



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SAHATHAI PRINTING & 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 : SAHATHAI PRINTING & PACKAGING PUBLIC COMPANY LIMITED

Symbol : STP

Address : 200/1 Soi Jaransanitwong 42, Bangyeekhan, Bangplad

Province : Bangkok

Postcode : 10700

Business : The Company operates the business of printing paper boxes and all types of publications.

Registration Number : 0107564000359

Telephone : 0-2423-0051-2

Fax (if applicable) : 0-2424-7027

Website : <http://sahathaiprinting.com>

Email : info@sahathaiprinting.com

Total Shares Sold (shares)

Common Stock : 100,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	455,067.00	579,550.00	562,572.00
Revenue from sale (Thousand baht)	425,160.00	547,263.00	522,734.00
Revenue from service (Thousand baht)	15,416.00	14,071.00	18,842.00
Other income (Thousand baht)	14,491.00	18,216.00	20,996.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from sale (%)	93.43	94.43	92.92
Revenue from service (%)	3.39	2.43	3.35
Other income (%)	3.18	3.14	3.73

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	455,067.00	579,550.00	562,572.00
Domestic (Thousand baht)	455,067.00	579,550.00	562,572.00
International (Thousand baht)	0.00	0.00	0.00

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

*Excluding the profit margins in the associated companies

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : 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)

The risk of relying on some major customers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

The risk of relying on customers in a particular industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

The risk of fluctuations in the prices of key raw materials

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

The risk of relying on major paper suppliers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Risk of conducting business in highly competitive industries

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

The risks and impacts from the Coronavirus disease 2019 (COVID-19) pandemic outbreak

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

The risk of not being able to renew a lease agreement

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Property lease agreement execution

Risk of greenhouse gas emissions

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on the environment

Risks of having family members in management positions

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk to Securities Holder (2.2.2)

The risk of having a significant concentration of shareholding in the hands of the Rojwongcharas family, Rojwongjaras family, or Rojwongjaras family, collectively owning more than 50% of the fully paid-up capital.

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 : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

Company environmental guideline : Electricity Management, Renewable/Clean Energy
Management, Water Management, Waste Management, Greenhouse
Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Diesel (Litre)	N/A	62,652.00	N/A
Gasoline (Litre)	N/A	13,842.85	N/A
Natural gas (Standard cubic feet)	N/A	714,803.21	N/A
LPG (Kilogram)	N/A	46,575.00	N/A

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	1,828,410.00	1,962,520.00	1,922,690.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	14,892.00	14,070.00	11,102.20

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	2,388,727.30	2,634,971.00	2,771,568.00
Hazardous waste (kg)	57,050.00	68,330.00	66,290.00
Total (kg)	2,445,777.30	2,703,301.00	2,837,858.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	424.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	703.00	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	16,905.00	N/A
Total (Tons of carbon dioxide equivalents)	N/A	18,032.00	N/A

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : LRQA (Thailand) Company Limited

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, 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)	158	154	187
Number of female employees (persons)	126	121	140
Total (persons)	284	275	327

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	91,193,368.60	75,846,467.00	79,156,820.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	10	3	12
Employee development and training expenses (baht)	227,700.00	66,336.45	196,634.58

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	2	2	5

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	26.06	69.09	38.23

• **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 : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation

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 : 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	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. Mr. SOMCHART BARAMICHAJ Gender: Male Age: 71 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	31 Aug 2021	Engineering, Packaging

2.	Mr. SURASAK ROJWONGCHARAS Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	31 Aug 2021	Packaging, Engineering
3.	Ms. AMORN RAT ROTWONGCHARAS Gender: Female Age: 84 years old Highest level of education: Below a bachelor's degree Major: Junior High School Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	31 Aug 2021	Packaging
4.	Mr. SURANAI ROJWONGCHARAS Gender: Male Age: 44 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	2 Oct 2014	Accounting, Engineering
5.	Mrs. NISACHOL CHAIYAWAT Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	31 Aug 2021	Finance

6.	Mr. PRASONG ROJWONGJARAS Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	31 Aug 2021	Law
7.	Mr. PRASERT ROJWONGJARAS Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	31 Aug 2021	IT Management
8.	Mr. THANADECH MAHAPOKAI Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	31 Aug 2021	Marketing, Accounting, Finance
9.	Mr. SAWONG DHANGWATNOTAI Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	31 Aug 2021	Engineering

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. THANADECH MAHAPOKAI [1] Gender: Male Age: 62 years old Highest level of education: Bachelor'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	31 Aug 2021	Marketing, Accounting, Finance
2. Mr. SOMCHART BARAMICHAJ Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	31 Aug 2021	Engineering, Packaging

