



รายงานประจำปี 2558 2015 Annual Report



ซีเ็ด

บริษัท ซีเ็ดยูเคชั่น จำกัด (มหาชน)
SE-EDUCATION PUBLIC COMPANY LIMITED

ภารกิจ

ซีเ็ด จะดำเนินธุรกิจที่เอื้ออำนวยต่อการศึกษาหาความรู้ในสาขาที่จำเป็นต่อการพัฒนาประเทศ จะดำเนินธุรกิจที่จะทำให้ “คนไทยเก่งขึ้น” โดยพัฒนาขึ้นเป็นธุรกิจที่ยั่งยืน มีการเติบโตต่อเนื่องที่สูงกว่าค่าเฉลี่ยของอุตสาหกรรม เป็นบริษัทตัวอย่างที่ดี สามารถสร้างสรรค์ผลงานที่เป็นประโยชน์และเป็นที่ยอมรับในวงกว้าง พนักงานมีความสุข และสามารถให้ผลตอบแทนการลงทุนที่น่าพึงพอใจในระยะยาว

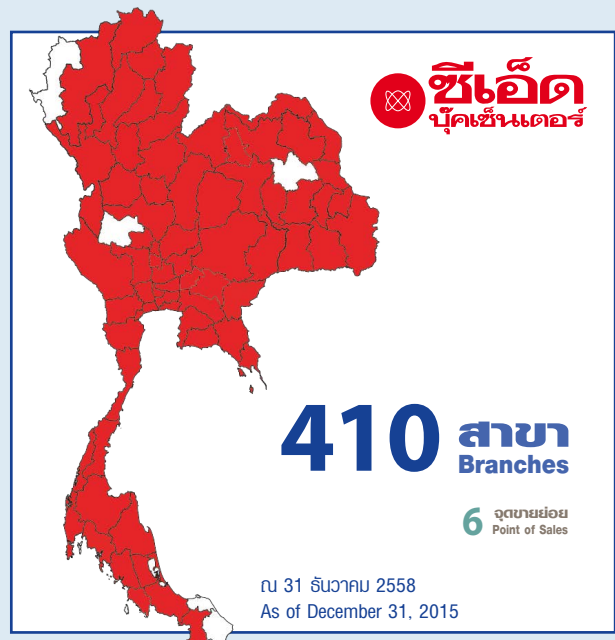
Mission

SE-ED seeks to do business in the areas that promote education in the fields necessary to the development of the nation. It operates the business that will make ‘Thais Smarter’ by developing a sustainable business with a continuous earning growth at the level above the industry’s average, being a role-model company that can create work result deems beneficial and accepted by society at large with happy staffs, and able to deliver and maintain an attractive long-term investment returns at the satisfactory level.



โครงการพัฒนาการจัดการการเรียนรู้ เพื่อเพิ่มผลสัมฤทธิ์ทางการเรียน โดยการพัฒนาความสามารถใช้ภาษาอังกฤษและการสนับสนุนสื่อเพื่อการเรียนรู้ให้กับโรงเรียนที่เข้าร่วมโครงการ

Improving Knowledge Management for Increasing Educational Achievement Project : to increase educational achievement in core subjects by improving English Skills and giving learning media to schools.

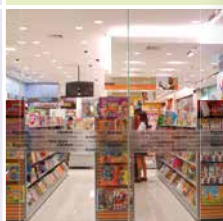


บริษัท ซีเ็ดยูเคชั่น จำกัด (มหาชน) ได้รับรางวัลการลงทุนในกิจการเพื่อสังคม (SET Social Enterprise Investment Awards) ซึ่งเป็นรางวัลที่มอบให้แก่บริษัทจดทะเบียนที่ให้การสนับสนุนกิจการเพื่อสังคมอย่างโดดเด่น จากงาน SET Sustainability Awards 2015 โดยตลาดหลักทรัพย์แห่งประเทศไทย

SE-EDUCATION Public Co.,Ltd. received SET Social Enterprise Investment Awards from SET in SET Sustainability Awards 2015. This prize is meant for the registered companies which prominently support Social Enterprise.

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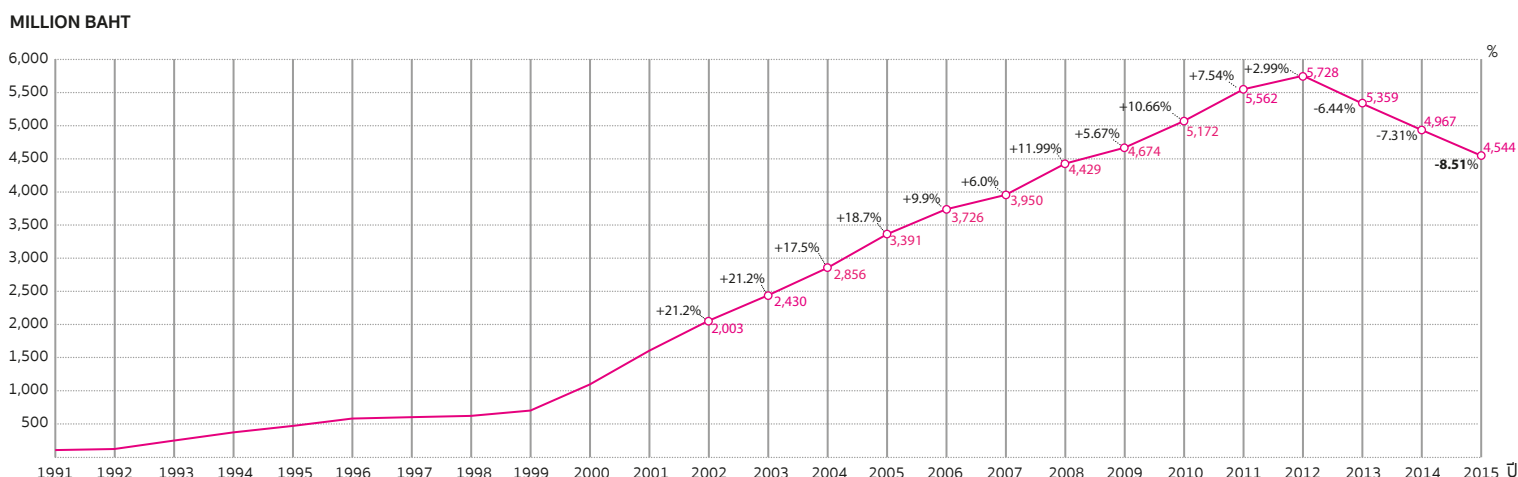
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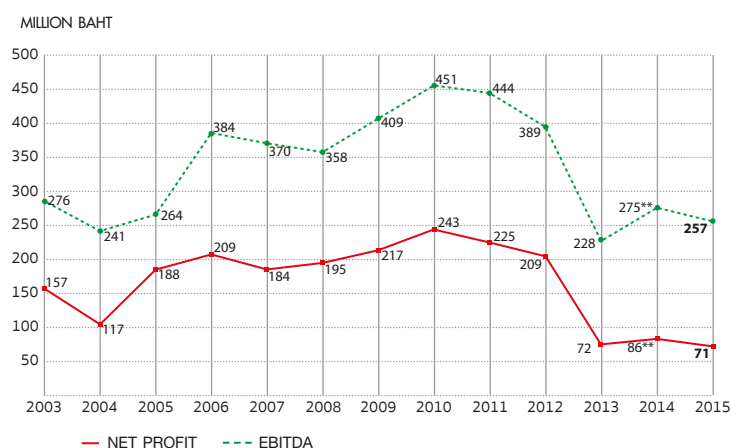
OPERATING

SE-EDUCATION PUBLIC COMPANY LIMITED AND ITS SUBSIDIARY

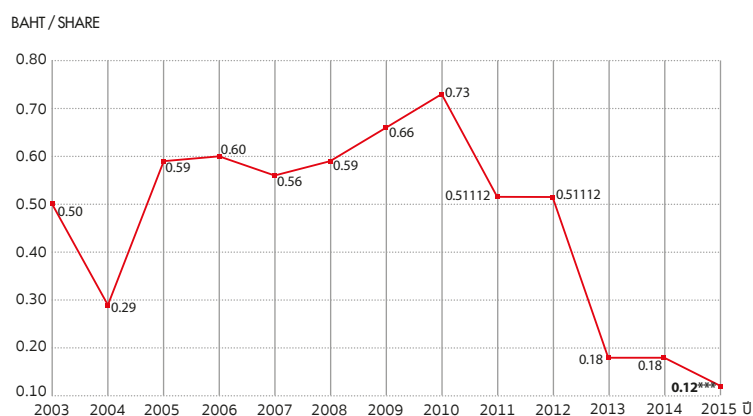
Total Revenue*



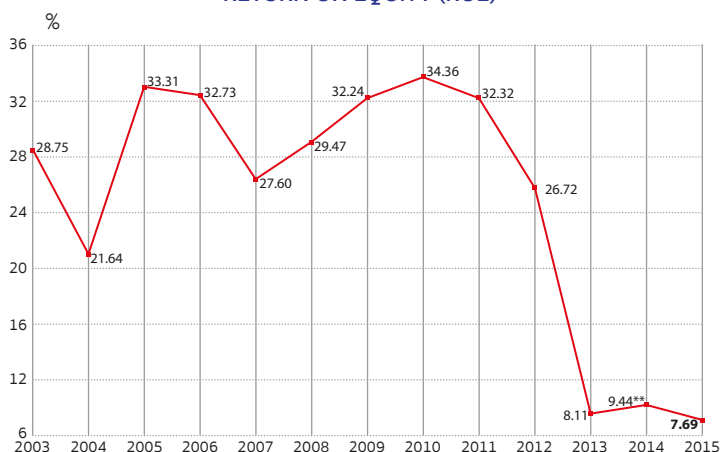
NET PROFIT AND EBITDA*



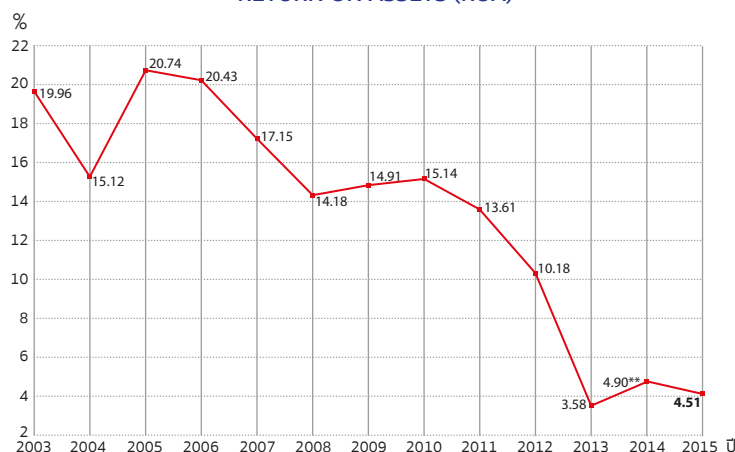
DIVIDEND PAID PER SHARE FROM OPERATING RESULT FOR THE YEAR



RETURN ON EQUITY (ROE)*



RETURN ON ASSETS (ROA)



Remark : * It is the calculation from Consolidated Financial Statements since 2009.

** It is the calculation from Consolidated Financial Statement 2014. (Restated)

** Dividend payment rate of the net profit from the separate financial statement, which has been approved from the board of Directors and waiting for approval from shareholders in the annual general shareholder's meeting, scheduled for April 21, 2016

HIGHLIGHTS

จุดเด่นในรอบปี

หน่วย : ล้านบาท
Unit : Million Baht

ผลการดำเนินงาน Operating Results	งบการเงินรวม Consolidated Financial Statements				
	2558 2015	2557 2014 (restated)	2556 2013	2555 2012 (restated)	2554 2011
รายได้รวม Total Revenue	4,544.28	4,967.19	5,359.09	5,727.96	5,561.77
กำไรสุทธิส่วนที่เป็นของผู้ถือหุ้นของบริษัท Profit attributable to equity holders of the company	70.88	86.40	72.29	209.09	225.22
กำไรสุทธิต่อรายได้รวม Net Profit Margin (%)	1.56	1.74	1.35	3.65	4.05
กำไรต่อหุ้น (บาท) EPS (Baht)	0.18	0.22	0.18	0.53	0.63
มูลค่าหุ้นทางบัญชีต่อหุ้น (บาท) Book Value per share (Baht)	2.54	2.52	2.30	2.06	2.03
สินทรัพย์รวม Total Assets	2,588.84	2,801.78	2,599.46	2,628.24	2,458.99
หนี้สินรวม Total Liabilities	1,595.20	1,815.87	1,628.96	1,691.36	1,728.85
ส่วนของผู้ถือหุ้น Shareholders Equity	922.46	920.33	909.86	875.57	668.24
ทุนที่ออกและที่เรียกชำระแล้ว Paid - up Capital	391.94	391.94	391.94	356.31	323.92
อัตราผลตอบแทนต่อสินทรัพย์ ROA (%)	4.51	4.90	3.58	10.18	13.61
อัตราผลตอบแทนต่อส่วนของผู้ถือหุ้น ROE (%)	7.69	9.44	8.11	26.72	32.32
ณ วันที่ As of	30/12/2558 30/12/2015	30/12/2557 30/12/2014	27/12/2556 27/12/2013	28/12/2555 28/12/2012	30/12/2554 30/12/2011
ราคาล่าสุด (บาท) Last Price (Baht)	5.25	5.05	4.62	9.70	10.40
มูลค่าหลักทรัพย์ตามราคาตลาด Market Cap.	2,057.71	1,979.32	1,810.78	3,456.24	3,368.78

Remark Certain financial ratios are not consistent with the financial ratios published on the website of Stock Exchange of Thailand because the financial statements were recategorized to comply with the 2015 financial statement.

Financial ratios

LIQUIDITY RATIO

Ratio	Consolidated financial statements		
	2015	2014 (restated)	2013
Current Ratio (Times)	0.71	0.73	0.47
Quick Ratio (Times)	0.35	0.41	0.19
Cash Flow Ratio (Times)	0.08	0.04	0.04
Accounts Receivable Turnover (Times)	12.80	10.46	9.15
Average Debt Collection Period (Day)	29	35	39
Inventory Turnover (Times)	7.61	8.32	9.70
Average Selling Period (Day)	48	44	37
Payable Turnover (Times)	2.87	2.75	2.63
Average Payment Period (Day)	127	133	137
Cash Cycle (Day)	(51)	(54)	(57)

PROFITABILITY RATIO

Ratio	2015	2014 (restated)	2013
Gross Profit Margin (%)	34.29	34.14	32.55
Operating Profit (%)	2.70	2.70	1.76
Other Profit (%)	1.01	1.05	0.91
Cash to Earnings Ratio (%)	82.49	42.73	65.52
Net Profit Margin (%)	1.56	1.74	1.35
Return on Equity (%)	7.69	9.44	8.11

EFFICIENCY RATIO

Ratio	2015	2014 (restated)	2013
Return on Assets (%)	4.51	4.90	3.58
Return on Fixed Assets (%)	12.58	13.51	13.48
Assets Turnover (Times)	1.69	1.69	2.05

FINANCIAL POLICY RATIO

Ratio	2558	2014 (restated)	2013
Debt to Equity Ratio (Times)	1.61	1.84	1.68
Interest Capability Ratio (Times)	11.37	19.60	13.00
Debt Service Coverage Ratio (Times)	0.41	0.14	0.09
Dividend Payout Ratio (%)	66.36*	81.65	97.59

Remark : * Dividend payment from the net profit of the separate financial statement from the operating result in 2015 is paid by cash at the rate of THB 0.12 per share. The dividend rate has been approved from the Board of Directors and waiting for approval from shareholders in the Annual General shareholder's Meeting, Scheduled on April 21, 2016.

- The company's commitment formulated 41 years ago was to 'doing business in knowledge dissemination with a view to developing the full potential of Thai people in essential areas for national development such as science, engineering and education'.
- Mission: SE-ED seeks to do business in areas that promote education for knowledge in the fields that is necessary to the development of the nation. It operates in the business that will make 'Thais Smarter' developing the sustainable business with a continuous earning growth at above the industry average, being a role model company that can create work results deemed beneficial and accepted by society at large with happy staffs, and be able to deliver and maintain an attractive long-term investment return at satisfactory levels.
- *SE-ED's Determination is to make 'Thais Smarter'*. The Company focuses on taking the country's problem regarding human development and social ideology as its business objectives that help it grow at a sustainable pace, and practice such ideology from day one, continuing through the present day.
- Being a pioneer of printing books and magazines in the area of knowledge, distributing books and opening bookstore chains in shopping centers with several models until succeeded and admired by publishing business in Thailand.
- Being a Thai leading publishing firm in all the three lines of publishing as :
 - **A publisher** with sales volumes through local bookstores across the country stays in the early top rank emphasizing engineering, science, management, business, juvenile-youth supplement, substantial general knowledge and reference books, especially on outside reading books in English and maps.
 - **A distributor** with the largest sales volume that distributes books to local bookstores and also has a distributing system deemed to be the best of the country in books business by developing the system called Standing Order Distributing System for Thailand.
 - **A bookstore** chain owner with the highest number of branches and highest sales since 1999. Moreover, SE-ED had been conferred from the books distributing promotion club (books distributors club) under the publishers and booksellers association of Thailand 'Outstanding Bookstore Chain 2002 and 2003 Award' and 'Outstanding Bookstore of the decade (2004)'.
- SE-ED has been the main shareholder and involved in managing PlearnPattana school (located on Bhuddhamonthon 2 road, with an area of 20 Rai) which is a new concept school to develop Thai children's potential in a favorable track of the country's requirement. The curriculum conforming to the ministry of education from pre-kindergarten, (*start from one and half year*) up to Matayom 6. At the present time the school has about 1,230 students.
- A registered company listed in the Stock Exchange of Thailand with the following interesting points :
 - A company with the highest Average Revenue Growth Rate among 38.4 times within 24 years or the annually growth average at 17% since the first year listed in the Stock Exchange of Thailand up to the year 2015.
 - Received SET Social Enterprise Investment Awards from The Stock Exchange of Thailand in SET Sustainability Awards 2015. This award is for the registered companies that prominently supported social enterprise and to encourage the companies and employees that had the intention of sustainably conduct business by using the business management as the key mechanism.



SE-EDUCATION Public Co.,Ltd. received SET Social Enterprise Investment Awards from SET in SET Sustainability Awards 2015. This prize is meant for the registered companies which prominently support Social Enterprise.

SE-ED's Corporate Highlights



SE-EDUCATION Public Co.,Ltd. received the 'SET Award of Honor of Corporate Governance Report' from SET Awards 2014



SE-EDUCATION Public Co.,Ltd. received the 'SET Award of Honor of Corporate Governance Report' from SET Awards 2013



SE-EDUCATION Public Co.,Ltd. received the 'SET Award of Honor of Corporate Governance Report' from SET Awards 2012

- Received 'SET Award of Honor' of Corporate Governance report for the Fourth time (6 consecutive years of Top Corporate Governance Report Awards) from the SET Award Banking Magazine. The Company is the only listed company outside SET100 to receive this award.
- Received Investors' Choice Award for receiving 100% scores from the evaluation of Annual General Shareholders Meeting for 6 consecutive years (2009-2014) From the Company Investors Association.
- The Company received the Board of the Year for Distinctive Practices 2010/2011 Award. The award will be given to the boards of directors of the listed companies in the Stock Exchange of Thailand with an effective and productive practice, under the good corporate governance principle, with the consideration of transparency and justice for all stakeholders. The award was given by Thai Institute of Directors in corporation with 6 leading private organizations.
- Received 'Outstanding Corporate Social Responsibility Awards' from the SET Awards 2011 organized by the Stock Exchange of Thailand and Money & Banking Magazine.
- The IOD has appraised SE-ED to be excellent (5 stars) level in Corporate Governance Report of Thai Listed Companies 2015, 2014, 2013, 2012, 2011, 2010, 2009 and 2008 appraisal for 8 consecutive years, there were 588 listed companies in the Stock Exchange of Thailand to be evaluated. 59 Companies were rated 'excellent' (5 stars). SE-ED is the only company from the publishing business category in the service industry to be evaluated 'excellent' for 8 consecutive years.

In 2014 there were 550 listed companies in the Stock Exchange of Thailand to be evaluated. 29 Companies were rated 'excellent' (5 stars). SE-ED was the only company in the Service Industry Group, under Media and Publishing category, to be rated 'excellent' for 7 consecutive years.

In 2013 there were 526 listed companies in the Stock Exchange of Thailand to be evaluated. 87 Companies were rated 'excellent' (5 stars). SE-ED was the only company in the Service Industry Group, under Media and Publishing category, to be rated 'excellent' for 6 consecutive years.

In 2012 there were 513 listed companies in the Stock Exchange of Thailand to be evaluated. 59 Companies were rated 'excellent' (5 stars). SE-ED was the only company in the Service Industry Group, under Media and Publishing category, to be rated 'excellent' for 5 consecutive years.

In 2011 there were 497 listed companies in the Stock Exchange of Thailand to be evaluated. 47 Companies were rated 'excellent' (5 stars). SE-ED was the only company in the Service Industry Group, under Media and Publishing category, to be rated 'excellent' for 4 consecutive years.

SE-ED's Corporate Highlights

In 2010 there were 480 listed companies in the Stock Exchange of Thailand to be evaluated. 70 Companies were rated 'excellent' (5 stars). SE-ED was the only company in the Service Industry Group, under Media and Publishing category, to be rated 'excellent' for 3 consecutive years.

In 2009 there were 290 listed companies in the appraisal with 52 firms to be excellent 5 stars level while SE-ED was the only company in the publishing group that has been appraised.

In 2008 there were 448 firms appraised with 22 being excellent 5 stars level and SE-ED was one of six companies in the medium and small capital group that has been appraised, the others were large capital companies in SET100 and were in groups of energy businesses and financial institutes.

- Received the H.R.H. Princess Maha Chakri Sirindhorn cup award from the second contest for the philosophy of sufficiency economy achievement in business practices in the category of large scale business in 2010, which was the only one from 5 companies who won these awards not listed in SET50.
- Received 'Top Corporate Governance Report Awards' 2009 and 2010 for two consecutive years from the SET Awards organized by the Stock Exchange of Thailand and Money & Banking Magazine. There were 10 companies granted this award while only SE-ED was not in SET50.
- Received 'Corporate Social Responsibility Awards' 2009 and 2010 for two consecutive years from the SET Awards organized by the Stock Exchange of Thailand and Money & Banking Magazine. There were 4 companies granted this award while only SE-ED was not in SET100.
- Received Best Shareholder Treatment Awards 2008 arranged by The Thailand Securities Depository Co., Ltd. (TSD) corporated with Stock Exchange of Thailand, Thai Investors Association, Thai Listed Companies Association and Thai Investor Relations Club. There were 6 companies granted this award while only SE-ED was not in the SET100.
- To be one of three companies outside SET group for final round IR Excellence Awards 2008 arranged by Stock Exchange of Thailand and financial and banking magazine.
- To be one of ten companies for final round Corporate Social Responsibilities Awards 2008 arranged by Stock Exchange of Thailand and financial and banking magazine. SE-ED was the only company not in SET100.
- Received the 'Board of The Year for Distinctive Practices' award, 2006/2007 from Thai Institute of Director or IOD co-operated with The Stock Exchange of Thailand, Board of Trade of Thailand, Federation of Thai Industries, The Thai Bankers' Association, Thai Listed Companies Association, and Federation of Thai Capital Market Organizations. The awards were granted to 19 companies



Mr. Thanong Chotisorayuth, Managing Director of SE-EDUCATION received the 'Royal Trophy' from Her Royal Highness Princess Maha Chakri Sirindhorn' from the second Sufficiency Economy Award.



Mr. Thanong Chotisorayuth, Managing Director of SE-EDUCATION received the SET Award of Honor of Corporate Governance and Outstanding Corporate Social Responsibility from the SET Awards 2011



Mr. Thanong Chotisorayuth, Managing Director of SE-EDUCATION received the Corporate Social Responsibility Awards 2010 and Top Corporate Governance Report Awards 2010 from the Stock Exchange of Thailand.

SE-ED's Corporate Highlights



Mr. Thanong Chotisrayuth, Managing Director of SE-EDUCATION received the Corporate Social Responsibility Awards 2009 and Top Corporate Governance Report Awards 2009 from the Stock Exchange of Thailand.



SE-EDUCATION Public Co.,Ltd. received the Investors' Choice Award. The honorable award was given to a listed company who is aware of the importance of shareholders meetings by considering the rights and equality of all shareholders.

for 2006/2007 (14 companies with distinctive practices award and 5 companies for exemplary practices award) from more than 400 listed companies. SE-ED was one of the two middle market capital (less than 5,000 million Baht) companies that took home the award this year. Others were large market capital companies, most of them have been in the energy and banking business sector.

- The Company was assessed by the Securities and Exchange Commission, Thai Listed Companies Association, and Thai Investors Association, in the organization of the Annual General Shareholders Meeting (AGM) 2015 in the level '5 TIA' with the perfect 100 scores for 7 consecutive years (2009-2015). There was a total of 575 listed companies participated in the assessment of the year 2015.

In 2014 SE-ED received 100 point and SE-ED was one of the 128 companies from 528 companies to be praised 'exemplary'.

In 2013 SE-ED received 100 point and SE-ED was one of the 96 companies from 475 companies to be praised 'exemplary'.

In 2012 SE-ED received 100 point and SE-ED was one of the 74 companies from 450 companies to be praised 'exemplary'.

In 2011 SE-ED received 100 points and SE-ED was one of the 64 companies from 416 companies to be praised 'exemplary'.

In 2010 SE-ED received 100 points and SE-ED was one of the 63 companies from 479 companies to be praised 'exemplary'.

In 2009 achieved 100 points with 4 stars extra point from 5 stars which was the first year of changing extra points from 10 points full to be extra 5 stars instead and was one of 41 companies appraised as a good example among an overall of 497 firms.

With such an excellent appraisal coming from the meeting with good corporate governance, it was transparent and allowed wider opportunity for shareholders to ask questions, have them cleared and left with no doubts.

- The company was rated as 'Excellent' for the second consecutive in year the Opportunity Day activity provided by the Stock Exchange of Thailand for Q4/2006 and Q4/2005. Furthermore, the company has also been rated as the highest outstanding in three aspects: namely, the usefulness of information, the method, and appropriateness of presentation's time, compared with the other 48 and 68 listed companies in which participated.

SE-ED's Corporate Highlights

- Appraised from the Thai of Directors Association with support from the Stock Exchange of Thailand (SET) according to which is rated as 'Very Good', to be one of publishing listed company rated as 'Very Good – Excellent' and to be one of the top 71 listed companies of 402 listed company with best corporate governance rated as 'Very Good – Excellent' for the year 2006.
- Appraised by the Thai Institute of Directors Association with support from the Stock Exchange of Thailand (SET) and the Office of Securities Exchange Commission (SEC) to be one of the top 85 listed companies with best corporate governance (Top Quartile Companies) for the year 2003.
- Appraised from Thai Institute of Directors Association to be one of the top 20 companies with the best corporate governance for the year 2002 which surveyed from 234 companies listed in the Stock Exchange of Thailand.
- Declared and conferred from the Office of Securities and Exchange Commission the 'Disclosure Report Award 2002' and 'Disclosure Report Award 2003' as 'a listed company that should be commended for disclosure data to investors'. The SEC set up this award in order to promote good corporate governance in Thailand.
- One of 200 small companies outside the U.S. which are the Best under \$1 billion in revenue for 2002 (200 Companies for 2002, Best under a Billion), declared on October 28, 2002, FORBES Magazine Global edition, a world class business magazine, selected from 20,000 companies all over the world outside the U.S.
- The producer of the 'Arn Kho Sen' TV program is broadcast on Monday - Friday from 3.55-4.00 p.m. on One HD Digital TV (Channel 31 via digital set top box and channel 41 via TRUE box, cable box and cable TV).
- The organizer of 'Thailand Electronics & Industrial Technology', the country's greatest annual Electronics and Industrial Trade Fair.
- The company owned the website, www.se-ed.com, which is one of the most popular websites in book business category.

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Mr. Somboon Chinsawananon, Chairman of SE-EDUCATION received the 'Board of The Year for Distinctive Practices' for 2010 / 2011



Mr. Somboon Chinsawananon, Chairman of SE-EDUCATION received the 'Board of The Year for Distinctive Practices' for 2006/2007

General Information

Name and Location of Head Office, Distribution Center and SE-ED Learning Center

Name	: SE–EDUCATION Public Company Limited
Abbreviated Name	: SE-ED
Head Office	: 1858/87-90 Interlink Tower, 19 th Floor, Bangna-Trat Road, Bangna, Bangkok 10260, Thailand.
Distribution Center	: 118 Moo 1 Tambon Sisa Chorakhe Yai, Amphoe Bang Sao Thong, Samut Prakarn 10540, Thailand.
SE-ED Learning Center	: PARADISE PARK Floor 4, 61 Srinakarin Road, Nongbon, Pravet Bangkok, Thailand 10250
Website	: www.se-ed.com
Tel.	: 66-2739-8000
Fax.	: 66-2751-5999
E-mail	: Company Secretary cs@se-ed.com
	: Independent Director id@se-ed.com
	: Investor Relations ir@se-ed.com
Business	: Company's business operation consist <ul style="list-style-type: none"> ● Publisher of educational books and magazines ● Book distributor ● Bookstore chain, SE-ED Book Center, and network stores (including campus bookstores and kiosks operated by the company) in Bangkok and other provinces. ● SE-ED Learning Center is an education center that provides services and activities aiming to develop potentials and aptitudes of Thai children such as supplementary math and English courses. ● Pleampattana School, open for pre-kindergarten to Matayom 6. ● Provide counseling about selection and distribution of software.
Registered No.	: 0107536000285
Registered Capital	: THB 391,944,529 (391,944,529 ordinary shares @ Baht 1 par value each)
Paid-up share capital	: THB 391,944,418 (391,944,418 ordinary shares @ Baht 1 par value each)

Name and Location of Subsidiary Companies

Name	: Plearn Patt Co., Ltd.
Address	: 33/39-40 Moo 17, Suan-Phak Road, Sala Tham Sop, Thawi Watthana, Bangkok 10170, Thailand.
Tel.	: 66-2885-2670-5
Fax.	: 66-2885-2670-5 Ext. 502
E-mail	: webmaster@plearnpattana.com
Website	: www.plearnpattana.com
Business	: Private school, operated by Plearnpattana School, which is a school for pre-kindergarten up to Matayom 6
Registered No.	: 0105545100716
Registered Capital	: THB 169,475,500 (16,947,550 ordinary shares @ Baht 10 par value each)
Paid-up share capital	: THB 169,475,500 (16,947,550 ordinary shares @ Baht 10 par value each)
SE-ED holds	: 48.97% of shares
Name	: SE-ED Book Center Co., Ltd.
Address	: 1858/87-90 Interlink Tower, 19 th Floor, Bangna-Trat Road, Bangna, Bangkok 10260, Thailand.
Tel.	: 66-2739-8000
Fax.	: 66-2751-5999
Business	: Business Consultancy
Registered No.	: 0105544044332
Registered Capital	: THB 1,000,000 (100,000 ordinary shares @ Baht 10 par value each)
Paid-up share capital	: THB 1,000,000 (100,000 ordinary shares @ Baht 10 par value each)

SE-ED holds : 99.99% of shares

Name : **BaesLab Co., Ltd.**

Address : 1858/87-90 Interlink Tower, 19th Floor, Bangna-Trat Road, Bangna, Bangkok 10260, Thailand.

Tel. : 66-2739-8000

Fax. : 66-2751-5999

Business : Provide counseling about selection and distribution of software

Registered No. : 0105556066298

Registered Capital : THB 1,000,000 (100,000 ordinary shares @ Baht 10 par value each)

Paid-up share capital : THB 250,000 (100,000 ordinary shares @ Baht 2.50 par value each)

SE-ED holds : 60% of shares

Name and Location of Associated Company

Name : **M & E Co., Ltd.**

Address : 77/111 Sin Sathorn Tower Bldg. 26th Floor, Krung Thonburi Road, Klongtonsai, Klongsarn, Bangkok 10600, Thailand.

Tel. : 66-2862-1396-9

Fax. : 66-2862-1395

Website : www.me.co.th

Business : Magazine and Book publishing for Engineer.

Registered No. : 0105527008994

Registered Capital : THB 400,000 (4,000 ordinary shares @ Baht 100 par value each)

Paid-up share capital : THB 400,000 (4,000 ordinary shares @ Baht 100 par value each)

SE-ED holds : 25% of shares

References

Stock Registrar : **Thailand Securities Depository Co., Ltd.**

Address : 93 The Stock Exchange of Thailand Building, 1st Floor, Ratchadaphisek Road, Dindaeng, Bangkok 10400, Thailand.

Tel. : 66-2009-9000

Fax. : 66-2009-9991

Call center : 66-2009-9999

E-mail : SETContactCenter@set.or.th

Website : <http://www.set.or.th/tsd>

Auditor : **Miss Pimjai Manitkajornkit Auditor ID: 4521 and/or**
Miss Runnapa Lertsuwankul Auditor ID: 3516 and/or
Mr. Chayapol Huppasedtanon Auditor ID: 3972 and/or
Other auditors from the same office

Address : EY Office Limited. (Formerly know as 'Ernst & Young Office Limited')
33rd Floor, Lake Rajada Office Complex 193/136-137 New Rajadapisek Road Klongtoey, Bangkok 10110.

Tel. : 0-2264-0777

Fax. : 0-2264-0789

E-mail : Ernstyoung.thailand@th.ey.com

Website : www.ey.com

Legal Consultant : **Chuan and Associates Law Office**

Address : 1153/44 Soi Ladprao 101, Ladprao Road, Klongjun, Bangklapi, Bangkok 10240, Thailand.

Tel. : 66-2731-5337 and 66-2731-5338

Fax. : 66-2731-5759

Bond holder Representative : No bonds

BOARD OF DIRECTORS

SE-EDUCATION PUBLIC COMPANY LIMITED



Mr. Somboon Chinsawananon

Chairman of the Board of Director,
Chairman of Recruitment and Remuneration
Committee and Independent Director



Mr. Saroch Lamlerprasertkul

Chairman of Audit Committee,
Vice-Chairman of the Board of Directors and
Independent Director



Mr. Pravit Tantiwasinchai

Director, Audit Committee and Independent
Director



Mr. Kachen Benjakul

Director, Audit Committee and
Independent Director



Mr. Wattana Chiengkul

Director, Recruitment and Remuneration
Committee



Mr. Vorasit Pokachaiyapat

Director, Recruitment and Remuneration
Committee and Independent Director



Assoc. Prof. Yuen Poovarawan
Director and Authorized Director



Mr. Phairat Sittakul
Director



Mr. Wutthiphum Jurangkool
Director



Mr. Worapote Chutchaikulsiri
Director



Mr. Thanong Chotisorayuth
Director, Managing Director,
Executive Director and Authorized Director



Mr. Viboolsak Udomvanich
Director, Deputy Managing Director,
Company Secretary, Executive Director and
Authorized Director

BOARD OF DIRECTORS

SE-EDUCATION PUBLIC COMPANY LIMITED

Mr. Somboon Chinsawananon

Chairman of the Board of Directors, Chairman of Recruitment and Remuneration Committee and Independent Director

Age 65 Years

Date of Appoint 1 Dec. 1991

Last Appointment 25 Apr. 2013

Highest Qualification

- Master of Management (Finance), Kellogg School of Management, Northwestern University, USA.
- B.Eng. in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 188,568 Shares (0.0481%)⁽¹⁾
- 188,568 Shares (0.0481%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- May 2005 - present : Chairman of the Board of Directors and Independent Director, SE-EDUCATION Plc.
- May 2006 - present : Chairman of Recruitment and Remuneration Committee, SE-EDUCATION Plc.
- 1995 - 2005 : Director and Independent Director, SE-EDUCATION Plc.
- Dec. 2009 - present : Chairman of the Board of Director, Thai Furnishing fabric Co., Ltd.
- 1980 - present : Director, Thai Furnishing fabric Co., Ltd.
- 2004 - 2011 : A member of the Financial Institutions Policy Committee (FIPC), Bank of Thailand.
- 1995 - 1999 : Deputy Managing Director, Kasikorn Bank Plc.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 1 Company
 - Chairman of Director Director, VijiThai Garment Industry Co., Ltd.

Mr. Saroch Lamlerprasertkul

Chairman of Audit Committee, Vice-Chairman of the Board of Directors and Independent Director

Age 53 Years

Date of Appoint 22 Dec. 1999

Last Appointment 25 Apr. 2013

Highest Qualification

- MBA (Accounting), Thammasart University
- BBA (Accounting), Thammasart University

Training Certified (Director Program) IOD

- Director Certification Program (DCP)
- Audit Committee Program (ACP)

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- Feb. 2009 - present : Vice - Chairman of the Board of Directors, SE-EDUCATION Plc.
- Dec. 1999 - present : Chairman of Audit Committee and Independent Director, SE-EDUCATION Plc.
- Apr. 2015 - present Managing Director, BKK All Services Co., Ltd.
- Jan. 2012 - present : Managing Director, C3 BKK Co., Ltd.
- Mar. 2012 - present : Director, Ark Holding Co., Ltd.
- Apr. 2011 - present : Director, Ark Enterprise Co., Ltd.
- 2006 - present : Managing Director, ACT Management Co., Ltd.
- 2000 - present : Managing Director, CAS Management Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 6 Companies
 - Managing Director, ACT Management Co., Ltd.
 - Managing Director, CAS Management Co., Ltd.
 - Managing Director, C3 BKK, Co., Ltd.
 - Director, Ark Holding Co., Ltd.
 - Director, Ark Enterprise Co., Ltd.
 - Managing Director, BKK All Services Co., Ltd.

Mr. Pravit Tantiwasinchai

Director, Audit Committee and Independent Director

Age 59 Years

Date of Appoint 22 Apr. 1999

Last Appointment 23 Apr. 2015

Highest Qualification

- Bachelor Certificate (Audit), Chulalongkorn University
- Bachelor Degree (Accounting), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Accreditation Program (DAP)

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- 1999 - present : Audit Committee and Independent Director, SE-EDUCATION Plc.
- 2012 - present : Director, MK Restaurant Group Plc.
- 2012 - present : Deputy Managing Director of Accounting and Finance Group, MK Restaurant Group Plc.
- 2006 - 2012 : Deputy Managing Director of Accounting and Finance Group, MK Restaurant Co., Ltd.
- 1994 - 2006 : Accounting & Financial Executive Manager, MK Restaurant Co., Ltd.

Director Positions in other business

- In listed Companies
 - 1 company
 - Director, MK Restaurant Group Plc.
 - Deputy Managing Director of Accounting and Finance Group, MK Restaurant Plc.
- In non - listed Companies
 - None -

BOARD OF DIRECTORS

SE-EDUCATION PUBLIC COMPANY LIMITED

Mr. Kachen Benjakul

Director, Audit Committee and Independent Director

Age 38 Years

Date of Appointment 28 Jun. 2005

Last Appointment 24 Apr. 2014

Highest Qualification

- Master of Arts in International Economic and Finance, Chulalongkorn University
- Bachelor of Industrial Engineering (I.E.), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Accreditation Program (DAP)

Number of Shares (Proportion)

- 473,231 shares (0.1207%)⁽¹⁾
- 464,640 shares (0.1185%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- Nov. 2009 - present : Audit Committee, SE-EDUCATION Plc.
- 2005 - present : Director and Independent Director, SE-EDUCATION Plc.
- 2008 - present : Consultant for Human Resources, Plearn Patt Co., Ltd.
- 2006 - 2008 : Executive Director, Plearn Patt Co., Ltd.
- May 2012 - present : Audit Committee, Project Planning Service Plc.
- 2001 - 2004 : Senior Equity Analyst, Government Pension Fund (GPF)
- 2000 - 2001 : Analyst, Government Pension Fund (GPF)

Director Positions in other business

- In listed Companies
 - 1 Company
 - Audit Committee, Project Planning Service Plc.
- In non - listed Companies
 - 1 Company
 - Consultant for Human Resources, Plearn Patt Co., Ltd.

Mr. Wattana Chiengkul

Director, Recruitment and Remuneration Committee

Age 63 Years

Date of Appointment 10 Oct. 1974

Last Appointment 25 Apr. 2013

Highest Qualification

- B.Eng. in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Accreditation Program (DAP)

Number of Shares (Proportion)

- 4,983,133 shares (1.2714%)⁽¹⁾
- 4,983,133 shares (1.2714%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- Nov. 2010 - present : Recruitment and Remuneration Committee, SE-EDUCATION Plc.
- Apr. 2010 - present : Director, SE-EDUCATION Plc.
- 2005 - Apr. 2010 : Independent Director, SE-EDUCATION Plc.
- 1993 - Present : Director, SE-EDUCATION Plc.
- 1974 - 1993 : Director, SE-EDUCATION Co., Ltd.
- 2002 - present : Principal Consultant Physical Asset Management Consulting, Productivity Associates Co., Ltd.
- 1997 - 2002 : Maintenance Business Development and Maintenance Engineering Manager, ABB Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 1 Company
 - Principal Consultant Physical Asset Management, Productivity Associates Co., Ltd.

Mr. Vorasit Pokachaiyapat

Director, Recruitment and Remuneration Committee and Independent Director

Age 52 Years

Date of Appointment 29 May 1998

Last Appointment 24 Apr. 2014

Highest Qualification

- M.S. (Computer and Database Management), Bantley Collage, Massachusetts, USA.
- BBA, Carnegie-Mellon University, Pennsylvania, USA.

Training Certified (Director Program) IOD

- Director Certification Program (DCP)

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- May 1998 - present : Director, SE-EDUCATION Plc.
- 2005 - present : Independent Director, SE-EDUCATION Plc.
- Nov 2006 - present : Recruitment and Remuneration Committee, SE-EDUCATION Plc.
- 1991 - present : Managing Director, Finansia Plc.
- Oct. 2015 - Present : Director, M.K. Real Estate Development Plc.
- 2005 - present : Director Prospect Co., Ltd.
- 2008 - present : Director, Palanamai Ltd.
- 1990 - 1991 : Assistant Manager Director, Chase Manhattan Bank Thailand.

Director Positions in other business

- In listed Companies
 - 2 Companies
 - Managing Director, Finansia Plc.
 - Director, M.K. Real Estate Development Plc.
- In non - listed Companies
 - 2 Companies
 - Director, Palanamai Co., Ltd.
 - Director, Prospect Development Co., Ltd.

Remarks : (1) Number of Shares of directors include shareholding of spouse and children who have not attained of majority as well as related legal person in section 258.

(2) Number of Shares of director.

BOARD OF DIRECTORS

SE-EDUCATION PUBLIC COMPANY LIMITED

Assoc. Prof. Yuen Poovarawan

Director and Authorized Director

Age 65 Years

Date of Appointment 10 Oct. 1974

Last Appointment 23 Apr. 2015

Highest Qualification

- M.Eng. in Industrial Engineering and Management, Asian Institute of Technology (AIT)
- M.Eng. in Engineering (Electrical), Chulalongkorn University
- B.Eng. in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 2,924,224 shares (0.7461%)⁽¹⁾
- 1,843,538 shares (0.4704%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 1993 - present : Director, SE-EDUCATION Plc.
- 1974 - 1993 : Director, SE-EDUCATION Co., Ltd.
- 2003 - present : Consultant, Pleampattana School, Plearnpatt Co., Ltd.
- 2011 - present : Special Expert, Kasetsart University.
- 2002 - 2011 : Vice - President for Information Technology, Kasetsart University.
- 1991 - 2000 : Director, Office of University Computer Services, Kasetsart University.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

Mr. Phairat Sittakul

Director

Age 66 Years

Date of Appointment 10 Oct. 1974

Last Appointment 24 Apr. 2014

Highest Qualification

- B.Eng. in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Accreditation Program (DAP)

Number of Shares (Proportion)

- 6,364,284 shares (1.6238%)⁽¹⁾
- 2,910,310 shares (0.7425%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 1993 - present : Director, SE-EDUCATION Plc.
- 1974 - 1993 : Director, SE-EDUCATION Plc.
- 2005 - 2011 : Independent Director, SE-EDUCATION Plc.
- May. 2005 - Nov. 2009 : Audit Committee, SE-EDUCATION Plc.
- 2008 - Sep. 2010 : Assistant Director of operation and maintenance of electricity generator project, electricity generating Rajburi Co., Ltd.
- 2002 - 2008 : Level 11 Engineer, EGAT.
- 1999 - 2002 : Maintenance Service Bureau - Manager, EGAT.
- 1997 - 1999 : Engineer - Maintenance Service Bureau - Manager, EGAT.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

Mr. Wutthiphum Jurangkool

Director

Age 36 years

Date of Appointment 26 Feb. 2015

Last Appointment 26 Feb. 2015

Highest Qualification

- Executive MBA, Sasn Graduate Institute of Business Administration of Chulalongkorn University
- Bachelor of Laws, Ramkhamhaeng University

Training Certified (Director Program) IOD

- Director Certification Program (DCP)
- Finance for Director (FFD)

Number of Shares (Proportion)

- 49,550,512 shares (12.6422%)⁽¹⁾
- 49,550,512 shares (12.6422%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- Feb. 2015 - present : Director, SE-EDUCATION Plc.
- Nov. 2015 - present : Director and Authorized signatory, Aspiration One Co., Ltd.
- Dec. 2014 - present : Director and Authorized signatory, AIRA & AIFUL Plc.
- Dec. 2013 - present : Director and Authorized signatory, AIRA Capital Plc.
- Feb. 2013 - present : Director and Authorized signatory, Summit Keylex (Thailand) Co., Ltd.
- Mar. 2012 - present : Director, Executive Director and Authorized signatory, AIRA Factoring Plc.
- Jan. 2002 - present : Directors Procurement of the 6 companies.
 - Summit auto body industry co., Ltd.
 - Summit auto body industry co., Ltd. (Plant 2)
 - Summit laemchabang auto body work co., Ltd.
 - Summit laemchabang auto body work co., Ltd. (Rayong Branch)
 - Summit auto tech industry co., Ltd.
 - Thai auto Industry co., Ltd.
 - Summit R & D Center co., Ltd.
 - Summit advanced materials co., Ltd.

