hold the meeting
8.	Mr. VANUS TAEPAISITPHONGSE (Director)	-	9/9	Participating	Did not hold the meeting
9.	Mr. VIBUL TUANGSITTHISOMBAT (Director)	-	9/9	Participating	Did not hold the meeting
10.	Mr. THIRAPHONG CHANSIRI (Director)	-	8/9	Participating	Did not hold the meeting
11.	Mrs. SUPHAJEE SUTHUMPUN (Director)	-	9/9	Participating	Did not hold the meeting
12.	Pol.Col. THUMNITHI WANICHTHANOM (Director)	-	5/5	Non-participating	Did not hold the meeting
13.	Mr. CHOLANAT YANARANOP (Vice Chairman)	1 Jun 2022	4/4	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. PRASARN TRAIRATVORAKUL (Chairman of the board)	-	N/A	4,093,000.00	No
2.	Mr. THAMMASAK SETHAUDOM (Vice Chairman)	-	120,000.00	2,787,241.76	No
3.	Mr. WICHAN JITPUKDEE (Director)	-	N/A	2,729,000.00	No
4.	Mrs. KAISRI NUENG SIGKAPIAN (Director)	-	360,000.00	2,879,000.00	No
5.	Mr. CHALEE CHANTANAYINGYONG (Director)	-	240,000.00	2,829,000.00	No
6.	Mrs. PONGPEN RUENG VIRAYUDH (Director)	-	240,000.00	2,829,000.00	No
7.	Mr. KITIPONG URAPEEPATANAPONG (Director)	-	270,000.00	2,849,000.00	No
8.	Mr. VANUS TAEPAISITPHONGSE (Director)	-	270,000.00	2,849,000.00	No
9.	Mr. VIBUL TUANGSITTHISOMBAT (Director)	-	180,000.00	2,829,000.00	No
10.	Mr. THIRAPHONG CHANSIRI (Director)	-	180,000.00	2,051,465.75	No
11.	Mrs. SUPHAJEE SUTHUMPUN (Director)	-	180,000.00	2,048,452.05	No

12.	Pol.Col. THUMNITHI WANICHTHANOM (Director)	-	N/A	771,000.00	No
13.	Mr. CHOLANAT YANARANOP (Vice Chairman)	1 Jun 2022	60,000.00	1,999,758.24	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) : 6

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. KAISRI NUENG SIGKAPIAN (Chairman of the audit committee)	-	6/6
2.	Mr. CHALEE CHANTANAYINGYONG (Audit committee)	-	6/6
3.	Mrs. PONGPEN RUENG VIRAYUDH (Audit committee)	-	6/6