3.	Mr. SAWONG DHANGWATNOTAI	Audit committee	26 Jul 2019	Engineering
	Gender: Male	(Non-executive,		
	Age: 71 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Engineering	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. NISACHOL CHAIYAWAT	Member of the executive committee	1 May 2019
	Gender: Female		
	Age: 54 years old		
	Highest level of education: Bachelor's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
2.	Mr. PRASONG ROJWONGJARAS	Member of the executive committee	1 May 2019
	Gender: Male		
	Age: 41 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mr. PRASERT ROJWONGJARAS	Member of the executive committee	1 May 2019
	Gender: Male		
	Age: 44 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

4.	Mr. Surachai Tarawatanatham Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 May 2019
5.	Mr. SURANAI ROJWONGCHARAS Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 May 2019
6.	Ms. Haruethai Rojwongcharas Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Science in Human Resource Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 May 2019

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. Mr. SURANAI ROJWONGCHARAS Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 May 2019	Accounting, Engineering
2. Mrs. NISACHOL CHAIYAWAT Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration	Deputy Chief Executive Officer	1 May 2019	Finance
3. Mr. PRASONG ROJWONGJARAS Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	1 May 2019	Law
4. Mr. PRASERT ROJWONGJARAS Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration	Chief Technology Officer	1 May 2019	IT Management
5. Ms. Haruethai Rojwongcharas Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Science in Human Resource	Chief Commercial Officer	1 May 2019	Human Resource Management

6.	Mr. Surachai Tarawatanatham [1] Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer	1 May 2019	Accounting, Audit
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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 : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	14,692,160.00	16,864,368.19	18,031,740.00

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) : 187

Number of female employees (persons) : 140

Total (persons) : 327

Employee Remuneration

Total employee remuneration : 79,156,820.00

Provident fund

Total number of employees (persons) : 327

Number of employees contributing to the PVD (persons) : 113

Percentage of employees who are members (%) : 34.56

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. SOMCHART BARAMICHAJ	Chairman of the board	Non-participating
Mr. SURASAK ROJWONGCHARAS	Director	Non-participating
Ms. AMORN RAT ROTWONGCHARAS	Director	Non-participating
Mr. SURANAI ROJWONGCHARAS	Director	Non-participating
Mrs. NISACHOL CHAIYAWAT	Director	Non-participating
Mr. PRASONG ROJWONGJARAS	Director	Non-participating
Mr. PRASERT ROJWONGJARAS	Director	Non-participating
Mr. THANADECH MAHAPOKAI	Director	Non-participating
Mr. SAWONG DHANGWATNOTAI	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) : 8

Date of AGM meeting : 31 Mar 2022

EGM meeting : Yes

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SOMCHART BARAMICHA (Chairman of the board)	-	8/8	Participating	Participating
2.	Mr. SURASAK ROJWONGCHARAS (Director)	-	8/8	Participating	Participating
3.	Ms. AMORNRAT ROTWONGCHARAS (Director)	-	8/8	Participating	Participating
4.	Mr. SURANAI ROJWONGCHARAS (Director)	-	8/8	Participating	Participating
5.	Mrs. NISACHOL CHAIYAWAT (Director)	-	8/8	Participating	Participating
6.	Mr. PRASONG ROJWONGJARAS (Director)	-	8/8	Participating	Participating
7.	Mr. PRASERT ROJWONGJARAS (Director)	-	8/8	Participating	Participating
8.	Mr. THANADECH MAHAPOKAI (Director)	-	8/8	Participating	Participating
9.	Mr. SAWONG DHANGWATNOTAI (Director)	-	8/8	Participating	Participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. SOMCHART BARAMICHA (Chairman of the board)	-	230,000.00	105,000.00	No
2.	Mr. SURASAK ROJWONGCHARAS (Director)	-	150,000.00	105,000.00	No
3.	Ms. AMORNRAT ROTWONGCHARAS (Director)	-	150,000.00	105,000.00	No
4.	Mr. SURANAI ROJWONGCHARAS (Director)	-	150,000.00	105,000.00	No
5.	Mrs. NISACHOL CHAIYAWAT (Director)	-	150,000.00	105,000.00	No
6.	Mr. PRASONG ROJWONGJARAS (Director)	-	150,000.00	105,000.00	No
7.	Mr. PRASERT ROJWONGJARAS (Director)	-	150,000.00	105,000.00	No
8.	Mr. THANADECH MAHAPOKAI (Director)	-	150,000.00	105,000.00	No
9.	Mr. SAWONG DHANGWATNOTAI (Director)	-	150,000.00	105,000.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. THANADECH MAHAPOKAI (Chairman of the audit committee)	-	5/5
2.	Mr. SOMCHART BARAMICHAJ (Audit committee)	-	5/5
3.	Mr. SAWONG DHANGWATNOTAI (Audit committee)	-	5/5