Director Positions in other business

- In listed Companies
 - 2 Companies
 - Director and Authorized signatory, AIRA Capital Plc.
 - Director Executive Director and Authorized signatory, AIRA Factoring Plc.
- In non - listed Companies
 - 8 Companies
 - Summit auto body industry co., Ltd.
 - Summit auto body industry co., Ltd. (Plant 2)
 - Summit laemchabang auto body work co., Ltd.
 - Summit laemchabang auto body work co., Ltd. (Rayong Branch)
 - Summit auto tech industry co., Ltd.
 - Thai auto Industry co., Ltd.
 - Summit R & D Center co., Ltd.
 - Summit advanced materials co., Ltd.
 - Aspiration One Co., Ltd.
 - Summit Keylex (Thailand) Co., Ltd.

BOARD OF DIRECTORS

SE-EDUCATION PUBLIC COMPANY LIMITED

Mr. Worapote Chutchaikulsiri

Director

Age 56 Years

Date of Appointment 26 Feb. 2015

Last Appointment 26 Feb. 2015

Highest Qualification

- MA. Executive Master of Accountancy, Chulalongkorn, University
- BA. Accountancy, Thammasat University

Training Certified (Director Program) IOD

- None -

Number of Shares (Proportion)

- None - (representative of Major shareholder)

Relation among family within The Director and Executives

- None -

Working Background

- Feb. 2015 - present : Director, SE-EDUCATION Plc.
- 2014 - 2015 : Director, Summit Corporation Co., Ltd.
- 2007 - 2012 : Director, International Casting Product Co., Ltd.
- 2006 - 2012 : Vice-President, Finance & Accounting, Somboon Advance Technology Plc.
- 2004 - 2006 : Vice-President, Finance & Administration, Somboon Advance Technology Plc.
- 2002 - 2004 : Executive Director, Bangkok Spring Industrial Co., Ltd.

Director Positions in the Present

- In listed Companies
 - None -
- In non - listed Companies
 - None -

Mr. Thanong Chotisrayuth

Director, Managing Director, Executive Director and Authorized Director

Age 62 Years

Date of Appointment 10 Oct. 1974

Last Appointment 23 Apr. 2015

Highest Qualification

- Honorary Doctorate in Business Administration, National Institute of Development Administration.
- Master of Education in Educational Administration, Chulalongkorn University
- Bachelor Degree in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Certificate Program (DCP)

Training Certified (Other institutions)

- Capital Market Academy (CMA) : Executive MBA Class 3

Number of Shares (Proportion)

- 12,142,247 shares (3.0980%)⁽¹⁾
- 9,818,122 shares (2.5050%)⁽²⁾

Relation among family within The Director and Executives

- Mrs. Montalee Chotisrayuth's Husband

Working Background

- 1993 - present : Director, SE-EDUCATION Plc.
- 1987 - present : Managing Director, SE-EDUCATION Plc.
- 1974 - 1993 : Director, SE-EDUCATION Co, Ltd.
- 1985 - 1987 : Director and Deputy Managing Director Marketing-Science, SE-EDUCATION Plc.
- 2013 - present : Director, BaesLab Co., Ltd.
- 2001 - present : Director, SE-ED Book Center Co., Ltd.
- 2010 - present : Director of Plearnpattana School, Plearn Patt Co., Ltd.
- 2006 - present : Chairman of Executive Directors of Plearnpattana School, Plearn Patt Co., Ltd.
- 2003 - 2006 : Director and Executive Director, Plearn Patt Co., Ltd.
- 1984 - present : Director, M&E Co., Ltd.
- 2012 - present : Director, MK Restaurant Group Plc.

Director Positions in other business

- In listed Companies
 - 1 company
 - Director, MK Restaurant Group Plc.
- In non - listed Companies
 - 4 Companies
 - Director, SE-ED Book Center Co., Ltd.
 - Chairman of Executive Directors of Plearnpattana School, Plearn Patt Co., Ltd.
 - Director, M&E Co., Ltd.
 - Director, BaesLab Co., Ltd.

Mr. Viboolsak Udomvanich

Director, Deputy Managing Director, Company Secretary, Executive Director and Authorized Director.

Age 61 Years

Date of Appointment 1 Dec. 1976

Last Appointment 23 Apr. 2015

Highest Qualification

- B.Eng. in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Accreditation Program (DAP)

Training Certified (Other institutions)

- Listed Company Association (TLCA) : Corporate Secretary Development Program

Number of Shares (Proportion)

- 842,258 shares (0.2149%)⁽¹⁾
- None -⁽²⁾

Relation among family within The Director and Executives

- None -

Working Background

- 2007 - present : Company Secretary, SE-EDUCATION Plc.
- 1974 - present : Director, Deputy Managing Director, SE-EDUCATION Plc.
- 2003 - 2012 : Acting Assistant Managing Director of Publishing Division, SE-EDUCATION Plc.
- 1985 - 1987 : Director and Deputy Managing Director - Production, SE-EDUCATION Co., Ltd.
- 2013 - present : Director, BaesLab Co., Ltd.
- 2003 - present : Executive Director, Plearn Patt Co., Ltd.
- 2001 - present : Director, SE-ED Book Center Co., Ltd.
- 3 Apr. 2015 - present : Director, U.P. ONE Co., Ltd.
- 1992 - present : Director, Unity Binding Center Co., Ltd.
- 1990 - 2014 : Director, Unity Graphics Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 4 Companies
 - Director, SE-ED Book Center Co., Ltd.
 - Executive Director, Plearn Patt Co., Ltd.
 - Director, BaesLab Co., Ltd.
 - Director, U.P. ONE Co., Ltd.

Remarks : (1) Number of Shares of directors include shareholding of spouse and children who have not attained of majority as well as related legal person in section 258.

(2) Number of Shares of director.

EXECUTIVES

SE-EDUCATION PUBLIC COMPANY LIMITED

Mr. Thanong Chotisorayuth

Director, Managing Director, Executive Director and Authorized Director

Age 62 Years

Highest Qualification

- Honorary Doctorate in Business Administration, National Institute of Development Administration.
- Master of Education in Educational Administration, Chulalongkorn University
- B.Eng. in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Certificate Program (DCP)

Training Certified (Other institutions)

- Capital Market Academy (CMA) : Executive MBA Class 3

Number of Shares (Proportion)

- 12,142,247 shares (3.0980%)⁽¹⁾
- 9,818,122 shares (2.5050%)⁽²⁾

Relation among family within The Director and Executives

- Mrs. Montalee Chotisorayuth's Husband

Working Background

- 1993 - present : Director, SE-EDUCATION Plc.
- 1987 - present : Managing Director, SE-EDUCATION Plc.
- 1974 - 1993 : Director, SE-EDUCATION Co, Ltd.
- 1985 - 1987 : Director and Deputy Managing Director Marketing-Science, SE-EDUCATION Plc.
- 2013 - present : Director, Baeslab Co., Ltd.
- 2001 - present : Director, SE-ED Book Center Co., Ltd.
- 2010 - present : Director of Pleampattana School, Plearn Patt Co., Ltd.
- 2006 - present : Chairman of Executive Directors of Plearnpattana School, Plearn Patt Co., Ltd.
- 2003 - 2006 : Director and Executive Director, Plearn Patt Co., Ltd.
- 1984 - present : Director, M&E Co., Ltd.
- 2012 - present : Director, MK Restaurant Group Plc.

Director Positions in other business

- In listed Companies
 - 1 company
 - Director, MK Restaurant Group Plc.
- In non - listed Companies
 - 4 Companies
 - Director, SE-ED Book Center Co., Ltd.
 - Director of Plearnpattana School, Plearn Patt Co., Ltd.
 - Director, M&E Co., Ltd.
 - Director, Baeslab Co., Ltd.

Mr. Viboolsak Udomvanich

Director, Deputy Managing Director, Company Secretary, Executive Director and Authorized Director

Age 61 Years

Highest Qualification

- B.Eng. in Engineering (Electrical), Chulalongkorn University

Training Certified (Director Program) IOD

- Director Accreditation Program (DAP)

Training Certified (Other institutions)

- Listed Company Association (TLCA) : Corporate Secretary Development Program

Number of Shares (Proportion)

- 842,258 shares (0.2149%)⁽¹⁾
- - None -⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2007 - present : Company Secretary, SE-EDUCATION Plc.
- 1976 - present : Director, Deputy Managing Director, SE-EDUCATION Plc.
- 2003 - 2012 : Acting Assistant Managing Director of Publishing Division, SE-EDUCATION Plc.
- 1985 - 1987 : Director and Deputy Managing Director - Production, SE-EDUCATION Co., Ltd.
- 2013 - present : Director, Baeslab Co., Ltd.
- 2003 - present : Executive Director, Plearn Patt Co., Ltd.
- 2001 - present : Director, SE-ED Book Center Co., Ltd.
- 3 Apr. 2015 - present : Director, U.P. ONE Co., Ltd.
- 1992 - 2015 : Director, Unity Binding Center Co., Ltd.
- 1990 - 2014 : Director, Unity Graphics Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 4 Companies
 - Director, SE-ED Book Center Co., Ltd.
 - Executive Director, Plearn Patt Co., Ltd.
 - Director, BaesLab Co., Ltd.
 - Director, U.P. ONE Co., Ltd.

Mrs. Montalee Chotisorayuth

Assistant Managing Director SE-ED Book Center

Age 57 Years

Highest Qualification

- B.S. (Education), Srinakarinwirot University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 12,142,247 shares (3.0980%)⁽¹⁾
- 2,324,12 shares (0.5930%)⁽²⁾

Relation among family within The Director and Executives

- Mr. Thanong Chotisorayuth's wife

Working Background

- 1996 - present : Assistant Managing Director SE-ED Book Center, SE-EDUCATION Plc.
- 2014 - present : Director of Strategic information Administration, SE-EDUCATION Plc.
- 2015 - present : Director, SE-EDUCATION Co, Ltd.
- 1993 - present : Director of SE-ED Book Center, SE-EDUCATION Plc.
- 2013 - present : Director, BaesLab Co., Ltd.
- 1992 - 1993 : Consultant of SE-ED Book Center, SE-EDUCATION Co., Ltd.
- 1993 - 1998 : Executive Editor - Education Book & Treatise Book, SE-EDUCATION Plc.
- 1984 - 1993 : Executive Editor - Treatise Book, SE-EDUCATION Co., Ltd.
- 1981 - 1984 : Assistant Executive Editor - Education book, SE-EDUCATION Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 2 companies
 - Director, BaesLab Co., Ltd.
 - Director, SE-ED Book Center

EXECUTIVES

SE-EDUCATION PUBLIC COMPANY LIMITED

Mrs. Karnchana Charoenwong

Assistant Managing Director Sales And Distribution

Age 58 Years

Highest Qualification

- B.S. (Accounting), Kasetsart University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- 1998 - present : Assistant Managing Director Sales and Distribution, SE-EDUCATION Plc.
- 1991 - 1995 : Assistant Managing Director, SE-EDUCATION Plc.
- 1981 - 1991 : Accounting and Financing Manager, SE-EDUCATION Plc.
- 2001 - present : Director, Chakaj Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 1 Company
 - Director, Chakaj Co., Ltd.

Mrs. Nuchanart Kongvisaisuk

Assistant Managing Director Magazine

Age 61 Years

Highest Qualification

- BBA. (Marketing), Ramkhamhaeng University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 1,000,088 shares (0.2552%)⁽¹⁾
- 1,000,088 shares (0.2552%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2001 - present : Assistant Managing Director Magazines Group, SE-EDUCATION Plc.
- 2014 - present : Director of Magazine Publishing, SE-EDUCATION Plc.
- 2013 - present : Director, BaesLab Co., Ltd.
- 1999 - 2000 : Director of Electronics and Industrial Magazine Group, SE-EDUCATION Plc.
- 1979 - 1999 : Advertising Manager of Electronics Magazine Group, SE-EDUCATION Plc.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 1 company
 - Director, BaesLab Co., Ltd.

Ms. Sajipat Pumpuengput

Director of Financial Division

Age 52 Years

Highest Qualification

- BBA. (Management), Sukhothai Tammatirat University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- 2004 - present : Director of Financial Division, SE-EDUCATION Plc.
- 1991 - 2003 : Financial Manager, SE-EDUCATION Plc.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

Remarks : (1) Number of Shares of executives include shareholding of spouse and children who have not attained of majority as well as related legal person in section 258.
(2) Number of Shares of executive.
(3) Not the executive managers defined by SEC's announcement.

EXECUTIVES

SE-EDUCATION PUBLIC COMPANY LIMITED

Ms. Aree Sae-ung

Director of Accounting Division

Age 44 Years

Highest Qualification

- Certified Accounting Auditor
- MBA, Burapha University
- Bachelor Certificate (Audit), Thammasat University
- BBA (Accounting), Rajamangala Institute of Technology

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- 2004 - present : Director of Accounting Division, SE-EDUCATION Plc.
- 2001 - 2003 : Accounting Manager, SE-EDUCATION Plc.
- 2000 - 2001 : Internal Audit Manager, SE-EDUCATION Plc.
- 1994 - 2000 : In - charge, AMC Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

Wiroj Lackanaadisorn, Ph. D.⁽³⁾

Director of HR & Organization Development Division

Age 38 Years

Highest Qualification

- Doctor of Philosophy (Economics), School of Development Economics, Nation Institute of Development Administration
- MBA (Finance), Chulalongkorn University
- B.Eng. (Automotive - engineering), Chulalongkorn University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 726 shares (0.0002%)⁽¹⁾
- 726 shares (0.0002%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2013 - present : Director of SE-ED Learning Center, SE-EDUCATION Plc.
- 2003 - present : Director of HR & Organization Development Division
- 2013 - present : Director, BaesLab Co., Ltd.
- 2000 - 2003 : Consultant, Novo Quality services Co., Ltd.
- 1998 - 2000 : QA. Engineering, Isuzu motor (Thailand) Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - 1 company
 - Director, BaesLab Co., Ltd.

Mr. Apichit Suananuntapoom⁽³⁾

Director of Logistics Division

Age 36 Years

Highest Qualification

- MBA (Finance), Ramkhamhaeng University
- B.Eng. (Automotive - engineering), Chulalongkorn University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 55,555 shares (0.0142%)⁽¹⁾
- 55,555 shares (0.0142%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2004 - present : Director of Logistics Division, SE-EDUCATION Public Plc.
- 2003 - 2004 : Executive Officer - Marketing and Supply Chain Management, Toyota Motor Asia Pacific Pte., Ltd.
- 2002 - 2003 : Senior Engineer - Procurement Department, Isuzu (Thailand) Co., Ltd.
- 1999 - 2002 : Engineer - Purchasing Department, Isuzu (Thailand). Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

EXECUTIVES

SE-EDUCATION PUBLIC COMPANY LIMITED

Meechoke Thongsawai, Ph. D.⁽³⁾

Director of Academic Consulting and International Business Division

Age 45 Years

Highest Qualification

- Doctor of Philosophy Degree field of study Educational Communications and Technology, Faculty of Education, Chulalongkorn University
- MBA, Assumption University
- BBA, Assumption University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 121,000 shares (0.0309%)⁽¹⁾
- 121,000 shares (0.0309%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2011 - present : Director of Academic Consulting and International Business Division, SE-EDUCATION Plc.
- 2001 - 2011 : Foreign Books Division Manager, SE-ED Book Center, SE- EDUCATION Plc.

Director Positions in other business

- In listed Companies
- None -
- In non - listed Companies
- None -

Ms. Daungjai Jeenanurug⁽³⁾

Director of Sales and Distribution Division

Age 47 Years

Highest Qualification

- Master of Economic (Business Economics), Kasetsart University, Si Racha Campus
- BBA (Accounting), Ramkhamhaeng University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 432 shares (0.0001%)⁽¹⁾
- 432 shares (0.0001%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2011 - present : Director of Sales and Distribution Division, SE-EDUCATION Public Plc.
- 1999 - 2011 : Distribution Division Manager, SE-EDUCATION Public Plc.
- 1996 - 1998 : Sales and Distribution Manager, Nation Multimedia Group Public Plc.
- 1993 - 1996 : Shop Manager, McThai Co., Ltd.
- 1991 - 1993 : Accountant, Loxley Aluminum and Engineering Co., Ltd.

Director Positions in other business

- In listed Companies
- None -
- In non - listed Companies
- None -

Ms. Sarida Sarajan⁽³⁾

Executive Editor, Text Books Division

Age 55 Years

Highest Qualification

- Master of Business Administration, Ramkhamhang University.
- Bachelor of Arts (Political Science), Ramkhamhaeng University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- 2005 - present : Executive Editor, Text Books Division, SE-EDUCATION Plc.
- 1999 - 2005 : Managing Editor, Text Books Division, SE-EDUCATION Plc.
- 1992 - 1999 : Deputy Managing Editor, Text Books Division, SE-EDUCATION Plc.
- 1983 - 1992 : Assistant Managing Editor, Text Books Division, SE-EDUCATION Plc.

Director Positions in other business

- In listed Companies
- None -
- In non - listed Companies
- None -

Remarks : (1) Number of Shares of executives include shareholding of spouse and children who have not attained of majority as well as related legal person in section 258.
(2) Number of Shares of executive.
(3) Not the executive managers defined by SEC's announcement.

EXECUTIVES

SE-EDUCATION PUBLIC COMPANY LIMITED

Mrs. Kanit Promsen⁽³⁾

Executive Editor, General Books Division

Age 48 Years

Highest Qualification

- Master of Business Administration, Ramkhamhaeng University
- Bachelor of Science, Plant Pathology, Chiang Mai University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 47,166 shares (0.0120%)⁽¹⁾
- 47,166 shares (0.0120%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2005 - present : Executive Editor, General Books Division, SE-EDUCATION Plc.
- 1992 - 2005 : Assistant Managing Editor, General Books Division, SE-EDUCATION Plc.
- 1991 - 1992 : Office Administrator, PAC RIM GROUP
- 1990 - 1991 : Cultural Orientation Teacher, The American Consortium

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

Ms. Phitsamai Chairat⁽³⁾

Assistant Director in Management and Operations, SE-ED Book Center

Age 47 Years

Highest Qualification

- Bachelor of Arts, Chiang Mai University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 54,960 shares (0.0140%)⁽¹⁾
- 54,960 shares (0.0140%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2011 - present : Assistant Director in Management and Operations, SE-ED Book Center, SE-EDUCATION Plc.
- 1996 - 2011 : Operations Manager of SE-ED Book Center, SE-EDUCATION Plc.
- 1992 - 1995 : Store Assistant Manager SE-ED Book Center, SE-EDUCATION Public Co., Ltd.

Director Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

Mrs. Srinuan Konsila⁽³⁾

Assistant Director in Marketing and Products, SE-ED Book Center

Age 45 Years

Highest Qualification

- Bachelor of Arts, Chiang Mai University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 395,548 shares (0.1009%)⁽¹⁾
- 395,548 shares (0.1009%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2012 - present : Assistant Director in Marketing and Products, SE-ED Book Center, SE-EDUCATION Plc.
- 1996 - present : Manager of Marketing Department, SE-ED Book Center, SE-EDUCATION Plc.
- 1994 - 1995 : Store Manager SE-ED Book Center, SE-EDUCATION Plc.

Positions in other business

- In listed Companies
 - None -
- In non - listed Companies
 - None -

EXECUTIVES

SE-EDUCATION PUBLIC COMPANY LIMITED

Ms. Sodsaros Hongron⁽³⁾

Assistant Director in Purchasing and e-commerce, SE-ED Book Center

Age 43 Years

Highest Qualification

- Master of Business Administration, National Institute of Development Administration
- Bachelor of Arts, Chiang Mai University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- 57,112 shares (0.0146%)⁽¹⁾
- 57,112 shares (0.0146%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- 2012 - present : Assistant Director in Purchasing and E-Commerce, SE-ED Book Center, SE-EDUCATION Plc.
- 2006 - 2011 : Manager of Purchasing and E-Commerce Department, SE-ED Book Center, SE-EDUCATION Plc.
- 1997 - 2006 : Manager of Purchasing Department, SE-ED Book Center, SE-EDUCATION Plc.
- 1994 - 1997 : Store Manager, SE-ED Book Center, SE-EDUCATION Plc.

Positions in other business

- In listed Companies
- None -
- In non - listed Companies
- None -

Mr. Chonlavit lamraksakiat⁽³⁾

Assistant Director in Strategy Analysis and Business Improvement, SE-ED Book Center

Age 38 Years

Highest Qualification

- Master of Science, Applied Statistics, National Institute of Development Administration
- Bachelor of Engineering, Mechanical Engineering, Chulalongkorn University

Training Certified (Director Program) IOD

- - None -

Number of Shares (Proportion)

- - None -

Relation among family within The Director and Executives

- - None -

Working Background

- 2012 - present : Assistant Director in Strategy Analysis and Business Improvement, SE-ED Book Center, SE-EDUCATION Plc.
- 2012 - 2013 : Manager of Internal Audit and Investor Relations Department, SE-EDUCATION Plc.
- 2010 - 2012 : Manager of Internal Audit and Business Efficiency Development, SE-EDUCATION Plc.
- 2007 - 2010 : Project Manager, Business Efficiency Development, SE-ED Book Center, SE-EDUCATION Plc.

Director Positions in other business

- In listed Companies
- None -
- In non - listed Companies
- None -

Ms. Wipasiri Phoorithewet

Assistant Director in HR and Administration, SE-ED Book Center

Age 46 Years

Highest Qualification

- Bachelor of Arts, Chiang Mai University

Training Certified (Director Program) IOD

- - None -

Training Certified (Other Institutions)

- - None -

Number of Shares (Proportion)

- 283,672 shares (0.0724%)⁽¹⁾
- 156,695 shares (0.0400%)⁽²⁾

Relation among family within The Director and Executives

- - None -

Working Background

- Apr. 2015 - present : Assistant Director in HR and Administration, SE-ED Book Center
- Jun. 1992 - Mar. 2015 : Personnel Manager of SE-ED Book Center Department

Director Positions in the Present

- In listed Companies
- None -
- In non - listed Companies
- None -

Remarks : (1) Number of Shares of executives include shareholding of spouse and children who have not attained of majority as well as related legal person in section 258.
(2) Number of Shares of executive.
(3) Not the executive managers defined by SEC's announcement.

Message from the Board of Directors

Dear Shareholders,

In 2015 Thailand has been through many crises, for instance, low-priced agricultural products and incredibly high household debt. When the debt rises, the power of purchase dramatically decreases and resulted in low customer traffic flow in many shopping malls and department stores. Inevitably these uncontrollable situations affected both retailing business in overall and our main income from chain stores business, which located in shopping malls and department stores. To survive these crises, enterprise competitions and cross promotion are increasing continuously. This led to the three consecutive years of the decreases of the Company's gross sales.

Many years we have put an effort in expanding our success; especially in 2015 we adjusted the product portion in our stores. By this, the non-book product sector will be larger in order to cover continually declining sales of print publications. In addition, we have tried to cut down expenses and losses and maximized our effectiveness and performance as much as we could, for instance, decreasing the slow inventories, closing down the unprofitable branches, and intensively paying attention to the potential of new locations for our new branches.

The Company has also developed the online services: www.se-ed.com, m.se-ed.com, and SE-ED application, in order to catch up with rapid changes of customer behavior in the future. Ultimately we would like to provide faster services to the customer regardless of any platforms or models, for example, faster paying service, flexible pickup and delivery service. Now the customer can place an order and pay on delivery in Bangkok Metropolitan Region. Not only book products, we are trying to supply the stock of the

non-book product faster to satisfy the lifestyles of the targeted groups.

In addition, the Company has expanded business into educational field in three levels: the basic, vocational, and higher education, by taking significant role in finding the key to improving the educational achievement, which is the main obstacle of Thailand. For now, we have emphasized on improving Communicative English, English reading and writing skills with Teaching Process, mathematics, and STEM Education (STEM - an integration of science, technology, engineering, and mathematics.)

Due to our effort above, even though overall sales keep declining and many companies in publishing business in SET have operated at a loss and have low profitability ratios, we are still able to moderately maintain our net profits.

The Company believes that the internal economic issues cannot be solved within a short period of time due to the condition of the global economy which is also facing a lot of major problems, leading to a domino effect across the world. In addition, every employee in the company must keep up their hard work in order to maintain the profits, and at the same time, be ready to maximize the profits if they could.

In 2015, the Company still receives awards and maintains excellent performances in many categories as followed:

- Received SET Social Enterprise Investment Awards from The Stock Exchange of Thailand in SET Sustainability Awards 2015. This award is for the registered companies that prominently supported social enterprise to encourage the companies and employees that had the intention of sustainably conduct business by using the business management as the key mechanism.
- Received an “Excellence” or “five stars” award from Corporate Governance Report of Thai Listed Companies 2016 for 8 consecutive years by Thai Institute of Directors (IOD), The Stock Exchange of Thailand (SET), and Securities and Exchange Commission (SEC).
- Received a “5 TIA” award with full 100 points of evaluation from Securities and Exchange Commission (SEC), Thai Listed Companies Association, and Thai Investors Association in conducting the general meeting of shareholders in 2015 for 7 consecutive years (2009 - 2015).

In the name of the Company’s Board of Directors and employees, we would like to convey our utmost gratitude to all shareholders, customers, and business alliance for your trust, confidence, and supports in these past 12 years. With the cooperation from everyone, we hopefully will be able to achieve even more excellent performance and become a crucial part in helping and developing both Thai people and the nation.



Mr. Somboon Chinsawananon

Chairman of the Board

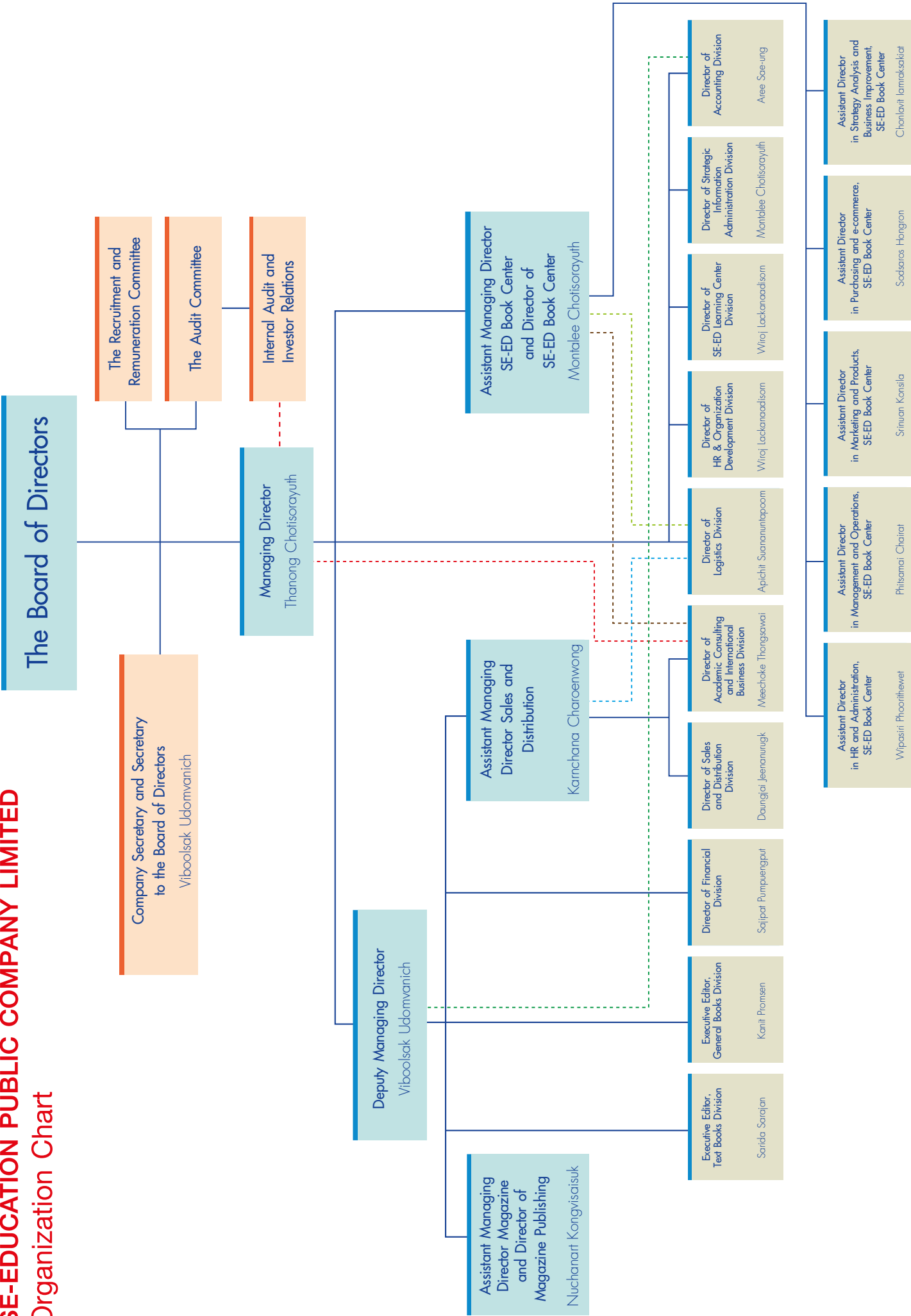


Mr. Thanong Chotisorayuth

Managing Director



SE-EDUCATION PUBLIC COMPANY LIMITED
Organization Chart





Some of the Company's Honorable Awards

SE-ED seeks to do business in the areas that promote education in the fields that is necessary to the development of the nation. It operates the business that will make 'Thais Smarter' by developing the sustainable business with a continuous earning growth at level above the industry's average, being a role-model company that can create work result deems beneficial and accepted by society at large with happy staffs, and able to deliver and maintain an attractive long-term investment returns at the satisfactory level'.

The company has run business on the basis of 'good company example' for all the past 40 years and practiced the good governance continuously with determination to run business transparently so that effected to received acceptance from public and received awards from several institutes as follow :

- Received SET Social Enterprise Investment Awards from The Stock Exchange of Thailand in SET Sustainability Awards 2015. This award is for the registered companies that prominently supported social enterprise and to encourage the companies and employees that had the intention of sustainably conduct business by using the business management as the key mechanism.
- The IOD has appraised SE-ED to be excellent (5 stars) level in Corporate Governance Report of Thai Listed Companies 2015, 2014, 2013, 2012, 2011, 2010, 2009 and 2008 appraisal for 8 consecutive years. The Company is the only company from the publishing business category in the service industry to be evaluated 'excellent' for 8 consecutive years.
- The Company was assessed by the Securities and Exchange Commission, Thai Listed Companies Association, and Thai Investors Association, in the organization of the Annual General Shareholders Meeting (AGM) 2015 in the level '5 TIA' with the perfect 100 scores for 7 consecutive years (2009-2015). There was a total of 575 listed companies participated in the assessment of the year 2015.



SE-EDUCATION Public Co.,Ltd. received SET Social Enterprise Investment Awards from SET in SET Sustainability Awards 2015. This prize is meant for the registered companies which prominently support Social Enterprise.



SE-EDUCATION Public Co.,Ltd. received the 'SET Award of Honor of Corporate Governance Report' from SET Awards 2014



SE-EDUCATION Public Co.,Ltd. received the Investors' Choice Award. The honorable award was given to a listed company who is aware of the importance of shareholders meetings by considering the rights and equality of all shareholders.



Mr. Thanong Chotisrayuth, Managing Director of SE-EDUCATION received the SET Award of Honor of Corporate Governance and Outstanding Corporate Social Responsibility from the SET Awards 2011

- Received 'SET Award of Honor' of Corporate Governance report for the four time (6 consecutive years of Top Corporate Governance Report Awards) from the SET Award Banking Magazine. The Company is the only listed company outside SET100 to receive this award.
- Received Investors' Choice Award for receiving 100% scores from the evaluation of Annual General Shareholders Meeting for 6 consecutive years (2009-2014). The Company Investors Association.
- The Company received the 'Board of the Year for Distinctive Practices' 2010/2011 Award. The award will be given to the boards of directors of the listed companies in the Stock Exchange of Thailand with an effective and productive practice, under the good corporate governance principle, with the consideration of transparency and justice for all stakeholders. The award was given by Thai Institute of Directors in corporation with 6 leading private organizations.
- Received 'Outstanding Corporate Social Responsibility Awards' from the SET Awards 2011 organized by the Stock Exchange of Thailand and Money & Banking Magazine.



Mr. Somboon Chinsawananon, Chairman of SE-EDUCATION received the 'Board of the Year for Distinctive Practices' for 2010/2011



The Board of Directors of SE-EDUCATION Public Co., Ltd. was awarded the prize 'Board of the Year for Distinctive Practice' Awards 2010-2011 from Thai Institute of Director or IOD.



Mr. Thanong Chotisrayuth, Managing Director of SE-EDUCATION received the 'Royal Trophy from Her Royal Highness Princess Maha Chakri Sirindhorn' from the second Sufficiency Economy Award.



Mr. Thanong Chotisrayuth, Managing Director of SE-EDUCATION Public Co., Ltd. received the Corporate Social Responsibility Awards 2010 and 2009 and Top Corporate Governance Report Awards 2010 and 2009 from the Stock Exchange of Thailand.



Mr. Thanong Chotisrayuth, Managing Director of SE-EDUCATION Public Co., Ltd. received the Best Shareholder Treatment Awards and certificates for final round IR Excellence Awards 2008 and CSR Awards 2008.

- Received the H.R.H. Princess Maha Chakri Sirindhorn cup award from the second contest for the philosophy of sufficiency economy achievement in business practices in the category of large scale business in 2010, which was the only one from 5 companies who won these awards not listed in SET50.
- Received 'Top Corporate Governance Report Awards' 2009 and 2010 for two consecutive years from the SET Awards organized by the Stock Exchange of Thailand and Money & Banking Magazine. There were 10 companies granted this award while only SE-ED was not in SET50.
- Received 'Corporate Social Responsibility Awards' 2009 and 2010 for two consecutive years from the SET Awards organized by the Stock Exchange of Thailand and Money & Banking Magazine. There were 4 companies granted this award while only SE-ED was not in SET100.
- Received Best Shareholder Treatment Awards 2008 arranged by The Thailand Securities Depository Co., Ltd. (TSD) corporate with Stock Exchange of Thailand, Thai Investors Association, Thai Listed Companies Association and Thai Investor Relations Club. There were 6 companies granted this award while only SE-ED was not in the SET100.
- To be one of three companies outside SET group for final round IR Excellence Awards 2008 arranged by Stock Exchange of Thailand and financial and banking magazine.
- To be one of ten companies for final round Corporate Social Responsibilities Awards 2008 arranged by Stock Exchange of Thailand and financial and banking magazine. SE-ED was the only company not in SET100.
- Received the 'Board of The Year for Distinctive Practices' award, 2006/2007 from Thai Institute of Director or IOD co-operated with The Stock Exchange of Thailand, Board of Trade of Thailand, Federation of Thai Industries, The Thai Bankers' Association, Thai Listed Companies Association, and Federation of Thai Capital Market Organizations. The awards were granted to 19 companies for 2006/2007 (14 companies with distinctive practices award and 5 companies for exemplary practices award) from more than 400 listed companies. SE-ED was not of the two middle market capital (less than 5,000 million Baht) companies that took home the award this year. Others were large market capital companies, most of them have been in the energy and banking business sector.
- Declared and conferred from the Office of Securities and Exchange Commission the 'Disclosure Report Award 2002' and 'Disclosure Report Award 2003' as 'a listed company that should be commended for disclosure data to investors'. The SEC set up this award in order to promote good corporate governance in Thailand.

- SE-ED had been conferred from the books distributing promotion club (books distributors club) under the publishers and booksellers association of Thailand 'Outstanding Bookstore Chain 2002 and 2003 Award' and 'Outstanding Bookstore of the decade (2004)'.
- One of 200 small companies outside the U.S. which are the Best under \$1 billion in revenue for 2002 (200 Companies for 2002, Best under a Billion), declared on October 28, 2002. FORBES Magazine Global edition, a world class business magazine, selected from 20,000 companies all over the world outside the U.S.



The Board of Directors of SE-EDUCATION Public Co., Ltd. Was awarded the prize 'Board of The Year for Distinctive Practices' award, 2006/2007 from Thai Institute of Director or IOD and other 6 organizations.



Mr. Somboon Chinsawananon, Chairman of SE-EDUCATION Public Co., Ltd. received the 'Board of The Year for Distinctive Practices' for 2006/2007.



2015 Operation Report >

- ◆ Publishing Business in 2015
- ◆ Industry Overview and Competition
- ◆ Business Direction
- ◆ Important Development and Changes in 2015
- ◆ Corporate Social Responsibility (CSR)

◆ Publishing Business in 2015

Overall, printing business in 2015 was affected by economic slowdowns. As the household debt increases, people are more careful with their spending, making the purchasing power in the market decreases continually. In addition, the printing sales and the number of new releases had decreased for the entire year. As a result, the sales in every region also continually decreased, similar to the situation of most retail businesses.

Since the list price of publications can't be fixed or controlled by retail business, the price adjustment will take a long time and the increased price barely covers the cost the publishers bear. It is the significant reason that decreases the profits of the retail books business as a whole.

Nowadays, communication technology has rapidly developed and are getting easily to access, affecting the way of living. Social media today enables easier and faster communication. Still, sharing and sending information online has affected the print magazine and newspaper market directly.

In Thailand, e-book doesn't affect the print book market as much as the print magazine and newspaper market because there are not many e-books in Thai language and the format has not been fully developed yet, making it hard to read. Thus, it will take some times before its popularity would affect the book market.

Nevertheless, the Company has prepared for the change of reading habit by launching an application and online services that can be used on both smartphones and tablets. It includes various types of products, such as book, non-book, audio book and e-book. This is another option for customers so that they can access to the resources other than in book form.

In addition, the Company is further expanding business in education and offering more distribution channels of SE-ED Book Center. The portion of the non-book products has also been increased to meets the decline of readings in print books.

◆ Industry Overview and Competition

The book business is an industry with a continuous growth, there is still the support from the government sector with the policy to campaign the years 2009-2018 the '**decade of reading**'. It is believed that there is still room for the market to expand. As a result there were more business operators entering the book and magazine publishing and bookselling businesses, causing more competitions.

In 2015, however, the book business was affected by economic stagnant. A decrease of consumers' power of purchase yielded in the decline of sales in every part of the country. Therefore the Company decided to close down unprofitable branches, adjust products proportion in stores, and promote e-commerce in order to provide more channels for customers, catching up with changing consumer trends.

Opportunities and Threats Government agenda currently promotes more advanced education for its citizens to prepare them for the global challenge by setting 2009 to 2018 as '**The Decade of Reading**'. This, in turn, triggers an increase in books demand, causing a positive outlook for book business. However, people nowadays have many distractions in everyday life and tend to spend less time reading books.

Even though e-books are popular in foreign markets because of the growth in e-book reader and tablet sale, Thailand's e-book market is comparatively small. There are not many e-books in Thai language available in the market and the current Thai e-books are not as easy to read. It is expected that in Thailand it will take some time before e-books will significant affect the print book sale. However, Thai e-magazines are becoming more popular; there are already substantial e-magazine sales. The Company, has adapted to the changes and prepared adequate facilities to support both e-book and print book sale and become the biggest online bookseller in the country.

Key Success Factors The factors that contribute to the Company's current leading position and the Company's more important role in the future book business can be summarized as follows :

- **Business policy is evidently conducive to national development** Since the beginning the Company has all along adhered to its business in knowledge dissemination, with a view to developing the full potential of Thai people in areas essential to the national development. The Company's continued growth is in line with the national development, and fortunately, not severely affected by the economic slump. Besides, its corporate image is clear, well received, and trusted by every party concerned.
- **Tools and business components for future business operation** Nowadays, the Company's different business divisions support one another efficiently and render more opportunities for success.
 1. The Company has its own largest distribution channel and network store, SE-ED Book Center. The stores spread into major communities all over the country and the Company is always the first to receive offers to select new locations for new branches. As a result, the distribution business had more chances to grow while the bookstore business's cost was lower. Moreover, it allows more possibilities of success for book publishing, as there are direct distribution channels that allowed the customers to receive the products faster and more conveniently.
 2. The Company also has its own media and PR tools, including www.se-ed.com, m.se-ed.com, SE-ED Application '**SE-ED Currents**' for smartphone or tablet, www.thailandindustry.com, www.se-edlearning.com, magazines and TV Programs 'Arn Kho Sen'.

Quantity and Size of Competitors

For the bookstore business, there are more competitors from several large firms interested in doing this business but the market has divided which conform to the products mixed in the stores and to location, as such, this causes not much effect to the Company. While the Company as the market leader with strong financial position and receiving great acceptance by general readers and being ready to expand new branches, the Company can keep a big step ahead by taking advantage of first priority to choose new location and has the lower operating investment. In the future the books business is expected to grow out of a few large firms who are well prepared to face the competition.

Moreover, as the Company's business model covers publishing, distributing and bookstores, the company always benefits from the new comers in the book business, as the result the effect of competitors is slightly.

Market Share Although the Company is the market leader in 3 important businesses : the leading retailer in bookstores chain and book distributor (or wholesaler), and books publishers, numerous entrepreneurs show interest in joining and this causes the spread of business concentration. The proportion of the market shares for market leaders in this industry are not significantly different.

As book business has limitation in terms of completeness of database which makes the market share estimation in each segment contains some errors.

For retail bookstore business, the Company believes the network of SE-ED Book Center is the one of the major players who posses quite a large proportion of the market share.

For the business of distributing book to booksellers, the Company becomes the largest distributor in the market, but the proportion is still not high, due to the fact that market share in book business is less concentrated.

For publishing business, the Company always ranks between numbers 1 to 3 in the book market, depending upon which publishing, in each year, produces the best selling tittles more or less, but in general the market share is not that significant because it is less concentrated than usual.

Substitution products Advances in the fields of technology, industry, and business required us to always learn new things in order to gain advantages in competition. Though communication technology and computer keep running, books are still the only medium that can be read any time and any place. It is durable and costs less money. However the Company also focuses at reading habits on smartphones and tablet devices. Its application on various platforms has been developed to be one of the choices for consumers to access knowledge regardless of formats.

Bargaining power of buyers and sellers As the books business has a standard trading condition structure with several traders in which nobody can evidently dominate the market and the needs to be interdependent of each other, there are not many problems in bargaining. However, due to the fact that new large retailers in other businesses expand into the books business and may cause bargaining with publishers and distributors according to the general retail business nature but is still not much effect of the over all business as their market share is still not significantly large enough at present.

◆ Business Direction

Throughout the past 41 years, the Company has been a leading initiator in publishing academic books, in 'How-to...' category. This reputation as Thailand's main publisher of technological books and journals enabled other Company's operations to flourish and enjoy greater success.

The Company has set a long-term direction and marketing strategy which can be briefly described as follows :

Vision : SE-ED shall be a leader in providing easy and convenient access to knowledge to Thai people.

Mission : SE-ED seeks to do business in the areas that promote education in the fields necessary to the development of the nation. It operates the business that will make **'Thais Smarter'** by developing a sustainable business with a continuous earning growth at the level above the industry's average, being a role-model company that can create work result deems beneficial and accepted by society at large with happy staffs, and able to deliver and maintain an attractive long-term investment returns at the satisfactory level.

Marketing Strategies : To achieve the stated vision and mission, the Company stresses the readiness in several areas to develop quality service which responds to the needs of target customers. To do so, the Company focuses on the expansion of SE-ED Book Center and the addition of interesting products in the stores. In addition, the Company will make e-Books and other services available in SE-ED App in order to accommodate the lifestyle change of customers. Lastly, the Company aims to expand its educational business in the future. Thus, the Company will concentrate on the following marketing strategies :

1. The Company determines to ensure growth and bookstore business strength by stressing on the of market expansion to build the potential to cover more sizable communities nationwide. SE-ED Book Center and network formats will be implemented and expanded, selecting the high potential areas for long-term growth, rather than solely taken into account of the initial profitability outcome as a main source of consideration, to promote and ease customer access to the stores more conveniently and equally. It also proceeds to strategically and thoroughly responds to the customers' needs wherever they are, to maintain the Company as the leader in the business, and to support the growth of book business as a whole into the future while creates favorable brand perception and acceptance, with the emphasis on the idea of **'Think of books, think of SE-ED Book Center'**.
2. The Company emphasizes on providing products or services that are convenient fast, and punctual. To do this, the Company focuses on creating impressive experiences, under the idea of **'Think of reading books, you will get to read it by no later than tomorrow'**, therefore the Company launches the project called **'Order Today, Get It Tomorrow'**. The Company uses technology in combination with modern management to link production, warehousing, order picking and delivery together. SE-ED has also improved the books and products order system between branches and on website : www.se-ed.com, m.se-ed.com. According to this integration, it allows more efficient logistic management at best. This reduces the need to acquire more space to support large volume of books in the market, making possible for an increase in service capability and wider coverage of store throughout the country that serve and respond more quickly to the customers' need and create customers' satisfaction. To add up, this fulfills the concept of **'a small store serves as a big one'**, the customers come and get whatever they want. At this point makes the Company more competitive and becomes the company's advantage in competitions.

3. The Company seeks to find and develop attractive and interesting products and create marketing mix in the stores in a consistent manner to allow more attractive store outlook and more frequent customer visits to the stores, while able to acquire products that customers look for within a short period of time, creating differentiation as compared to its counterparts. This results in much better profitability at each branch.
4. The Company understands the importance of excellent services and the promotion of Company's image, by concentrating on staff and team's consistent development, and also create professional working attitude to the staffs to really take care of each customer in more detail aspects, leading to the better customer's satisfaction.
5. The Company uses an integrated marketing communication model by developing suitable tools and channels to promote products, and reinventing itself with several models towards relentless promotional activities. That is to say the Company is stressing the importance of marketing activities as a value creation for business. With this, the Company also directs all of its efforts to the target customers, and in addition, directly respond to the customers' need, which allows success for most of the newly-launched products; such as promotion of products and services through advertisement and public relation via storefront LCD display system which will be installed in the branches to stimulate more books buying sentiment.
6. The Company promotes customer's relationship and business alliances that work closely together. The Company is committed to treating customers as promised, under the etiquette of business operation. The Company also seeks to work on the basis of mutual business success, for the Company opens to the exchange of views in doing business to seek ways in resolving conflicts and difficulties that might occur. For the better cooperation, the information learned can be used to improve the product development and management process to meet the unwavering standard and this should benefit all parties involved.
7. The Company builds and uses the marketing database more earnestly, through the database collection system by recording all historical data about the customers' needs. By providing products and services to customers in needs, the Company ensures the success in creating a good impression for customers. It also brings the information to analyze and use the information to improve services in the future.
8. The Company emphasizes on raising sales of the new products, therefore the Company sets up new channels to provide updates on events. And the Company has a specific team to focus on the new channels in order to increase sales and make the customers aware of the concept '**think of books, think of SE-ED Book Center**'. In addition, the activities will be held so as to promote the interesting products in SE-ED Book Center.
9. The Company has developed **SE-ED Application** and '**SE-ED Currents**' for smartphone or tablet, its IT facilities, and other facilities involving logistics and sales services in order to support the growth of e-book and the change in customers' purchasing behavior that corresponds with the progress of technology.

10. The Company's business objective comes from the attempt to solve the country's problem in education and to develop Thai people's potential in English, math and science. Therefore, the growth of the Company will also be the improvement of the country. With such objective, the Company has expanded SE-ED Learning Center business as well as other business units in order to develop a research-based comprehensive business model that offers the most efficient and time-effective solution that will enhance educational achievement of Thai people. In the initial phase, the Company has launched two educational programs for primary students: FAN Math to improve math skills and ACTive English to develop English language proficiency. It is expected that in a few years from now SE-ED Learning Center will grow into a franchise business, making the Company's education business a major contribution in the Company's growth.

Policy and Marketing Pricing Policy : Pricing policy is set to meet the purchasing power of each target group, and the production costs, while maintaining reasonable profits in a long run. However, this will not be applied to magazines sales, which depend on advertising income as the main revenue earning.

Distribution Channels : The Company distributes books and magazines through networks of SE-ED Book Center, and other bookshops in Bangkok and other provinces by managing the distribution channels according to customers, products and services as follows :

1. **Books and Magazines Retail Customers** The customers are general readers and working people. The Company distributes books and magazines through the network of SE-ED Book Center's 506 branches with 410 branches still operating including 4 branches for network bookstores (as of December 31, 2015) and on www.se-ed.com, m.se-ed.com which the centers of books and entertainment for family and working people, located in shopping centers and supercenter in Bangkok and other provinces and also in the higher educational institutes.
2. **Books and Magazines Wholesale Customers** This group of customers is accounted for around 5,800 different stores. The Company is responsible for distributing all books and magazines that the Company has the sole rights to distribute to all the bookshops in Bangkok using its own transportation. For distribution to other provinces, the Company uses private transportation company as found appropriate.
 - However, for the distribution of magazines published by SE-ED, the Company uses several transportation companies in each region to distribute to bookshops.
 - For the circulation and distribution to stores in Bangkok and around its vicinity using its own transportation for distribution, the Company utilizes the 'Standing Order' distribution system, a combination of consignment and non-returnable sales system. For most of booksellers in other provinces the Company uses private transportation company for distribution, a non-returnable sales system has been applied with a limit of returnable quantities.
3. **Advertisers** Major companies in the industrial circle including the computer and electronic circle are both regular and non-regular advertisers in the Company's monthly magazines.

◆ Important Development and Changes in year 2015

Apart from a normal business operation, the Company had some important development and changes in 2015, as in the following :

- The Company increased more branches of SE-ED Book Center and renovated the existing stores that had a potential by enlarging them to create better sales and better modernization and considered to close the branch is not profitable. The details are as follows :
 - New 7 branches were opened. As in December 31, 2015 there were in the total of 410 stores, and 6 points of sales currently in operation.
 - Renovated 8 existing branches, some branches had been moved to a new and suitable location, some branches had more space according to the more demands and some branches were modernized to have a more attractive look.
 - Closed 9 branches that cannot profitable and small size to enhance profitability. To suit the current economic conditions.
- SE-ED Learning Center: In 2015 there are new 2 branches and closed 7 branches of SE-ED Learning Center. The total number of branches as of December 31, 2015 is 21 branches, 7 branches in Bangkok and its vicinities and 14 branches in other provinces. 2 Branches are operated by the Company; 19 branches are operated by franchisees.
- SBC Event Organizing Team has continued their full operation to boost sales volumes and promote SE-ED Book Center as the full functional bookstore that can serve people to that can be claimed that 'Think of books, think of SE-ED Book Center'. The team is also responsible for strengthening relationships between fellow publishers, local executives, teachers and all supportive customers.
- The "Books for Children" Project by SE-EDUCATION Public Company Limited aimed to help disadvantaged children and many Thai communities to gain access to knowledge and resources by donating books and other learning materials to deprived libraries across the country. From the past ten years to the end of 2015, the "Books for Children" Project has donated 1.9 million of books and other learning materials to 3,858 schools. The total sum of the list prices of donated books is THB 301 MB. In 2015 only, 99,961 books were donated to 328 educational institutions nationwide. The total sum of the list prices of donated books is THB 12.9 MB.
- The "Renovation for Deprived Libraries" Project by SE-EDUCATION Public Company Limited was the project to donate bookcases for creating the learning center in schools. In 2015, the Company had renovated 18 school libraries in Thailand as follows: in Chiangmai, Ban Pong Yang Nai School, Ban Muang Glang School, Ban Tao Boon Rueng School, Mae Pong Pracha Samukkee School, Mae Ta Krai School, Wat Kuang Singha School, and Wat Rong Wua Sri Chan Wittayakan School. Ban Mai Samakkee School in Tak, Nam Pra Samakkee in Uttaradit, Wat Sam Jun School in Suphanburi, Ban Na Nual Rat Niyom in Roi Ed, Kha Nu Wittaya School in Kamphaengpet, Rajaprachanukroee 57 School in Petchaboon, Prang Goo Wittaya School and Ban Nong Ma School in Sri Saket, Wat Buranawas School, Ban Saphan Hin School, and Ban Hoi Rak School in Nakorn Rachaseema.

- **Total Solution to English Proficiency project** : this program aims to lift up and develop English proficiency of Thai teachers and students to the international standard by training teachers and developing their teaching plan to align with CEFR (The Common European Framework of Reference for Languages). On the other word, this project provides how to effectively and systematically develop lesson plan. The teachers will be able to properly adapt their knowledge from this project to the Basic Education Core Curriculum B.E. 2551. To pass this project, the teachers are required to have the teaching evaluation. This would ensure how the teachers will help the learners to have Learning Achievement & Competency according to the given criteria. This project covers not only learning English language, but also learning science, mathematics, social studies, and music and art studies through English. The Primary and Secondary teachers from any units or organizations will be trained in a total-solution system for effectively teaching in classroom or flipped classroom under limited resources. By this method, Thai teachers could improve their Communicative Language Teaching and help their students improve 4-skill English or Communicative English, Academic English, English for mathematics and science for upcoming ASEAN Economic Community.

In 2015, the Academic Department of the Company was entrusted by English Language Institute, Office of the Basic Education, to create the curriculum with training for science teachers in Primary, in order to empower them in teaching science with English or English Bilingual Education Batch 2 for Primary Teachers. Since the 10 provincial training centers were set up, there are 1,200 schools or 4,000 teachers joining this project. Also the Company was entrusted by Office of the Basic Education to hold the English Placement Test for 100,000 Fifth grade students and Eighth grade students from 720 ISO schools, using Oxford English Testing. Further, more than 200 Educational Service Area Offices entrusted the Company to hold the English Proficiency test for 40,000 English teachers, using Cambridge English Placement Test Metrica which mapped with CEFR. In addition, academic services for improving English teaching are available in these centers across the country.

- In the 20th Book Expo Thailand on 21th October – 1st November 2015 at Queen Sirikit National Convention Center, there were many popular, best-selling titles and vibrant trends, for example, Daytrade Hunter, The Little Prince, Trading in The Zone, The Little Book of Behavioral Investing, CAN SLIM: How to Filter the Stock by an Excellent System, 8 Wizards in Stock Market and You Can Do It Like Them, The Key to Read the Financial Statement, Preparation Books for Primary & Secondary Entrance Exams by Dr. Suphawat Pookcharoen, and Art Therapy Coloring Books.
- Holding a Smart Network 2015 exhibition and seminar under the concept of “Challenge: to bring the Organization into Digital Economic” during 10th -11th November 2015 at The Emerald Hotel, Ratchada, Bangkok.
- IYRC 2015 (The International Youth Robot Competition 2015) Project is to inspire and train children to be systematic thinking and solving the problems. Then they could apply their way of thinking to the concrete objects through the competition, which highlighted creativity and fun based on academic concept called STEM. This concept combined Science, Technology, Engineering, and Mathematics which will help children to understand complicated things.

In 2015, there was an epidemic of Corona Virus or MERS in South Korea, so the company cancelled to join the competition in this year. However, the competitors prepared themselves for the next year.

- Received SET Social Enterprise Investment Awards from The Stock Exchange of Thailand in SET Sustainability Awards 2015. This award is for the registered companies that prominently supported social enterprise and to encourage the companies and employees that had the intention of sustainably conduct business by using the business management as the key mechanism.

- The IOD has appraised SE-ED to be excellent (5 stars) level in Corporate Governance Report of Thai Listed Companies 2015, 2014, 2013, 2012, 2011, 2010, 2009 and 2008 appraisal for eight consecutive years. The Company is the only company from the publishing business category in the service industry to be evaluated 'excellent' for 8 consecutive years.
- The Company was assessed by the Securities and Exchange Commission, Thai Listed Companies Association, and Thai Investors Association, in the organization of the Annual General Shareholders Meeting (AGM) 2015 in the level '5 TIA' with the perfect 100 scores for 7 consecutive years (2009-2015). There was a total of 575 listed companies participated in the assessment of the year 2015

◆ CSR : Corporate Social Responsibility

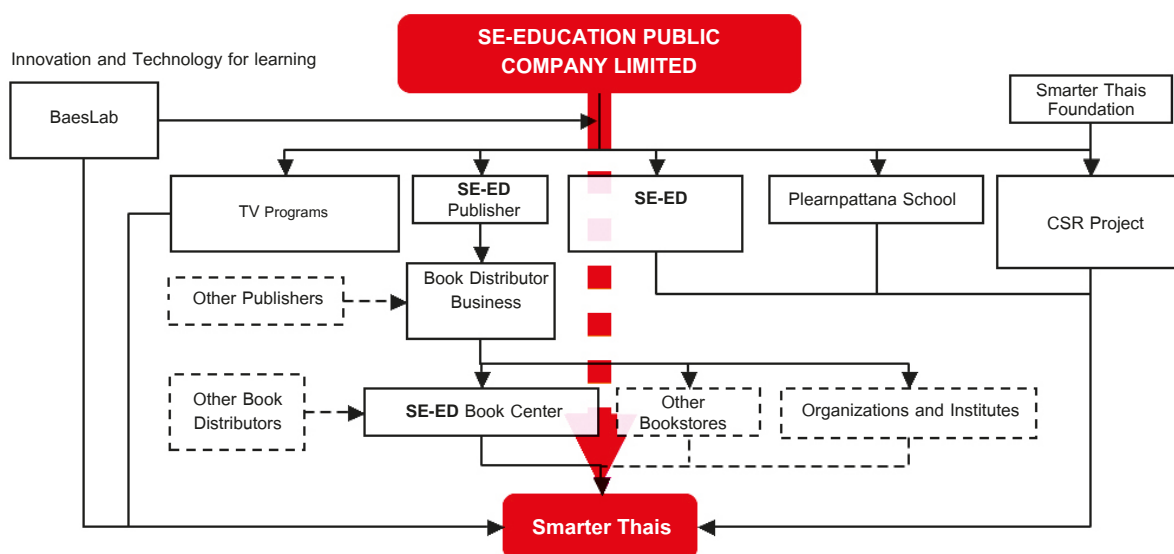
The Company was established by a group of ten electrical engineers. Each of them had experiences in knowledge promoting activities from their participation in Academic Club as a student at the Faculty of Engineering, Chulalongkorn University. They realized that Thailand needed to develop many more of academic resources but no one had been interested in the academic development. Thus, the Company was established in 1974 under the objective 'to do business in knowledge dissemination, with a view to developing the fullest potential of Thai people in areas essential to the national development.' The Company's name also emphasizes the objective. 'SE-ED' is derived from the words **S**cience, **E**ngineering and **E**Ducation because engineering, science and education are vital fields needed for the development of the country. The Company's vision and mission reflect the strong determination to be a part of Thailand's sustainable development.

Vision : SE-ED shall be a leader in providing easy and convenient access to knowledge to *Thai people*.

Mission : SE-ED seeks to do business in the areas that promote education in the fields necessary to the development of the nation. It operates the business that will make '**Thais Smarter**' by developing a sustainable business with a continuous earning growth at the level above the industry's average, being a role-model company that can create work result deems beneficial and accepted by society at large with happy staffs, and able to deliver and maintain an attractive long-term investment returns at the satisfactory level.

Sustainability Framework :

The Company can sustainably operate a business that grows alongside the society while being able to survive in the long term if the executives and employees share the commitment and inspiration to drive the organization into becoming the 'knowledge provider' who makes Thai people smarter. From the past up to present, the Company has seriously operated the business along with creating new innovations to serve the mission 'to make Thais Smarter'. The Company's business operation can be summarized into the following chart :



The operation chart displays many activities that have been integrated into the Company's business operation as in the following :

- **SE-ED Publisher** : The publishing unit is responsible for publishing books, magazines and other education resources to help Thai people improve their potentials. The unit has been active since 1974.
- **Book Distribution Business** : As a distributor SE-ED has distributed good books from both in-house publications and other publishers' to SE-ED Book Center and other bookstores across the country. The distribution unit began its operation since 1998.
- **SE-ED Book Center** : The Company's bookstore business has been in operation since 1991 with the determination to expand branches across the country, giving convenient access to knowledge and good books for Thai people. Books sold in SE-ED Book Center are of mixed varieties and exclude any books that contain inappropriate contents, encourage violence, violate laws or contradict to the moral value of Thai society.
- **SE-ED Learning Center** : The Company started organizing education camps (Computer and Nature Camps) in 1987 as a sample to interest other operators to begin providing more education camps. Later in 2002, SE-ED revived the project and transformed it to 'SE-ED Kiddy Camp' available in every school break. To support the expansion of this business line, in September 2008 the Company opened 'SE-ED Learning Center' on the 600 square meters space at Chamchuri Square building, the property of Chulalongkorn University. The Center's mission is to provide supplementary courses and activities for young children to improve their potentials and boost their development. Moreover, the Center has provided training courses and workshops in developing professional skills and personal performance for general public. From 2013 onwards, SE-ED Learning Center has branched out into the learning center of mathematics, English language and STEM education in the following programs respectively :
 - The Fan Math program for kindergarten 2 – primary students.
 - ACTIVE English program for kindergarten 2 – high school students.
 - SE-ED iKids program for kindergarten 2 – primary students.

SE-ED Learning Center has increased its franchise branches with the belief that it would help to raise the standards of educational achievement of Thai kids. SE-ED Learning Center headquarter is located at the 4th floor Paradise Shopping Center, Srinakarin Road, Bangkok.



- Plearnpattana School** : This is an alternative school that takes students from pre-kindergarten to Matayom 6. SE-EDUCATION PUBLIC COMPANY LIMITED is one of the founders. The school has been in operation since the 2004 academic year onwards. The school's curriculum is designed to equip students with knowledge skill, working skill and life skill that will support students to develop their full potential and become an eligible adult who possesses a voluntary mind, good moral and awareness of his/her social responsibility.





- **BaesLab** : BaesLab Co., Ltd. was formed with the objective to develop educational materials in digital formats (e.g. e-book, ePub, i-book) and to develop programs and IT facilities to support digital content management so that Thai people can access these contents effectively and use it as a part of the learning experience in the 21st century. Such programs and facilities include e-Library system, SE-ED Current, Follow me (teacher's assistant program to control and manage classroom through tablet) and Interactive Book Making Program.
- **TV Programs to Support Reading Habit** : At the present the Company is the producer of 'Arn Kho Sen', a TV program that raises awareness of the power of reading that can change the way we think and our lives. The program features celebrity guests introducing books that can get them through their life crisis and also includes a reality section that follows the lives of people who have different problems and needs. The program is broadcast on Monday-Friday from 3.55-4.00 p.m. on One HD Digital TV (channel 31 via digital set top box and channel 41 via TRUE box, cable box and cable TV).





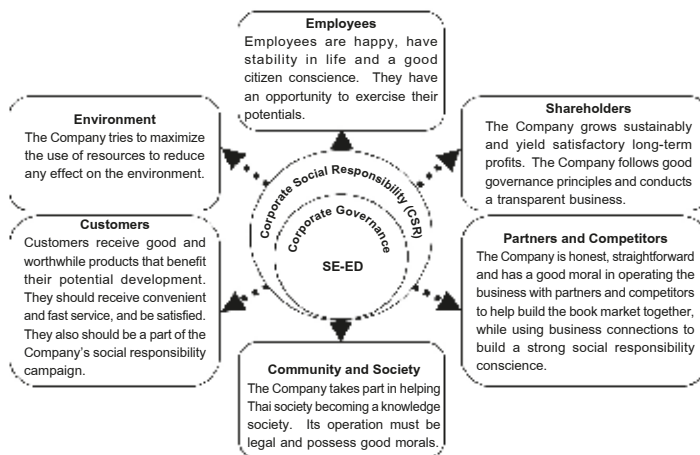
- CSR Project :** The Company takes its corporate social responsibility as a part of the driving strategy and business operation. CSR, or 'CSR in Process' has become the core operation of the organization, in which there is no department directly responsible for CSR activities. However, the Company had been involved in many activities that required cooperation and operation to enhance the effectiveness of CSR activities. Thus the Company decided to set up CSR Department in 2009 to support the Company's CSR activities. This department focuses on helping children and insufficient communities to access to knowledge easier by donating books and educational media to schools in rural areas, donating book shelves to make school libraries well organized and attract students to libraries so they can improve their life-long reading habits.
- Smarter Thais Foundation :** The Company's '**Smarter Thais Foundation**' was officially established on September 23, 2011. The foundation's objective is to initiate activities that support the development of Thai people's potentials that will allow them to be a valuable human asset and possess a better life quality so that they can apply their potentials in developing and driving the country to be competitive in the international community. The foundation will work closely and effectively with the Company's CSR project to help Thai people smarter and build a sustainable society.

In addition, Smarter Thais Foundation was considered to legally be a public charitable organization no. 916, according to the notification of the Finance Ministry on Income Tax and Value Added Tax (no. 648) issued on 5th January 2016.



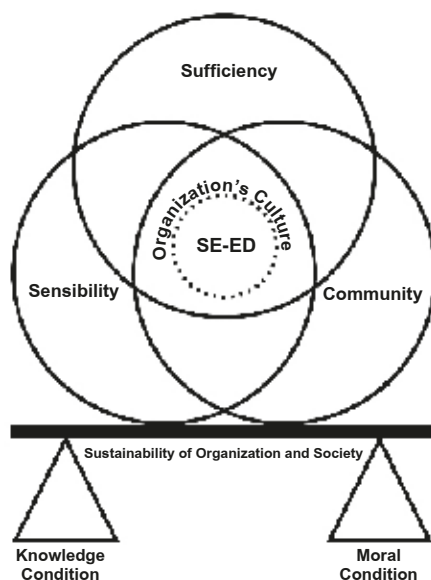
It can be concluded from the above that the Company's business operation has a role in solving major problems of the country and driving the country to a sustainable development. The Company is also the mechanism that supports the development of Thai people's potential until they can become a valuable human asset for the nation's sustainable development. As a result, the corporate social responsibility along with the faithfulness to business ethics and determination to being a good role model become the important mission that the Company has to strictly hold firm too.

The Company has adopted the principles of Corporate Responsibility and Corporate Governance, which become the Company's strategy. The Company's business operation also needs to take into account the balance satisfaction of stakeholders including customers, employees, business partners, shareholders, communities, society and environment which are appropriately prioritized in the following :



Moreover, the Company has adopted the principle of sufficiency economy into its business operation so that the Company can run its operation reasonably and sufficiently, with immunity. It needs to be assured that the Company has used IT information and knowledge in different areas to make operational decisions with the principles of good morals and ethics as the guideline.

Moreover, when considering the Organization's 'culture' that the Company has tried to impose on every employee, it can be found that the culture of the organization is in line with the sufficiency economy philosophy as shown in the following chart :



The Company realized that it could only maintain the sustainable operation by promoting a positive working culture for every employee. A good culture will produce shared values and positive attitudes in work and life among employees. A good organizational culture will also continuously bring about success factors that answer to the objectives and business nature of the organization. Such culture is a drive force to creating pioneer works that require strong cause, ideology and determination. It is a work that is not only creative but beneficial to the country at large. Every employee is ready to adapt to changes and listen to reasons with open mind. They focus on their productivity to make profits and sustainability for the organization and society. A culture that has been planted into the attitudes of every employee will become a common work ethic shared through team working experiences within the organization. The Company is confident that every employee is ready to apply the philosophy of sufficient economy in their own lives effectively. The organizational culture of SE-EDUCATION PUBLIC COMPANY LIMITED is illustrated in the following :

Operation Philosophy and Driving Force

- We will take on our ideology and turn it into our profession. We will produce creative and pioneer works with happiness because we believe that we can transform our dreams into something great for Thai society.
- We will think big, never think small.

Transparency and Moral Values

- We will be a good role model as a company.
- We will not cheat or violate the law. We will be fair and maintain our work ethics and social responsibility.
- We will have a moral standard in treating our customers, business partners, competitors and colleagues.

Adaptability

- Every rule can be changed with reason and as long as the change will improve our employees and does not cause any negative effect on the Company.
- We are ready to change anything. We will listen, think, learn and improve for better. We will not feel humiliated and be chained to the traditional framework. We will break through any problems or obstacles.
- Nothing is perfect at SE-ED.
- Employees will be given an opportunity to work on what they truly like.

Personal Ethics

- Be economical, humble and self-sufficient.
- Be down to earth and treat everyone with respect.
- Spend money and resources reasonably when it is needed without being stuck to the old tradition. Every money spent is worthwhile and benefits the works. It is known as the Zero-Based Budgeting.

Common Values

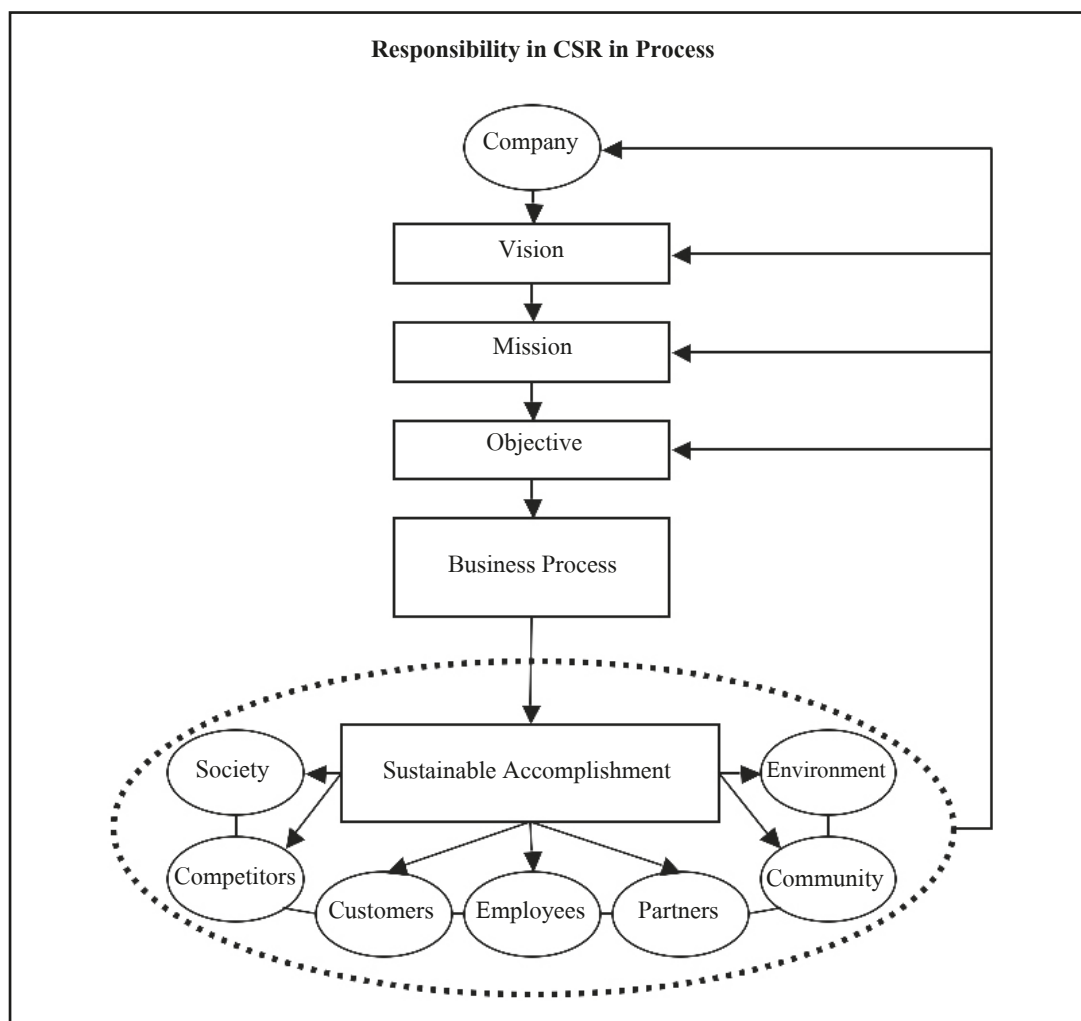
- Be positive towards life and obstacle.
- Be understanding and believe in the goodness in people.
- Ignore showing off but care only what matters.
- Creating positive working atmosphere that encourages people to work hard and have fun with the challenging works.
- Live and love as one family.

Emphasis on CSR in the Process

It could be said that the Company's business objective comes from the country's problem in developing the human resources and the Company's social ideology. Such objective will allow the Company, stakeholders and the whole society grow together with sustainability. From the first day of establishment the objective has been carried on and seen through with determination. It has been passed on through the culture of the Company, through the attempt to become a 'good role model' in every aspect, through the works produced and through the growth in different areas.

The Company believes that the corporate social responsibility means that the Company must operate its business with ethics. Success of the Company must go along with the improvement of society. Every stakeholder is focused and treated with balance.

To achieve the above objective, the Company must make the Corporate Social Responsibility (CSR) the work and responsibility of every employee. It is in compliance with the objective of the establishment and usual business operation. CSR must be a part of the business process. CSR must not cost more than an ordinary process. CSR must involve employees. CSR must be in the actual work process. This is the reemphasis on the Company's management philosophy that we will not do anything differently from a normal business operation. We only change the '*way of thinking*' and operate the normal business with '*different methods*'.



Every business of the Company is aimed to answer the original objective of establishment. Books, magazines and educational resources are produced to benefit Thai society that still needs those materials. Distributing books for our publishers give a chance to good books to be widely distributed while publishers can survive, stay stronger and be ready to produce even more good books. The increase of SE-ED Book Center to different communities allow people to have an easy access to books that are selected and displayed in a way that suits the lifestyle in each area. The development of purchasing and ordering books give an opportunity to people from anywhere in the country to learn and develop equally. Moreover, the Company has established SE-ED Learning Center to disseminate knowledge and inspire Thai people to learn and discover. The Center's activities include organizing Kiddy Camps, educational activities, training courses and seminars for general public to improve their working skills in different areas and increase their productivity. Moreover, the Company took an important role in founding and operating '**Plearnpattana School**', which is an alternative school aiming to produce quality human resources for the country in the future. The school focuses on promoting knowledge skill, working skill, life skill, voluntary mind and awareness of the social responsibility.

Responsibility to society, community and environment is not just an additional work but the core of the business operation, the breath of SE-ED family who are creators, initiators and role models. Every employee in the Company is a part of this responsibility in one way or another. The Company could be claimed to have a vital role in breaking through the overall book business and quickly expanding the market for educational resources.

The Company believes that a sustainable organization can be developed from not only the ability to yield reasonable profits and growth rate for shareholder but also from the ability to improve itself to become a good role model that create works beneficial and acknowledgeable to the society at large. The Company's employees stay happy. Environmental awareness is a part of the business operation. The Company, thus, has operated the business on the interrelation of sustainable development with society and environment, with the founding belief that '**Good Will shall lead to growth, leading to profits, to strength and eventually to sustainability**'.

Idea of Corporate Governance of

SE-EDUCATION PUBLIC COMPANY LIMITED

The Company supports an effective, transparent and auditable system and emphasizes on business ethics, transparency, being exemplary, responsible and honest, equality, and rights of employees, directors and shareholders. This has become the 'strong culture of the organization'. Starting from the Chairman, Directors, Managers and Managing Directors, everyone is the driving force to implement the Company's policy with transparency and responsibility to society. Every member in the organization, from employees, directors, and executives, is well aware of the core policy of the Company.

Every business plan for every process including operation procedures in the organization are under the balance responsibility of every stakeholder; shareholders, business partners, competitors, creditors, customers, employees, communities and society. Every employee must follow the ethical guideline that the Company has compiled and used as the guideline to plan any operation, process and procedure.

Moreover, the Company's directors realize the importance of an effective, transparent and auditable managing system. Every employee and new employee will be informed the Business Ethic Guideline, involving rules and regulations in operating business. The guideline helps build more confidence among shareholders, investors and all stakeholders who are the supporting and driving force towards the Company's strength, competitiveness and long-term success. The Company has undergone key activities to support good corporate governance principle :



- **Directors' Manual** The Company believes in good corporate governance, business ethics and responsibility to society. Every director and executive must perform their duties honestly and straightforwardly. The Directors' Manual and Corporate Governance Policy are the guidelines for directors and executives to comply by the laws and the Company's regulations, to possess business ethics in performing any activities, decision-making and any transaction of the Company. The Company intends to run the business with honesty.
- **Business Ethics Guideline** Every employee and new employee will be informed of the Business Ethic Guideline, involving rules and regulations in operating business. The guideline helps build more confidence among shareholders, investors and all stakeholders who are the supporting and driving force towards the Company's strength, competitiveness and long-term success.
- **Declaration to be a part of the Collective Action Coalition against-Corruption (CAC)** In the beginning of 2011, the Company has declared its intention to be a part of the Collective Action Coalition. This is the collaboration of 7 leading organizations including Thai Institutes of Directors, Thai Chamber of Commerce, Thai Bankers Association, International Chamber of Commerce, Thai Listed Companies Association, Federation of Thai Capital Market Organizations, and the Federation of Thai Industries.

Procedures of Corporate Social Responsibility of SE-EDUCATION PUBLIC COMPANY LIMITED

The Company has 3 main procedures to fulfill the corporate social responsibility :

1. General CSR activities of the Company must include all stakeholders who are customers, employees, business partners (and competitors), shareholders, communities, society, and environment. Every parties must be prioritized with balance so that everyone can be fully satisfied and accomplish together.
2. The Company focuses on CSR in Process. That means any CSR activities are a part of the responsibility of every employee in order to avoid creating a burden on top of the usual routines. 'Social responsibility' then becomes the habit of every employee.
3. The Company determines to take on the problem of the country in education and potential development of Thai people. The Company tries to find a solution to the key problems including proficiency in English, Math, Science, and implanting in Thai children desirable qualities needed for the development of the country and sustainable society.

Evolving to 'Smarter Thais Foundation'

Past and present CSR activities gave the Company an opportunity to use knowledge, potential, resources and connections to help develop the country with sustainability, and competitiveness in the international community.

In order to facilitate the operation of those activities to involve corporation from people and other organizations and enlarge the scale of the activities to the national level, the Company decided to set up 'Smarter Thais Foundation' in early 2011. The objective of the foundation is to *'increase the role of social responsibility to produce tangible effects in a large scale'*. This is the core strategy of the Company that needs to be invested with all available resources to see it through.

Smarter Thais Foundation will support the development of Thai people's potential in English, Math, and Science and build desirable qualities in Thai children through minor projects, mostly pilot projects, or projects that give opportunities to children in need. Any project must be able to operate in the long term with financial support from 'Changes for Kids' donation from SE-ED Book Center's customers and every Thai people. The donation will be used in Thai people's potential and value development projects.

In 2011 Smarter Thais Foundation began to promote the idea of 'replanting human values' that will give an opportunity to desperate people in society to be trained professionally and able to general products and incomes to support themselves and their families. It is a sustainable project of which the role can increase continuously.

Corporate Social Responsibility in Customer's Perspective

- **SE-ED Book Center Project** : SE-ED is determined to operate SE-ED Book Center nationwide as the provider to Thai society to fulfill the satisfaction of the customers so they can shop at the nearest store at their most convenience and to create equally opportunity for Thai people to seek for source of knowledge.



- **Logistics Development to Meet Substantial Orders :** The logistics system of the company is developed and improved so all the order is promptly delivered to the customer within the very next day under the slogan 'Order Today, Get It Tomorrow'. Furthermore, this particular service helps the customers to find books and other products easier and more convenient.
- **White Bookstore Project :** The company has a strict policy of providing good, ethical selection of books and products. We offer a wide range and variable genres of books and our stores will have no unethical, immoral, improper or culturally unacceptable in Thai society.



- Production of Books, Magazines and Academic Materials Plays the Significant Role in Developing Thai Society :** From the day one until today, the company has determined to publish books, magazines and academic materials that greatly play significant role in improving Thai society. SE-ED has provided a variety category of books; for instance, engineering, computing, management, foreign languages, dictionaries, science and innovation, kids' educational comics, science journal, technologies and industries, et cetera.



- DIY for Kids :** The Company aims to improve potentials of Thai children and youth in 3 aspects : Imagination, Inspiration and Innovation. Therefore, the Company has distributed a new product line under the name i-Kids with the objective that Thai children and youth can learn through the innovation of these products. Children can learn about what they like and suit themselves. This leads to STEM Education, which is a basic learning system in Science, Technology, Engineering and Mathematics that does not require theory memorization; children can learn from real hand-on experiments and pursue further learning in the subject with their own imagination and inspiration.





Corporate Social Responsibility in Employee's Perspective

- Mediation Program :** The company has always encouraged the employees to understand themselves as well as others. Therefore, the meditation program is initiated. This program has aimed to give the training to the practitioners' mind in order to aware of the consciousness, to gain insight and morality in order to purify and to consciously overcome doubts which lead to efficiently performance both at work place and in daily life.





- **The relief program gives financial support to employees suffering from natural disasters** such as floods or rainstorms as well as other mishaps that cause major asset losses. The support will allow them to recover and return to work and live a normal life again. Moreover, the Company offers an interest-free loan to employees who have to renovate their houses that have been affected by such disasters.
- **Health Care Project :** The company is aware of the importance of its entire staff and families' health. We believe if they are physically and mentally healthy, they are happy as well. Therefore, these health check-up programs are offered throughout the year.
 - Annual health check-up An appropriate list of analysis and check-ups is provided suitably for the age range of the staff. A reasonable discount for the health check-up is provided for the immediate family members as well.
 - Health cover welfare This program aims to relieve its staff financial problem in case of hospital emergency admission. Special health insurance is also available for further family member with a reduced insurance rate.



- **Stability and Sustainability Life Improvement Program :** The company is aware of the importance of its staff quality life. To assure each individual staff its quality life, various programs are in action.
 - **Life Insurance Worth 24 Months of the Latest Salary.** In case of unpredictable and unfortunate death, the company offers 2 years of payment providing for the family of the lost one. This will help the family to cope with and adjust to the situation.
 - **Flexible Time System.** The flexibility of work period enables individual staff to choose their operating hours in compatible with each individual convenience or personal business. With this system, some who may be engaged in personal business can come to work after regular working time.
 - **Retire Rich Fund Project.** To promote the saving habit, SE-ED has encouraged its employees to save money for their retirement. This project aims to assure that they will have sufficient amount of money to survive to live happily ever after the retirement.
 - **Reducing Debts Project.** A survey concerning debts has been conducted. After the survey, the jurist department has been assigned to aid the debtor and the creditor in making compromise. Moreover, the amount of the loan has been approved to help paying off debt so they can start their lives over.
- **Employee Value Project :** The company intends to promote and support potential proactive activities of all its employees. We encourage our employees to develop their leadership skill and cross functional management, which anyone can offer their sub-project to improve the organization by present the project's details Direct to the top executive. The executive always encourages and supports its employee to broaden their knowledge and prove their ability through their performance.



- Communication Development Project :** The company has developed the communication system for its branch staff at all available branches across the country and its staff at headquarter and the warehouse. Together with ADSL phone system, iPOS system which allows staff at the branches and the headquarters exchanging their mails effectively, and LCD TV to interchange important information. These systems enable its entire staff to exchange important information even though they are not in the same place.



- Safety and Emergency Project :** The company is aware of the safety of workplace. Thus, we continuously host fire drills and safety trainings. The facilities and safety equipments are sufficiently supplied in case of emergency.





Corporate Social Responsibility in Business Partner's Perspective and Shareholder's Perspective

- Ethical Business Operation** : The company has operated the business by adopting the principles of good governance. The details and information associated with stockholders and investors are available to certify the ethics and morality in business operation. Individuality is encouraged to file a complaint regarding products, insufficient service, immoral and unethical operation of board of directors and staff at comment@se-ed.com or to independent director at id@se-ed.com.
- The Business Ethics and Moral Principles** : The company is determined to incorporate the business with morality and ethics. We trust in our commitment. Our business is operated under the laws and regulations with principles, values and standards, not taking advantage nor causing any inequality to business partners and customers.
- Strong Objectives Against Rights Violation** : The company has solid regulations and policy against any the production and the distribution that considered breaching rights. We have also encouraged our partners, writers and others to understand and aware of the copyrights and rights violation. For example, the seminar entitled 'Copyrights : You Should Know' was held to publicize and promote the awareness of copyrights.

Corporate Social Responsibility in Community's Perspective and Society's Perspective

Smarter Thais Foundation

- Books for students Project by Smarter Thais Foundation :** Smarter Thai Foundation supports and encourages educational development through 'Books for Students' project of SE-EDUCATION PUBLIC COMPANY LIMITED which has continuously donated books to underprivileged schools Smarter Thais Foundation has purchased books and other learning media for charity, giving them to students and schools' libraries for better access to knowledge. From 2012 to 2015, the Foundation has donated 340,531 books to 1,685 schools, worth of THB 4.58 million (cover price). By 2015 only, the donation of 54,309 books was made to 324 schools and educational institutions, worth of THB 7.3 million (cover price).



- English Mate for Students Project by Smarter Thais Foundation :** the purpose of this project is to improve students' listening and speaking skills through movies within one year. The project was also designed to help secondary and high school students to fluently communicate in English without a foreign speaker. Students in this project will watch selected movies, the popular, inspired, and suitable for children ones. The movies list was graded according difficulty levels. The program requires the student to watch eight movies a year at least. In English Mate system, there are comprehension tests, scores collection, and Learning Management System for teachers and parents to follow-up students' progress online. In 2014, there were 68 schools joining this project. The total number student is 18,671, worth of THB 3.57 million. Since 2014, there are 108 educational institutions or 33,002 students joining this project, worth of THB 6.1 MB. Only in 2015, there are 40 educational institutions or 14,331 students joining this project, worth of THB 2.5 MB.





- Improving Knowledge Management for Increasing Educational Achievement project** : the objectives of this project are to increase educational achievement in core subjects by improving English skills and giving learning media to schools, to help students learn to research and analyze information, and to encourage Thai kids to have reading and life-long learning habits. These are basis for schools to change their directions and to improve their ways of teaching with creativity.

In 2014, the total number of schools joining this project was 120. 60,581 books and other learning media were donated to 25,977 students in 120 schools, worth of THB 7.93 million.

Only in 2015, there are 58 educational institutions or 13,694 students joining this project. 46,464 books and other learning media were donated to the following schools, worth of THB 7.6 MB.

1. With collaboration with Narathiwat Primary Educational Service Area Office II, 43 educational institutions or 6,722 students joining the project.
2. With collaboration with Kalyanamitra Schools, 15 educational institutions or 6,972 students joining the project.





- **CDs for educational support and development project** : This project aims to raise awareness and promote academic activities to the public and increase the students' educational achievement. To be a self-generated income project, the CDs of the Smarter Thais Foundation are produced and available at every SE-ED Book Center across the country.

SE-EDUCATION PUBLIC COMPANY LIMITED

- **Books for Students Project by SE-EDUCATION PUBLIC COMPANY LIMITED** : this project is for underprivileged children in communities to gain access to knowledge by books and other learning media donation to rural school libraries. More than ten years Books for Students project has contributed books to students. To the end of 2015, the project donated books to 3,858 schools all over the country. The total number of books is 1.9 million, worth of THB 288.77 million (cover price). By 2015 only, the donation of 89,105 books was made to 328 schools and educational institutions, worth of THB 12.9 million (cover price)





- Building Libraries for Underprivileged Schools by SE-EDUCATION PUBLIC COMPANY LIMITED :** Renovation for Underprivileged School Libraries project by SE-EDUCATION PUBLIC COMPANY LIMITED: the Company has donated book shelves and renovated In 2015, the Company had renovated 18 school libraries in Thailand as follows : in Chiangmai, Ban Pong Yang Nai School, Ban Muang Glang School, Ban Tao Boon Rueng School, Mae Pong Pracha Samukkee School, Mae Ta Krai School, Wat Kuang Singha School, and Wat Rong Wua Sri Chan Wittayakan School. Ban Mai Samakkee School in Tak, Nam Pra Samakkee in Uttaradit, Wat Sam Jun School in Suphanburi, Ban Na Nual Rat Niyom in Roi Ed, Kha Nu Wittaya School in Kamphaengpetch, Rajaprachanukroe 57 School in Petchaboon, Prang Goo Wittaya School and Ban Nong Ma School in Sri Saket, Wat Buranawas School, Ban Saphan Hin School, and Ban Hoi Rak School in Nakorn Rachaseema.



* มอบชั้นวางหนังสือ *



ชุมชนไปโรงเรียน



We ♥ Reading

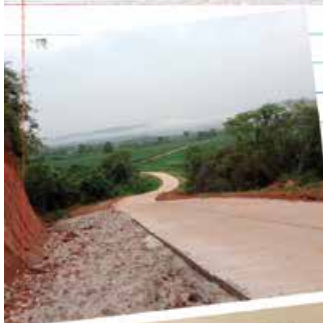
ทีมงานซีอีดีจิตอาสาประกอบชั้นวาง

โครงการ
หนังสือเพื่อน้อง

ร.ร.บ้านโป่งแดงใน ต.โป่งแดง อ.แม่อรม จ.เชียงใหม่



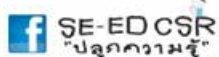
* มอบชั้นวางหนังสือ *



We ♥ Reading

โครงการ
หนังสือเพื่อน้อง

ร.ร.บ้านสะพานหิน อ.เทพารักษ์ จ.นครราชสีมา



* มอบชั้นวางหนังสือ *



ส่งชั้นไปโรงเรียน

โครงการ
หนังสือเพื่อน้อง

ร.ร. ฐานวิทยา อ. ฐานรลักษ์บุรี จ. กาญจนบุรี



* มอบชั้นวางหนังสือ *



ทีมงานซีแอดจัดอาสาประกอบชั้นวาง

โครงการ
หนังสือเพื่อน้อง

ร.ร. วัดช่องสิงห์ อ. เมือง จ. เชียงใหม่

- **Change for Kids Project** : This project enables SE-ED customers and others to participate in the donation activity through donation box at all SE-ED Book Center branches or by the donation bank account. This project will be operated under 'Smarter Thais Foundation (Khon Thai Keng Kheun Foundation)'. Every penny of the donation is determined to organize activities that aim to develop proficiency, ability and life value of Thai people. We believe that this sustainable project will result in making Thai realizing their potential for this country.

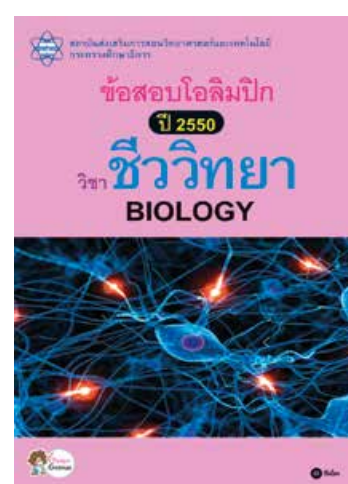
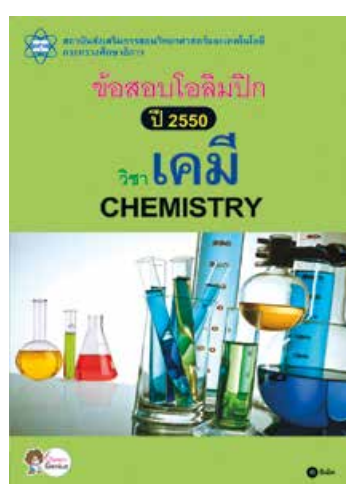
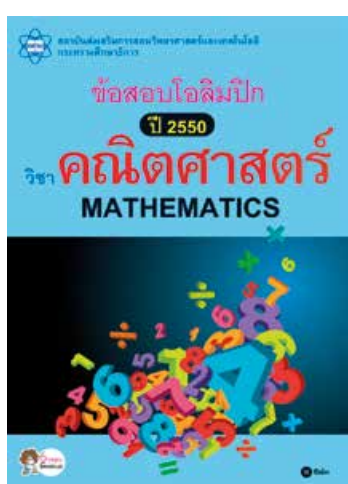


- **Total Solution to English Proficiency project** : This program aims to lift up and develop English proficiency of Thai teachers and students to the international standard by training teachers and developing their teaching plan to align with CEFR (The Common European Framework of Reference for Languages). On the other word, this project provides how to effectively and systematically develop lesson plan. The teachers will be able to properly adapt their knowledge from this project to the Basic Education Core Curriculum B.E. 2551. To pass this project, the teachers are required to have the teaching evaluation. This would ensure how the teachers will help the learners to have Learning Achievement & Competency according to the given criteria. This project covers not only learning English language, but also learning science, mathematics, social studies, and music and art studies through English. The Primary and Secondary teachers from any units or organizations will be trained in a total-solution system for effectively teaching in classroom or flipped classroom under limited resources. By this method, Thai teachers could improve their Communicative Language Teaching and help their students improve 4-skill English or Communicative English, Academic English, English for mathematics and science for upcoming ASEAN Economic Community.





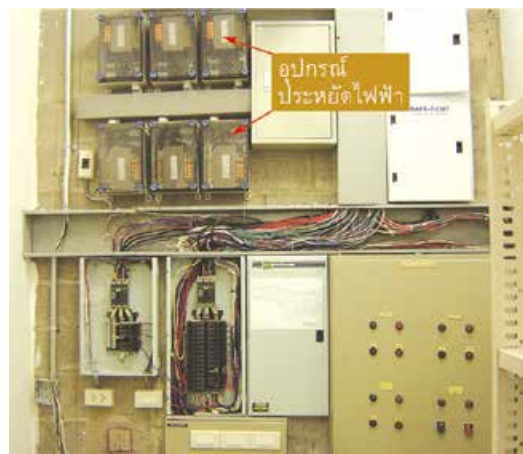
- **Genius Book Series Project** : SE-ED cooperates with the Institute for the Promotion of Teaching Science and Technology (IPST) in producing course books and development helper books that available in Mathematics, Science, Computer, Biology, Physics, and Chemistry. This includes tutoring books for an Academic Olympics.



- **Cooperating with National Science Museum (NSM) to build the science learning centers for children in towns :** SE-ED has a policy to encourage youth to have inspiration in Science and technology. Therefore the Company contributes support in finding the space in Shopping Malls, which are trading partners of SE-ED, to National Science Museum (NSM) for setting up the Science museums and learning centers. Moreover, the Company provides a special renting rate or renting-free for National Science Museum. Nowadays, there is one science museum and learning center : Chamchuri Square.

Corporate Social Responsibility in Environment's Perspective

- **The natural conservation project :** SE-ED emphasizes on saving energy and resources. Thus the Company launches many campaigns and activities on saving energy and resources as follows :
 - Replacing electronics in SE-ED Book Center with saving energy models.
 - Changing the light switches into individual string switches in the headquarters in order to save electrical energy on unoccupied workspaces.
 - Minimizing of paper usage project promoting employees to manage the important documents through electronic media (e-Document) to reduce papers usage and enable faster searching.
 - Saving water in the headquarters project by installing automatic piping valves in restrooms, working with the Contact Switch at toilets' doors. Valves will be turned on, if the door was closed only. This prevents wasting water.
 - Power saving in the new distribution and warehouse was implemented by using the T5 High Output bulbs instead of Metal halide lamps for higher space that needs more light. This implement helps reduce more than 50% of electricity usage. For normal space, the T5 fluorescent bulbs were installed, which can save electricity up to 33% when compared to normal fluorescent bulbs. In addition, the automatic light on and off system was installed in the new warehouse, which was working separately and independently, helping to use energy effectively.





Innovation of CSR

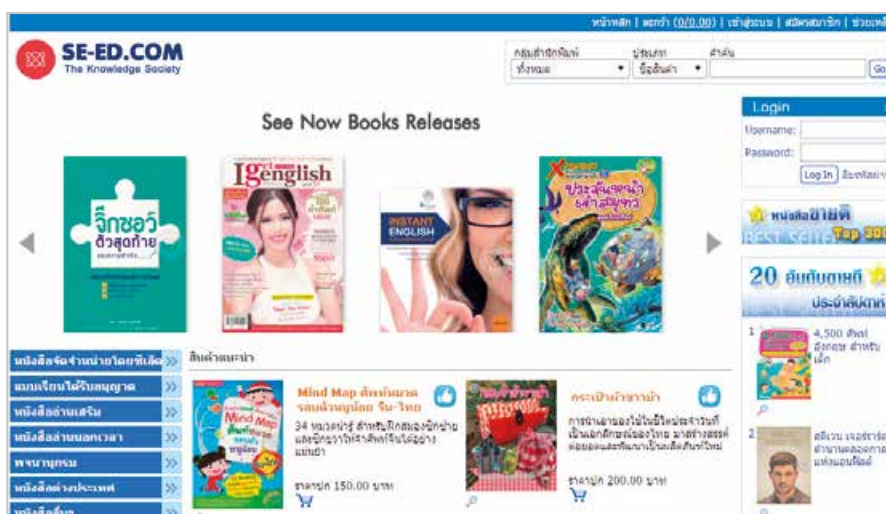
SE-ED always determined to one that make 'Smarter Thais' and satisfy all stake holders. Therefore the purpose of research, development and innovation creating conform to fulfill this determination. The Company's innovation must afford to provide benefits to book industry as a whole, to enable the easier ways to for Thais to access knowledge. The latest technology is applied to SE-ED's business operation in order to develop the operation's efficiency. There are many innovations, which reflect to social responsibility as follows :

Examples of innovations which contribute to the developing of Thai book business can be seen as follows :

- **'Standing Order', Developing Distribution System project** : Being the biggest book distributor of the country, the Company sees the problems in a stock management in book industry as a whole such as inaccurate sales monitoring, complications on billing, lack of credibility and etc. Thus the Company developed the innovative distribution system called 'Standing Order'. It is the system that allows the new books be on stores without billing. This enables the stores to sell more new books. If some of the new books were best seller, the stores would fill up the stock and pay bills on the filling stock. The SE-ED employees will be fully responsible for sales checking. This, Standing Order System, gives enormous advantages to book industry. Firstly, the stores are willingly to add more new books. Secondly, Thais have better opportunities to access a variety of books. Thirdly, it reduces risks in business operating, thus the distributors and publishers can track all information about sales performance. This enables the better planning. Fourthly, it also enables the better billing system. Nowadays, this Standing Order System is accepted and adopted across the country.

- **Developing Product Management project** : SE-ED has developed the Distribution Model Program and Intelligent Automatic Reordering System (IARS) in order to manage a new books distribution and to fill up stock of SE-ED Book Centers which depends on its community's needs and its actual sales performance. This reduces risks in business operating because the mass publishing, without information technology supporting, is not necessary. Moreover, the stable and accurate information technology allows all branches to fulfill its community's needs. This also efficiently reduces costs and opportunities loss.
- **Developing websites supporting retail and wholesale systems** : The Company has developed and improved its websites: www.se-ed.com and www.se-ed.com/wholesale in order to support retail system (e-commerce) and wholesale system.

Nowadays, www.se-ed.com is most visited website of the country. There are wide range of products and a variety of books for customers. Moreover, they provide the updated information about best sellers, interesting books and where to buy them. With these information, it enables customers have choices and can make a decision easier.





Additionally, the Company has launched its mobile website, m.se-ed.com, for mobile devices such as smartphones or tablets to allow customers more convenient alternatives to book shopping. The Company expects that such channel will support the increasing e-book trade in the future which is the result of the dramatically growing internet usage from general public.

- Integral developing logistics system :** The Company has determined to develop logistics system to be highly efficient, to deliver goods to customers at low cost, and to be competitive. According to this philosophy, Thais could access the quality books quicker, and whenever they need.

Integral developing logistics system includes :

- 'Order Today, Get It Tomorrow' Project : The Company has developed and improved order picking system and www.se-ed.com under the concept of 'a small store serves as a big one'. If the customers cannot find the books they need in SE-ED Book Center, they can go over the cashier counter and request for the books. With the developed, improved IT and logistics systems, the stores can deliver the books to the customers within 24 hours at their convenient branches without a delivery fee.
- Intelligent Point of Sale System (iPOS) : The Company has developed this system to support sales performance at SE-ED Book Centers and to provide useful information on books. This helps the customers make a decision easier.



- Developing a data linking system between branches, the headquarters and the warehouse into a real time computer network. This enables an efficient, fast, accurate operation.
- Digital Assorting System : The Company has developed products distribution into a digital system. This enables a flexible distribution to efficiently deal with the market situation. In addition, this system helps reduce papers usage up to 500,000 sheets.



Examples of innovations which contribute to developing Thai's potential can be seen as follows:

- **Successfully develop the potential of Thai youth :** The Company did a research to find a guideline to help young Thai people who do not live in an English speaking environment to be able to improve their English skill significantly. In addition this practice must no increase a burden for teachers and use minimum resources. The outcome of the research shows that by reading graded readers with the extensive reading approach, the English skills of student improved significantly as well as their attitude towards English language, the inspiration to study more by themselves and the reading habit which has a crucial role in changing the student into becoming a life-time self learners.

Consequently, the Company initiated SE-ED Enjoy Reading program in 2008. This program aimed to develop graded readers materials with the corporation from the world's leading publishers who specialize in extensive reading approach and graded readers. The program has selected many books in different levels and themes that will match the different interests of most students in the school system. Graded readers will be a tool to increase English proficiency of Thai students. From the research there will be a development of practice that can be employed in the schools across the country.

In 2009 - 2010, the Company began its research with 20 lacking schools in the elementary and secondary level. The outcome indicated a satisfactory improvement among students who read SE-ED Enjoy Reading materials with Extensive Reading Approach and toolkits from the program.

In order to magnify the outcome, the program has expanded its reach to teachers whose role can impose positive changes on children. In 2010 the program organized a training for the management staff and English teachers for over 70 school from the northern, central, southern and northeastern regions in order to prepare for an in-depth research. Every school participating would be provided SE-ED Enjoy Reading books, teachers training, teaching kits, and evaluation of English proficiency throughout one academic year.

In 2011, the Company, with the PR support from agencies of the Ministry of Education including the Office of the Basic Education Commission (OBEC) and the Office of the Private Education Commission (OPEC), organized a teacher training for over 1,000 teachers across the country. The

training was under the idea of Total Solution to English Proficiency that focuses on improving the whole system with proficiency-based teaching methods. The proficiency-based methods will allow students to improve listening, speaking, reading and writing skills that can be applied in everyday communication English as well as academic English. The improvement will take place in all aspects including the curriculum development, classroom evaluation, materials selection, teacher training, cultivation of reading habits among children, and extracurricular activities.

In 2012 the Company hosted the academic seminar for teachers to exchange ideas and teaching techniques in classroom. There were over 1,200 teachers participating. The project aims to develop teaching efficiency of teachers and English language proficiency of students through a systematic teaching model that teachers can apply in classroom. In addition, there are teachers trainings to improve teaching efficiency to the standard of 'Oxford Language Program'. Development of teachers will be evaluated by students' achievement at the determined level.

And in 2013 the Company worked with the Education Area Office nationwide to provide trainings for teachers. So far there has been over 1,000 teachers attending the trainings and over 140 schools that participate in the Total Solution for English Proficiency program.

In 2014, Smarter Thais Foundation has started the project 'Improving Knowledge Management for Increasing Educational Achievement'. The purposes of this project are to comprehensively improve teaching English language, where teachers are able to effectively adjust their knowledge management plans according to their situations, and to increase teachers' abilities in teaching to effectively raise students' standards of educational achievement according to the criteria. This project is also a collection of helping tools for knowledge management planning and the developing system for teaching quality. This would help reduce Teachers' burden in teaching preparation. The total number of students in this project is 25,977 students from 120 schools.



Rewards of being good governance

Since the day that SE-EDUCATION was founded, SE-ED has strongly determined to be an organization that participates in developing human resources and making 'Thais Smarter'. And every stake holders satisfy with this determination. All rewards was self-evidence that SE-ED always placed importance on being good governance. All rewards can be seen as follows :

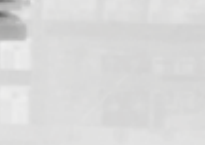
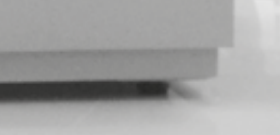
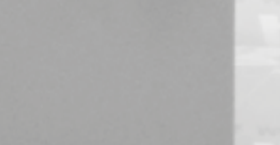
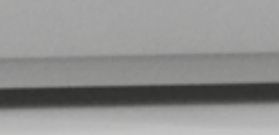
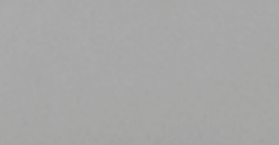
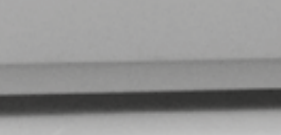
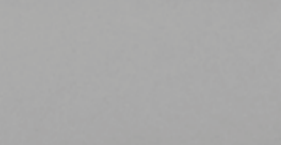
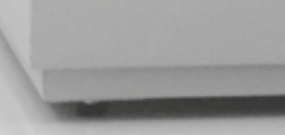
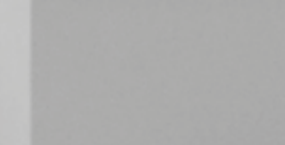
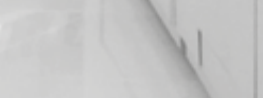
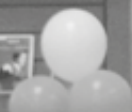
- Received SET Social Enterprise Investment Awards from SET in SET Sustainability Awards 2015. This prize is meant for the registered companies which prominently support Social Enterprise.
- Received SET Award of Honor in Corporate Governance for the fourth time from SET Awards 2014. The award is for the excellence in corporate governance for 6 consecutive years.
- Received 'excellence' or 5 stars from corporate governance evaluation for 8 consecutive years (2008 - 2015).
- Was evaluated '5 TIA' in the organization the Annual General Shareholders Meeting for 7 consecutive years (2009 - 2015).
- Received Investors' Choice Award for receiving 100% scores from the evaluation of the Annual General Shareholders Meeting for 6 consecutive years (2009 - 2014).
- Received 'Board of the Year for Distinctive Practices Award 2010/2011'.
- Received 'Outstanding Corporate Social Responsibility Awards' from the SET Awards 2011.
- Achieved the Princess Cup from Her Royal Highness Prince Maha Chakri Sirindhorn for being a large organization which applied sufficiency economy philosophy with business operation (from Sufficiency Economy Contest 2nd in 2010).



- Awarded CSR Awards 2009 - 2010 (awarded for outstanding listed company who operates responsibly toward society and environment).
- Awarded the Top Corporate Governance Report Awards 2009 - 2010 (Outstanding in Good Governance Report).
- Won Best Shareholder Treatment Awards 2008.
- Received 'Board of the Year for Distinctive Practices Award 2006/2007'.
- Awarded for 'outstanding network bookstore 2002 - 2003' and awarded for 'Excellence bookstore of the decade (year 2004)'.
- Selected by Forbes magazine, the Global issue, dated 28 October 2002, as 200 outstanding companies outside the US which has sales of less than US 1,000 Million.



20
วันหนังสือ
ขายดี





Company Background > and Management

- ◆ Background
- ◆ The Proportion of Shareholding in the Company's Group and the Inter-Business Group
- ◆ Shareholding and Management Structure
- ◆ Recruitment and Remuneration Committee's Report
- ◆ Audit Committee's Report
- ◆ Risk Factors
- ◆ Good Corporate Governance
- ◆ Report of the Board of Directors Responsibilities for Financial Statements
- ◆ Remuneration of Auditor

◆ Background

Changes in capital structure

SE-EDUCATION Public Company Limited (SE-ED) was established on October 10, 1974 with a registered capital of THB 99,000. Their objective was to do business in knowledge dissemination, with a view to develop the fullest potential of Thai people in areas essential to the national development.

In 2001, at the Annual General Shareholders Meeting 1/2001, dated April 30, 2001, the shareholders approved of additional shares registered by the amount of THB 137,141,560 by divided into the following :

- Warrants offered to shareholders are numbered at 10,549,356 shares, where the proportion of right to exercise per 1 unit can be used to buy common stock of 1 share at the price of THB 16.50 per share, with validity lasting for 5 years, from the date of issuing the paper, allowable for exercise every 3 months and the right to exercise is expired on December 15, 2006.
- Warrants offered to company's directors, staffs, sub-agents are 3,164,800 shares, where the proportion right exercise per 1 unit can be used to buy common stock of 1 share at the price of THB 10 per share, with validity lasting for 5 years from the issuing date listed on the paper, allowable for exercised with the duration of 1 year per warrant and each warrant for every 3 months, with each warrant allowed to buy common stock at the rate of 10, 10, 10, 30 and 40 of the total warrants respectively, and the last date to exercise is on January 14, 2008.

As of 2003, at the Annual General Shareholders Meeting 1/2003, dated April 23, 2003, shareholders have agreed to approve the change of share value (share dilution) from previously THB 10 to THB 1, which the Company has proceeded to register with the Commerce Ministry on May 22, 2003.

In addition, in 2004, at the Board of Directors' meeting as of 1/2004, dated February 4, 2004, the board resolved to allow the Company to re-purchase the shares, for the purpose of monetary management. As the Company had over-excess liquidity of 19,783,600 shares (total worth of THB 122.64 Million, re-purchase value of THB 6.20 per share) which according to the Ministerial rule with regards to 'outline and method of share re-purchase, selling of re-purchase shares and cut-off for the Company's re-purchase shares', stipulated that the Company must sell the re-purchased shares within 3 years after date ending of share re-purchase activity, which was due on September 11, 2007. The Company could not finish the re-purchasing of shares as committed by the Board of Directors resolution. Therefore, to follow the guideline of Ministerial rule, the Board of Directors' meeting as of 4/2007 dated on September 19, 2007, approved the capital reduction by way of reducing the share repurchase by 19,783,600 shares, resulting in the remaining capital of 328,345,090 shares. The Company registered the reduction of registered capital on October 24, 2007.

In 2011, during the 1/2011 general shareholders meeting on April 28, 2011, it was approved that the Company's authorized capital was reduced in order to comply with the paid-in capital. As a result, the Company's authorized capital remains 323,921,130 shares. The Company registered the reduction of registered capital on May 11, 2011.

In 2012, at General Shareholders Meeting No.1/2012 on April 26, 2012, it was resolved to approve the stock dividends to be issued at the rate of 10 existing shares per 1 dividend share in order to increase the company's stock liquidity and maintain the liquidity of the working capital to support future investments and expansions. It was approved to increase the Company's share capitals to support the aforementioned stock dividends. Therefore, the Company's share capital has increased to 356,313,243 shares. The Company registered change of the capital increase on May 8, 2012.

In the General Shareholders Meeting No. 1/2013 convened on April 25, 2013, there was a resolution to decrease the Company's authorized capital to correspond with the paid-up capital; and another resolution to increase the company's authorized capital to support the stock dividend payment in the ration 10 original shares per 1 dividend stock. As a result, the company's authorized capital increased to 391,944,529 shares. The company registered the increase capital on May 22, 2013.

Important Changes and Developments

At the beginning, the Company published the monthly magazine 'Semiconductor Electronics' and was the distributor of electronic devices from abroad.

In 1978, the Company published the monthly magazine 'Taksa, Science and Technology Edition' for the general and young readers whose interests are in the areas of science and technology.

In 1979, the Company launched the monthly magazine 'Miti Tee See' that aimed at the creativity and imagination and, particularly, for those who don't like the heavy science, hoping to gain readers attention in science.

In 1980, the Company started to publish the engineering and scientific textbooks which were later became the textbook and academic books division.

In 1983, the Company published the monthly magazine 'Microcomputer' and began to publish the books about microcomputer. At the same time, the Company set up the management books division for the purpose of publishing the books that can help people work more efficiently rather than publishing books that can only be sold in a short period of time.

In 1985, the Company adapted and introduced the Standing Order Distribution System and merged the magazine 'Taksa, Science and Technology Edition' with 'Miti Tee See' which resulted in the new magazine called 'Rou - Rorb -Tua' magazine which was later transformed and changed its name into what is today called 'UpDATE' magazine. In the meantime, the Company's Children Book division was born in 1986 and 'Wittayasat Arn Sanook' - the first finest set of cartoon books aiming at teaching young learners - was published and warmly welcomed by general public.

The Company continued to take its lead in publication of magazines and educational books, becoming the forefront in knowledge publishing firm in the country with the best distribution system in the book business. The Company also became the book distributor for other publishers producing books in the same fields.

Although, compared to the average publishing industry, SE-ED had satisfied the expectation of both sales volume and sales growth, as at that time the Company is the publishing firm with highest sales volume through bookstores channels and the largest books distributor, the Company found that there were still limitations due to the fact that there were a few good quality bookstores existed in the market. Consequently, the Company's books could not be effectively circulated. This resulted in the inability to increase sales volume of each book sold at the desirable level.

Following an extensive research into the retail industry, the Company realized that the pre-existing bookstores could not be expanded or improved much further. At that time, many new shopping centers had been opened, and the Company believed that they would be good venues for the bookshop business. As the Company had confidence in those malls that they are attractive and able to bring in large communities and would likely change the buying behavior of Thais. Therefore, the strategy of providing more convenient purchasing channel for Thais which was to allow access to reading materials was to set up well - thought - out bookstores in those malls. But as the investment cost was high and no one had seriously ventured in this area of business before, the Company decided to start the bookstore business in leading shopping centers to avoid affecting the previously existing bookstores which were mostly located in commercial buildings.

In the third quarter of 1990 the Company was permitted to be listed on the Stock Exchange of Thailand and started the 'SE-ED Book Center' project that allows Thai people to get access to books and to support the future growth of overall book market by focusing on opening branches in various leading shopping centers. SE-ED Book Centers will sell both books from its publications and also from the others. The first branch of bookcenter for family and working people opened in late 1991 at Fortune Town Shopping Center.

In the third quarter of 1996, SE-ED opened SE-ED Book Center in supercenters. The first branch was at Lotus Supercenter, Pattaya with strong belief that supercenters would be the new trend going forward and also suitable locations for the long - term business. The Company further improved its image to be more modern, by using bright and vivid colors. Newly designed bookshelves were installed so that it could be manufactured more easily and more cost effective. Consequently, SE-ED could put new bookstore branches in operation faster and more convenient. It also focused on developing the book distribution center to accommodate more books for more than 600 branches. In 2006, the Company expanded the distribution center area from 7,400 square meters up to about 10,000 square meters, at the end of 2008, the Company expanded the warehouse space by 3,000 square meters which made the total warehousing area to be as large as 13,000 square meters, or 30% increase. In 2010 the Company expanded the space of the warehouse from 13,000 square meters to approximately 15,000 square meters. The Company also developed and tested the business model that is suitable for the Company's competitiveness and business sustainability. At the same time the Company can open a new branch fast with lower operation costs and expenses, allowing the Company to have more chance to be successful.

Furthermore, SE-ED Book Center has developed a relationship with several shopping centers and super-centers, being recognized as an important business alliance. This has enabled SE-ED to develop its business format continuously. Nowadays SE-ED Book Center is a chain bookstore evolving and expanding very fast, becoming the full functional chain bookstore with highest sales volumes and also serving as the very heart of company's business growth since 1997.

SE-ED's business performance has remained at the satisfactory level. In 1997, when Thailand encountered serious economic crisis leading to business collapse and widespread unemployment resulting in lower purchasing power, the publishing business was affected in many ways. Several of SE-ED's major book suppliers encountered the severe loss and liquidity problems, to the point that SE-ED had to allocate asset as bad debt account, largely due to the lower purchasing power and decrease of sales orders from bookstores. SE-ED was seriously aware of granting credit to customers to keep control of the possible bad debt. The competition also became tougher than before. As a result, the sales figures that came from both SE-ED's own published books and other non-SE-ED published books was not as it was hoped to be. It was considered the first time that SE-ED faced accounting losses in 1998, since listed in the Stock Exchange of Thailand.

However, after the severe economic crisis, the Company began to review its business structure's long - term strength. The Company started to diversify risk at a suitable level and, at the same time, tried to improve financial structure, increasing more capital for unforeseeable economic problems in 1998 and set the reliable financial standard for paying up the long-term loan from financial institutes and for incoming expansion. As a result, The Company can recoup from the almost fatal slump and finally came back to profitability with adequate liquidity and continuous expansion in 1999.

Moreover, in 2008, the Company opened SE-ED Learning Center with the space of 600 square meters, located at Chamchuri Square building - a part of Chulalongkorn University, to facilitate the expansion of youth activities in different forms in the future. This includes the training for professional activities to increase the potential of Thai people in different fields for the general public. In addition, the Company's new business strategies included the development of two supplementary curricular aiming to increase children's potential and intelligence in mathematics and English. The curricular are as follows :

- FAN Math is a supplementary mathematics program for kindergarten 3 to primary 6 levels. Teaching and learning materials are presented in animation format.
- ACTive English is a supplementary English program for kindergarten 2 to primary 6 levels. Teaching and learning materials are mainly interactive multimedia and consistent with the Common European Framework of Reference for Languages (CEFR).

In 2013 the Company expanded SE-ED Book Center by considering the location as the main factor. The Company also focuses on the product mix in the store to increase profitability. The employee ratio is adjusted to increase service efficiency as well. However, the Company has developed the information technology system, communication system for all bookstores branches and headquarters and distribution center in order to support more services which deem to soar in the future, so as to increasing efficiency and reducing the chance to waste any sale potential.

In 2014, the Company has officially opened the Book Distribution Center and warehouse, which can service up to 600 bookstore branches. The Book Distribution Center is not only designed to be more spacious for storing, but also has functionality and utility, it will enhance the performance to service and do the distribution for 480 point of sales at the same time. In addition, the work model is developed to be more accurate, functional, and faster by improving the distribution process to be the Digital Assorting System. This system supports the circular of the products in the bookstore and stimulates to have more various kinds of products for our customers.

Investment in Subsidiaries and associates

In 1984, the Company also invested in 25% of the shares in M&E Co., Ltd. with a paid-up share capital of THB 400,000. The M&E Co., Ltd. prints and publishes technical magazines, EC magazines and engineering manuals, distributed by SE-ED.

The Company has 99.93% share in SE-ED Book Center Company Limited (founded on May 11, 2011), that has a paid-up capital in the amount of THB 100,000. The company does not operate any business; it is founded to prevent other people to use the name SE-ED Book Center and to form another company and cause confusion. Later, the Company increased its shareholding in SE-ED Book Center Co., Ltd. to 99.99%, with the paid-up capital in the amount of THB 1,000,000.

In 2003, the Company held 28.75% of the shares in Plearn Patt Co.,Ltd. (founded on September 25, 2002) with a registered paid-up share of THB 80 Million. In December 31, 2005, the Company increased percentages of share holdings to 48.82% of registered and paid-up share capital was THB 170 Million, and in the fourth quarter of 2009, Mr. Thanong Chostisorayuth, the managing director of SE-EDUCATION Public Co., Ltd. chaired the position of the acting school director of Plearnpattana School and became the Director of Plearn Pattana School in 2010. In the second quarter of 2012, Plearn Patt Co.,Ltd decreased its share capital and paid capital, with the remaining balance of 169,475,500 million Baht. Therefore, the Company's shareholding proportion has increased to 48.97%.

The registered name of Plearn Patt Co., Ltd. is the name of the school called 'Plearnpattana School', located at Buddhamonthon 2 Road, enrolling students from pre-kindergarten year up to Matayom 6. The first academic year started in 2004. This was the important gathering of more than 70 education enthusiasts from several groups of people such as parents, teachers, academics and school executives, in collaboration with private organizations who played a significant role towards family institutions and education to create new concept schools, to create quality children for the country.

In 2013 the Company has 60% share in BaesLab Company Limited (founded on April 22, 2013), with the paid-up capital in the amount of THB 250,000. BaesLab Co.,Ltd. is a consulting, software and hardware designing and developing business.

Nature of Business

Company's business operation consist of 6 parts as the following :

1. Bookstore Business : SE-ED has operated SE-ED Book Center and network stores which consist of many university bookstores in Bangkok and other provinces as well as the network and sales area in various forms.

2. Distribution Business : SE-ED distributes both books published by SE-ED and other publishers to bookstores all over the country and to other sales channels.

3. Publishing Business : SE-ED publishes its own books and magazines, sells advertising space, provides the printing service for other parties, organizes the yearly exhibition 'Thailand Electronics & Industrial Technology Exhibition' and many specialized technology exhibitions.

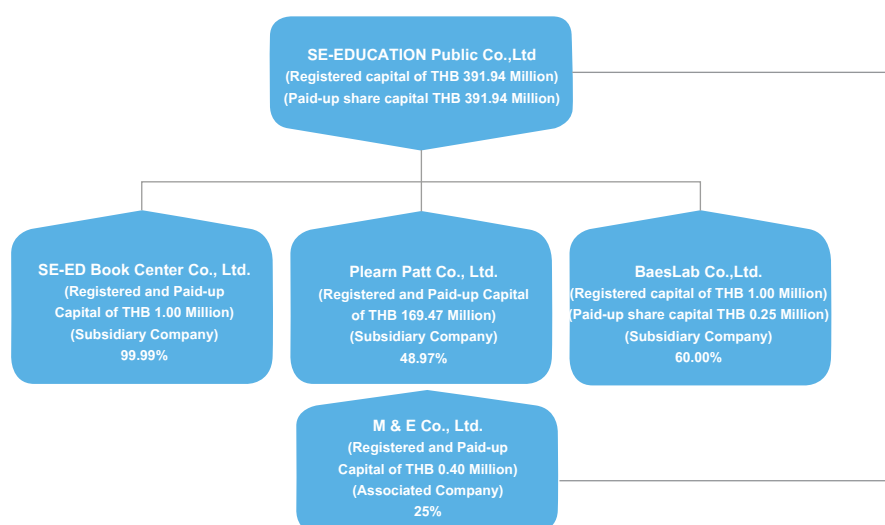
4. SE-ED Learning Center : SE-ED Learning Center to becoming a supplementary school and learning center that provides activities and programs to increase children's potential and intelligence in the fields of Mathematics, English and including SE-ED Kiddy Camp's activities.

5. Plearnpattana School is a joint investment to build an alternative school from pre-kindergarten to Matayom 6. The curriculum offers a flexibility in learning experience to encourage the full potential development for students who will become important for the development of the country in the future.

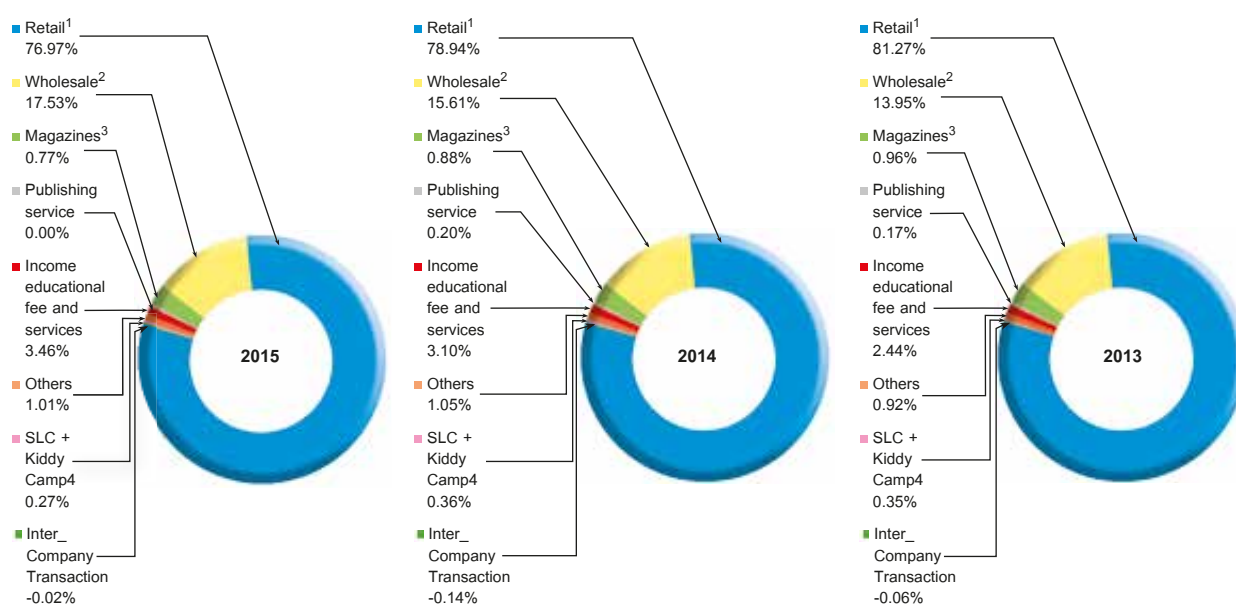
6. BaesLab Co.,Ltd. is a consulting, software and hardware designing and developing business. In the initial phase, the company focuses on developing digital contents, programs and IT facilities for digital contents management.

SE-ED continues to be a leader in the bookstore, distribution and publishing businesses while all six businesses work well in supporting and encouraging one another, resulting in the achievement of a competitive advantage, as well as increasing the Company's overall value added.

Shareholders' structure of SE-EDUCATION Public Co., Ltd., its subsidiaries, and associated companies



Total Revenue from Main Products Categorized by Sales Channels



Remark ¹ Retail

- revenue from SE-ED Book Centers.

² Wholesale

- revenue from books published sales volume of magazines and distributed to bookstores and other sales channels : such as education institutions and library etc.

¹ and ²

- total sales of Company's own publications in 2015, 2014 and 2013 represents 7.18%, 6.52% and 7.24% of sales revenue respectively.

³ Magazines

- total revenue from advertising publishing and organizing academic seminar and technology product sales.

⁴ SLC+Kiddy Camp

- revenue from SE-ED Learning Center and SE-ED Kiddy Camp.

Major Products and Services

The Company's products and services are the following :

1. **Books** Currently, SE-ED is one of the largest book publishers in Thailand, publishing books for bookstores nationwide. The Company pioneered in publishing knowledge books in several fields; such as administration, management, self-development, psychology, engineering in various fields, youth development books, language and dictionary, parenting, food and health, maps, non-book products (e.g. CD) which help to promote the development in many aspects.
2. **Magazines** At the end of 2015, the Company has published 5 magazines of science and technology which are,
 - **Semiconductor Electronics Plus** : A monthly magazine emphasizing on electronics, launched in 1974, and later the Company changed the name of the magazine from 'Semiconductor Electronics' to the new name of 'Semiconductor Electronics Plus', since January 2008, while maintaining similar types of contents to the previous issues.
 - **MICROCOMPUTER** : A monthly magazine devoted entirely to the knowledge of Computer and information technology for Corporate, in circulation since 1983.
 - **Industrial Technology Review** : A monthly magazine provided reading material on major developments in industry technology and management for plant engineers and general readers, launched in mid-1994.
 - **The Absolute Sound & Stage** : A monthly magazine specially provided the knowledge of the sound and light systems on stage technology, work in the studio, and related devices and tools, launched since the end of May 2002.
 - **Mechanical Technology** : An online magazine related to mechanical engineers concerning operating techniques and machine problem - solving guidance for engineers.

The Company's revenue from magazines comes from the sales of magazines, advertisements and special editions, as well as revenue from organizing several activities.

3. **Distribution** The Company distributes books published by SE-ED and other publishers including the companies whose publishing is in the Company's direction, by distributing books to small and large scale stores nationwide roughly around 5,800 stores. And, the Company also sells directly to the educational institutions.

The Company has been appointed as Thailand's sole distributor of Oxford University Press (OUP) for books and related media for English language teaching and learning from January 1st 2007 onward. Under this agreed cooperation between SE-ED and OUP, the business activities of production and distribution associated with English language learning will be increased through the company's distributing channel which promptly allows SE-ED to share some responsibility of resolving the country's problem with regards to English language learning in Thailand in the much greater extent.

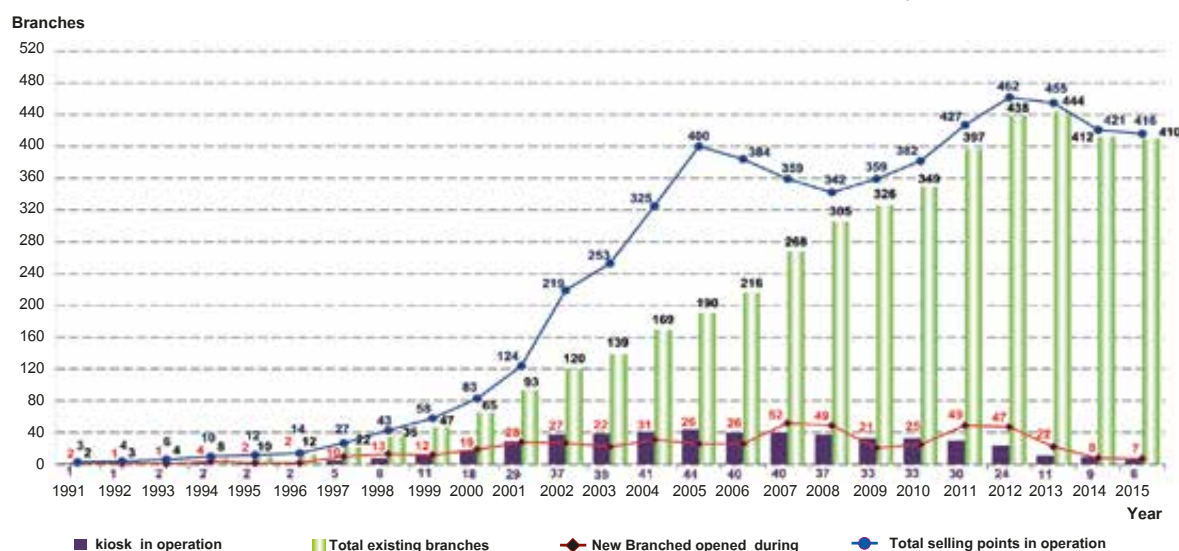
Presently, the Company is the largest book distributor to the chain bookstores. Books which were self-published by the Company is around 1,414 titles, while also help distributing 5,500 titles from other several publishers and organizations.

4. **Bookstore Business (SE-ED Book Center or SBC)** SE-ED operates SE-ED Book Center and network stores and 'University bookstores' all located both in Bangkok and other provinces, including managing space in the selling areas in different models.

SE-ED Book Centers are medium-sized bookshops selling all kinds of books, with modern designs and good layout plans, efficiently selling and emphasizing being located in convenient locations for people to come to buy books. The main locations are located in leading supercenters (such as Tesco Lotus, Big C, etc.) leading shopping malls (such as Siam Paragon, Central, The Mall, Robinson, Future Park, Seacon Square, provincial leading shopping centers, etc.) and education institutes (such as Ramkhamhaeng University, National Institute of Development Administration, Dhurakij Bundit University, Siam University and Srinakharinwirot prasanmit University) in different models both in Bangkok and other provinces.

By the end of 2015, SE-ED has already opened 506 branches of SBC. From this mentioned figure, there are 410 branches in operation, with 137 branches in Bangkok and nearby provinces, and 273 branches in other provinces. With 406 bookstores operated by the Company, the other 2 branches are designated as SE-ED Book Center Network Bookstores and 2 branches are SE-ED Network Bookstores (SE-ED does not fully support, since the shop owners can order books by themselves). Moreover, SE-ED is also responsible for managing the books and magazines sales space in Supercenters, and other shopping centers in different formats totaling more than 6 sales and service points. Today, SE-ED Book Center is the complete chain of bookstores with the highest sales in Thailand.

Number of SE-ED Book Center Branches and its Network Stores by the Year-End



- Remarks**
- There is a reclassification of bookstore branches to be properly suited. Therefore, the number of branches may be different from other published documents by the Company. Branch includes the small size of bookshop of 20-50 square meters. Kiosk means mainly the newstand sales type. Points of sales means the sales type that the Company takes charge in managing the products in book corners (including newspapers and magazines) in supercenters of department stores.
 - At the end of 2015 there are 410 existing branches in operation. There are 137 branches in Bangkok and its vicinity and 273 branches in other provinces. This figure has included the small scale of 11 branches.
 - At the end of 2015 there are 403 existing branches in operation, using the brand of, SE-ED book center, 3 branches in university book centers.
 - At the end of 2015, there are 2 SE-ED Book Center network stores (SE-ED is responsible for all books supplied to the network stores) and there are 2 SE-ED network stores (SE-ED provides special assistance and allows the stores to choose either the name of SE-ED Book Center or SE-ED network but the shop owners can order books by themselves), and 6 kiosks.

5. SE-ED Learning Center In 2006, SE-ED founded SE-ED Learning Center department for organizing all activities for kids. In September 2008, in order to provide complete services on occupational training and training in all sciences, available for the general public including youth and undergraduate students. Nowadays, In addition, the Company's new business strategies included the development of two supplementary curricular aiming to increase children's potential and intelligence in mathematics and English. SE-ED provides a variety of activities as follows :

- FAN Math is a supplementary mathematics program for kindergarten 3 to primary 6 levels. Teaching and learning materials are presented in animation format.
- ACTive English is a supplementary English program for kindergarten 2 to primary 6 levels. Teaching and learning materials are mainly interactive multimedia and consistent with the Common European Framework of Reference for Languages (CEFR).
- SE-ED iKids' Young Thinker & Inventor Program is the new way to encourage kids to learn how to invent and create robots by themselves through multimedia and books. Moreover, this program provides kids with knowledge of Science, Technology, Engineering, and Mathematics or STEM. In the program, kids will be stimulated to systematically act out, think, analyze, and solve the problems. In addition, with this knowledge integration, this program will help kids easily apply their knowledge to their everyday lives and easily connect them to technology nowadays.
- SE-ED Kiddy Camp for 8-14 year-old kids is organized on school vacation and has many options for kids; they can choose to go camping or go day camping. The goal of the camp is to encourage kids to learn with fun, to strengthen them with knowledge, and to encourage them to be brave to learn new things. Moreover kids will able to learn science, electronic invention, teamwork, leadership, self-study independence, basic knowledge for living, morals, and especially friendship. Kids will enjoy many activities, for example, the Young Explorer; a rally; exercises.

6. Plearnpattana School SE-ED's proportion in the joint investment on Plearnpattana School accounts for 48.97% from the registered capital and paid capital worth 169,475,500 Baht. SE-ED has cooperated on administration for providing resources and knowledge in order to establish Plearnpattana School as an alternative school. Plearnpattana School is expected to develop Thai youth's potential, through its flexible curriculum, to be the mainspring of the nation in the future. Plearnpattana School takes children from pre-nursing through Matayom 6. Its location is on 32,000 square meters (20 Rai), the suburb of Bangkok.

According to past three academic years, the number of Plearnpattana School students each year can be seen as follows :

(unit : person)

Academic year	2015	2014	2013
The number of students	1,203	1,203	1,131

7. BaesLab Co., Ltd. BaesLab is a consulting, software and hardware designing and developing business.

Procurements of Products and Services

Products from other publishers : in general, consists of 2 parts.

- **Books for distribution :** At present the books that are distributed to all bookstores through out the country come from the Company's own publishing house and other around 462 publishers who decide to grant the Company as their distributors to distribute their book nationwide. The Company will consider only the products which are in accordance with the Company's marketing direction and have an opportunity to sell.
- **Books and other goods SE-ED Book Center sells directly :** SE-ED Book Center receives goods from 2 main channels: the Company's distribution business unit and the other channel and mostly deals directly with suppliers by the marketing department of SE-ED Book Center in charge of consideration and selection of products for sales in the Company bookstores.

Relation with suppliers and the effect of losing them :

For value of products bought for reselling from each distributor will not be more than 30% of total selling cost, whereby the proportion of product value purchased from the 10 first largest trading partners against the cost of goods sold for the past 3 years is illustrated as follows :

(Unit : Million Baht)

Item	Year 2015		Year 2014		Year 2013	
	Value	%	Value	%	Value	%
Value of reselling products from the first 10 largest trading partners	1,082.43	39.89	1,356.37	44.93	1,173.91	34.74
Total cost of goods sold	2,713.43	100	3,018.63	100	3,379.52	100

In 2015, there is no specific revenue from sales considered to have severe effect on the Company. In addition, the Company is not involved, in any way, with the particular seller and has no obligation to place any order in the future.

Books published by SE-ED : Books and magazines published by the Company are the responsibility of the book publishing and magazine departments to prescribe the direction and selection of original manuscripts to publish including the production process of printing into complete copy before handover to the Company distribution group for distribution.

Production utilization ratio : As the Company does not own a printing press, the production of books and magazines are in the responsibility of in-house work groups to take care of the production throughout the complete cycle and spread the printing jobs to several printers matched with the schedule. Therefore the real production can be increased or decreased without any unnecessary delay.

Raw materials and suppliers : Paper is the main raw material which the Company purchases from local distributors in lump sums. The types of paper used in the production of books and magazines mostly are wood-free, newsprint, coated and cover coated.

Relation with raw material suppliers and the effect of losing them : For the purchasing value of paper, the Company has no particular relation with these suppliers and has no binding obligation to buy from them in the future. In the case that these suppliers can not provide the Company with paper, the Company can still procure them from other suppliers. The total value the Company expenses for raw materials and finished goods to suppliers was 26.64% of the cost of products in 2015 or 1.33% of cost of goods sold, which can be considered that no specific supplier can cause severe effect to the Company.

Process and production technology : Production process for a new book starts from editorial teams calling for meetings to plan and consider the selection of manuscripts. This manuscript may come from the self-proposed original writer, or from the Company-assigned writer or translator in accordance with the Company's determined guidelines. Then, the editorial team will consider the content, correctness, and readability of the books which also include the activity involved, re-evaluating and opinionating the books in terms of marketability by Company's respectable book advisors who possess knowledge and interest in particular subject areas. After the team agrees on the book, the content may be re-adjusted and formatted at a suitable level for the market, and the use of copyright contract may be signed with a writer, a translator, or a foreign publisher.

In the mean time, the artwork team will start to design the book cover and when the finished manuscript is ready for print, the computer artwork will later take on its duty. After finishing the artwork, the step of proof-reading activity will be taken and corrected until the content and art design are completed. In the case of books, there will be additional step that are the naming of the book and pricing, which also involves the related marketing work that is suitable for the target audiences.

The process of producing magazines is quite similar to the process of book publishing, that is, the editorial team takes responsibility right from the market direction till the end of the production process.

For book and magazine manuscript works, the Company uses Macintosh computers and PC along with all other related tools and equipments, whereby all this computer technology shows sign of having higher efficiency but becoming less expensive. In addition, the editorial staff in the team are very experienced and possess expertise in writing. They come from people in the editorial team and also general writers.

After the manuscript is done, the Company will pay for the printer to print, while paper is supplied directly by the Company. The paper Company then delivers paper straight to the printing press at the determined time so that each manuscript is printed into book and magazine.

Capability, necessity, and expenses in modifying machines to be able to compete : As the Company does not own a printing press, there is no need for the Company to invest in the machinery and equipment in printing. It becomes unnecessary for the Company to develop machinery and equipment. And due to the competitive environment of the printing press business, it equips the Company with bargaining power and, with this, the Company is always allowed to have choices of printing press companies to choose from.

Environmental Impact : The core production team for the Company is actually the editorial team. Therefore, production process is only concerned the production of manuscript and coordination within offices of the Company. Such activity will not result in pollution that can affect the environment and the Company's business is not under the direct control of any government agency.

◆ The Proportion of Shareholding in the Company's Group and Inter-Business Group

In 1984, the Company invested in 25% of the shares in M&E Co., Ltd. with a paid-up share capital of THB 400,000. The M&E Co., Ltd. prints and publishes technical magazines, EC magazine and engineering manuals, distributed by SE-ED.

The Company has 99.93% share in SE-ED Book Center Company Limited (founded on May 11, 2011), that has a paid-up capital in the amount of THB 100,000. The company does not operate any business; it is founded to prevent other people to use the name SE-ED Book Center and to form another company and cause confusion. Later, the Company increased its shareholding in SE-ED Book Center Co., Ltd. to 99.99%, with the paid-up capital in the amount of THB 1,000,000.

In 2003, the Company held 28.75% of the shares in Plearn Patt Co.,Ltd. (founded on September 25, 2002) with a registered paid-up share of THB 80 Million. In 2005, the Company increased the percentage of share holdings to 48.82% of registered and paid-up share capital was THB 170 Million, and in the fourth quarter of 2009, Mr. Thanong Chostisorayuth, the managing director of SE-EDUCATION Public Co., Ltd. chairs the position of acting school director of Plearnpattana school and became the Director of Plearn Pattana School in 2010. In the second quarter of 2012, Plearn Patt Co.,Ltd decreased its share capital and paid capital, with the remaining balance of 169,475,500 million Baht. Therefore, the Company's shareholding proportion has increased to 48.97% .

The registering name of Plearn Patt Co., Ltd. is the name of the school called 'Plearnpattana School', located at Bhuddhamonthon 2 Road, enrolling students from pre-kindergarten year up to twelfth grade. The first academic year started in 2004. This was the important gathering of more than 70 education-loving enthusiasts from several groups of people such as parents, teachers, academics and school executives, in collaboration with private organizations who played a significant role towards family institutions and education to create new concept schools, that aim to to create quality children for the country.

In 2013 the Company has 60% share in BaesLab Company Limited (founded on April 22, 2013), with the paid-up capital in the amount of THB 250,000. BaesLab is a consulting, software and hardware designing and developing business.

As of December 31, 2015, the major shareholders of Plearn Patt Co., Ltd. were :

Major Shareholders	Share Capital Paid-up	Percentage of Paid-up share (%)
1. SE-EDUCATION Public Company Limited	8,300,000	48.97
2. Mr. Rit Thirakomen	2,000,000	11.80
3. RAK LUKE GROUP Co., Ltd.	700,000	4.13
4. Mrs. Thida Phitaksinsuk	400,000	2.36
5. Ms. Krongtong Bunprakong	400,000	2.36

As of December 31, 2015 the major shareholders of BaesLab Co., Ltd. were :

Major Shareholders	Share Capital Paid-up	Percentage of Paid-up share (%)
1. SE-EDUCATION Public Company Limited	15,000	60.00
2. Mr. Wiroon Sriborirak	5,000	20.00
3. Mr. Suthipong Phanitpojaman	3,125	12.50
4. Mrs. Jitra Jandrakul	1,875	7.50

Inter-Company Transaction

Related party transaction between the Company and probable conflicted persons appeared in the notes to financial statements no. 8 : Related party transactions.

Need and reasons of related party transactions Transactions amongst the Company, associated companies and related parties shall be approved by the Audit Committee in the meeting, for fair transactions and appropriate costs compared to other persons' transactions and no interest transfers between the Company subsidiaries, associated companies and other related companies and individuals.

The Board of Directors approved the principles and suggestion of the Office of Securities and Exchange Commission in accordance with the Section 89/12 (1) of Securities and Exchange Act (No.4) B.E. 2551 to allow the company management to enter in to any business transaction between the Company and its subsidiaries and directors, executives or related persons. The transaction has the same commercial terms as those an ordinary person would agree to, with any unrelated counterparty under similar circumstances, on the basis of business negotiation which is without any influence directly resulted from the company's positions of director, executive, or related person. However, the Board of Directors has assigned the Audit Committees the task to present the items which may pose a conflict of interest and any related items for the transaction over 2 Million Baht per quarter and reports it directly to the Board of Directors to acknowledge in a quarterly basis.

Policy and trend of future transactions The Company may have transactions with major shareholders and executives in the future which are in the forms of leasing, service providing, and copyright contracts for the mutual benefit of the Company by disclosure of the types and amount of related transactions between the Company and probable conflicted persons in accordance with the promulgations and regulations of the Office of Securities and Exchange Commission (SEC).

◆ Shareholding and Management Structure

Major Shareholders

The List of the top 10 shareholders, according to article 258, Securities and Exchange Commission Act (B.E. 2535), as of May 7, 2015 (latest share register closed date) are as follows:

No.	Shareholders	Number of Shares	% of Paid-up Capital
1	Mr. Taweechat Jurangkool	85,155,700	21.73
2	Mr. Wutthiphom Jurangkool	49,550,512	12.64
3	Mr. Rit Thirakomen	25,840,625	7.10
4	Mr. Pongsak Sivapatrakumpol	13,129,518	3.35
5	Yodkij Business Co., Ltd.	13,041,702	3.33
6	Mr. Thanong Chotisorayuth	12,142,247	3.10
7	Mr. Touchchai Chotisorayuth	9,361,407	2.39
8	Ms. Nanjana Pooworawan	8,507,219	2.17
9	Ms. Nawan Pooworawan	8,230,973	2.10
10	Mr. Nutch Pooworawan	6,715,340	1.71
	Total	233,693,243	59.62

Remarks

- The paid-up capital, as of May 7, 2015 is THB 391,944,418 (Lastest share register closed date)
- Investors can view the current Shareholder's information from the Company's website before the date of the annual Shareholder's meeting.

Distribution of Shares

Distribution of shareholding as on May 7, 2015 (Book closing date of the last registration).

Item	Share Distribution						Total		
	Individual			Juristic individual					
	Number	Shares	%	Number	Shares	%	Number	Shares	%
Thai shareholders	4,558	367,042,532	93.64	15	18,845,985	4.81	4,573	385,888,517	98.45
Foreign shareholders	6	79,215	0.02	3	5,976,686	1.53	9	6,055,901	1.55
Total	4,564	367,121,747	93.66	18	24,822,671	6.34	4,582	391,944,418	100.00

At the last registration date, there were 4,573 Thai national shareholders totaling 385,888,517 shares (98.45%) which consist of 15 juristic persons and 4,558 individual shareholders, 9 foreign shareholders, totaling 6,055,901 shares (1.55%), which consisted of 3 juristic persons and 6 individual shareholders.

The major shareholder who practically have material influence in prescribing the company's management policy operation.

- Non -

Management Structure

The Board of Directors consists of 3 Boards: Board of Directors, Board of Audit Committee and the Recruitment and Remuneration Committee. The authorizations are as follows :

The Board of Directors has the duty to make recommendations and to draw Company policy, working strategy and other visions of the Company's operation. As of December 31, 2015 the Board consisted of the following 12 members :

No	Name	Position	Type of Directors	First Appointment	Last Appointment
1	Mr. Somboon Chinsawananon	Chairman of the Board of Directors, Chairman of Recruitment and Remuneration Committees	Independent Director Non - executive Director	December 1, 1991	April 25, 2013
2	Mr. Saroch Lamlerprasertkul	Chairman of Audit Committee, Vice-Chairman of the Board of Directors	Independent Director Non - executive Director	December 22, 1999	April 25, 2015
3	Mr. Pravitt Tantiwasinchai	Director, Audit Committees	Independent Director Non - executive Director	April 22, 1999	April 23, 2015
4	Mr. Kachen Benjakul	Director, Audit Committees	Independent Director Non - executive Director	June 28, 2005	April 24, 2013
5	Mr. Vorasit Pokachaiyapat	Director, Recruitment and Remuneration Committees	Independent Director Non - executive Director	May 29, 1998	April 24, 2014
6	Mr. Phairat Sittakul	Director	Non - executive Director	October 10, 1974	April 24, 2014
7	Mr. Wattana Chiengkul	Director, Recruitment and Remuneration Committees	Non - executive Director	October 10, 1974	April 25, 2013
8	Assoc. Prof. Yuen Poovarawan	Director	Non - executive Director Authorized Signing Director	October 10, 1974	April 23, 2015
9	Mr. Wutthiphum Jurangkool *	Director	Non - executive Director	February 26, 2015	-
10	Mr. Worapote Chutchaikulsiri *	Director	Non - executive Director	February 26, 2015	-
11	Mr. Thanong Chotisorayuth	Director, Managing Director	Executive Director Authorized Signing Director	October 10, 1974	April 23, 2015
12	Mr. Viboolsak Udomvanich	Director, Deputy Managing Director, The Company's Secretary	Executive Director Authorized Signing Director	December 1, 1976	April 23, 2015

Remarks * The solutions of The Board of Directors Meeting No. 1/2015 had appointed Mr. Wutthiphum Jurangkool and Mr. Worapote Chutchaikulsiri to The Board of Directors on effective dated February 26, 2015 by replaced 2 directors resigned on effective dated February 3, 2015 (Mrs. Jiraporn Rungsrithong and Mr. Rafah Damrongchaitham)

The shares held by the Board of Directors in 2015 and 2014 include shares held by spouses and children under legal age. Shareholders under the Securities and Exchange Commission Act (B.E. 2535) section 258 are shown as follow :

No.	Name-Last name	Number of shares		
		December 31, 2015	December 31, 2014	Number of shares : Increase (Decrease) during the year
1	Mr. Somboon Chinsawananon	188,568	188,568	-
2	Mr. Saroch Lamlerprasertkul	- None -	- None -	-
3	Mr. Pravitt Tantiwasinchai	- None -	- None -	-
4	Mr. Kachen Benjakul	464,640	464,640	-
	Spouse	8,591	8,591	-
5	Mr. Vorasit Pokachaiyapat	- None -	- None -	-
6	Mr. Phairat Sittakul	2,910,310	2,273,150	637,160
	Spouse	3,453,974	1,963,500	1,490,474
7	Mr. Wattana Chiengkul	4,983,133	4,983,133	-
8	Assoc. Prof. Yuen Poovarawan	1,843,538	1,843,538	-
	Spouse	1,080,686	1,080,686	-
9	Mr. Wutthiphum Jurangkool *	49,550,512	- None -	49,550,512
10	Mr. Worapote Chuchaikulsi *	- None -	- None -	-
11	Mr. Thanong Chotisorayuth	9,818,122	9,818,122	-
	Spouse	2,324,125	2,314,125	10,000
12	Mr. Viboolsak Udomvanich	- None -	- None -	-
	Spouse	842,258	4,107,455	(3,323,197)

Remarks * The solutions of The Board of Directors Meeting No. 1/2015 had appointed Mr. Wutthiphum Jurangkool and Mr. Worapote Chuchaikulsi to The Board of Directors on effective dated February 26, 2015.

The Directors who are authorized to sign on behalf of the Company comprise of Director, Managing Director and Deputy Managing Director, with signatures of at least two-thirds of the authorized Directors and stamp of Company's seal of approval.

Scope of Duties of the Board of Directors : The Board of Directors has duties to make decisions and supervise the operation of the Company as follows:

1. To determine the vision, mission, and strategy of the Company that includes the objective and financial target to support the stability, balance and sustainable benefit for all elements concerned. This also includes the continuous value adding to the share holder.
2. To practice according to the laws, stipulations, and regulations associated with business activity and also shareholders' resolution, so that the Company's business interest will be maintained as to not result in conflict of interest which may affect the interested groups.
3. To determine the management guideline and overall risk management, as effective risk management procedure may be realized.

4. To assign the task of reports on financial status and ensure the openness, clarity, transparency, and reliability of such reports in accordance with the rules related to each department.
5. To supervise on the suitable communication channels between the Company and the shareholders and also the interested groups.
6. To ensure the availability of the suitable system or mechanism of executives' remunerations, creating a proper work incentive.
7. To approve budgets for the financial activity such as budgets for stock investments and loans, that will not result in the conflicts of interest toward any Committee member.

With exception, the following matters are required for the Committees to have approval from the shareholders' meeting prior to undertaking the plan.

1. Issues prescribed by law have to be approved for the resolution of general shareholders.
2. Issue of related-party transactions with the value of items needed to be approved from the resolution of general shareholders according to the regulation or promulgation of the Stock Exchange of Thailand about related-party transaction of listed companies.
3. Issue of buying or selling significant assets with the value needed to be approved from the resolution of general shareholders according to the regulation or promulgation of the Stock Exchange of Thailand about acquisition and disposal of assets of listed companies.

There was a review of duties of the Board of Directors in order to harmonize with the Good Corporate Governance Policy.

Moreover, the Company realized the importance of good supervision, as the result, 9 out of 12 Directors (75%) completed the Director Accreditation Program (DAP), Director Certification Program (DCP), Audit Committee Program (ACP) and Finance for Director (FFD) organized by Thai Institute of Directors (IOD) and Corporate Secretary Development Program, organized by Thai Listed Companies Association (TLCA).

Company Secretary/Secretary to the Boards of Directors : The Board of Directors' Meeting No.5/2007 dated November 3, 2007 appointed Mr. Viboolsak Udomvanich, a Director, to be the Company's secretary whose qualification and experience deemed appropriate for the responsibility in monitoring the Company to comply with the rules and the Company's regulations and also in line with principles of Good Corporate Governance to allow effective management.

Scope of Duties of Company's Secretary/Secretary to the Boards of Directors

1. To give initial recommendations to the Directors concerning the issues of legality, regulations, and a number of different kinds of company information, and follow through to ensure that all regulations properly adhere, including the report concerning changes which are deemed significant.
2. To organize shareholders' meetings and the Board of Directors' meeting in accordance with the law and Company's rule.
3. To record and report the issues in the shareholders' and the Board of Directors' meeting, and also keep track of activities that have been decided in the shareholders' and the Board of Director's meeting.
4. To ensure the openness of information, which is in accordance with the Stock Exchange of Thailand, Securities and Exchange Commission and other supervisory authority.

5. To communicate with the shareholders, investors and supervisory authority, including the dissemination of information to the interested public and other interest groups.
6. To perform any other assignments that delegated by the Board or Directors.

Moreover, the Company also realized the importance of good supervision and, the Board's secretary also completed a training course called 'Corporate Secretary Development Program' Class#17, organized by Thai Listed Companies Association, sponsored by Stock Exchange of Thailand and Thai Company Secretary Club.

The Audit Committee

As of December 31, 2015 the Audit Committee consisted of the following 3 members and 1 member of Secretary of the Audit Committee which consists of 3 independent Directors, where 3 of the Directors possess the direct knowledge and understanding or experience in accounting or finance, as the names are shown below :

No	Name	Position	Type of Directors	First Appointment	Last Appointment
1	Mr. Saroch Lamlertprasertkul	Chairman of Audit Committee	Independent Director with accounting or finance experience	22 Dec. 1999	9 Nov. 2015
2	Mr. Pravit Tantiwasinchai	Audit Committee	Independent Director with accounting or finance experience	22 Dec. 1999	9 Nov. 2015
3	Mr. Kachen Benjakul	Audit Committee	Independent Director with accounting or finance experience	12 Nov. 2009	9 Nov. 2015

Mr. Wichian Rungpoonsap, Internal Audit and Investor Relations Department Manager, is the secretary of the Audit Committee.

Scope of Duties of the Audit Committee

1. Ensure the accuracy and adequacy of financial reports.
2. Ensure the suitability and effectiveness of Internal Control and Internal Audit systems and examine the independence of Internal Audit, including the approval of position transfer, hiring termination of the head of Internal Audit or other division responsible for Internal Audit.
3. Ensure the Company's practice is in compliance with regulation Security and Exchange Commission and relevant law concerning the Company's business.
4. Consider, select and propose the nomination of independent person to perform the duty of the Company's Accounting Auditor and suggest remuneration for such a person, including: attending the meeting with Accounting Auditors without the presence of management by at least once a year.
5. Consider related items and disclose them in accordance with the law and regulation of the Security and Exchange Commission. This is to ensure that said items are reasonable and most beneficial to the Company.
6. Prepare report of Audit Committees and disclose the information in the Company's Annual Report under which the report be signed by the Audit Committees as follows:

- (a) an opinion on the accuracy, completeness and creditability of the Company's financial report.
- (b) an opinion on the adequacy of the Company's internal control system.
- (c) an opinion on the compliance with the law on securities and exchange, the Exchange's regulations, or the laws relating to the Company's business.
- (d) an opinion on the suitability of an auditor.
- (e) an opinion on the transactions that may lead to conflicts of interests.
- (f) the number of the audit committee meetings, and the attendance of such meetings by each committee member.
- (g) an opinion or overview comment received by the audit committee from its performance of duties in accordance with the charter.
- (h) other transactions which, according to the audit committee's opinion, should be known to the shareholders and general investors, subject to the scope of duties and responsibilities assigned by the Company's board of directors.

7. Take any action as assigned by the company under the approval of Audit Committees.

Recruitment, Appointment and Term of Audit Committees

The Company's Board of Directors appointed the Audit Committees as proposed by the Recruitment and Remuneration Committees in which the consideration criteria is made from Company's Independent Directors and at least 2 Directors must have accounting and finance knowledge, with the term of 2 years. The Audit Committees whose term is expired is permitted to be re-appointed to the position once again.

The Audit Committees held a regular meeting by at least once every quarter with the outside accounting audit, and also the accounting department, and also report directly to the Board of Directors. Moreover, the Board of Directors has pressed the emphasis on the importance of being transparent and verifiable, therefore, it requests the Audit Committee to hold joint meetings with the accounting department without the presence of managing directors at the meetings, however, under their acknowledgement and Audit Committees meeting of 5/2015 on Wednesday, November 4, 2015 was a meeting between Audit Committees and Accounting Auditor without the presence of management, and 1 meeting was held.

Moreover, as the Company realized the importance of good corporate governance, one member of the Company's Audit Committee had completed Audit Committee Program (ACP) organized by Thai Institute of Directors Association.

The Recruitment and Remuneration Committees are appointed by the Board of Directors. Their duty is to search and recruit individuals to be the Company's managing director, head of the Directors, executives, and also to follow up on succession plan to select individuals suitable for higher executive position and reports directly to the Board of Directors for approval, or to advise to the share holders in some cases. Moreover, the Committees also review the annual remuneration for the management team to be commensurate with the responsibility and comparable to the outside labor market of the same industry, including the remuneration at the appropriate level with respect to the business growth, the operation result rate of increase in profit margin, as well as task and responsibility of committee, subcommittee, and the Company executives, to submit the proposal at the shareholder's meeting. As of December 31, 2015 the Recruitment and Remuneration Committees comprised of three respectable individuals, 2 from the independent Directors and 1 Director :

No	Name	Position	Type of Directors	First Appointment	Last Appointment
1	Mr. Somboon Chinsawananon	Chairman of the Recruitment and Remuneration Committees	Non - executive director and an Independent Director	10 Nov. 2006	10 Nov. 2014
2	Mr. Vorasit Pokachaiyapat	Recruitment and Remuneration Committees	Non - executive director and an Independent Director	10 Nov. 2006	10 Nov. 2014
3	Mr. Wattana Chiengkul	Recruitment and Remuneration Committees	Non - executive Director	11 Nov. 2010	10 Nov. 2014

Scope of Duties of the Recruitment and Remuneration Committee

1. To short-list and select the candidates to be appointed in the position of managing director and senior executives and also follow up on succession plans to recruit the suitable individuals for the position of high executive when the term is expired.
2. To determine methods and criteria in recruiting the Directors and Managing Director, so that the process remains transparent.
3. To stipulate method and criteria short-listing of the candidates who possess the quality in advance from minority shareholders so as to treat all shareholders with fairness.
4. To have legitimate power in calling for documents or individuals related to the case in point for consideration.
5. To present the policy and criteria on payment of the remuneration for the Directors, Managing Director, Senior Executives, Advisors to the Board of Directors, Committees appointed by the Board of Directors.
6. To consider the annual remuneration of the Directors, Managing Director, Senior Executives, Advisors to the Board of Directors and the Committees appointed by the Board of Directors.
7. To perform the scope of duties as assigned by the Board of Directors.

Recruitment, Appointment, Term of the Recruitment and Remuneration Committees

The Board of Directors appointed Recruitment and Remuneration Committees for 2 year term.

As such, the method of candidate selection has been stipulated. Nevertheless, criteria to determine the method of recruiting managing director have been identified as follows:

1. The Recruitment and Remuneration Committees determine the structure, size and constituents of the Board of Directors, and stipulate the quality of Directors to be replaced in terms of overall knowledge, experience, and expertise in compliance with the element and quality stated in the related laws/regulations.
2. The Recruitment and Remuneration Committees determine the method of nominating the qualified candidate, including the procedure of nominating the qualified candidate in advanced from the minority shareholders.
3. The Recruitment and Remuneration Committees begin the search and consider suitable candidate for Directors.
4. The Recruitment and Remuneration Committees select the best candidate to be Directors and the recruitment result nominates the name of the person who is judged as the best candidate to be the Company's Director, together with the reasons and propose it to the Board of Directors through the Company's secretary.

5. The Board of Directors selected suitable candidates who possess the right qualities as proposed by the Recruitment and Remuneration Committee and present the candidate in the shareholder's meeting for consideration.

The Recruitment and Remuneration Committee's have, in advance, identified the method of nomination from the minority shareholders for the qualification and quality of candidates that must be met, as can be summarized below :

1. An individual who nominates the qualified person to be Directors must be a shareholder of the Company, which may be a single or consolidation of multiple shareholder(s) who own(s) a number of shares according what has been specified by the Recruitment and Remuneration Committee - that is to have the proportion of minimum share with no less than 5 percent of paid-up stocks in a continuous fashion at the minimum of 1 year and must hold shares at the date of nomination at the meeting or nominate the name of Directors together with certified documents that show the ownership of shares from the security company, other documents from Stock Exchange of Thailand or other documents which show the ownership of shares, and the consent document showing the name of the nominated individual to be submitted to the secretary of the Board of Directors.
2. The nominated candidates must possess all required qualifications and are not prohibited by public laws, securities and exchange laws and Good Corporate Governance practices.
3. Secretary of the Board of Directors presents the list of names to the Recruitment and Remuneration Committee for consideration of the suitability.

Company's Executives as of December 31, 2015 with the total of 18 individuals, as follows : (The executive's positions are ranked from 1 to 7 in accordance with the definition of SEC promulgation)

No.	Name	Position
1	Mr. Thanong Chotisorayuth	Director / Managing Director / Authorized director to sign for and bind the company
2	Mr. Viboolsak Udomvanich	Director / Deputy Managing Director / Authorized director to sign for and bind the company / Company's Secretary
3	Mrs. Montalee Chotisorayuth	Assistant Managing Director - SE-ED Book Center Director of SE-ED Book Center Director of Strategic Information Administration Division
4	Mrs. Karnchana Charoenwong	Assistant Managing Director - Sales and Distribution
5	Mrs. Nuchanart Kongvisaisuk	Assistant Managing Director - Magazines Director of Magazine Publishing Division
6	Ms. Sajipat Pumpuengput	Director of Financial Division
7	Ms. Aree Sae-ung	Director of Accounting Division
8	Wiroj Lackanaadisorn, Ph.D.	Director of HR & Organization Development Division Director of SE-ED Learning Center
9	Mr. Apichit Suananuntapoom	Director of Logistics Division
10	Meechoke Thongsawai, Ph.D.	Director of Academic Consulting and International Business Division
11	Ms. Daungjai Jeenanurugk	Director of Sales and Distribution Division

No.	Name	Position
12	Ms. Sarida Sarajan	Executive Editor, Text Books Division
13	Mrs. Kanit Promsen	Executive Editor, General Books Division
14	Ms. Phitsamai Chairat	Assistant Director in Management and Operation, SE-ED Book Center
15	Mrs. Srinuan Konsila	Assistant Director in Marketing and Products, SE-ED Book Center
16	Ms. Sodsaros Hongron	Assistant Director in Purchasing and E-Commerce, SE-ED Book Center
17	Mr. Chonlavit Iamraksakiat	Assistant Director in Strategy Analysis and Business Improvement, SE-ED Book Center
18	Ms. Wipasiri Phoorithewet	Assistant Director in HR and Administration, SE-ED Book Center

Report on changes of shares of Company's Executives, dated on December 31, 2015

No.	Name	Number of shares		Increase (Decrease) during the year
		December 31, 2015	December 31, 2014	
1	Mr. Thanong Chotisorayuth	9,818,122	9,818,122	-
	Spouse	2,324,125	2,314,125	10,000
2	Mr. Viboolsak Udomvanich	- None -	- None -	-
	Spouse	8,42,258	4,074,455	(3,232,197)
3	Mrs. Montalee Chotisorayuth	2,324,125	2,314,125	10,000
	Spouse	9,818,122	9,818,122	-
4	Mrs. Karnchana Charoenwong	- None -	- None -	-
5	Mrs. Nuchanart Kongvisaisuk	1,000,088	1,437,488	(437,400)
6	Ms. Sajipat Pumpuengput	- None -	- None -	-
7	Ms. Aree Sae-ung	- None -	- None -	-
8	Wiroj Lackanaadisorn, Ph.D.	726	726	-
9	Mr. Apichit Suananuntapoom	55,555	47,555	8,000
10	Meechoke Thongsawai, Ph.D.	121,000	121,000	-
11	Ms. Daungjai Jeenanurugk	432	432	-
12	Ms. Sarida Sarajan	- None -	- None -	-
13	Mrs. Kanit Promsen	47,166	152,166	(105,000)
14	Ms. Phitsamai Chairat	54,960	200,960	(146,000)
15	Mrs. Srinuan Konsila	395,548	395,548	-
16	Ms. Sodsaros Hongron	57,112	57,112	-
17	Mr. Chonlavit Iamraksakiat	- None -	- None -	-
18	Ms. Wipasiri Phoorithewet	156,695	156,695	-
	Spouse	126,977	126,977	-

Scope of Duties for Managing Director: The managing director is empowered to act on behalf of all Directors in the following matters :

1. To administer Company affairs, follow objectives and obligations, including procedures and resolutions issued by the Committee and assume authority to direct all professional staff and employees. In managing Company business, the managing director is directly responsible on behalf of the Committee.
2. To hire, position, appoint, and punish professional staff and discontinue employment of staff and employees, including the promotion, or salary adjustment. This directive excludes professional staff and employees who are employed, positioned, and punished and dismissed by a Committee, or procedural regulations.
3. To determine the conditions of employment of professional staff and employees, to order or announce the procedure of administration and operation which does not obstruct the Company's regulations, the Committee's agreements, the labor law or other related laws.
4. To operate any other business following Company regulations and the Committee's agreement, including assigning operational functions to the Company's officers and employees.
5. To act and commit for endorsement of contracts permitted under license and any other contracts involving licenses with appropriate and careful consideration to prevent any violation of a licenses held by others.
6. For any business related to external sources, the managing director and authorized directors have the authority to act and commit within the scope of the authority, specified in regulation No.1, except any business in which the managing director and Authorized Directors might be in disagreement, or have some benefit from that business, or conflict with the Company or Company's subsidiaries. Conclusions should be reached when the Committee meeting includes the independent Directors. To achieve success, the managing director and the authorized Directors will assign any person as a representative to respond to that particular duty.
7. In absence or unavailability of managing directors, the deputy managing director will act on his or her behalf for general routine work and report to the managing director afterwards, other than that, the deputy managing director will request permission to proceed from the Chairman. When there is a vacancy for the position of Managing director, the acting Managing director will be selected from the list of directors or shareholders approved by the Recruitment and Remuneration Committee.
8. The approval of over-budget item beyond what has earlier been agreed upon by the Board of Directors must be presented in the meeting of Board of Directors for considerations and approvals according the Company's regulation or stipulated laws.

The Board of Director and management of the Company have qualifications in compliance with the article 68 of Public Company Limited Act (B.E. 2535) and possess no prohibited quality stipulated in the regulation of Security Exchange Commission concerning the request and permission to sell new shares. Moreover, no criminal records have been found for the past 10 years.

Nomination of the Board of Directors and Executives

Recruitment of Directors According to the Company's regulations, the number of Directors will consist of No less than 5 persons and at least half of whom must have residence in the Kingdom, method of Recruiting Individual to be nominated as Director is as follow :

1. The Recruitment and Remuneration Committees determine the structure, size and constituents of the Board of Directors, and stipulate the quality of Directors to be replaced in terms of overall knowledge, experience, and expertise in compliance with the element and quality stated in the related laws/regulations.
2. The Recruitment and Remuneration Committees determine the method of nominating qualified candidates, including the procedure of nominating the qualified candidates in advanced from the minor shareholders. Shareholders can submit the name of a qualified candidate in advance, at least 3 months prior to the last date of the fiscal year. Shareholders will receive information from Stock Exchange of Thailand, the investor relation website of the company, and other investors' websites on which a nomination form will be available.
3. The Recruitment and Remuneration Committees begin the search and consider the name of suitable candidates for Directors.
4. The Recruitment and Remuneration Committees select the best candidate to be Directors and the recruitment result and nominate the name of the person who is judged as the best candidate to be the Company's Director, together with the reasons and propose to the Board of Directors through the Company's secretary.
5. The Board of Directors considers the selection of suitable candidates who possess the right quality as proposed by the Recruitment and Remuneration Committee and present the candidate in the shareholder's meeting for consideration.

Election of Directors in Annual General Meeting

As for the Directors' vote, the shareholder's meeting will elect Directors, whereby each shareholder has an equal voting right of 1 share per vote. The recruitment of each director must receive more than half of the number of votes from the present shareholders with the rights to vote.

In voting for the Directors, the vote to elect a Director must be voted one Director at a time.

Persons who receive the maximum number of votes that are ranged according to the order of each candidates' score received from the vote will be elected as Directors, with the number of Directors equal to the number of Directors needed at the time of election. If too many candidates receive equal votes, they will draw for the raffle ticket to determine final selection.

At general annual meetings, one-third of Directors will be retired. If the number of Directors cannot be divided into three equal parts, the number of retirements may be calculated to the nearest one-third.

Directors are not allowed to operate in any other business, or to become partners or shareholders in another company that operates in the same business and compete with the Company, unless they have informed in the shareholders' meeting prior to the appointment.

Directors must inform the Company immediately if he or she benefits from the contract signed with the Company, or from their decrement and increment of bonds and shares of the Company and affiliates companies.

The signatures of 2 out of 3 Directors, who have been appointed and approved at the meeting of Board of Directors, together with the stamp of the Company's seal of approval, are thus resulted in a legal binding for the Company. The Board of Directors can identify the name of Director who will have the signing authority together with stamp of Company's seal of approval for any Company's legal binding documents.

Recruitment of Managing Director and Executives

For the position of Managing Director, the Recruitment and Remuneration Committees will select the best suitable candidate whose knowledge, ability, experience, and understanding of the book business are essential. Moreover, the candidate must manage to achieve objective or the Board of Directors pre-determined goal, whereby the Recruitment and Remuneration Committees will propose to the Board of Directors for appointment.

For executive positions from the position of Deputy Managing Director to department directors, the management will be responsible for recruitment consideration of the most suitable person according to the Human Resource management regulation, and report to the Board of Directors to acknowledge, except when there is an appointment of head of the Internal Audit team, it must first be approved by the Audit Committees.

Directors Representing Main Shareholders: as of December 31, 2015 the Company has 1 director who represent from the major shareholder, 1 director is representatives from Mr.Taweechat Jurangkool.

Remuneration for Director and Executives

(1) Cash Compensation

The remuneration for Directors of the board and managing director, the Board of Directors has appointed the Recruitment and Remuneration Committee to consider the appropriateness and responsibility of each director and managing director, circumstance, economic environment, and relative compliance with other business within a similar industry. Moreover, the Recruitment and Remuneration Committee had proposed the remuneration policy and guidelines for considering the remuneration rate for each committee and propose to the general shareholders' meeting to review and approve annually. However, the compensation of the Director of the Board of Directors, Sub-committee to the board has already been approved at the shareholder's general meeting.

(a) Compensation for the Company's Directors The resolution from shareholders' general meeting number 1/2015, dated Thursday April 23, 2015, has approved the compensation for directors as in the following details:

The salary compensation consists of

- Chairman of the Board: 25,000 Baht per month.
- Independent Director and Director: 15,000 Baht per month.

Meeting allowances are only for those directors who attend the meeting. However, in the Board of Directors or Sub-committee of the Board of Directors meeting, the Sub-committee may decide not to receive the allowance in a particular meeting, which depends upon the judgment and collective decision of the Sub-committee.

- Allowance for Chairman of the Board for each director: 20,000 Baht per meeting.
- Allowance for the Board of Directors for each director: 10,000 Baht per meeting.
- Allowance for Sub-committee to the Board of Directors.
 - Chairperson of each Sub-committee 10,000 Baht per meeting.
 - Each Sub-committee member 7,000 Baht per meeting.

The Annual General Shareholder's Meeting 1/2015 approved the lump sum retirement payment for 2015 is no more than THB 5,000,000 by assigning the Recruitment and Remuneration Committees considered suitable payment allocation, and report to shareholders in the following year of the shareholders' meeting. The meeting of Recruitment and Remuneration Committees 2/2016 dated February 26, 2016 approved the allocation of lump sum retirement payment for 2015 by no more than the amount of THB 1,411,000, which is less than the approved sum from the AGM and less than director's remuneration fee 33.33% of 2014.

Remuneration for Board of Directors consisting of 12 persons as of year 2015 is in the following :

(Unit : Baht)

Name of Directors	Position	Meeting allowance			Emoluments	Remuneration (paid) from position 2015	Total
		The Board of Directors	The Audit Committee	The Recruitment and Remuneration Committee			
1. Mr. Somboon Chinsawananon	Chairman of the Board, Chairman of the Recruitment and Remuneration Committee and Independent Director	100,000	-	20,000	300,000	279,277	699,277
2. Mr. Saroch Lamlerprasertkul	Chairman of Audit Committee and Vice-Chairman of the Board of Directors and Independent Director	50,000	50,000	-	180,000	209,458	489,458
3. Mr. Pravitt Tantiwasinchai	Director Audit Committee and Independent Director	50,000	35,000	-	180,000	195,494	460,494
4. Mr. Kachen Benjakul	Director Audit Committee and Independent Director	50,000	28,000	-	180,000	195,494	453,494
5. Mr. Vorasit Pokachaiyapat	Director Recruitment and Remuneration Committee and Independent Director	50,000	-	14,000	180,000	167,566	411,566
6. Mr. Phairat Sittakul	Director Non-executive director	50,000	-	-	180,000	167,566	397,566
7. Mr. Wattana Chiengkul	Director and Recruitment and Remuneration Committee	50,000	-	14,000	180,000	167,566	411,566

Remuneration for Board of Directors consisting of 12 persons as of year 2015 is in the following :

(Unit : Baht)

Name of Directors	Position	Meeting allowance			Emoluments	Remuneration (paid) from position 2015	Total
		The Board of Directors	The Audit Committee	The Recruitment and Remuneration Committee			
8. Assoc. Prof. Yuen Poovarawan	Director and Authorized Director to sign for and bind the Company and Non-executive Director	50,000	-	-	180,000	167,566	397,566
9. Mr. Wutthiphum Jurangkool*	Director and Non-executive Director	40,000	-	-	151,607	-	191,607
10. Mr. Worapote Chuchaikulsiri*	Director and Non-executive Director	40,000	-	-	151,607	-	191,607
11. Mr. Thanong Chotisorayuth	Director, Managing Director and Authorized Director to sign for and bind the Company	50,000	-	-	180,000	167,566	397,566
12. Mr. Viboolsak Udomvanich	Director, Deputy Managing Director, Authorized Director to sign for and bind the Company and Company's Secretary	50,000	-	-	180,000	167,566	397,566
รวม		630,000	113,000	48,000	2,223,214	1,885,119	4,899,333

Remark * The resolutions of the Board of Directors No. 1/2015, has appointing Mr. Wutthiphum Jurangkool and Mr. Worapote Chuchaikulsiri as directors, with effect from February 26, 2015.

Remuneration for Board of Directors consisting of 2 persons as of year 2015 is in the following :

(Unit : Baht)

Name of Directors	Position	Meeting allowance			Emoluments	Remuneration (paid) from position 2014	Total
		The Board of Directors	The Audit Committee	The Recruitment and Remuneration Committee			
1. Mrs. Jiraporn Rungsrithong*	Director	-	-	-	16,071.42	115,690	131,761.42
2. Mr. Rafah Dumrongchaitham*	Director	-	-	-	16,071.42	115,690	131,761.42
Total		-	-	-	32,142.84	231,380	263,522.84

Remark* *The Company (SE-EDUCATION Public Company Limited) acknowledged the resignation of Mrs. Jiraporn Rungsrithong and Mr. Rafah Damrongchaitham, with effect from February 3, 2015.*

Comparison Chart of the Directors' Compensation year 2015, 2014 and 2013

(Unit : Baht)

Compensation	2015		2014		2013	
	Number	Amount	Number	Amount	Number	Amount
Gratuity of retirement fund (paid)	12 ⁽⁵⁾	2,116,499.00	14 ⁽⁵⁾	2,194,030.00	13	3,656,711.00
Director's compensation	14 ^{(3), (4)}	3,046,356.84	12 ^{(4), (5)}	2,788,000.00	14 ^{(6), (7)}	2,682,483.88
Total		5,162,855.84		4,982,030.00		6,339,194.88
Compensation per director per year		368,775.41		415,169.17		452,799.63
Budget for directors' compensation was approved by service business group shareholders ⁽¹⁾	N/A	N/A		7,788,250.00		N/A
Average compensation of media and printing industry ⁽²⁾	N/A	N/A	1	470,000.00		617,000.00

Remark (1) Information on directors and executives compensation, average directors compensation within the same industry has been surveyed by Institute of Director Thailand.

(2) Information about Compensation for directors and executives, average compensation of directors within the same industry are from the survey conducted by Stock Exchange of Thailand.

(3) On February 3, 2015 the Board of Directors' committee acknowledged the resignation of Mrs. Jiraporn Rungsrithong and Mr. Rafah Damrongchaitham.

(4) The resolution of the Board of Director No.1/2015 has appointing Mr. Wutthiphum Jurangkool and Mr. Worapote Chutchai-kulsiri as directors, with effect from February 26, 2015.

(5) The AGM's resolution no. 1/2014, appointed the Board of Director are Mrs. Jiraporn Rungsrithong and Mr. Rafah Damrongchaitham effective on April 24, 2014 .

(6) In the board of directors' meeting no. 1/2013 on Wednesday, November 20, 2013, the committee acknowledged the resignation of Mr.Yongsak Damrongchaitham and Mr. Suwat Damrongchaitham, then appointed Mrs. Jiraporn Rungsrithong and Mr. Rafah Damrongchaitham as the replacement, effective on February 21, 2013.

(7) On October 17, 2013 the board of directors' committee acknowledged the resignation of Mrs. Jiraporn Rungsrithong and Mr. Rafah Damrongchaitham.

(b) Executives' Compensation

The Recruitment and Remuneration Committee will be a group to assess the performance of managing director and also consider the determination of compensation for managing director according to the said criteria. For the result of managing director' assessment, the Recruitment and Remuneration committee will be submitted to the Board of Directors to acknowledge and approve.

For the Compensation of top executives, the Recruitment and Remuneration Committee will determine the criteria and structure of executives compensation, which will consider them according to the principle and policy specified by the Board of Directors and also in accordance with the Company performance as well as the performance of each director. The managing director will be the person to consider the appropriateness in identifying the compensation of each individual staff and also the annual pay-rise of salary for high executives, and report all the reasonable compensation increase to the Board of Directors for later acknowledgment.

Remuneration for Management Directors and Management Executives for the first 4 executives next to the position of Managing Director and every executive in the same level as fourth management executive in total of 5 executives (in exclusion of the director of financial division and the director of accounting division) which can be illustrated in the table below. Table show the remuneration of management as defined by SEC in total of 5 individual (not include Finance Director, Accounting Director)

Items	Cash Remuneration 2015
	Total (Baht)
Salary	14,167,332
Bonus	1,744,153
Other Remunerations :	
- Contributions for the Provident Fund	708,360
- Long-term benefits	- None -
- Other	450,000
Total	17,069,845

(2) Other's Compensation

- None -

Dividend Payment Policy

Dividend Payment Policy of the Company

The Company declared a policy to pay dividend no less than 50% of the net profit after the deduction of the corporate income tax based on the separate financial statements by proposing that the dividends be paid on an annual basis the year following the Annual General Shareholders' Meeting, except the interim dividends payment. The Board of Directors has legal right to approve the dividends payment and reports to the shareholders to acknowledge in the following Shareholders' meeting.

Dividend Payment Policy of the Subsidiary (Plearn Patt Co., Ltd.)

The Company can pay dividend payment from the subsidiary when the Company withholds the capital reserve of no less than 5% of the annual total profit, deducted by the accumulated deficit (if any) until the reserve capital is accounted for no less than 10% of the registered capital. The Company may not pay dividends from other sources except for the profit money. In case the Company has an accumulated deficit, the Company may not pay dividends. The dividends will be divided by the numbers of shares evenly. However, the committee may pay occasional interim dividends if the profit amount is sufficient to appropriately do so and the committee will report it in the coming meeting. The dividend can be paid within one month from the shareholders' meeting date on the date of the committee's approval.

In addition, according to the Bill of Private Schools B.E. 2007 Section 45, the annual profits from the operation of schools in the system can be allocated by the committee as follows:

1. Schools in the system which are supported by the government allocate no more than 3% of the profit to the system's school support fund assigned by the committee.
2. No less than 10% of the profit is allocated to the capital reserve.
3. No more than 40% of the profit is allocated to the licensee.
4. In case there are other funds, the profit may be located to such funds. In case of no other funds available, the remaining profits may be allocated to the capital reserve.

Dividend Payment Policy of the Subsidiary (BaesLab Co., Ltd.)

On every dividend payment, the Company must withhold the capital reserve 1 of 20 of the annual total profit from the Company business operation, unless the capital reserve will have 1 of 10 of the company registered capital or more.

◆ Recruitment and Remuneration Committee's Report

The board of directors of SE-EDUCATION Public Company Limited has appointed the recruitment and remuneration committee members consisting of 3 individuals : Mr. Somboon Chinsawananon, an independent board member, who is the Chairman of the committee, Mr. Vorasit Pokachaiyapat, an independent board member and Mr. Wattana Chiengkul a non-executive board member. In 2015, the recruitment and remuneration committee members held 3 meetings.

The recruitment and remuneration committee has within its authority and capacity, duty and responsibility, as delegated by the board of directors which constitutes the task of setting procedures for recruitment of directors, managing director and also arrange a succession plan, as well as decisions on remuneration policy for management and employees.

On the recruitment of directors and executives, the recruitment and remuneration committee has proceeded to search and recruit suitable candidates in accordance with the criteria set by the board of directors and does not violate the regulations stipulated by supervisory authority. In 2015, the recruitment and remuneration committee presented the re-appointment of the Board of Directors and Audit Committee retiring to the consideration of the board of directors. Moreover, the committee provided a channel for minority shareholders to submit names of qualified persons for directorship to be considered by the committee.

In setting the remuneration for the board of directors, the executives and employees, details of which have been declared in the annual report, the committee has considered the remuneration that is commensurate with their responsibility, skills, performance and taken into account the economic conditions and peer factors.

The recruitment and remuneration committee reported the details of the meeting after every meeting to the Board of Directors. In 2015, the committee acted with circumspection, prudence and independence for the maximum benefit of the stakeholders.



(Mr. Somboon Chinsawananon)

Chairman of recruitment and remuneration committee

March 18, 2016

◆ Audit Committee's Report

The Board of Directors of SE-EDUCATION Public Company Limited resolved in the appointment of the Company's Audit Committee which consists of three individuals - Mr. Saroch Lamlerprasertkul as the Committee Chairman; Mr. Pravit Tantiwasinchai, and Mr. Kachen Benjakul as the Committee members and Mr. Wichian Rungpoonsap as the secretary to the Audit Committee. Each member in the Committee possesses the qualifications required by the Office of Securities and Exchange Commission and the Stock Exchange of Thailand.

In 2015, the Audit committee held 6 meetings. Moreover, The Audit committee also held 1 internal meeting among committee members, independent members, and higher executives involving in accounting, finance, internal audit, in absence of management directors, but, they were well-informed and acknowledged the issues discussed in the meeting.

Audit Committee has performed the duty independently, within a certain authority and capacity limit, required by the Charter of Audit Committees, and assigned by the Board of Directors with the cooperation of all parties involved. The Audit committee understands the significance of internal audit, risk management, good corporate governance to ensure sufficient internal control, adequate and acceptable level of risk management, proper supervision, as well as proper and trustworthy financial report. The Audit Committee had a discussion with the board of management, top executives, internal auditors and auditors every quarter. The works of the Committee in the year 2015 can be summarized as follow:

1. Review annual financial report for year 2015 : The Audit committee has reviewed financial statements on a quarterly basis and annual financial reports for the year 2015 of the Company and its subsidiary prior to submitting the document This includes a proper, timely release of financial information, through cooperative meeting among accounting audit, management, accounting department, and internal audit department in considering the consolidated financial statement on quarterly basis and annual financial report to enquire upon complete, correct practice of generally accepted accounting principle, the selection of accounting policy, and proper openness, including the utilizing the observation suggestions from accounting auditor to improve and correct the preparation of the Company's financial statement. The audit committee agreed with accounting auditors that the Company's financial statement is in accordance with General Accepted Accounting Principles and has disclosed the information accurately and adequately.

2. Supervision of Good Corporate Governance : The Audit Committee realized the importance of good governance and reviewed the good governance policy of the Company annually. The Committee also encouraged executives and employees to adopt the principle of good governance until it became the culture of the organization. The business is operated on the moral value, transparency and social responsibility. As a result the Company was evaluated excellent in Corporate Good Governance for 8 consecutive years (2008 - 2015) by Institution of Directors (IOD). The Company also received SET Social Enterprise Investment Awards from The Stock Exchange of Thailand in SET Sustainability Awards 2015. This award is for the registered companies that prominently supported social enterprise and to encourage the companies and employees that had the intention of sustainably conduct business by using the business management as the key mechanism.

3. Review of risk management : In overseeing the risk management, the Committee continued to ensure that the Company and its subsidiary's risk was at an acceptable level. The Committee reviewed the Company's risk management plan and acknowledged the report of the risk management practices, periodically. The audit committees agreed that the Company has risk management at an acceptable level.

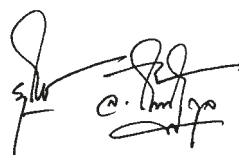
4. Review of abiding of Security and Exchange laws, as well as the regulations stipulated by Stock Exchange of Thailand, and also other related laws related to the Company such as Revenue Code, and Public Company Act : The Audit Committee had reviewed to ensure that law and related regulations of stock exchange of Thailand and other concerned business units are properly abided. Based on the audit committees' opinion, there was no essential issue related to the issue of violation of laws and regulations stipulated by Stock Exchange of Thailand and other related Government supervision agencies.

5. Review and provide opinions toward related items and items that may post a possible conflict of interest which includes the afore-mentioned information disclosure : The audit committees agreed that the Company has disclosed information completely and correctly as said in the regulations of Securities and Exchange of Thailand, and the items are ordinary items that are appropriate and beneficial to the Company.

6. Review of internal audit control assessment and internal audit : The Committee had reviewed the Company's internal audit control to ensure that the it is properly conducted and sufficiently effective for the usage of resources and business operation. The Audit Committee was reported the operation of the internal audit department in every quarter and gave advice for improvement as well as following up on the areas that need to be developed. The Audit Committee reviewed the audit plan of 2016 and realized there could be risks affected the operation and financial status of the Company. The Committee also emphasized the internal audit as a mean to enhance the business performance, increase revenues and decrease operation cost.

7. Select and submit for appointment of auditor : The Audit Committee performed the selection of the auditor. The Committee took into consideration the auditor's state of independence, knowledge, ability, auditing experience, auditing staff and appropriate compensation rate to be presented to the Board of Directors for the request of final approval during the Shareholders' meeting - number 1/2016, dated 24 February 2016 - by which date the decision was made with regard to the appointment of the Accounting auditor. The Accounting Audit was granted to the EY Office Limited. for the year 2016.

The Audit Committee had performed the required duties in accordance with regulations stipulated by authority. Their performance was careful and sufficiently independent. They received good corporations from the management team, employees and all related parties. The Audit Committee agreed that the Company's directors, managing directors and all employees emphasized on operating effectively, productively, transparently, and reliably under the principle of good corporate governance to provide confidence for shareholders, investors and all related parties.



(Mr. Saroch Lamlertprasertkul)

Chairman of the Audit Committee

March 18, 2016

◆ Risk Factors

Directors and executives of SE-EDUCATION Public Co., Ltd. are well aware of their responsibility in operating the business with good governance. In order to maximize the benefits for the Company's shareholders, they also have to manage risks in the business systematically and continuously so that risk factors such as operation risk, business risk, financial risk, production risk, will remain at an acceptable level.

Directors and executives of the Company appointed Audit Committee to supervise on the risk management and make sure that the management follows the policy and reports directly to the Company's directors so that the Company's risk management is properly controlled. However, there could be some risk factors affecting the Company and stakeholders as follows:

Operation Risk

- **Risk from problems in key operation ground :**

- **Distribution Center and Warehouse** Most products sold in SE-ED Book Centers and distributed to other bookstores are delivered from the Company's warehouse. The warehouse is, therefore, a very important factor in business operation. In 2012, the Company started the construction of a new distribution center and warehouse and open in 2014, which will help to reduce the risk from warehouse rental.
- **Plearnpattana School Buildings** is a vital factor in the operation of the subsidiary company.

In case of natural disasters, accidents or other uncontrollable events on the Company's Distribution Center and Warehouse or Plearnpattana school buildings, the business operation of the Company and its subsidiary may be unavoidably affected.

However, the Company has sought to insure all the assets and products and consistently adjust the insurance coverage to be in line with the asset value. The Company also sets up a security measure to reduce unexpected risks from disasters which might occur at the warehouse and Plearnpattana school buildings.

In addition, in case there is an error in the warehouse's system, the Company is in the process of developing a back-up system that will allow the warehouse to operate temporarily and still be able to deliver products from publishers and suppliers to the branches across the country.

- **Risk from Fire, Flood and Other Natural Disasters** Being in the publishing business, the Company's assets and products can be easily damaged and broken from various causes, which can potentially harm the business operation of the Company. Even though the Company and its subsidiary have adequate insurance coverage, the Company has always improved the precautionary measures against such dangers.

Fire risk, the automatic fire alarm and sprinkler system were installed on the ceiling of the distribution center and new warehouse. Some was installed between product shelves in order to reduce fire risk and control the fire not to expand. In addition, employees were trained to use firefighting equipment. The fire prevention manual with instructions and other detail was provided in order to enable the prompt operation.

Electricity risk, electronic equipment in the new warehouse was checked and maintained regularly to be ready to use. The lightning protection system was also installed in order to prevent the accidents from short circuit. Moreover, in case of power failure, the energy backup system was installed to reduce the risk of stopping operation.

Flood risk, the new distribution center was designed to be higher than the road level by 2.35 meters to reduce the loss from flood.

- **Risk from product loss :** As the Company operates a retail bookstore business with over four hundred branches nationwide, it has been dealing with the loss of products from theft and other causes in the similar manner to what other retail businesses have encountered.

The Company realizes the importance of establishing a proper product loss and prevention effort. The Closed-Circuit Tele-Visions (CCTV) have gradually been installed since the end of fourth quarter in 2006, and later completed the installation in all branches in the middle of 2007. The Company also established a Loss Prevention Department (LPD) to address the issue and set up measures to prevent the book loss specifically. This results in the significant reduction of product loss at the storefronts from 1.59% in 2006 to 0.33% and 0.31% from the sales volume of 2014 and 2015 respectively. Moreover, along with the use of CCTV, the Company has installed the electronic article surveillance system in the branches prone to thefts.

- **Risk from errors or malfunctions in computer and information technology system :** The Company and its subsidiary installed the computer and information technology system for all operation points such as the storefront selling system, distribution management system, purchasing system, and accounting and financial system. The computer and information technology system is regarded as crucial to supporting effective company operation. Therefore, errors and malfunctions of the system may have an effect over the Company's management.

Therefore, to reduce the impact of such computer and technology system errors and malfunctions at the branches, warehouse, head office and subsidiary company, the Company and its subsidiary has set up a protection and back-up system at the generally accepted standard. The Company also sets up a preparation and back-up plan for any circumstances. This includes the regular trainings in case of an unexpected event.

In addition, the Company and its subsidiary have developed a complete system with 'high availability' to support an ever increasing sales transaction, provide a virus protection system and handle a greater number of visitors to the Company's website. However, the fast-changing technology pushed the Company to continuously develop its entire networking system in order to maintain its stability and ability to support the new business expansion. In 2012, the Company changed its network system from MPLS (128/128kbps) (Multiprotocol Label Switching) to ADSL(1024/512kbps) (Asymmetric Digital Subscriber Line) to increase the networking system efficiency.

- **Risk in shortage of specialists :** Experts in the fields and specialized personnel are the most important resource of the Company's operations including the production of academic books and magazines. It is vital to search for specialist teachers who can provide knowledge for students effectively and experts who can create useful works for the Company and its subsidiary's businesses which are mostly pioneer businesses.

The Company and its subsidiary have to endure the economic crisis as well as the problem of high fuel price and inflation that results in higher cost of living problem which the Company's staff has to deal with, particularly foods and travel expenses.

From the above-mentioned problems, the management of the Company and its subsidiary realized that they had to provide support for the staff that is the most important resource. The management then organized a meeting to find a solution to alleviate the effect from continuously rising inflation for the staff so that they can continue their works for the Company and its subsidiary. The Company and its subsidiary then reviewed and adjusted the compensation structure that includes living expenses and maintenance allowance. The Company also provides annual health check-up, health insurance, accident insurance and other coverage to be at a sufficient level. The objective is to create stability for the employees and their families while supporting them throughout the state of higher living cost so that they can compete in the labor market.

Besides, the Company and its subsidiary determine to recruit potential employees to support the future growth while continue to develop the staff's academic knowledge, mental stability and provide opportunities for the employees to grow along with the Company and its subsidiary. The culture of organization is also developed to improve the employees' skills and allow them to work more comfortably.

- **Risk from renting an estate for the operation of the subsidiary company :** At present the Company's subsidiary, Plearnpattana School, is operating on Buddhamonthon 2 Road in the area of over 32,000 square meters (20 Rai). The estate is rented from the shareholder of the subsidiary under two contracts of 30-year term and worth 10 Million Baht. It is agreed in the contracts that the lessor will not sell the estate to any person without a consent from the subsidiary company. If the lessor absolutely needs to sell the estate without any alternative measure, the lessor agrees to offer the estate to the subsidiary at the same price the lessor offers to the outside party. If the subsidiary company does not accept the offer in 60 days from the date of the offer, the lessor can sell the estate to the outside party. Nonetheless, the subsidiary company is reviewing the terms and conditions in order to sign an additional contract regarding the rental of the estate in order to reduce any possible risk.

Business Risk

- **Risk from products being outdated, damaged or superseded by other media :** At present the book business has grown significantly. There are more newly released books, resulting in the competition for the limited selling space, causing a rising rate of returned books. It is more difficult to find a sale channel for returned books while damaged books also increase in number. The Company then set up an order guideline for customers and appropriate credits for purchasing orders. Special promotions and efforts are also put in place to release outdated or damaged products. Moreover, the computer technology has been developed very quickly. The sales duration of computer books in which the Company is one of the leaders, is shorter than before. Electronics media has begun to replace books in some categories and some applications. The Company has adjusted the production policy to publish books with long life cycle at a higher proportion. At the same time, the Company still publishes computers, tools and new equipment manuals but will select only top products in the market. In addition, the Company has set up special sales channels to sell slow-moving books as well as the Company websites, www.se-ed.com and m.se-ed.com, which serve to inform customers of new books released and trendy books at particular times faster. In addition, there is the development of an application called 'SE-ED Currents', available on smartphone or tablet, to respond to the changing consumption behaviors.

Although electronic media has been rapidly developed and the market of 'e-book' and 'e-book Reader' has opened, the Company still believes that the market will take a considerable time to change the majority of Thais behavior who are not used to reading through electronic media to that point that it is strong enough to effect the book business in significant way. When the time for such a trend arrives, the Company is certain that it will be able to adapt to the trend very quickly, due to a certain level of supporting structure the Company already has in place. In 2012, the Company started the e-books service while still continue to develop the computer and IT system to increase efficiency and safety in e-book purchasing.

- **Risk in distribution channels :** Currently, a change in technology happens very fast. The competition in retail business is increasing. There is a competition to offer customers more choices, causing the consumer behavior to change all the time. The Company must make certain that all Company's available market channels are adequate enough to facilitate the market behavior and the customer's needs at all times, and great enough, while allowing channel development to serve the changes on a timely basis.

In the past, the Company has diversified risks of distribution channels through several channels apart from existing traditional bookstores, by opening up its own bookstores called 'SE-ED Book Center' and network stores in the leading department stores, supercenters, local shopping centers, IT centers, higher educational institutes, both in Bangkok and other provinces. SE-ED Book Center has the shared income of 80% of the 2015 total revenue.

In opening up new bookstore branches, the Company has the policy to improve branches periodically to best suit and serve the market in each locality, to prepare for greater competition at all times. The Company also diversifies risk by not attaching itself or opening the bookstores in only one particular group of shopping centers. But it seeks to open stores through several different shopping center owners. Several big branches are under a long-term leasing contract ensure sales stability in each location. Therefore, if any department stores or supercenters encounter problems or cannot operate for any reasons, or changing the leasing policy, the Company's income will not be significantly affected.

The Company has acquired all the assets and products insurance to reduce an unexpected risk that might occur.

In addition, the Company has developed the distribution channel through the Company's website called www.se-ed.com to support the sales of books and products in the e-commerce system. Additionally, the Company has launched its mobile website, m.se-ed.com, for mobile devices such as Smartphone or Tablet to allow customers more convenient alternatives to book shopping and finding a greater varieties and numbers of book titles. The Company expects that such channel will bring in a larger revenue pool for the Company in the future as the result of dramatically growing internet usage from general public. The new channel will also aid the increasing e-book trade in the future.

- **Risk from economic recession affecting the growth of advertising industry** : Risk from economic recession is affecting the growth of the advertising industry and may actually affect the total revenue of the Company as magazines published by the Company generate its main revenue from advertisements. The Company is aware of the problem and seeks to develop new publications that focus on specific contents for specific market. In 2012, the Company has developed a digital magazine, website www.se-edmag.com to open up a new market because of the convenience in accessing the contents via electronic and mobile equipments. The chance of higher revenue in advertising will also increase as a result. In addition the Company has a policy of securing long-term advertising contracts with clients and employ the sales promotion strategy by stressing special promotion as an incentive for customers to invest in advertising with the Company, such as deployment of barter system for product-in-exchange-of-advertising to expand customer base and support the business growth and reduce the effect of risk from media advertising industry which may periodically slowdown. Moreover, the company also made additional revenues from organizing seminars, selling IT products, selling online advertisements on www.thailandindustry.com and in digital magazines to compensate the missing revenue.

- **Risk from reselling censored and pirated books** : As some of the products such as, CDs or other publications may be stipulated and restricted by laws, some products must first obtain a permission before sales and some are directly related to the copyright. This causes the Company to be relatively cautious towards the production and acceptance of product distribution both for retail and wholesale market, so as to avoid any illegal practice, any violation of others' copyrights, any arising conflicts that may lead to court cases and any possibility of protests.

The Company's editorial staff has to select the original manuscripts more carefully and cautiously in order to avoid the problem of copyright infringement. Besides, the Company has specified in the contract with authors or manuscript owners that they have confirmed that their works or products belong to them and did not infringe upon any copyright and will fully compensate all damages incurred to the Company if the copyright infringement occurs. This will reduce the probability of any damages caused by this problem.

The Company has a policy to completely object the sales of copyright-violated products and has organized trainings for authors and general public to understand and be more aware of the laws regarding copyright infringement.

However, very few problems occur and the affected value is not significant.

- **Risk from printing industry** : As the Company has not invested in printers, the Company has no risk in this aspect and does not adversely suffer from price war in the printing industry. The Company chooses several printers to support productions so that the Company can control expenses properly to the competitive printing price offer all the time and can fix the production time duration definitely.

Financial Risk

- **Risk from providing credits** : The Company still faces a risk in giving credits to trade debtors. However, the Company sets a policy to properly limit the credit and establish a system that can consistently follow up on debts from debtors. The Company revises the credit limit for debtors every year in order to change the limit to be at an appropriate level and in line with the current economic situation. The Company has a policy of giving a credit carefully and shares the debts among debtors. The Company also considers the case of possible debt loss appropriately. It is then believed that the risk from debt loss is at a low level.

- **Risk from foreign currency exchange** : As the Company has signed the agreement to be the sole distributor for all Oxford University Press (OUP) English Language Teaching (ELT) books in Thailand and also holds the right to sell in the territory of Cambodia, Laos, Myanmar, and Indonesia in the effort to push forward the English language education in Thailand as well as the neighboring countries, resulting in problem of currency fluctuation caused by the purchase of books in foreign currency. Thus, to minimize the risk at the acceptable and optimal level, the Company has the policy to carefully select contracts to be committed to in order to prevent risks from the exchange rate.

Production Risk

- **Risk from raw materials and product deficiency** : Paper is the important raw material in book production and price has changed variously according to market demand and production quantity all the time. But the books published by the Company have target group with purchasing power and are well educated enough for the Company to use the policy to set price in accordance with the real cost in that period, and this does not cause a considerable impact to the Company.

As the Company has the major revenue in being a publisher, a distributor, and a retailer, the Company tries at best to maintain the role as respectable neutral element who sells books for every publisher which is in demand by the market, and the Company business policy is determined on the basis of good ethical standard in business practices. The Company has its duty to adhere to the ethical standard of business conduct. The cause of trouble or injustice occurring from the Company business conducts aiming towards any interest groups will not be tolerated. Owing to this, the Company has evidently long been supported by most suppliers in book industry, and it also makes the Company less dependent on the revenue from one particular supplier.

Corruption Risk

- **Risk from corruption Risk from corruption of branch employees, warehouse employees and headquarter employees** : The Company has installed security cameras at the warehouse and store branches and employed security guards to check employees and visitors of the warehouse to prevent them from stealing books from the warehouse. In addition, the Company has installed Electromagnetic poles at the store branches with high loss percentage. In the long term, the Company has planned to install more poles at every risk branches as well as increase its security measure to prevent and control internal corruption. The Company has also set up Loss Prevention Department or LPD to apply necessary measures to stop corruption of employees at store branches. Additionally, the Company's Internal Audit and Investor Relation Department has a responsibility to investigate, control and prevent corruptions in every operation

level. The department also draws up measures to prevent employees, executive staff and members of the Board of Directors to use internal information for personal benefits. The Company has ensured that the approval of every expenses, investments, and purchases has been processed according to the guideline of the policy of the Board of Directors. In addition, every new employee will be informed of the guideline, rules and regulations of the Company's operation as stated in the Company's Ethic and Business Conducts Guideline.

- **Risk from loss of office supply :** The Company has improved the issue system of materials and office supply by printing the issue document with the remaining inventory record from the central system for employees' review. The Company also uses the barcode system in controlling the stock of office supply and improving the asset transfer process between departments or employees within the same department. The asset return system is also improved to be more concise and efficient in order to prevent asset loss.

- **Risk from access to information in order to destroy or corruption purpose :** The Company has implemented a measure to control information access by allowing employees to access the information that is relevant to their work only.

◆ Good Corporate Governance

The Company stresses the importance of the good corporate governance and establishes the good governance process in a consistent manner. The Company training all staffs to be consciously aware of business ethic in treating customers, trading partners, competitors, society, colleagues with virtue, transparency, as role models, social responsibility, honesty, equality, rights; and right of staffs, Directors, shareholders, trading partners until it turns into the Company cultural strength, which has long been practiced ever since its establishment 41 years ago. 'SE-ED seeks to do business the areas that promote education in the fields necessary to the development of the nation. It operates the business that will make 'Smarter Thais' by developing a sustainable business with a continuous earning growth at the above the industry average, being a role-model company that can create work result deems beneficial and accepted by society at large with happy staffs, and able to deliver and maintain an attractive long-term investment returns at the satisfactory level'.

Therefore, this organization's culture is the Company's strength, making the Good Corporate Governance practice to succeed much easier, faster, and more substantially. When the Stock Exchange of Thailand suggested the 15 points of principles, which later had been changed to 5 categories, for good corporate governance as general guidelines to the listed companies, the Company can adjust to build relationships with the Company's operation without much effort.

The Board of Directors has appointed the Audit Committees who are instrumental and a driving force in auditing all Company's operations and administration up to the acceptable standard and in the right direction, by revising all policies in relation to Good Corporate Governance and ethical code book to suit the environment and being abreast of the times. This also includes the duty of reviewing the policy on Corporate Good Governance and regularly report to the Board of Directors with regards to the action taken to meet the stated policy as mentioned in Corporate Good Governance policy.

The Board of Directors has a clearly stipulated policy concerning the employment position in other Company and number of Company that Directors, managing director, and Company's senior executives can be employed to allow effective serving of duty. As of December 31, 2015, none of the Board of Directors member is positioned in more than 3 listed companies.

The Board of Directors and senior executive are aware of the importance of knowledge development and experience in performing of duty. Most of Directors have already attended the training course from Thailand Institute of Directors (IOD). In addition, for every change of new Directors, the Board of Directors has provided useful documents and information for new Directors, which include business information and direction.

The Board of Directors has prepared the development and succession plan of the managing director and senior executives for the readiness in case managing director and senior executives cannot perform the duty.

And Corporate Social Responsibility, the Board of Directors has arranged to prepare report on corporate social responsibility to show the determination and intention of directors, executives, and staffs to play a part of operating in business for social.

As the company stressed the importance of developing good corporate governance, the determination to participate in business transparently has resulted in 2015 as follows :

- The Company received SET Social Enterprise Investment Awards from The Stock Exchange of Thailand in SET Sustainability Awards 2015. This award is for the registered companies that prominently supported social enterprise and to encourage the companies and employees that had the intention of sustainably conduct business by using the business management as the key mechanism.
- The Company received the evaluation of Corporate Governance Report of Thai Listed Companies 2015, 2014, 2013, 2012, 2011, 2010, 2009 and 2008 as 'excellent' or five stars for 8 consecutive years. The evaluation was from Thai Institute of Directors (IOD), the Stock Exchange of Thailand, and the Office of Securities and Exchange Commission. The Company is the only company from the publishing business category in the service industry to be evaluated 'excellent' for eight consecutive years.
- The Company was assessed by the Securities and Exchange Commission, Thai Listed Companies Association, and Thai Investors Association, in the organization of the Annual General Shareholders Meeting (AGM) 2015 in the level '5 TIA' with the perfect 100 scores for 7 consecutive years (2009-2015). There was a total of 575 listed companies participated in the assessment of the year 2015.

From such result, it reflects the determination of the Company's Board of Directors, executives and all the Company's staff who see the importance of business transparency, fairness to all parties and retraceable.

Policy on Good Corporate Governance

The Board of Directors is aware of the importance of good corporate governance to increase transparency, competitiveness and confidence to the shareholders, the investors and the involved parties. So, it has prescribed in written format the policy on Good Corporate Governance and also revised and updated the policy on Good Corporate Governance and business ethics handbook that are suitable for the business environments and more international, by stipulating that the revision of Good Corporate Governance policy shall be made once a year.

In 2015, the Audit Committee and the Board of Directors has reviewed the policy of Corporate Good Governance that has been revised in the 13rd Edition since 2001.

The Board of Directors has prescribed the policy of good corporate governance as follows:

1. The Board of Directors, all management and staffs are determined to engage in practicing Good Corporate Governance in the Company and organize management structure that offers linkage between the Board of Directors, management, shareholders and stakeholders.
2. Shareholders will be treated with fairness and have their rights in access to information and available channel of communication with the Company.
3. The Board of Directors will facilitate all minority shareholders in permission to add number of minority shareholders' meeting prior to the date of shareholders' meeting, which also includes a clear guideline of practice.
4. The Board of Directors will engage in the release of business information with regards to finance and non-finance information adequately, reliably, timely, transparently, fairly to all shareholders, investors and Company's Stakeholders.

5. The Board of Directors will establish a unit in the Company to deal with shareholders, investors, auditing the business communication with good governance office.
6. The Board of Directors will promote the co-operation between the Company and the Stakeholders, and also determines the communication channel between them.
7. The Board of Directors may appoint other Committee(s) to consider the monitoring of task as suitable.
8. The Board of Directors has the role in determining the vision, mission, financial target, risk, work plan, and also monitor and control the work in accordance with the policy and plan as effectively prescribed.
9. The Board of Directors has the role in promoting the business ethics in written form and also promotes the activity that supports good ethical conduct of Directors, management, and staffs.
10. The Board of Directors will conduct the annual self-evaluation activity to create auditing framework of the Board of Directors.
11. The Board of Directors will organize a recruitment System for individuals who will be responsible for management position through transparent and sufficient process of selection.

Moreover, in 2009, the Company also prepared an English version of policy on Corporate Good Governance to inform investors. For the principle of good practices, and business ethics for Corporate Good Governance, please search and view the information from Investor Relations website (<http://corporate.se-ed.com>).

The Audit Committee and the Board of Directors reviewed and improved the contents in the handbook of principle of Corporate Good Governance, guidelines, ethics, and environment and social policy completely and accurately and complies to the regulations of Security and Exchange Commission and also follows the principle of Good Corporate Governance for listed company 2006 which is illustrated in 5 different sections which are :

1. Rights of Shareholders
2. Equitable Treatment of Shareholders
3. Roles of Shareholders
4. Disclosure and Transparency
5. Board Responsibilities

The Board of Directors has requested Directors to review the works, problems, and all difficulties in the past years, by having them perform self-evaluation tasks, so that the result of evaluation can be used to analyze the director performance and use all recommendation for future improvement. Moreover, the Board of Directors has promoted and supported the Directors to develop knowledge by attending the Directors training course at the Thailand Institute of Directors (IOD) or stock exchange of Thailand or other related business units to increase knowledge and to allow chances in exchange of experience with Directors from other listed companies.

The Board of Directors is aware of the importance of promoting the duty and responsibility of Directors, executives, and staff to be in accordance with the principle of Good Corporate Governance, as stipulated by the Board of Directors. Thus, the Board of Directors has undertaken a communication of Good Corporate Governance policy and business ethics, and policies on environmental and social issues to the management and staff through communication channels in a consistent fashion.

- Employee Handbook.
- Handbook 'Policy for Good Corporate Governance'.
- Annual staff conference.
- Annual planning conference.

- Company intranet system and investor relation website.
- Company's e-mail.
- Company's public relation sign board.

Rights of Shareholders

The Company's Board of Directors is aware of ownership rights in controlling the company through appointment of the Board of Directors to act on behalf of shareholders and maintains the right to decide on the major change of the Company's Board of Directors. Therefore, it seeks to support the shareholders to exercise their rights as bestowed upon by the stipulated basic shareholders' right which are the rights to buy-sell, or transfer stocks, sharing profit, receipt of adequate information regarding the business, and the shareholders should learn about the rule and procedure in attending the shareholders' meeting and permitting adequate information for consideration before the meeting. This also includes the opportunity to query the Directors both during the meeting or in advance submission of query request. The Company's Board of Directors is aware and put the emphasis on the importance of shareholders' right. It seeks not to infringe upon or evict the shareholders' rights.

The Board of Directors has set a schedule for an annual shareholders' meeting within 4 months from the end of accounting's year. And in case of necessity for special meetings which may arise from the needs to resolve the issue that may affect the interest of shareholders with regards to laws, regulations that must be approved by shareholders, the Board of Directors will call for an extra meeting for Shareholders.

In organizing shareholders' meeting, the Company's Board of Directors stresses the importance of shareholders' rights, beginning with the date of meetings which are not a long holiday or national holiday and appointment time for meeting should not be too early or too late in the evening and the meeting place should be held in a place where transportation is relatively convenient. Moreover, the Company proceeds to send the invitation with the details of meeting agendas, along with Directors' opinions, the details of agendas to consider the important reasons, positive and negative impact in each agenda, authorization documents in 3 formats as defined by laws, and list of independent Directors along with suggestions for proxy authorization procedures so that the shareholders can assign proxy on behalf of them to attend the meeting and declared the preparation of customs stamps to serve the proxy without charge. This includes the map of place for meeting for shareholders for at least 21 days in advance before the meeting day, and also announced through daily newspaper for a minimum of 3 consecutive days, and 3 days before the meeting day, to allow time for shareholders of the incoming meeting.

Shareholders: Rights of Shareholder and Equal Treatment Practice

Shareholders' Meeting

In the shareholder's meeting of 2015, the Board of Directors has appointed the Company's secretary to inform the shareholders through Stock Exchange of Thailand and Company's investor relations website that the shareholders can request for additional meeting agenda, nomination of candidate for the post of managing director, as well as the advance inquiry. The Company's directors allow any inquiry to be submitted from September 30, 2014 to December 31, 2014 directly to Company's secretary, investor relation division, or through website, by proposing the meeting agenda, and name of person for the position as directors at least 3 months prior to the last date of the fiscal year. However, there was no shareholder who requested additional meeting agenda, nomination of candidate for the managerial position. For the advance inquiry, the Company has allowed the acceptance of inquiry till the day of shareholders' meeting.

And in the shareholder's meeting of 2016. The Board of Directors has specified the date of request from September 30, 2015 to December 31, 2015, which can be requested directly to Company's secretary, investor relation division, or through website, by proposing the meeting agenda, and name of person for the position as Directors at least 3 months prior to the last date of the fiscal year and the Company have illustrated the principles and methods used on the website of investor relations since September 30, 2015. However, there was no shareholder who requested for additional meeting agenda, nomination of candidate for the managerial position. For the advance inquiry, the Company has allowed the acceptance of inquiry till the day of shareholders' meeting.

Delivery of meeting invitation documents

In the shareholders' meeting, the Board of Directors has placed priority to the Shareholder's right, by sending the meeting invitation letter with meeting details, objectives and reasons, along with the Committees' opinion to consider the noteworthiness of inquiry, the positive and negative effect in each period of meeting, authorization letter, and name of independent Director(s) together with advise in authorization paper that allow shareholder choices to choose someone to represent them in the Shareholder's meeting. This includes the map of the place for meeting for shareholders and also announced through daily newspaper for a minimum of 3 consecutive days, and 3 days before the meeting day, to allow time for alarming shareholders of the incoming meeting. It must be noted that for the general shareholders' meeting in 2015, the Company will openly post an invitation message calling for a shareholders' meeting on the Company's website over 30 days in advance. In the shareholders' meeting, the Board of Directors has placed priority to the Shareholder's right, by sending the meeting invitation letter with meeting details, objectives and reasons, along with the Committees' opinion to consider the noteworthiness of inquiry, the positive and negative effect in each period of meeting, authorization letter, and name of independent Director(s) together with advise in authorization paper that allow shareholder choices to choose someone to represent them in the Shareholder's meeting. This includes the map of the place for meeting for shareholders, and also announced through daily newspaper for a minimum of 3 consecutive days, and 3 days before the meeting day, to allow time for alarming shareholders of the incoming meeting. It must be noted that for the general shareholders' meeting in 2015, the Company will openly post an invitation message, annual report for 2015 and all related documents in Thai and English version be fully released calling for a shareholders' meeting on the Company's website over 30 days in advance and invitation message to shareholders via stock registrar in advance no less than 21 days.

Date of Shareholders' Meeting and Meeting Procedure

The Company attempted to improve the process of shareholders' meeting to ensure the suitability consistently, particularly after 2005 onward. It adheres to the principle that every shareholder should have equal opportunity in receiving the information and also equal chance for shareholders' right, including the right to voice opinion or to offer suggestions that are beneficial to the Company.

To register for the meeting, the Company will allow registration for at least 2 hours prior to the beginning of actual meeting and continue to do so until the meeting is over - a regular practice since 2005. In addition to that, the Board of Directors will also seek to serve the shareholders with the staffs and adequate number of computer. In the general shareholders' meeting 2007, the Company, for the first time, started using a barcode system for registration purposes to facilitate the shareholders, as well as an arrangement to print voting cards in each meeting agenda for every shareholder.

The Company prepared staff to serve shareholders in acquiring information and serve the query points. Moreover, a welcoming meal is organized for attended shareholders. The Annual General Shareholders Meeting 2015 was convened in Meeting Room C, 9th Floor, Interlink Tower (originally Nation Tower). The Company reserved

sufficient parking space for the shareholders and provided maps with information about public transportation that was attached to the invitation letter.

For those shareholders who were available to attend the meeting by themselves, the Company allowed the shareholders to authorize an independent Director for at least 1 individual or authorize the managing director or the Company's secretary to attend the meeting and vote in representation. In the general shareholders' meeting 2015, there are shareholders who request for representative authorization as :

- 2 shareholder authorized Mr. Somboon Chinsawananon, the chairman of the Board of Directors and also an Independent Director.
- 1 shareholder authorized Mr. Saroch Lamlerprasertkul, Vice-Chairman of the Board of Directors and also an Independent Director.
- 1 shareholder authorized Mr. Kachen Benjakul, Audit Committee and Independent Director.
- 27 shareholders authorized Mr. Viboolsak Udomvanich, Director, Deputy Managing Director, and the Company's secretary.

Prior to the meeting, the Company played a DVR introducing the Company history, its annual operating results to all shareholders to learn about the Company information before the start of the meeting. There was also another video presentation about the promotion of the corporate governance related to shareholders' meetings of listed companies. Before the meeting really begins, the Chairman will explain the method of voting and counting. The counting of votes will be illustrated and the results of every step in the meeting room will also be summarized. In case the shareholders cannot attend the meeting, the Company allows the shareholder to authorize someone, independent Director(s), Managing Director, or Company's secretary representing them in the meeting. During the meeting, the Company provides adequate time and allows a fair chance for shareholders to ask questions. The Directors who are related to that question, particularly Chairman of auditor Committee, Chairman of Committee and Managing Directors, including the high-level executives in the area of accounting, finance, internal audit and accounting audit to attend the meeting at the same time to answer some of the questions in the meeting. The Chairman will moderate the meeting according to the scheduled meeting agenda. But such meeting will not allow an un-announced meeting agenda, with the total time of 2 hours and a half or more.

The Board of Directors put the emphasis on attendance of the Annual General Shareholders Meeting in order to receive questions and feedbacks. In the Annual General Shareholders Meeting 2015, 12 directors attended the meeting. However, Chairman, Managing Director, and Chairman of every subcommittee attended the meeting. The Company's executives in accounting, finance, auditing and auditors were also in attendance to answer questions of the shareholders. In addition, the Company invited a neutral auditor, Mr. Sunan Pungmaklong from Chuan and Associates Law Office to supervise the vote counting.

The significant agendas for shareholders' meeting are as follows :

- **Operating result** : The Company has declared the details of the information about the Company's operating result, profit, revenue, expenses, and summary of operation on the chart.
- **Appointment of the Board of Directors** : The Company allows opportunity for shareholders to select the Directors of the Board of each individual, by providing biography information, education history and work experience and inform shareholders about the vision of each director before voting begin. In case of former directors being the candidate, the details of the board meeting participation will also be fully provided.
- **Auditors Appointment** : SE-ED details the name of auditors, auditor's office, remuneration, the reason for auditors selection, the past year's performance quality and Company's relationship.

- **Profit Allocation** : The Company supplies details on profit allocation and reserve funds, dividends regarding the Company's dividend payment policy as well as the registered book closing date in order to give right of receiving dividend.
- **Board of Directors' Remuneration** : The Company provides offered remuneration details which are based on policies and conditions of the Board of Directors' remuneration. Those aspects are considered by Committee regarding remuneration

In the voting, the shareholders used voting cards to vote deploying barcode systems to count vote more rapidly and efficiently. The Company will collect the voting card only in case there are shareholders who vote against or abstain from voting, but for the Board of Directors' election, to be in line with the best practice of shareholders' meeting, the Company collected the voting cards from the each of the participated shareholders and voting of Directors will be voting for each Director. Moreover, the Company has requested a law consultant to join the vote counting procedure and confirmed the result with accuracy, transparency, and in accordance with the Company's regulation. For the result of voting in each agenda, the Company immediately announced the result of the vote in each agenda of each shareholder's resolution regardless of whether the vote result shows on the outcome of agree or disagree.

After the meeting, the Board of Directors will allow chance for shareholders, analysts and general investors to answer to the inquiry, by having the Chairman, Sub-committee chairman, managing director, and senior executives in accounting and finance to jointly answer. However, in replying to the inquiry, the Board of Directors will adhere to the equal opportunity to the Company's information.

After the meeting day

The Company's directors assigned the secretary to disclose resolutions and voting results from the shareholders meetings on the day after through the Stock Exchange of Thailand and the Company's website. During the shareholders meeting, the company's secretary has recorded important questions, and remarks from the meeting, counting votes and concluding resolutions. The number of votes for each agenda is clearly recorded and divided into in favor, against, and abstention. Shareholders meeting reports along with pictures and audio records will be posted on the Company's website Investor Relations (<http://corporate.se-ed.com>) within 14 days from the meeting date.

Equitable Treatment of Shareholders

The Company's Board of Directors is aware of the equal and just treatment to all shareholders.

1. The Board of Director assigned the Company's secretary to announce to the shareholders through the communication channel of Stock Exchange of Thailand and investor websites for shareholders to propose meeting agenda, lists of persons to be positioned as Directors and submit questions in advance. The Board of Directors determines the time to receive the request directly to the Company's secretary, investor relation, independent Directors or via website by proposing the meeting agenda and name of the person to be positioned as Directors at least 3 months prior to the last date of the fiscal year, in which criteria of consideration is posted on the website of investor relation. The Company's secretary will propose the name as proposed by shareholders to the Recruitment and Remuneration Committee to examine the qualifications and then propose it to the Board of Directors and then to the shareholders' meeting. The Board of Directors will examine the suitability whether to add the agenda as requested by shareholders to the meeting or not based on said criteria, by allowing shareholders to propose names of candidates to be positioned as Director and propose the agenda in advance which has been a normal practice since 2006.

2. The Board of Directors proposes the name of 1 Independent Director as a choice for proxy of shareholders who holds the proxy authorization to exercise the right in the meeting and voting for each agenda. In general shareholders' meeting 2015, the Board of Directors proposed the names of 5 independent Directors.
3. The Board of Directors moderate the shareholders' meeting according to the agenda announced earlier in the meeting's invitation document, and will not add any agenda to the meeting without informing shareholders in advanced, so that the shareholders have enough chance to study the information of the operation performance to be considered in each agenda adequately and suitably.
4. The Company's Board of Directors prepares the voting cards for all agendas. The Company has used the barcode system for recording and displaying the voting result since 2006, while preparing staff to facilitate the collection of voting cards in the meeting room, which except in the case of voting to elect Directors, the staff will collect voting cards whether they be yes, no, or absentee' votes. And after the meeting, staff will collect the voting card for all agenda. Moreover, the Board of Directors arranges to have legal consultant to witness the voting count for transparency.
5. The Company's Board of Directors assigns the Company's secretary to prepare and write the meeting report accurately and completely, and then disseminate the meeting report to all shareholders through investor relation website and the Company also submitted the report to the Stock Exchange of Thailand no more than 14 days after the date of the meeting. Moreover, the Company also broadcasts audio and video of the shareholders' meeting on the investor relation website to allow interested shareholders to view the past meeting.
6. The Company determines preventive measures to tackle the use of inside information to benefit Directors by announcing to all parties concerned to be aware of role and duty to report the status of security holdings of each individual, spouse and children who hold security and whose ages are not considered sui juris and acknowledge the change in security prepared reports for each time there is a buy, sell, transfer or receive of security to the Security and Exchange Commission according to the Article 59 of Security and Exchange Commission Act. (B.E. 2535) within 3 days after the date of purchase, sell, transfer or receive the transfer of security and notify the company's secretary to inform the Board of Directors in respectively. The Company always alerts in the meeting of Board of Directors and all management committees. Moreover, the Directors and management also acknowledges the duty and responsibility as stipulated and penalty as stated in Security and Exchange Commission Act (B.E. 2535), and the Company prohibits the management who know the inside information of the Company to not violate article 241 of the already-mentioned law, including the related regulation.
7. To prevent conflict of interest, the Board of Directors carefully supervises. When there is an item that may result in a conflict of interest, the Company seeks to stipulate the policy and procedure of the related item approval in written form, including the policy and method of supervision so that the management and related persons will not use inside information to their own benefit, as follows :

Items that may have conflict of interest : The Company's Board of Directors carefully monitor to avoid any conflict of interest that may arise and also look into the related items, by stipulating in the policy and steps of approval for each item in written notice. Moreover, the Audit Committee proposes to the Company regarding the items that could cause conflict of interest. The Company's Board of Directors has been particularly careful when consideration is made, in accordance with criteria stipulated by stock exchange through the determination of price and condition as if such items are dealt with the outsiders (Fair and at Arms' Length) and disclose the inter-related items which are significant, item value, counterparty, reason/necessity in annual report and annual information disclosure report.

The Board of Directors approved the principles and suggestion of Securities and Exchange Commission in accordance with the Section 89/12 (1) of Securities and Exchange Act (No.4) B.E. 2551 to allow the company management to enter in to any business transaction between the Company and its subsidiaries and directors, executives or related persons in case the transactions have the same commercial terms as those an ordinary person would agree with any unrelated counterparty under the similar circumstances, on the basis of business negotiation which is without any influences directly resulted from the company's positions of director, executive, or related person. However, the Board of Directors has assigned the Audit Committee the task to present the items which may pose a conflict of interest and any related items for the transaction over 2 Million Baht per quarter and reports it directly to the Board of Directors to acknowledge in a quarterly basis.

In the meeting of Board of Directors, should the Directors have interest in the decision, the Chairman of the Board will request for Directors to abide to the regulation and have the Director informed to the meeting and is asked not to vote or voice opinion for the matter.

Supervision on the of insider information : The monitoring of policy and measures are in written format with respect to the Good Corporate Governance and handbook for the Board of Directors which has already been discussed in the Board and Executive meeting. The top management of the Company have also been informed about the announcement of Securities and Exchange Commission which stated that the management (including the spouse and legitimate child who has not become sui juris - or, in other words, not yet 20 years of age) must report the change of stock ownership to the Securities and Exchange Commission as stipulated in the law called Securities and Exchange Commission Act B.E. 2535 in the section 59 within 3 days after the change of ownership of Securities taken place, and also report to the Company's secretary to report to the Board of Directors for acknowledgement. Moreover, the management in the meeting has also been informed about the penalty imposed upon those who violate the laws.

The Company has the policy that sets the guideline for the practice of Good Corporate Governance, ethical practices of the Board of Directors, including the regulation that prohibit the staff from taking the Company's document or information for personal use, or bring outside the Company, without asking for permission. This also includes exposure of financial documents or other related documents for outsiders, and also prohibits the trading activity within 1 month prior to public release of financial information. If done so, the act can be considered 'misconduct' to the Company's rule of conducts. Should the management or staff violate such rules of conduct, the penalty can be ranged from warning, fine, work suspension, work without pay or job termination.

Roles of Stakeholders

The Board of Directors: The Company has given priority to all groups, regardless of being internal vested interests such as the employees or the management of the Company or external vested interests such as trade partners, competitors, writers, translators, public servants and other involved parties. Since the Company realizes that support from vested interests can help in competitiveness and profitability of the Company, they are regarded as important to the long-term success of the Company. The Company has identified the guideline of practice in written form in the good corporate governance policy that the Board of Director supports the cooperation between the company and the stakeholders. The Company also developed an employee manual about business ethics and morality. This manual is to become the regulations and rules that need to be strictly followed by directors, executive staff and every employee. It also seeks to determine the communication channels. Moreover, the Company will take care of stakeholders according to the relevant laws, and, by no means, act in violation of stakeholders' rights, which can be described as below.

Stakeholders	Policy Good Corporate Governance
Shareholder(s)	The Company determines to operate in the business with honesty, direct, and verifiable, by adhering to the sustainable business development, with continuous average growth that is higher than industry average. It is committed to be a role model Company and can generate satisfied return on investment in long term.
Business Partner(s)	The Company will treat all business partners with fairness and equality on the basis of mutual benefit between the two parties.
Competitor(s)	The Company will treat all competitors under the rule of laws for proper conduct of business competition and will not attempt to damage the name and goodwill of competitors by wrongful accusation.
Creditor(s)	The Company promises to strictly abide by the contracts or condition agreed and promptly notify the partners if the agreements cannot be honored in order to find a reasonable remedy.
Customer(s)	The Company determines to produce products and appropriate services at the right price and is also satisfied by customers.
Staff(s)	The Company will support the working development and promote staff happiness.
Society	The Company will focus on the important of knowledge development to the children and society by strictly abided by the Company's aspiration.

Moreover, the Company has set a policy in good governance for all stakeholders through the Company's Sustainable Balance Report. As the Company considers corporate social responsibility for community and environment its main mission, the Company has focused on its corporation with every stakeholder to promote the sustainable growth of the Company. Anyhow, Environment and Society Policy of the Company can be viewed in Corporate Social Responsibilities (CSR) Section.

In 2011 there was an announcement of Safety and Health Care in the Workplace policy, Human Rights Policy, Anti-Corruption Policy, Anti-Copyright Violation Policy and other policies that may affect all interested parties. These policies will draw a clear guideline and support the business operation that is moral, just, transparent and appropriate.

The Company puts an emphasis on occupational safety and health by prioritizing employees' health and safety because employees are an invaluable asset of the Company and a key factor for the Company's sustainable growth and competing competency. In 2015, there were 5 employees in the head office, warehouse and branches that were injured and needed to take a leave; 3 of which had a minor injury and 2 suffered a severe injury (that required a minimum of 3 days leave). The Company is determined to reduce the accident rate and not ignorant of any possible accidents or dangers that could affect employees' health and wellbeing. The Company will provide support to employees who are injured or suffer from any kind of danger. The Company will also investigate the cause of injury and finds a solution to prevent the same problem from happening again.

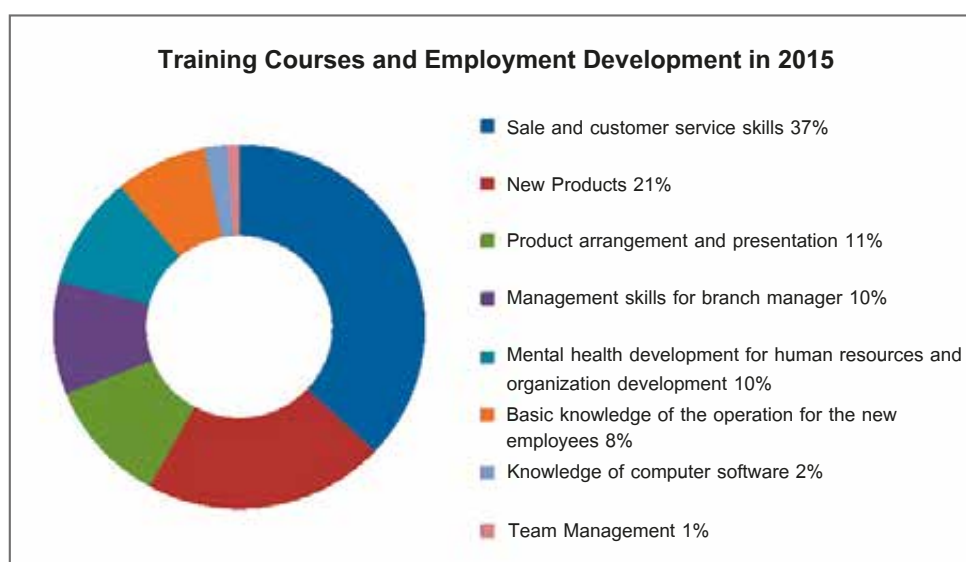
Regarding Human Rights Policy, the Company realized every employee is entitled to work in a clean and safe environment, as well as without any human rights abuses. The Company also supports employees to perform their potential and self-esteem that are parts of organization's sustainable development. Therefore, the Company has a set of policies that every executive and employee have to abide by. The Company is committed to fairly and honestly manage remunerations, welfares, benefits, and employment conditions that are in line with same industry norms, where the Company provides higher benefits than the legal requirement. In addition to annual health check-up, the Company has also set up a provident fund in 1989 under the name 'SE-EDUCATION Registered Provident

Fund'; later in 2004, the fund's name was changed to 'SE-ED Rich Retirement Registered Provident Fund'. and in 2015 the Company transferred provident fund to "The Registered Provident Fund CIMB-Principal Target Date Retirement" The fund aims to promote saving for that employees can have a happy retirement life. Moreover, the Company recognizes the rights and freedom of creative association; of information accessibility; and of opinion and suggestion expression to improve the organization's operation. Employees are able to file a complaint if they feel they are exploited or unfairly treated. The Company is committed to work with business partners who respect human rights and uphold laws and regulations, especially labor protection. In 2015, the Company did not receive any complaints against the human rights abuses from employees, business partners, and local communities.

Moreover, the Company encourages employees to practice and develop their knowledge and competency by introducing projects that will give employees a chance to showcase their abilities and potentials. Employees are allowed to directly present their ideas and express opinions for organization's development to the executives. However, new employees are required to attend orientation for 6 hours to gain more knowledge. Employees are also required to attend training courses for 6 hours per year to increase and improve skills and expertise in their field of work.

Employment Development Training

Level of Employee	Training Hours	Objectives
Manager	6 - 18	To develop management skills and personal, and to receive product training through management systems: Classroom Workshop and Coaching.
Operation Staff	6 - 18	To enhance skills required in a particular field of work such as customer service and mental health development for human resources and organization development.



Regarding the Anti-Bribery and Corruption Policy, the Company has formulated a policy on prohibition of bribery and corruption in any activities implemented on behalf of the Company. In case of charity donation, business gift exchange, and sponsorship, everything must be done in a transparent manner, with no hidden

has been officially announced as a moral principle for all executives and employees. The Punishment Measure is also strictly implemented against the executives and the employees involving in internal fraud, bribery and corruption. In addition, the Fraud and Corruption Assessment is annually conducted and the result is presented to the audit committee and the board committee respectively. The principles are also emphasized through training and meetings to ensure that every employee is aware of the importance of honesty. To enhance the efficiency of the policy, our employees participated in Fraud and Corruption Preventive Training offered by relevant organizations. For example, in 2015 our representatives attended

Regarding Intellectual Property Infringement, the Company has tremendous spirit against copyright infringement. According to our policy, we do not produce, distribute or support any products of copy infringement in any circumstances. The Company also encourages and broadens understanding of intellectual property to our business partners, writers, and the general public. In 2015, the Company was not claimed to be engaged in any copy dispute with any stakeholders.

In addition, the Board of Directors also determines the communication channel with the independent Directors via postal mail or email to permit reporting channels and suggestions so that instruction on the information examination process can be made.

For the report on any illegal activity: The board of committee also provides procedures and a channel of copyright infringement and appeal, by post and email:

Registered mails	Independent Directors, SE-EDUCATION Public Co., Ltd. 1858/87-90, Interlink Tower Building, 19 th Floor, Bangna-Trat Road, Bangna, Bangkok, 10260
E-mail	id@se-ed.com

Employees own rights to directly inform and report corruption, code of conduct violation, and rights abuse to the directors, or their secretary, or to a department that has set up to be responsible for it. Employees are also able to express and share their opinion and suggestion about the operation of the Company. However, the Company has already set up the Department of Internal Audit and Investor Relations that is responsible for receiving all complaints from employees. Besides, employees also directly send a complaint e-mail to the Independent Directors. Every complaint and suggestion will be decided on a case-by-case basis. All complaint and those who complain will be entirely secured, therefore, there is no harm or effect on them.

In 2015, there was no person with interest reporting through the communication channel with independent directors. However, the Company will publicize to all interested public to be aware of the communication channel with independent directors.

Disclosure and Transparency

The Board of Directors has a policy of the Company as a role model in operating on the basis of transparency, verifiable, adequate disclosure of information for all parties concerned, monitoring to ensure the disclosure of accurate information with trustworthiness, completeness, timeliness, and equal access of information to everyone.

The Board of Directors has a policy for the directors with potential of conflicts of interest to report the ownership of assets of the directors, spouses and legitimate child who has not become sui juris annually.

The Board of Directors has a policy for related transactions by allowing transactions with conventional conditions. As for transactions between the Company and its subsidiary with the directors, the executives or related parties, the transaction agreements must be what a reasonable man should achieve with any ordinary contract partner in the same situation. Any negotiation must be without influence from the directorship status or the status of an executive or a related party. The Board of Directors assigns the Audit Committee to investigate any transaction

with potential conflicts of interest or any related transaction that is worth more than 2 million Baht per quarter and report to the Board of Directors' meeting in every quarter.

Directors' Report The Board of Directors is responsible for the financial statements of the Company and financial information, appeared in the annual report. The financial statements are prepared according to generally accepted accounting principles in Thailand, using the accounting policy that is suitable as practice regularly and with careful discretion together with the best projections in the preparations, including disclosure of important data adequately in the added notice section supplementing the financial statements.

The Board has provided and maintained all necessary requirement of the internal audit with effectiveness, to ascertain with rationality that the accounting records are correct, complete and sufficient to maintain the assets and to learn of any weakness so that any significant irregularity can be prevented.

The Board of Directors of SE-EDUCATION Public Co., Ltd. has appointed the Audit Committee consisting of non-management Directors to supervise the quality of the financial report and internal control, as well as the opinions of the audit Committee regarding this issue. Comments concerning this matter appear in the report of the audit Committee, already shown in the annual report.

The Board of Directors considers overall internal control of SE-EDUCATION Public Co., Ltd. to be satisfactory, and is trustworthy for the reliability of the financial statement of SE-EDUCATION Public Co., Ltd. as on December 31, 2015.

Relations with Investors The Board of Directors is aware that data concerning the Company's finance and non-finance aspects all play certain roles in the investor's decision-making process and vested interests. It therefore ensured that the management who has implemented matters concerning disclosure of data was complete, accurate, reliable, consistent, timely, and equal to that which the management has always given priority and upheld all along.

In disclosing important information of the Company both financial and non-financial, the Company used the Stock Exchange of Thailand as a channel. Moreover, the Company also discloses the information through the Company's investor relation website both in Thai and English, for example, Basic information about the Company, annual report, annual information disclosure report, financial ratios, historical data on dividends payout, shareholders and investors information dissemination, and non-monetary information such as, Corporate Governance policy, public relation, this information is always updated on a continual basis.

The Board of Directors has set up a business unit for investor relation to support the direct communication with investors, institution, shareholders, analysts, and related governmental sector. The investors can directly contact for more information by Mr. Wichian Rungpoonsap at tel. 66-2739-8000 ext. 8, 66-2739-8690, fax. 66-2739-8699, or e-mail us at : ir@se-ed.com and also click on website <http://corporate.se-ed.com>. Moreover, the investor relation has also been a member of Thai Investor Relations Club since 2006.

In 2015, the Company presented the result of business operation both in the Company's monetary information and also non-monetary information for analysts and investors through e-mail, website, and telephone that includes a consistent active participation with the Stock Exchange of Thailand, which can be summed up below:

- Institutional Investor inside/outside the country met with management 1 times
- Responses to e-mail, website, and telephone inquiries 32 times

Furthermore, the department of investor relation has set time duration of non-disclosure practices of information relating to the earning result to shareholders, investor, and analyst 7 days prior to the date that the Company submits the report of the earning result to the SET.

Not only the information is being disclosed, as stipulated by law of supervising body, the Company's Board of Directors also assigned the managing director, deputy managing director, accounting department director, finance department director, and Company's secretary to participate in activity of investor relation for its highest effectiveness

for shareholders and investors. Moreover, the Company's Board of Directors also assigned the Audit Committee and the Company's secretary to monitor the annual operation plan, budgeting, manpower, and acknowledge the work result of investor relation divisions through Investor Relation Internal Report, which collects all data from different sources, opinions, and suggestions from questionnaires collected. At the same time, the Audit committee and Company's secretary also reported to the Board of Director on a regular basis in each quarter.

Board Responsibilities

The Board of Directors consists of people who are knowledgeable, competent, skillful, experienced in business operation, and understand very well the role and duty. This makes the work more effective.

As such, the Board of Directors participates in vision, mission, strategy, target, and business plan of the Company annually and also monitors, follows up and assesses the result of business management and operation to be in line with objectives and business plans working effectively, according to rule, laws, and regulations of each business unit under supervision and also related governmental unit, and also according to the resolution(s) from the Shareholder's meeting to maximize the economic value added to the business and also stability to the Shareholders, while at the same time take into account of all stakeholders at best. In 2015, the Board of Directors has reviewed and approved the Company's vision, mission and strategy 2 times.

Moreover, the Board of Directors arrange a communication of strategy, objective, and operation result of the Company for managing director/senior executives, staff to acknowledge and understand in a corporate-wide fashion, through several mediums such as the Company's email, announcement boards, management weekly meeting, staffs conference, where the Company organizes regular annual staffs conference. The managing director of the Company later briefed the business environment and overall views of operation performance in the past year, as well as making announcement for the direction and objectives of operation for the following year. Moreover, the Company also organized the senior executives meeting together with staff supervisors to create a joint year-plan, in order to set a direction and guidelines. Doing so allowed the plan to conform to the highest corporate direction and objective, which, in turn, led to all business operations of the Company, effectively heading towards a common goal.

For the act of duty for Directors, all the stated principles will be of honestly, directness and abiding by the rule of laws and regulations of the Company. By adhering to the principles for every business activity, all decisions and transactions made will be processed with honesty at its core.

The Board of Directors shall consider prescribing and separating the duty and responsibility between the Directors and the management clearly including communicating the roles, duties and responsibilities to the Directors, the management and the employees of the Company regularly.

Policy for the Company's Directors and Executives in other firms

In 2007, the Audit Committees reviewed the principle of Good Corporate Governance which has been revised for the fifth time since 2001 to be submitted to the Board of Directors to consider a policy to allow the Company's Directors to hold positions in other companies listed in the Stock Exchange of Thailand no more than 5 companies, and in 2010 there was an adjustment in the policy that only allows directors to take a position at no more than 3 listed companies in the Stock Exchange of Thailand in order to comply with the advice of Stock Exchange of Thailand.

Moreover, the Company's Board of Directors stipulated that the managing director and high executives can also hold the posts of Director in other companies as seen necessary and does not affect the duty and responsibility of the Company but must be approved by the Board of Directors or Authorized person.

The Board of Directors has not determined the term of Directors and Independent Directors, since the Company's Board of Directors believes that the expertise in the book business and other matters concerned does not depend on the number of terms in the position, but the director should have the ability and time to dedicate for the Company to their best ability in coming up with strategy, creative vision, and offering consultations to business operations. The decision to select individuals for the positions in the Board of Directors is totally the shareholders' right.

Balance of Power for Non-Executive Directors as of December 31, 2015 The Board of Directors consists of 12 members :

- Directors that are in the management team : 2 persons
- Directors that are not in the management team : 5 persons
- Independent Directors : 5 persons

Therefore, the 5 Independent Directors which are accounted for 41.7% of all Directors which is still lower than the suggestion that the Board of Directors of a listed company should consist of more than 50% of Independent Directors, according to the survey of corporate governance of Thai listed companies by Thai Institute of Directors. However, the Company's definition of an Independent Director is more strict than the definition set forth by the Office of Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand. Thus, the Stakeholders can be sure to allow these Directors to represent the shareholders independently, resulting in check and balance for management.

The Board of the Company is responsible for performing its duties according to legality, objectives and company regulations and shareholders' resolution with integrity for the Company's best interest. The Board of the Company has an exact amount of time to be in office, which is consistent with the Company's regulations which stated that one-third of Committees who have the longest term in position must accept the resignation in each annual general meeting.

The Board of Directors has sought to prescribe the definition of the term 'Independent Director' during the Board of Directors' meeting number 3/2009 which is stricter than minimum frame of definition of Independent Directors announced by the Security and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). In the Board of Directors meeting no. 3/2012, the definition of 'independent director' was revised to be consistent with the definition from the Stock Exchange of Thailand, in 'Independent Directors Handbook' dated March 29, 2012 as follows :

1. Holds shares not exceeding 0.5% of the total shares with voting right of the applicant, its parent company, subsidiaries, associates, major shareholders, and controlling parties of the applicant, provided that the shares held by the related parties of such independent director shall be included.
2. Is not or has never been an executive director, employee, staff, advisor who receives salary, nor controlling parties of the applicant, its parent company, subsidiaries, associates, same-level subsidiaries, major shareholders, or controlling parties of the applicant unless the foregoing status ended for at least 2 years.

3. Is not the person who has relationship by means of descent or legal registration under the status of father, mother, spouse, brother, sister or children. The prohibitive persons also include spouses of daughters and sons of management, major shareholders, controlling party or the person who is in the process of nomination to be the management or controlling party of the applicant or its subsidiary.
4. Have not or never had business relationships with the applicant, its parent company, subsidiaries, associates, major shareholders or controlling parties of the applicant in respect to holding the power which may cause an obstacle of the independent decision, including not being or never been the significant shareholder, or controlling parties of any person having business relationship with the applicant, its parent company, subsidiaries, associates, major shareholders, or controlling parties of the applicant unless the foregoing status ended for at least 2 years.
5. Is not or has never been the auditor of the applicant, its parent company, subsidiaries, associates, major shareholders, or controlling parties of the applicant, and is not the significant shareholder, controlling parties, or partner of the auditing firm which employs such auditor of the applicant, its parent company, subsidiaries, associates, major shareholders, or controlling parties of the applicant unless the foregoing status ended for at least 2 years.
6. Is not or has never been the professional service provider, including but not limited to legal service or financial advisor and received a service fee more than 2 Million per year from the applicant, its parent company, subsidiaries, associates, major shareholders, or controlling parties, and is not the significant shareholder, controlling parties, or partner of the above mentioned service firms unless the foregoing status ended for at least 2 years.
7. Is not the director who is nominated to be the representative of the directors of the applicant, major shareholders or any other shareholder related to the major shareholder.
8. Does not operate a similar business which can significantly compete with the Company and its subsidiary's businesses. Does not have a significant amount of shares of a partnership or take a position of a director with an active managing responsibility. Is not an employee or a consultant who receives regular salaries or holds more than one percent of the voting stocks of other companies who operate a similar business and can significantly compete with the Company and its subsidiary's businesses.
9. Is not any otherwise which is unable to have the independent opinion regarding the business operation of the applicant.
10. After being appointed as the independent director in accordance with the conditions under the article (1) - (9), such independent director may be assigned by the board of directors to make decisions in respect to business operation of the applicant, its parent company, subsidiaries, associates, same-level subsidiaries, major shareholders, or controlling parties of applicant.

However, the independent Directors had examined the qualifications of independent Directors in an annual basis, and the Board of Directors trusted that the stipulated qualifications of 'independent Directors' which is stricter than guideline of Security and Exchange Commission (SEC) and Stock Exchange of Thailand (SET) minimum frame of reference will be adequate for the Company's selected independent Directors to be truly independent and appropriate for the particular characteristics of the Company.

Position Combination or Separation : The Company has made this a policy that the Chairman of the Board of Directors shall not be the same individual who positions as the managing director, to ensure the check and balance and, so, made reviewing of work more transparent.

The Chairman of the Board of Directors comes as independent Director and is the leader and meeting moderator who controls the flow of the Board of Directors' meeting in effective and efficient manner. In each meeting, all Directors are urged to actively participate, as well as raising essential questions. Directors also occasionally meet to advice and help the business management with the managing director. At the same time, the Board is to stay away from routine day-to-day operations or business activities responsible by management, where the managing director is the head of the management team. The Board of Directors has authorized the managing director or the authorized person to sign in binding document as has been directly authorized. The Managing director then effectively authorizes and empowers the high executives with the tasks which are clearly marked in term of line of duty and responsibility. Therefore, the authority and role of the Board and that of the management are clearly defined and separated.

Sub-Committees

The Board of Directors appointed Directors who have the qualifications suitable to undertake, study and analyze details of various matters as assigned by the Board of Directors for sub-committees to take charge. Moreover, the Board of Directors also stipulated the qualification, elements, term and duty of sub-committees in a clear manner. Most sub-committee members consist of independent Directors and Chairman of each sub-committee who is also an independent Director. The Chairman of the Board of Directors will not perform a role as Chairman of sub-committee, except the Recruitment and Remuneration Committees. The sub-committees reported each of the result of meeting and assignment to the Board of Directors on a regular basis, including the report on operations result to inform shareholders in the annual report.

Presently, the Company has 2 sub-committees, consisting of :

1. The Audit Committee
2. The Recruitment and Remuneration Committees

The details of name list and responsibility are referred to in the section Management Structure.

Roles, Duties and Responsibilities of the Board of Directors

The Board of Directors consists of people who are knowledgeable, competent, skillful, experienced in business operation and understand very well the role and duty. This makes the work more effective.

As such, the Board of Directors participates in the vision, mission, strategy, target and business plan of the Company and also monitor, follow up and assess the result of business management and operation to be in line with objective and business plan worked effectively, according to rule, laws and regulations of each business unit under supervision and also related governmental unit, and also according to the resolution(s) from the Shareholder's meeting to maximize the economic value added to the business and also stability to the Shareholders, while at the same time take into account of all stakeholders at best.

The Board of Directors is aware of the importance of good corporate governance to increase transparency, competitiveness and confidence to the shareholders, the investors and the involved parties. So, it has prescribed in written format the policy on good corporate governance and also revised and updated the policy on good corporate governance and business ethic handbook that are suitable for the business environments and more international, by stipulating that the revision of good corporate governance policy shall be made once a year. In 2006 and 2007, the Audit Committees has prescribed additional good practice guidelines to ensure the clear direction to be used by all executives and staffs. In 2015, the Audit Committee has reviewed the principle of Corporate Good Governance that has been revised in the 13th Edition since 2001, seeks to add and improve the principle of corporate good governance in a much clearer and more coverage.

The Board of Directors, the Audit Committee and management support Directors, executives, and staffs to endorse the corporate good governance by arranging communication channel of corporate good governance both from the orientation of new Directors and staff, as well as adding course content to the training. Moreover, it seeks to add more dissemination channel relating to corporate good governance through website area whereby request for improvement and correction can be made to submit directly for acknowledgement of the Audit Committee.

The Audit Committee assessed the corporate good governance practice using the evaluation practice with reference to the principle designated in corporate good governance for listed companies (namely, 'Corporate Governance Self Assessment') of Stock Exchange of Thailand and consider in tandem with the assessment criteria of corporate good governance of Thai Listed Companies initiated by the Association of Thailand Institute of Directors for Audit Committee to acknowledge some Company errors that can be improved and corrected as well as developed. Moreover, the Audit Committee also designated the channel for staff to voice the suggestion for ways to improve on the corporate good governance through Internal Audit and Investor Relations division. However, in the assessment of good corporate governance of Thai Listed Companies as of 2015 (namely, Corporate Governance Report of Thai Listed Companies 2015), the Company has been evaluated by Association of Thai Institute of Directors as follows :

Item	2015	2014	2013
Listed Companies in total of (%)	75	72	78
Group of Companies in SET100 (%)	84	81	88
Group of Companies in SET50 (%)	87	85	91
SE-EDUCATION Public Co., Ltd. (%)	92	92	94

Score distributed by subjects

List of Criteria	Average Score (%)									SE-EDUCATION Public Co., Ltd.		
	Listed Companies in total			Group of Companies in SET100			Group of Companies in SET50					
Year	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Rights of Shareholders	91	87	89	95	94	95	95	95	96	98	95	95
Equitable Treatment of Shareholders	91	91	86	94	95	91	95	96	93	98	98	95
Roles of Shareholders	70	62	68	82	76	83	86	81	91	90	90	94
Disclosure and Transparency	80	77	88	90	87	94	92	90	96	96	96	98
Board Responsibilities	66	63	64	77	74	77	79	78	80	86	88	89

Remarks : In 2014, the 'Corporate Governance Report of Thai Listed Companies' criteria have been improved in alignment with the ASEAN CG Scorecard.

Business Ethics The Company is committed to doing the right things as a guideline for business of all the Directors and employees. The Company has announced the enforcement of business and employee ethics for the Directors, the executives and all the employees to uphold as guideline in performing according to duty with loyalty, honesty and justice. In addition, this also includes conduct with the Company and vested interests, the public and society. The Company has assigned the internal audit and investor relations section to continuously follow up on compliance with ethics, and prescribes disciplinary actions in case of violations.

The Board of Directors has confidence that a good corporate governance process can help to promote the operations of the Company, and is the heart of achieving the fundamental objective to optimize value for the shareholders. The values the Company aims and expects for all the Directors and employees to do in all missions are:

- Giving highest priority to building satisfaction for customers
- Having confidence in working together
- Dedication towards work with virtue and professionalism
- Upholding the principles of good procedure and discipline
- Readily responding to all uneventful situations

The Board of Directors understands the business operation, the responsibility to the Stakeholders, staff, environment and society. The Board has prepared the spread of business ethics, policies on social and environmental issues through several communication channels such as the public relation activities and staff's meetings. It also includes the follow up on the ethical conduct of business and stipulates the penalty measures.

Besides, in the beginning of 2011 the Company avowed the intention to join the Collective action Coalition to fight against corruption in Thailand's private sector together with Thai Institute of Directors, Thai Chamber of Commerce, Thai Banker's Association, International Chamber of Commerce and Thai Listed Companies Association. The Company avows that it will operate a transparent and legal business; it will not support corruption and will adhere to the good corporate governance principles. In addition, the Company has a policy to support employees to be a good citizen of the country and support the Company's business partners to operate a legal and transparent business with the goal to create a sustainably progressing society.

For prevention of conflict of interest the Board of Directors has paid special interest to items that may have conflicts of interest. By prescribing policies and procedures on approval of the connected items in writing, including prescribing the policy and supervision method so the management and the involved parties cannot use insider information for personal interest as follows:

Items that may have conflict of interest : The Company's Board of Directors carefully monitors to avoid any conflict of interest that may arise and also look into the related items, by stipulating in the policy and steps of approval for each item in written notice. Moreover, the Audit Committee proposes to the Company's Board of Directors regarding the items that could cause conflict of interest. The Company's Board of Directors has been particularly careful when consideration is made, in accordance with criteria stipulated by stock exchange through the determination of price and condition as if such items are dealt with the outsiders (Fair and at Arm's Length) and disclose the inter-related items which are significance, item value, counterparty, reason/necessity in the annual report and annual information disclosure report.

The Board of Directors approved the principles and suggestion of Securities and Exchange Commission in accordance with the Section 89/12 (1) of Securities and Exchange Act (No.4) B.E. 2551 to allow the company management to enter in to any business transaction between the Company and its subsidiaries and directors, executives or related persons. The transaction with the same commercial terms as those an ordinary person would agree with any unrelated counterparty under the similar circumstances, on the basis of business negotiation which is without any influences directly resulted from the company's positions of director, executive, or related person. However, the Board of Directors has assigned the Audit Committees the task to present the items which may pose a conflict of interest and any related items for the transaction over 2 Million Baht per quarter and reports it directly to the Board of Directors to acknowledge in a quarterly basis.

In the meeting of Board of Directors, should the Directors have interest in the decision, the Chairman of the Board will request for Directors to abiding to the regulation and have Director informed to the meeting and is asked not to vote or voice opinion for the matter.

Supervision on the of insider information : The monitoring of policy and measures are in written format with respect to the Corporate Good Governance and handbook for the Board of Directors which has already been discussed in the Board meeting. The top management of the Company have also been informed about the announcement of Securities and Exchange Commission which stated that the management (including the spouse and legitimate child who has not become sui juris - or, in other words, not yet 20 years of age) must report the change of stock ownership to the Securities and Exchange Commission as stipulated in the law called Securities and Exchange Commission Act B.E. 2535 in the section 59 within 3 days after the change of ownership of Securities taken place, and also report to the Company's secretary for acknowledgement so as to later inform to The Board of Directors. Moreover, the management in the meeting has also been informed about the penalty imposed upon those who violate the laws.

The Company has the policy that set the guideline for the practice of Corporate Good Governance, ethical practices of the Board of Directors, including the regulation that prohibit the staff from take Company's document or information for personal use, or bring outside the Company, without asking for permission. This also includes exposure of financial document or other related documents for outsider, and also prohibits the trading activity within 1 month prior to public release of financial information. If done so, the act can be considered 'misconduct' to the Company's rule of conducts. Should the management or staffs learn about significant insider information with regard to anyone who may violate such rule of conducts, the penalty can be ranged from warning, fine, work suspension, work without pay, job termination.

Controlling System and Internal Audit

1. Control and Internal Audit System, the Company sees the importance of internal control at the management and the operation level, so it has clearly prescribed duties and powers on the operation of the operators and the management, specifically in writing. There is a control on the use of the assets of the Company to the highest benefit, and there is the separation of duty between the operators, the controllers and evaluation, for suitable check and balance among each other. Moreover, there is internal control on the financial system and the Company has prepared the financial report for submission to the responsible management line of duty.

The Company has an internal audit unit responsible to reassure that the main practices and essential financial activities of the Company are in line with the guideline and are operated with effectiveness. It includes audit on legal compliance and compliance control as well as the independent internal audit and investor relations unit who is capable of independently performing the check and balance. Therefore, the Board of Directors has designated that the internal audit and investor relations unit to report the results of the audit directly to the audit Committee, and is also evaluated by the audit Committee.

2. Risk Management, the risks are regularly evaluated against business risk on the internal and external factors. The working Committees consist of management and high level executives in the line of work associated with each risk involved. The supervisor in each work unit related directly to this aspect and internal control unit will work towards analyzing the cause of risk factors and determine relevant measures to manage the risk, and also keep track on the operation of risk management plan and report the result back to audit Committees to present the finding to the Board of Directors.

The Board of Directors put forth the important of internal control system and risk management to build confident and trust that the risk is at the acceptable level and allocation and usage of resource can be correctly utilized and maximized, resulting better reliable financial information.

Board of Directors' Meeting

The Board of Directors has set in advance and held special meeting as necessary, by clear advance meeting date and has set regular follow-up on operation period. The Chairman of the Board of Directors and the Managing Directors jointly considered the meeting calendar, by considering important case. The each Director is permitted to present the issues in the meeting as needed. The secretary will prepare invitation letter along with meeting schedule and details prior to the actual meeting at least 7 days to allow time for the Board of Directors to peruse the information prior to the meeting.

In each meeting, the Chairman of the Board of Directors allocated adequate and long enough to allow Directors to clarify problematic issues prudently. Moreover, the Chairman of the Board of Directors and the Board of Directors invited high level executive to the Board of Directors' meeting to request for more information and recorded in minutes of the meetings that were filed and certified by the Board of Directors for the Board of Directors and involved parties to view.

The Board of Directors assigned the management executives to regularly prepare operation report to the Board of Directors on a monthly basis to allow the Board of Directors to follow up on the operation progress of the Company.

The Board of Directors assigned the non-executive Directors to meet every month as seemed suitable to do so with the attendants from executive directors or executive from management team in the meeting to allow a healthy discussion of problematic issues concerning the Company's business and issues that are of interest to the Directors, and later, report the result of meeting to the Chairman of the Board of Directors and the Board of Directors for acknowledgement. In 2015, the Company arranged the Board Committee Meeting to discuss the important problems, with no presence of Management Division once. The Chairman informed to the managing Director afterwards.

In 2013 the Board of Directors had a resolution about the minimum attendance in the meeting; that is a minimum of two third of directors must be present. In case a director cannot attend the meeting, it is possible to use a conference call technology. This is to show that the Board of Directors will always advise the Company in its operation, supervise the works of the management, and maintain its accountability for the Company and shareholders.

In 2015 the Board of Directors met in total of 5 times with the average meeting length of 5 hours. In each meeting, there are an executive director from accounting department, executives from the related departments, and consultants and executives from Internal Audit and Investor Relations Division attending in sharing additional information. and the Board of Directors agreed on joint meetings for non-executive Directors, during the Board of Directors meetings No. 4/2015 on November 9, 2015, before the Board of Directors meeting, non-executive Directors and Independent Directors convened without the management's attendance to discuss general problems of the Company's management and corporate governance, then inform the President so that the management may take due action.

The audit committees had a total of 6 meetings, with 5 regular meeting schedules, and 1 meeting between the audit committee and the accounting audit without the present of executive management was held.

The Recruitment and Remuneration Committees held a total of 3 meetings, the Annual General Meeting of Shareholders held 1 meeting. The details of the Board of Directors meeting and Sub-Committees Meeting in 2015 are as follows :

Name of Directors	Board of Directors' Meeting	Audit Committees' Meeting	Recruitment and Remuneration Committees' Meeting	General Shareholders' Meeting 2015
	Number of Meeting (5 Times)	The Extraordinary (6 Times)	Number of Meeting (3 Times)	Number of Meeting (1 Time)
1 .Mr. Somboon Chinsawananon	5/5	-	3/3	1/1
2. Mr. Saroch Lamlerprasertkul	5/5	6/6	-	1/1
3. Mr. Pravit Tantiwasinchai	5/5	6/6	-	1/1
4. Mr. Kachen Benjakul	5/5	5/6	-	1/1
5. Mr. Vorasit Pokachaiyapat	5/5	-	3/3	1/1
6. Mr. Phairat Sittakul	5/5	-	-	1/1
7. Mr. Wattana Chiengkul	5/5	-	3/3	1/1
8. Assoc. Prof. Yuen Poovarawan	5/5	-	-	1/1
9. Mr. Worapote Chatchaikulsri*	4/4	-	-	1/1
10. Mr. Wutthiphum Jurangkool*	4/4	-	-	1/1
11. Mr. Thanong Chotisorayuth	5/5	-	-	1/1
12. Mr. Viboolsak Udomvanich	5/5	-	-	1/1

Remarks : * The solutions of The Board of Director Meeting No. 1/2015 on February 26, 2015 had appointed Mr. Wutthiphum Jurangkool and Mr. Worapote Chutchaikulsiri to The Board of Directors, that the number of the The Board of Director for A.D. 2015 meeting's plan 4 times remaining.

Self-Evaluation of Directors

The Board of Directors arranged an annual self-evaluation session for individual, group, and sub-committees evaluation to permit the Directors to reconsider the past works, problems, and difficulties that each faced during the past year to understand the need to improve or correct to increase the work performance by evaluation the result of work in aggregate view, by using evaluation guidelines recommended by the Stock Exchange of Thailand, but readjusted the format slightly to best suit the Company's business environment and use the evaluation result - in chart format - to review and revise, so as to increase work efficiency.

With this, The assessment as referred to 6 topics, such as the structure and qualifications of the Board of Directors, duty and responsibility of the Board of Directors, the Board of Directors' meeting, performance of Directors, relationships with the management, self-development of Directors and management development. The score result from assessment of the Board of Directors can be divided in 5 levels, score of 5 = Excellent, 4 = Good, 3 = Standard, 2 = Adequate, 1 = Severely needed improvement.

- The evaluation of the Company's directors received the average score of 4.59 out of 5, which is considered to be in a Excellent level.
- The evaluation of the Audit Committees received the average score of 4.49 out of 5, which is considered to be in a Excellent level.
- The evaluation of the Recruitment and Remuneration Committees received the average score of 4.82 out of 5, which is considered to be in a Excellent level.
- The individual (self) evaluation of the directors received the average score of 4.29 out of 5, which is considered to be in a Excellent level.
- The individual (self) evaluation of the Audit Committee received the average score of 4.39 out of 5, which is considered to be in an Excellent level.
- The individual (self) evaluation of the Recruitment and Remuneration Committee received the average score of 4.66 out of 5, which is considered to be in an Excellent level.
- The evaluation of the Managing Director received the average score of 4.48 out of 5, which is considered to be in an Excellent level.

In addition, the Board of Directors requires all managing directors to evaluate themselves to compare with the result of operation, whereby the Board of Directors evaluate in the evaluation form which has revised to suit the Company business. The Board of Directors has assigned the duty to the Chairman of the Board to announce the result of evaluation to the managing director of the company and the Board of Directors.

Remuneration for the Directors and the Managerial Executives

The policy on remuneration for the Directors has been prescribed clearly and transparently with the remuneration at the same level as industry-wide standard, and it is sufficient to take care and keep qualified Directors as needed. The meeting of the shareholders has already approved such matter, and the Directors who have been appointed as audit Committees and the Recruitment and Remuneration Committee will receive additional remuneration according to the increased volume of work.

The Remuneration of managing director : The Recruitment and Remuneration Committee will evaluate the performance of each managing director so as to consider the remuneration of managing director according to specified criteria. Once the evaluation of managing director is finalized, the Recruitment and Remuneration Committee will submit the Board of Directors for consideration and approval.

The Remuneration of high managerial executives : The Recruitment and Remuneration Committee will determine the criteria and structure of compensation for high managerial executives according to principle and policy approved by the Board of Directors which is in compliance with the Company's performance and the result of each high managerial executive. The managing director will consider the suitability of compensation for a particular individual and make salary adjustments for high managerial executives on an annual basis, while also reporting the suitable compensation to the Recruitment and Remuneration Committee, and once again report to the Board of Directors.

The Company has paid a total remuneration to the Directors and executives (as defined by SEC in total of 7 individual, include Finance Director and Accounting Director) in 2015 totaling 20.28 Million Baht.

Directors' Development

The Company understands the importance of Directors' development. The Board of Directors has specified in the principle of Corporate Good Governance that the Company will promote and facilitate a continuity of training of Directors from supervisory units, where the Board of Directors appointed the Company's secretary to be the coordinator with the Directors in keeping them informed about the training courses and seminars.

In 2015 the directors attended trainings to improve their knowledge and understanding in the role of a director to increase the effectiveness in their works. The details are as follows :

1. Seminar 'mai and Sustainable Branding Strategies' by The Stock Exchange Commission – 1 Director, Mr. Viboolsak Udomvanich.
2. Seminar 'Responsibilities of the Board of Directors and the management of the internal control.' by The Stock Exchange Commission – 1 Director, Mr. Saroch Lamlerprasertkul.
3. Seminar 'Building Better Board through Effective Independent Director' by Thai Institute of Directors Association (IOD) – 1 Director, Mr. Pravit Tantiwasinchai.

Currently, 9 directors out of 12 directors (75%) had attended a training in regards to directorship including Director Accreditation Program (DAP), Director Certification Program (DCP), Audit Committee Program (ACP) and Finance for Director Program (FFD) organized by Thai Institute of Directors (IOD), and Corporate Secretary Development Program, organized by Thai Listed Companies Association (TLCA).

Orientation for New Directors in the Board : the Board of Directors appointed the Company's secretary to brief all related information to the new directors through the director's handbook which has been prepared and submitted to directors each year to be used as a complete and up-to-date reference and also arranged a visitation of the Company's business operation, facilitating a better understanding of the Company's business.

Inside the Director's handbook, a comprehensive briefing of all contents relating to the Company and data deemed important to the Directors are all included, for instance: History of the Company, Organization structure, Company's businesses, Company's regulation, the Board meeting, principle of Corporate Governance, ethics for directors, executives, and staffs, related item, the release of stockholding, related rules, etc.

Succession Plan : The Board of Directors assigned managing director and executives to prepare a succession plan for different levels of executive positions in management and main line of duty, by considering work profiles and potential of each individual and determine the readiness for work replacement, ability development, and necessary skills. Moreover, the Board of Directors assigned managing director to report to the Board of Directors to acknowledge the readiness plan in case the executives can not perform their duty.

Monitoring the Use of Inside Information : The monitoring of policy in written format with respect to the Corporate Good Governance and handbook for the Board of Directors, which has already been discussed in the Board meeting is as such : The top management of the Company have been informed about the announcement of Securities and Exchange Commission which stated that the management (including the spouse and legitimate child who has not become sui juris - or, in other words, not yet 20 years of age) must report the change of stock ownership to the Securities and Exchange Commission as stipulated in the law called 'Securities and Exchange Commission Act (B.E. 2535)' in the section 59 within 3 days after the change of ownership of Securities taken place, and also report to the Company's secretary for acknowledgement so as to later inform to the Board of Directors individuals. Moreover, the management in the meeting is also informed about the penalty imposed upon those who violate the laws.

The Company has the policy that set the guideline for the practice of Corporate Good Governance, ethical practices of the Board of Directors, including the regulation that prohibit the staff from take Company's document or information for personal use, or bring outside the Company, without asking for permission. This also includes exposure of financial documents or other related documents for outsiders, and also prohibits the trading activity within 1 month prior to public release of financial information. If done so, the act can be considered 'misconduct' to the Company's rule of conducts. Should the management or staff learn about significant insider information with regard to anyone who may violate the Company's rule of conducts, the penalty can be ranged from warning, fine, work suspension, work without pay or job termination.

Personnel : The Company and its subsidiary has permanent employees as of December 31, as follows :

(Unit : person)

Items	2015	2014	2013
SE-EDUCATION PLC * :			
Head office staff	910	896	988
Branch staff	1,223	1,291	1,538
Plearn Patt Co., Ltd. (Subsidiary) :			
Teachers	227	218	212
Other staff	97	94	94
BaesLab Co., Ltd. (Subsidiary) :			
Staff	12	8	8
Total	2,469	2,507	2,840

Remark * *Excluding Outsourced Workers*

The Company offered compensation in the forms of salary, wage, and benefits of employees (Consolidated financial statements). In 2015, 2014, and 2013 the compensation accounted for a total of THB 704.21 million, THB 744.23 Million and THB 743.22 Million respectively.

The Company also has policy to compensate staff by considering the suitability and compliance with those of average in the similar industry. This includes the staff compensation should be in line with the business expansion and the Company's growth.

As the Company compensated staff with salary, bonuses and provident funds, it also has other welfare schemes to all staffs, such as healthcare reimbursable expense, annual health check-up, accommodation and travel expenses during trips to other provinces, insurance, bookstore branch uniforms, staff transportation service, fund for employees who suffer from a disaster, living expense fund and other relief fund including award to diligent staffs who work for 10, 20 and 30 years as an incentive to comfort staffs' morale and spirit in building up the Company's long-term growth.

Personnel Development Policy The Company has a policy to enhance the potential and efficiency of its staff on a regular basis with a view to better preparing them of global change in both competitiveness and new technology. It is the Company's mission to make employees happy as the Company believes that happy employees will work more effectively, with more creativity and dedication to the work, resulting in the Company's sustainable growth.

- **Continuous Improvement of Human Resources** : The Company has followed up on the productivity rate of the human resources using Key Performance Indicator or KPI to ensure the continuous improvement of the human resources' productivity. The Company emphasized on organizing a proper operation structure and plan for each situation, improving cost-effective operation system, providing tools and equipments to enhance performances, as well as training courses for employees to improve working skills.

One thing that the Company has believed in is the policy not to reduce or lay off employees in case of an economic crisis so that the employees can feel more confident in dedicating to their works which are mostly pioneer works.

Moreover, the Company always gives awards and bonuses for employees annually as an incentive for employees with outstanding performances.

- **Opportunity to Improve Potential and Leadership skill with Project leader System :** The Company has a policy to support aggressive working style of employees without having to rely on orders from leaders. With the Project Leader system Employees can use their own ideas to improve their performance and solve problems. They will be assigned a leader in a project and work with colleagues from the same department or different departments which will lead to a Cross Functional Team. Executive staff will act as a consultant.

Project Leader System can help the Company to move forward faster and be independent from the complicated control system. Employees will have a chance to perform their potentials and work closely with executives. They can also improve their leadership skill by learning from the executives, working as a team, understanding policy logics and other work limitations.

- **Close Relation Between Employees and Executives :** The Company's culture emphasizes on creating a close relationship between employees and executives without any double standard. Each employee is a part of the family and valuable to the Company. Every activity and corporation between executives and employees will go smoothly, challenging, and fun, under the family environment.

Such culture supports the Company's operation that can implement the Company's policy effectively, fast and productively. Every problem or obstacle will also be reported and solved immediately.

Employees at SE-ED Book Center branches across the country will have a chance to attend training programs at the head office regularly. The management team also visit the branches often to give advice for continuous improvement. Moreover, the Company has used the following IT technology to bridge the communications between the employees at the branches and the head office:

- ADSL (Asymmetric Digital Subscriber Line) is the system that can connect every branch to the head office and warehouse. The communication via telephone and email becomes more convenient and can help solving problems fast.
- LCD TVs installed at SE-ED Book Center branches allow the head office to send video and audio signal to employees so they can be informed about news, product information and seasonal services. Employees will also be trained from the head office via LCD TV any time.

- **The Culture of Service Mind, Merit Mind, Volunteer Mind and No Humiliation within the Organization through Employees of All Levels :** The Company always reminds employees that the Company has no policy to support any operation that violates laws or contradicts the society's moral system. Merit Mind then becomes the working standard of the whole organization, for both the executive staff and employees. Any new projects, marketing activities or products will have to comply with this standard and the Company's good will. The Company also supports any activity that helps uplifting the merit mind of employees such as the corporation with Panyanantaram Temple to organize a mind and moral development activity that will promote positive working awareness. Employees can also apply the same awareness in their own every day life.

Moreover, the Company also organizes trainings and seminars in 'Excellent Reactive Service or ERS' for employees. The objective is to build a service mind for customers and colleagues. The volunteer mind is also emphasized through activities supported by the Change of Kids project. Employees can volunteer to build libraries for schools in need and donate books. They can propose the schools in their local neighborhood. This activity does not only build a volunteer mind for employees but strengthen the relationship among employees as well. Employees will feel proud in being a part of supporting children who lack opportunities to become smarter, which is also the Company's determination to 'to make Smarter Thais'.

Internal Control

The Board of Directors and management has continued to stress the importance of internal control, by emphasizing on the adequate internal control system for business operation to maximize management as well as assets monitoring, reduction in possible errors, the Company's damage prevention, financial management, risk management, operation supervision, which reasonably ensures that the Company can operate as expected and maximized the added value in long run. In addition, The Board of Directors has made certain that all operations are within the rules and regulations stipulated by the laws to prevent any possible damage to the Company.

The Audit Committee has performed its duties within the framework of responsibilities assigned by the Company's Board of Directors, which is also consistent with the Stock Exchange of Thailand's stipulation. In the fiscal year 2015, there were 6 Audit Committee meetings in which attended along with the executives, auditors, accounting department and internal audit department. The remarks about the sufficiency of the internal audit system can be summarized as follows :

Part 1 Control Environment The Company determines business goals which are accurate, clear, possible and measurable. Moreover, the Company's structure supports the goals. There are regulations and penalties to prohibit executives and employees from possible conflict of interest. The Company, however, is in the stage of establishing policies and regulations about financial, purchasing and administrative transactions. All policies are based on fair business with partners for long-term benefit.

Part 2 Risk Assessment The Company always went through the risk assessment, both internal and external business risks. The working group consisting of the Managing Director, Deputy Managing Director, and assistant Managing Director related to the risk in each line of duty, and each division and department managers will analyze risk factors, as well as the control and follow-up action for risk administrative plans.

Part 3 Control Activities Executive Performance The administrative responsibilities include authorization, considering proper credit limit to be approved by executives in each level accounting and information booking and asset keeping. To authorize any transaction, 2 Directors have to co-sign documents.

Transaction authorization between the Company and major Shareholders, Director, executives, and related persons are regarded for these advantages, as with any external transactions with others.

Part 4 Information and Communications The Company provides enough information for Directors' decisions. However, in case of the change in last updated information, the Company may not be able to submit a financial statement with the meeting letter 7 days before the meeting, but it can be proposed just a day before, or at the meeting room.

Accounting documents are filed systematically in accordance with the accounting system for the purposes of business policy.

Part 5 Monitoring Activities The Company uses a follow up system comparing each quarter's goal, which is examined by the internal audit, by reporting the performance directly to the Audit Committee. When significant errors are encountered, the Internal Audit must immediately inform the Committee concerned, as well as the updated error correction report.

Moreover, the audit Committee has found that there were not any significant weaknesses, from effectiveness assessment, in the accounting control system.

◆ Report of the Board of Directors Responsibilities for Financial Statements

The Board of Directors of SE-EDUCATION Public Co., Ltd. has stressed the importance of duties and responsibilities towards Good Governance by following the objective guidelines of the Company regulation, laws, and stipulated policy and procedures of the auditing body to ensure that the financial report of the Company is proper and a complete accounting record. This enables it to reflect the true financial and operation of the Company for the benefit of shareholders and investors in a transparent fashion.

The Board of Directors is responsible for the Company's financial statements and financial information presented in this annual report. The Board of Directors agreed that the aforementioned financial statements, for the year 2015 of the Company and its subsidiary company are created in accordance with the generally accepted accounting standards, using appropriate accounting policy measures consistently employed by SE-ED as well as applying careful judgment and assessment. Essential information is adequately disclosed in the addendum notes to financial statements.

The Board of Directors has provided and maintained an efficient internal control system to ensure that accounting records are accurate, complete and adequate to protect its assets and disclose weaknesses in order to prevent fraud or materially irregular operation.

To accomplish this task, the Board of Directors has appointed an audit Committee, which consists of Non-Executive Directors responsible for the quality of financial statements and internal control system, whose comments on these issues are readily included in the Audit Committee Report in this annual report.

The Board of Directors has agreed that SE-ED's overall internal control system is functioned up to the satisfactory level and rendered credibility and reliability to the SE-ED financial statements for the year ended December 31, 2015.



Mr. Somboon Chinsawananon
Chairman of the Board



Mr. Thanong Chotisorayuth
Managing Director

◆ Remuneration of Auditor

The Company and its associated companies have paid the auditing fee for the period of fiscal year 2015 to the EY Office Limited in the amount of THB 1,370,500 (excluding traveling/accomodation fees, and expenses in witnessing the stock counting) The Auditor doesn't have any relation with the Company other than auditing service only.

Other Service Fee

The Company and its associated companies don't pay any other service fee to the EY Office Limited for the fiscal year 2015.

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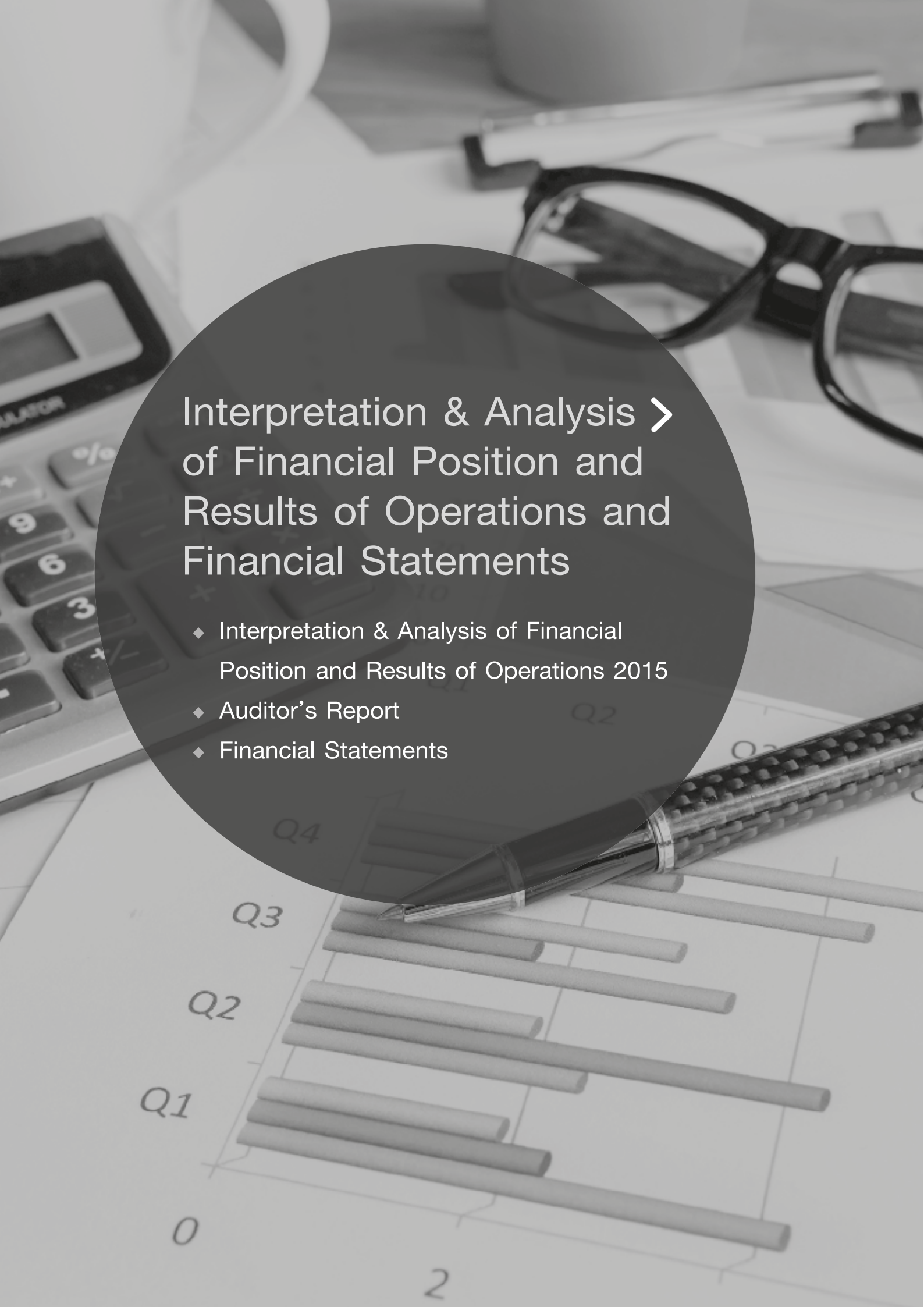
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Interpretation & Analysis > of Financial Position and Results of Operations and Financial Statements

- ◆ Interpretation & Analysis of Financial Position and Results of Operations 2015
- ◆ Auditor's Report
- ◆ Financial Statements

♦ Interpretation & Analysis of Financial Position and Results of Operations 2015

Profitability and Operation Efficiency

	Consolidated financial statements			Separate financial statement		
	2015	2014	2013	2015	2014	2013
		(Restated)			(Restated)	
Total revenue (Million Baht)*	4,542.57	4,964.94	5,359.09	4,380.13	4,809.74	5,225.74
Growth from the last year (%)	-8.51	-7.35	-6.44	-8.93	-7.96	-6.93

* The total revenue is from financial statement that combines the profit share from the associate, which is in accordance with the total revenue information from the Stock Exchange of Thailand.

In 2015, the Company had been continually affected by economic slowdowns, a decrease of net purchasing power, and rising household debt. Rapid changes in technology, especially in digital devices and digital media, also affected the sales of print publications in every sector, aligning with the decline in the general retail business.

To alleviate the situation, the Company decided to close down 9 small unprofitable branches in 2015 and canceled the rental contract of the old warehouse, which tends to raise rental fees every year. To reduce the financial burden in the long run, the Company had the new warehouse constructed. It officially opened in 2014. As a result, the Company had long-term loans with interest from building this warehouse.

In 2015, the Company had opened new seven branches of SE-ED Book Center. The total number of active branches as of December 31, 2015 was 410 branches, included six points of sale.

The Company has opened two more branches of SE-ED Learning Center and closed seven branches. The total number of active branches as of December 31, 2015 is 21 branches. Seven branches are located in Bangkok Metropolitan Region and fourteen branches are located all over the country. There are two branches operated by the Company and 19 branches are run by franchisees.

Operating performance for year 2015 over the same period last year

(Unit : Million Baht)

	Consolidated financial statements			
	For the year ended 31 December		Change	
	2015	2014	Increase (Decrease)	(%)
Revenues		(Restated)		
Revenues from sales	4,343.31	4,768.68	(425.37)	(8.92%)
Income from tuition fees	153.23	143.98	9.26	6.43%
Interest and dividend income	0.91	1.22	(0.31)	(25.10%)
Other income	45.12	51.06	(5.95)	(11.64%)
Total revenues	4,542.57	4,964.94	(422.37)	(8.51%)
Expenses				
Cost of sales	2,838.91	3,124.20	(285.28)	(9.13%)
Cost of services	115.95	111.32	4.63	4.16%
Selling expenses	985.25	1,028.41	(43.15)	(4.20%)
Administrative expenses	482.68	570.82	(88.14)	(15.44%)
Total expenses	4,422.80	4,834.75	(411.95)	(8.52%)
Gross profit	1,541.67	1,677.13	(135.46)	(8.08%)
Gross Margin (%)	34.29	34.14		0.15%
EBITDA	257.29	275.37	(18.07)	(6.56%)
Profit from operation accordance with Cash Flow Statement	277.67	329.41	(51.74)	(15.71%)
Net profit of shareholders' equity of parent company	70.88	86.40	(15.52)	(17.97%)
EPS (Baht)	0.18	0.22	(0.04)	(18.18%)

OPERATING RESULTS For the year ended December 31, 2015 the financial information can be summarized as follows:

The company and its subsidiaries' total revenue according to the consolidated financial statement 2015 for the year ended December 31, 2015 totals THB 4,542.57 million or a decrease of 8.51% from the previous year. The total revenue from the separate financial statement totals THB 4,380.13 million, or a decrease of 8.93%. The decrease results from the drop in the SE-ED Book Center same-store sales revenue by 9.05%

Net Profit to the consolidated financial statements for the year ended December 31, 2015 amounted to THB 76.51 million, decreased by THB 14.38 million or a decrease of 15.83% can be summarized as follows:

- Gross profit for the year ended December 31, 2015 was THB 1,541.67 million, decreased by THB 135.46 million or 8.08% from last year. However, gross profit margin in 2015 was THB 34.29%, increased by 0.15% from last year. This was the result of the decreased retailing sales of 10.78% affected by the condition of the retailing business and economic slowdowns.
- However gross margin in 2015 was 34.29%, increased by 0.15% from last year due to an 11.18% increase of imported products and higher sales of textbooks sold to educational institutions through distribution channel.
- Cost of sales and services according to consolidated financial statements for the year ended December 31, 2015 was THB 2,954.87 million, decreased by THB 280.66 million or 8.67%, which related to the 8.47% decreased sales.
- Selling General, administrative expenses decreased by 8.21% because of the following factors:
 - The rental fee and service fee of the Headquarter and branches decreased by 10.21% from termination of the rental contract of the old warehouse located on Kingkaew district. The rental fee and service fee of branches decreased because the lease contract was changed from a fixed term to a percentage of sales.
 - Employees' expenses decreased, aligning with a decreased number of the branches. Despite the fact that the provision for long-term employee benefits increased according to the new financial reporting standards by 42.24%.
 - Due to the higher turnover rate of the products, the provision for slow-moving products decreased. The expenses from the provision for deteriorate and slow-moving products decreased by 88.68% thanks to special promotions.
 - In addition, the Company had recorded loss from the high variation of exchange rate of GBP currency.
- As a result of getting loans at the end of 2014, the interest increased by 49.15%.

EBITDA decreased by THB 18.07 million due to a 17.97% decrease of net profit. This was affected by the slowdown in the retail business, especially at the end of the year in Q4/2015, sales decreased by 12.04%. In addition, the Company was affected by adjusting the formula for employees' long term benefits according to new financial reporting standards which was recently enforced in 2015.

Statement of financial position As at 31 December 2015 and 2014

(Unit : Million Baht)

	Consolidated financial statements			
	2015	2014	Increase (Decrease)	(%)
Current assets	800.93	926.30	(125.36)	(13.53%)
Non-current assets	1,787.90	1,875.48	(87.58)	(4.67%)
Total assets	2,588.84	2,801.78	(212.94)	(7.60%)
Current liability	1,129.76	1,264.13	(134.37)	(10.63%)
Non-current liability	465.45	551.74	(86.30)	(15.64%)
Total liability	1,595.20	1,815.87	(220.67)	(12.15%)
Total shareholder's equity	993.64	985.90	7.73	0.78%
Total liability and shareholder's equity	2,588.84	2,801.78	(212.94)	(7.60%)

Current assets decreased by THB 125.36 million as a result of investments decreased by THB 136.87 million or 41.98% from selling investments in order to pay the due long-term loans.

Non-current assets decreased by THB 87.58 million as a result of leasehold decreased by THB 11.64 million and property, plant, and equipment decreased by THB 76.92 million from depreciation and annual amortization.

Current liability decreased by THB 134.37 million because of the following factors:

- Trade account payables and other payables decreased by THB 120.41 million, aligning with a decrease of sales and the due settlement for major payables.
- Current portion of long – term loans increased by THB 6.49 million due to loans of subsidiaries.

Non-current liability decreased by THB 86.30 million or 15.64% long – term loans, net of current portion decreased by THB 86.30 million because of paying off loans from financial institutions and loans from other persons of subsidiaries.

Shareholder's equity increased by THB 7.73 million from the Company's profit of THB 76.51 million and dividend payoff of THB 70.55 million.

Statement of cash flows of 2015 and 2014

(Unit : Million Baht)

	Consolidated financial statement			
	For the year ended		Increase (Decrease)	(%)
	2015	2014		
Cash flows from (used in) operation activities	100.21	(Restated) 53.93	46.28	85.80%
Cash flows from (used in) investing activities	80.81	(425.71)	506.52	118.98%
Cash flows from (used in) financing activities	(151.98)	314.21	(466.19)	(148.37%)
Cash flows increase (decreased)	29.04	(57.57)	86.61	150.45%

Cash flows from operation activities in 2015 was THB 100.21 million

- Profit from operation that was cash was THB 277.67 million.
 - Net profit before income tax in 2015 was THB 93.14 million.
 - Adjustments to reconcile profit before tax was THB 184.53 million, including depreciation and amortization of THB 124.17 million, interest expenses of THB 28.34 million, amortization of leasehold on land and buildings of THB 11.64 million, cost from shrinkage of THB 8.85 million, provision for long-term employees' benefits of THB 8.46 million, loss from donation goods and equipment of THB 6.10 million, allowance for doubtful accounts and estimated goods return (reversal) of THB 3.11 million, allowance of shrinkage, depreciation, slow-moving products of THB 2.97 million, equipment depreciation of THB 2.66 million, loss from stock destruction of THB 2.36 million, adjustment from clearing coupon payable of THB (7.74) million, profit from disposal of current investments of THB (3.05) million and share of profit from investments in associate of THB (1.71) million.
- Cash increased by THB 8.76 million from a decrease of trade receivables and other receivables. Mainly they were from distribution receivable.
- Cash decreased by THB 11.62 million from an increase of inventories of new books through distribution channel. These books were for a new school semester.
- Cash decreased by THB 109.89 million, from a decrease of trade payables, aligning with a decreased sales and unprofitable book closedowns.
- Cash decreased by THB 4.61 million from paying long-term benefits and prestige bonuses to employees.
- Cash decreased by THB 28.37 million from paying interest of long-term loans.
- Cash decreased by THB 34.47 million from income tax deduction of operation result of 2014 and mid-year tax of 2015.

Cash flows from in investing activities in 2015 was THB 80.81 million.

- Cash increased by THB 141.62 million from selling current units in mutual fund to pay off the due long-term loans.
- Cash decreased by THB 63.81 million from buying equipment. Mainly they were decoration expenses of the warehouse located on Bang Na-Trad Road km.21, computers, shelves, and so on.

Cash flows used financing activities in 2015 was THB (151.98) million

- Dividend payoff from operation result in 2014 was paid in May 2015 in the amount of THB 70.55 million.
- Cash decreased by THB 81.43 million from paying long-term loans.

Financial ratios of 2015 and 2014

(Unit : Million Baht)

Financial ratios		Consolidated financial statements	
		For the year ended	
		2015	2014
			(Restated)
Return On Equity (ROE)	%	7.69	9.44
Return on Asset (ROA)	%	4.51	4.90
Debt to Equity Ratio	times	1.61	1.84
Interest Coverage Ratio	times	11.37	19.60
Dividend Payout**	%	66.36	81.65

Note:

- ROE (Return on Equity) = Net profit (Parent Company only) divided by shareholder's equity (averaged) from Parent Company only
- ROA (Return on Assets) = Net profit before financial and tax expenses divided by total assets (averaged)
- Debt to Equity ratio = total debts divided by shareholder's equity (minor shareholder's equity included)
- Debt service Coverage Ratio = Net cash flows from operation activities + interest + income tax expenses divided by interest from operation and investment
- Return On Equity = Net profit (Parent Company only) divided by shareholder's equity (averaged) from Parent Company only
- Dividend payout ** = dividend by net profit

** Dividend payout in 2015 was proposed by the Company's board committee, waiting for approval from the 2015 Annual General Meeting on April 21, 2016.

Return on Equity (ROE) and Return on Assets (ROA) Return on Equity was 7.69%, decreased by 1.75% while Return on Assets was 4.51%, decreased by 0.39% due to slowdown in general retailing business. This resulted in a 12.04% decrease of sales at the end of the year or Q4/2015.

Debt to Equity Ratio was 1.61 times, decreased by 0.23 times due to payment for long-term loans from financial institution.

Interest Coverage Ratio decreased by 8.23 times due to economic slowdowns and low performance on publishing business operation. In addition, the Company had paid loans with interest in the accounting period (received loans according to the contract in Q4/2014.)

◆ Independent Auditor's Report

To the Shareholders of SE-EDUCATION PUBLIC COMPANY LIMITED

I have audited the accompanying consolidated financial statements of SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries, which comprise the consolidated statement of financial position as at 31 December 2015, and the related consolidated statements of income, comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information, and have also audited the separate financial statements of SE-EDUCATION PUBLIC COMPANY LIMITED for the same period.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Thai Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Thai Standards on Auditing. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries and of SE-EDUCATION PUBLIC COMPANY LIMITED as at 31 December 2015, and their financial performance and cash flows for the year then ended, in accordance with Thai Financial Reporting Standards.

**Pimjai Manitkajohnkit**

Certified Public Accountant (Thailand) No. 4521

EY Office Limited

Bangkok: 26 February 2016

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Statement of financial position

As at 31 December 2015

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2015	2014	2015	2014
Assets					
Current assets					
Cash and cash equivalents	8	131,671,472	102,630,235	86,443,582	98,479,817
Current investments	9	189,301,574	326,173,127	157,187,871	265,471,827
Trade and other receivables	7,10	70,419,465	85,400,478	66,360,726	81,657,646
Inventories	11	368,512,980	377,172,188	365,867,436	376,208,413
Other current assets	12	41,027,668	34,919,104	39,117,693	34,590,192
Total current assets		800,933,159	926,295,132	714,977,308	856,407,895
Non-current assets					
Restricted bank deposits and other investments	13	13,354,771	13,310,360	13,354,771	13,310,360
Investments in subsidiaries	14	-	-	70,305,466	70,317,416
Investments in associate	15	25,651,009	25,936,608	100,000	100,000
Property, plant and equipment	16	1,529,225,366	1,606,147,555	1,320,763,401	1,384,493,568
Leasehold rights on land	7,17	6,031,724	6,366,565	-	-
Leasehold rights on buildings	18	63,291,797	74,595,808	63,291,797	74,595,808
Intangible assets	19	7,158,278	9,141,274	7,532,933	9,537,172
Prepaid book copyright and translation fee		16,266,072	18,295,104	16,266,072	18,295,104
Rental guarantee and deposit		100,358,323	101,308,189	100,358,323	101,308,189
Deferred tax assets	28	19,685,705	18,311,937	20,912,357	19,612,239
Other non-current assets	20	6,881,092	2,066,627	6,804,839	2,021,548
Total non-current assets		1,787,904,137	1,875,480,027	1,619,689,959	1,693,591,404
Total assets		2,588,837,296	2,801,775,159	2,334,667,267	2,549,999,299

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Statement of financial position (continued)

As at 31 December 2015

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2015	2014	2015	2014
Liabilities and shareholders' equity					
Current liabilities					
Trade and other payables	7, 22	968,861,292	1,089,274,732	961,529,336	1,080,363,354
Current portion of long-term loans	24	87,920,000	81,430,000	71,520,000	71,520,000
Income received in advance recognisable within one year	21	43,560,954	42,626,374	-	-
Income tax payable		235,625	10,333,208	-	10,333,208
Current portion of provision for long-term employee benefits	31.2	3,630,000	4,354,000	3,630,000	4,354,000
Other current liabilities	23	25,547,600	36,111,160	23,800,048	35,053,226
Total current liabilities		1,129,755,471	1,264,129,474	1,060,479,384	1,201,623,788
Non-current liabilities					
Income received in advance	21	1,932,158	4,155,436	-	-
Long-term loans, net of current portion	24	411,890,000	499,810,000	333,120,000	404,640,000
Provision for long-term employee benefits, net of current portion	31.2	43,495,675	39,252,945	39,079,260	36,188,219
Other non-current liabilities		8,128,482	8,525,001	8,128,482	8,525,001
Total non-current liabilities		465,446,315	551,743,382	380,327,742	449,353,220
Total liabilities		1,595,201,786	1,815,872,856	1,440,807,126	1,650,977,008

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Statement of financial position (continued)

As at 31 December 2015

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2015	2014	2015	2014
Shareholders' equity					
Share capital					
Registered					
391,944,529 ordinary shares of Baht 1 each		391,944,529	391,944,529	391,944,529	391,944,529
Issued and paid-up					
391,944,418 ordinary shares of Baht 1 each		391,944,418	391,944,418	391,944,418	391,944,418
Share premium		149,420,558	149,420,558	149,420,558	149,420,558
Retained earnings					
Appropriated - statutory reserve	26	39,194,453	39,194,453	39,194,453	39,194,453
Unappropriated		211,567,450	210,280,594	187,765,562	194,034,051
Other components of shareholders' equity		130,330,203	129,485,165	125,535,150	124,428,811
Equity attributable to owners of the Company		922,457,082	920,325,188	893,860,141	899,022,291
Non-controlling interests of the subsidiaries		71,178,428	65,577,115	-	-
Total shareholders' equity		993,635,510	985,902,303	893,860,141	899,022,291
Total liabilities and shareholders' equity		2,588,837,296	2,801,775,159	2,334,667,267	2,549,999,299

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Statement of income

For the year ended 31 December 2015

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2015	2014	2015	2014
			(Restated)		(Restated)
Revenues					
Revenues from sales		4,343,305,599	4,768,676,232	4,340,601,204	4,765,634,134
Tuition fees income	21	153,232,203	143,976,526	-	-
Interest and dividend income	7, 15	914,244	1,220,663	2,806,382	3,140,040
Other income		45,118,215	51,063,215	36,725,225	40,963,312
Total revenues		4,542,570,261	4,964,936,636	4,380,132,811	4,809,737,486
Expenses					
Cost of sales		2,838,914,737	3,124,199,410	2,835,085,928	3,120,201,552
Cost of tuition fees		115,951,838	111,324,877	-	-
Selling expenses		985,252,584	1,028,406,072	985,252,584	1,028,406,072
Administrative expenses		482,683,048	570,822,954	457,687,683	542,484,964
Total expenses		4,422,802,207	4,834,753,313	4,278,026,195	4,691,092,588
Profit before share of profit from investments in associate, finance cost and income tax expenses		119,768,054	130,183,323	102,106,616	118,644,898
Share of profit from investments in associate	15	1,714,401	2,252,343	-	-
Profit before finance cost and income tax expenses		121,482,455	132,435,666	102,106,616	118,644,898
Finance cost		(28,343,888)	(19,002,654)	(22,207,818)	(12,335,218)
Profit before income tax expenses		93,138,567	113,433,012	79,898,798	106,309,680
Income tax expenses	28	(16,626,539)	(22,536,231)	(16,349,180)	(22,530,333)
Profit for the year		76,512,028	90,896,781	63,549,618	83,779,347
Profit attributable to					
Equity holders of the Company		70,876,498	86,400,224	63,549,618	83,779,347
Non-controlling interests of the subsidiaries		5,635,530	4,496,557		
		76,512,028	90,896,781		
Earnings per share	29				
Basic earnings per share		0.18	0.22	0.16	0.21
Profit attributable to equity holders of the Company					

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Statement of comprehensive income

For the year ended 31 December 2015

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2015	2014	2015	2014
			(Restated)		(Restated)
Profit for the year		76,512,028	90,896,781	63,549,618	83,779,347
Other comprehensive income:					
Other comprehensive income to be reclassified to profit or loss in subsequent periods					
Gain on changes in value of available-for-sale investments	9	1,703,358	1,439,370	1,716,044	971,376
Less: Income tax effect	28	(340,672)	(1,506,127)	(343,209)	(194,275)
Other comprehensive income to be reclassified to profit or loss in subsequent periods - net of income tax		1,362,686	(66,757)	1,372,835	777,101
Other comprehensive income not to be reclassified to profit or loss in subsequent periods					
Actuarial gain (loss)	31.2	328,853	(6,219,958)	385,757	(6,711,554)
Less: Income tax effect	28	77,151	1,342,311	77,151	1,342,311
Other comprehensive income not to be reclassified to profit or loss in subsequent periods - net of income tax		406,004	(4,877,647)	462,908	(5,369,243)
Other comprehensive income for the year		1,768,690	(4,944,404)	1,835,743	(4,592,142)
Total comprehensive income for the year		78,280,718	85,952,377	65,385,361	79,187,205
Total comprehensive income attributable to					
Equity holders of the Company		72,679,405	81,013,906	65,385,361	79,187,205
Non-controlling interests of subsidiaries		5,601,313	4,938,471		
Total comprehensive income for the year		78,280,718	85,952,377		

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Statement of changes in shareholders' equity

For the year ended 31 December 2015

(Unit: Baht)

		Consolidated financial statements										
		Equity attributable to the parent's shareholders										
Note		Issued and paid-up share capital	Share premium	Retained earnings		Other components of equity				Total equity attributable to shareholders of the Company	Equity attributable to non-controlling interests of the subsidiaries	Total shareholders' equity
				Appropriated	Unappropriated	Other comprehensive income			Total other components of shareholders' equity			
						Surplus (deficit) on changes in value of available-for-sale investments	Surplus on revaluation of assets					
	Balance as at 1 January 2014	391,944,418	149,420,558	39,194,453	198,970,962	360	130,330,526	130,330,886	909,861,277	60,638,644	970,499,921	
	Profit for the year (restated)	-	-	-	86,400,224	-	-	-	86,400,224	4,496,557	90,896,781	
	Other comprehensive income for the year (restated)	-	-	-	(5,128,508)	960,443	(1,218,253)	(257,810)	(5,386,318)	441,914	(4,944,404)	
	Total comprehensive income for the year	-	-	-	81,271,716	960,443	(1,218,253)	(257,810)	81,013,906	4,938,471	85,952,377	
32	Dividend paid	-	-	-	(70,549,995)	-	-	-	(70,549,995)	-	(70,549,995)	
25	Transferred surplus on revaluation of assets to retained earning	-	-	-	587,911	-	(587,911)	(587,911)	-	-	-	
	Balance as at 31 December 2014	391,944,418	149,420,558	39,194,453	210,280,594	960,803	128,524,362	129,485,165	920,325,188	65,577,115	985,902,303	
	Balance as at 1 January 2015	391,944,418	149,420,558	39,194,453	210,280,594	960,803	128,524,362	129,485,165	920,325,188	65,577,115	985,902,303	
	Profit for the year	-	-	-	70,876,498	-	-	-	70,876,498	5,635,530	76,512,028	
	Other comprehensive income for the year	-	-	-	435,042	1,367,865	-	1,367,865	1,802,907	(34,217)	1,768,690	
	Total comprehensive income for the year	-	-	-	71,311,540	1,367,865	-	1,367,865	72,679,405	5,601,313	78,280,718	
32	Dividend paid	-	-	-	(70,547,511)	-	-	-	(70,547,511)	-	(70,547,511)	
25	Transferred surplus on revaluation of assets to retained earning	-	-	-	522,827	-	(522,827)	(522,827)	-	-	-	
	Balance as at 31 December 2015	391,944,418	149,420,558	39,194,453	211,567,450	2,328,668	128,001,535	130,330,203	922,457,082	71,178,428	993,635,510	

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Statement of changes in shareholders' equity

For the year ended 31 December 2015

(Unit: Baht)

	Note	Separate financial statements						
		Issued and paid-up share capital	Share premium	Retained earnings		Other components of equity		
				Appropriated	Unappropriated	Other comprehensive income		Total other components of shareholders' equity
						Surplus (deficit) on changes in value of available-for-sale investments	Surplus on revaluation of assets	
Balance as at 1 January 2014		391,944,418	149,420,558	39,194,453	185,907,446	360	123,917,846	890,385,081
Profit for the year (restated)	4	-	-	-	83,779,347	-	-	83,779,347
Other comprehensive income for the year (restated)	4	-	-	-	(5,369,243)	777,101	-	(4,592,142)
Total comprehensive income for the year		-	-	-	78,410,104	777,101	-	79,187,205
Dividend paid	32	-	-	-	(70,549,995)	-	-	(70,549,995)
Transferred surplus on revaluation of assets to retained earning	25	-	-	-	266,496	-	(266,496)	-
Balance as at 31 December 2014		391,944,418	149,420,558	39,194,453	194,034,051	777,461	123,651,350	899,022,291
Balance as at 1 January 2015		391,944,418	149,420,558	39,194,453	194,034,051	777,461	123,651,350	899,022,291
Profit for the year		-	-	-	63,549,618	-	-	63,549,618
Other comprehensive income for the year		-	-	-	462,908	1,372,835	-	1,835,743
Total comprehensive income for the year		-	-	-	64,012,526	1,372,835	-	65,385,361
Dividend paid	32	-	-	-	(70,547,511)	-	-	(70,547,511)
Transferred surplus on revaluation of assets to retained earning	25	-	-	-	266,496	-	(266,496)	-
Balance as at 31 December 2015		391,944,418	149,420,558	39,194,453	187,765,562	2,150,296	123,384,854	893,860,141

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Cash flow statement

For the year ended 31 December 2015

(Unit: Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
		(Restated)		(Restated)
Cash flows from operating activities				
Profit before tax	93,138,567	113,433,012	79,898,798	106,309,680
Adjustments to reconcile profit before tax to net cash provided by (paid from) operating activities:				
Depreciation and amortisation	124,173,308	129,781,654	106,560,193	111,676,997
Allowance for doubtful accounts and estimated goods return (reversal)	3,114,268	(2,473,343)	2,850,711	(1,307,013)
Adjustment from reconciliation accounts receivable	(5,743)	(201,074)	(5,743)	(201,074)
Allowance for impairment of assets (reversal)	(718,718)	2,427,055	(718,718)	2,427,055
Expense from lost of inventories	8,853,400	12,235,522	8,853,400	12,235,522
Allowance for dilapidated slow moving and loss of inventories	2,971,256	26,236,333	2,971,256	26,236,333
Share of profit from investment in associate	(1,714,401)	(2,252,343)	-	-
Gain on disposal of current investments	(3,046,911)	(1,481,713)	(2,121,822)	(1,248,405)
Expense for donation of goods and equipment	6,095,993	5,137,159	6,095,992	5,137,159
Loss from stock destruction	2,362,913	5,570,598	2,362,913	5,570,598
Provision for long-term employee benefits	8,462,448	6,063,710	6,861,798	4,692,018
Loss on sales and written-off equipment	2,657,224	9,543,315	2,655,156	9,606,158
Loss on impairment of investment	-	-	11,950	164,606
Amortisation of leasehold right on land and buildings	11,638,851	13,147,914	11,304,010	12,813,073
Adjustment from clearing coupon payable	(7,741,600)	(5,512,800)	(7,741,600)	(5,512,800)
Interest expenses	28,343,887	18,972,653	22,207,818	12,335,218
Interest income	(914,245)	(1,220,663)	(806,382)	(1,140,040)
Dividend income	-	-	(2,000,000)	(2,000,000)
Profit from operating activities before changes in operating assets and liabilities	277,670,497	329,406,989	239,239,730	297,795,085

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Cash flow statement (continued)

For the year ended 31 December 2015

(Unit: Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
		(Restated)		(Restated)
Operating assets (increase) decrease				
Trade and other receivables	8,764,358	19,365,607	9,343,822	18,823,913
Inventories	(11,624,354)	(52,666,420)	(9,942,583)	(55,003,390)
Prepaid expenses	(988,213)	2,667,795	555,407	1,361,472
Compensation receivable from the insurance claim	3,108,130	57,038	3,108,130	57,038
Other current assets	1,027,055	2,398,433	977,703	4,968,401
Prepaid book copyright and translation fee	2,029,032	4,857,516	2,029,032	4,857,516
Rental guarantee and deposit	949,866	6,868,294	949,866	6,868,294
Other non-current assets	1,125,535	(1,736,241)	1,156,709	(1,736,210)
Operating liabilities increase (decrease)				
Trade and other payables	(109,892,366)	(182,376,799)	(108,165,604)	(185,490,765)
Income received in advance	(1,288,698)	(2,025,186)	-	-
Other current liabilities	(2,821,960)	(15,974,570)	(3,511,578)	(15,893,880)
Cash paid for long-term employee benefits	(4,614,866)	(14,589,190)	(4,309,000)	(14,589,190)
Other non-current liabilities	(396,519)	(115,849)	(396,519)	(100,000)
Cash flows from operating activities	163,047,497	96,137,417	131,035,115	61,918,284
Cash paid for interest expenses	(28,371,352)	(18,918,201)	(22,235,283)	(12,280,766)
Cash paid for income tax	(34,469,195)	(23,287,587)	(34,356,350)	(23,270,139)
Net cash flows from operating activities	100,206,950	53,931,629	74,443,482	26,367,379
Cash flows from investing activities				
Decrease (increase) in current investments	141,621,822	(301,251,594)	112,121,822	(241,251,595)
Dividend received from associated company	2,000,000	2,000,000	-	-
Interest income	874,625	1,322,986	853,557	1,242,363
Dividends income	-	-	2,000,000	2,000,000
Decrease (increase) in restricted bank deposit and other investment	(44,411)	1,271,559	(44,411)	1,271,559
Acquisition of property and equipment	(63,810,483)	(126,977,182)	(59,506,615)	(120,725,538)
Proceeds from sales of equipment	215,291	1,240,659	208,487	1,177,684
Acquisition of intangible assets	(45,046)	(3,316,939)	(45,046)	(3,852,939)
Net cash flows from (used in) investing activities	80,811,798	(425,710,511)	55,587,794	(360,138,466)

The accompanying notes are an integral part of the financial statements.

SE-EDUCATION PUBLIC COMPANY LIMITED and its subsidiaries

Cash flow statement (continued)

For the year ended 31 December 2015

(Unit: Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
		(Restated)		(Restated)
Cash flows from financing activities				
Repayment of short-term loans from financial institutions	-	(100,000,000)	-	(100,000,000)
Cash receipt from long-term loans	-	529,500,000	-	500,000,000
Repayment of long-term loans	(81,430,000)	(44,740,000)	(71,520,000)	(23,840,000)
Dividend paid	(70,547,511)	(70,549,995)	(70,547,511)	(70,549,995)
Net cash flows from (used in) financing activities	(151,977,511)	314,210,005	(142,067,511)	305,610,005
Net increase (decrease) in cash and cash equivalents	29,041,237	(57,568,877)	(12,036,235)	(28,161,082)
Cash and cash equivalents at beginning of year	102,630,235	160,199,112	98,479,817	126,640,899
Cash and cash equivalents at end of year (Note 8)	131,671,472	102,630,235	86,443,582	98,479,817
Supplemental cash flows information				
Non-cash transactions				
Increase in revaluation surplus on changes in value of available-for-sale investments	1,703,358	1,439,370	1,716,044	971,376
Purchase of fixed assets for which cash has not been paid	10,493,609	7,168,904	10,640,949	7,174,327
Actuarial gain (loss)	328,852	(6,219,958)	385,757	(6,711,554)
Transfer asset under installation to prepaid leasehold right	5,940,000	-	5,940,000	-

The accompanying notes are an integral part of the financial statements.

♦ SE-EDUCATION PUBLIC COMPANY LIMITED
and its subsidiaries
Notes to financial statements

For the year ended 31 December 2015

1. General information

SE-EDUCATION PUBLIC COMPANY LIMITED (“the Company”) is a public company incorporated and domiciled in Thailand. The Company listed on the Stock Exchange of Thailand on 29 April 1993. The Company’s registered office is located at No. 1858/87-90, Bangna-Trad Road, Bangna Sub-District, Bangna District, Bangkok. Its distribution center is situated at 118 Moo 1, Tambon Sisa Chorakhe Yai, Bang Sao Tong District, Samutprakarn.

The Company and its subsidiaries operate its business in Thailand and are authorized to engage in the following:

1. Operate bookstores which consist of SE-ED Book Center and network stores and various university bookstores in Bangkok and other provinces as well as the network and sales area in various forms.
2. Distribute books for both published by SE-ED and other publishers to bookstores all over the country and to other sales channels.
3. Publish books as well as academic and educational journals and provide services for display advertisements to be published in the Company’s monthly magazine.
4. SE-ED Learning Center, is an education center that provides services and activities aiming to develop potentials and aptitudes of Thai children such as supplementary math and English course.
5. Plearnpattana School, which operates a private school offering courses for students from pre-kindergarten to Matayom 6.
6. BaesLab Co., Ltd. (subsidiary), which operates in consulting, provision and distribution of software and hardware business.

2. Basis of preparation

- 2.1** The financial statements have been prepared in accordance with Thai Financial Reporting Standard enunciated under the Accounting Professions Act B.E. 2547 and their presentation has been made in compliance with the stipulations of the Notification of the Department of Business Development dated 28 September 2011, issued under the Accounting Act B.E. 2543.

The financial statements in Thai language are the official statutory financial statements of the Company. The financial statements in English language have been translated from the Thai language financial statements.

The financial statements have been prepared on a historical cost basis except where otherwise disclosed in the accounting policies.

2.2 Basis of consolidation

- a) The consolidated financial statements include the financial statements of SE-EDUCATION PUBLIC COMPANY LIMITED (“the Company”) and the following subsidiary companies (“the subsidiaries”):

Company's name	Nature of business	Country of incorporation	Percentage of shareholding	
			2015	2014
			(%)	(%)
SE-ED Book Center Co., Ltd.	Business consultant	Thailand	99.99	99.99
Plearn Patt Co., Ltd.	Private school	Thailand	48.97	48.97
BaesLab Co., Ltd.	Technology consultant	Thailand	60.00	60.00

- b) The Company is deemed to have control over an investee or subsidiaries if it has rights, or is exposed, to variable returns from its involvement with the investee, and it has the ability to direct the activities that affect the amount of its returns.
- c) Subsidiaries are fully consolidated, being the date on which the Company obtains control, and continue to be consolidated until the date when such control ceases.
- d) The financial statements of the subsidiaries are prepared using the same significant accounting policies as the Company.
- e) Material balances and transactions between the Company and its subsidiary companies have been eliminated from the consolidated financial statements.
- f) Non-controlling interests represent the portion of profit or loss and net assets of the subsidiaries that are not held by the Company and are presented separately in the consolidated profit or loss and within equity in the consolidated statement of financial position.
- 2.3** The separate financial statements present investments in subsidiaries and associate under the cost method.

3. New financial reporting standards

Below is a summary of financial reporting standards that became effective in the current accounting year and those that will become effective in the future.

(a) Financial reporting standards that became effective in the current year

The Company and its subsidiaries has adopted the revised (revised 2014) and new financial reporting standards issued by the Federation of Accounting Professions which become effective for fiscal years beginning on or after 1 January 2015. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards, with most of the changes directed towards revision of wording and terminology, and provision of interpretations and accounting guidance to users of standards. The adoption of these financial reporting standards does not have any significant impact on the Company's and its subsidiaries financial statements. However, some of these standards involve changes to key principles, which are summarised below:

TAS 19 (revised 2014) Employee Benefits

This revised accounting standard requires that the entity recognise actuarial gains and losses immediately in other comprehensive income while the former accounting standard allowed the entity to recognise such gains and losses immediately in either profit or loss or other comprehensive income, or to recognise them gradually in profit or loss.

The Company and its subsidiaries have changed the recognition of actuarial gains and losses in the current period from an immediate recognition in profit or loss to an immediate recognition in other comprehensive income and adjusted the current period's transactions and restated the prior period's financial statements, presented as comparative information, as if the Company had always applied this accounting policy. The cumulative effect of changes in accounting policies is presented in Note 4.

TFRS 10 Consolidated Financial Statements

TFRS 10 prescribes requirements for the preparation of consolidated financial statements and replaces the content of TAS 27 *Consolidated and Separate Financial Statements* dealing with consolidated financial statements. This financial reporting standard changes the principles used in considering whether control exists. Under this financial reporting standard, an investor is deemed to have control over an investee if it has rights, or is exposed, to variable returns from its involvement with the investee, and it has the ability to direct the activities that affect the amount of its returns, even if it holds less than half of the shares or voting rights. This important change requires the management to exercise a lot of judgement when reviewing whether the Company and its subsidiaries have control over investees and determining which entities have to be included in preparation of the consolidated financial statements.

This financial reporting standard does not have any impact on the Company's and its subsidiaries' financial statements.

TFRS 11 Joint Arrangements

TFRS 11 supersedes TAS 31 *Interests in Joint Ventures*. This financial reporting standard requires an entity investing in any other entity to determine whether the entity and other investors have joint control in the investment. When joint control exists, there is deemed to be a joint arrangement and the entity then needs to apply judgement to assess whether the joint arrangement is a joint operation or a joint venture and to account for the interest in the investment in a manner appropriate to the type of joint arrangement. If it is a joint operation, the entity is to recognise its shares of assets, liabilities, revenue and expenses of the joint operation, in proportion to its interest, in its separate financial statements. If it is a joint venture, the entity is to account for its investment in the joint venture using the equity method in the financial statements in which the equity method is applied or the consolidated financial statements (if any), and at cost in the separate financial statements.

This financial reporting standard does not have any impact on the Company's and its subsidiaries' financial statements.

TFRS 12 Disclosure of Interests in Other Entities

This financial reporting standard stipulates disclosures relating to an entity's interests in subsidiaries, joint arrangements and associates, including structured entities. This standard therefore has no financial impact on the financial statements of the Company and its subsidiaries.

TFRS 13 Fair Value Measurement

This financial reporting standard provides guidance on how to measure fair value and stipulates disclosures related to fair value measurement. Entities are to apply the guidance under this financial reporting standard if they are required by other financial reporting standards to measure their assets or liabilities at fair value. The effects of the adoption of this standard are to be recognised prospectively.

This financial reporting standard does not have any significant impact on the Company's and its subsidiaries' financial statements.

(b) Financial reporting standard that will become effective in the future

During the current year, the Federation of Accounting Professions issued a number of the revised (revised 2015) and new financial reporting standards and accounting treatment guidance which is effective for fiscal years beginning on or after 1 January 2016. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards. The Company's management believes that the revised and new financial reporting standards and accounting treatment guidance will not have any significant impact on the financial statements when it is initially applied.

4. Cumulative effect of changes in accounting policies due to the adoption of new financial reporting standard

As described in Note 3, during the current year, the Company and its subsidiaries have changed some of their accounting policies, as a result of the adoption of new and revised financial reporting standards. The cumulative effect of the change has been separately presented in the statements of changes in shareholders' equity.

The amounts of adjustments affecting the statements of comprehensive income are summarised below.

(Unit: Thousand Baht)

	For the year ended 31 December 2014	
	Consolidated financial statements	Separate financial statements
Statements of comprehensive income		
Profit or loss:		
Decrease in actuarial losses	6,220	6,712
Increase in income tax expenses	1,342	1,342
Increase in profit for the year	4,878	5,370
Other comprehensive income:		
Increase in actuarial losses - net of income tax	4,878	5,370
Decrease in other comprehensive income	4,878	5,370
Earnings per share (Baht):		
Increase in basic earnings per share	0.01	0.01

5. Significant accounting policies

5.1 Revenues recognition

- Sales of goods are recognised when the significant risks and rewards of ownership of the goods have passed to the buyer. Sales are the invoiced value, excluding value added tax, of goods supplied after deducting discounts and allowances, except for consignment where the revenue from consignment is recognized when the event of either the sales report is received or the payment is received first.
- Advertising service revenue is recognised when services have been rendered taking into account the stage of completion.
- School entrance fees are recognised as income at the time of acceptance of the students by the subsidiary.

- d) Education supporting fees are recognised as income of the school term to which they relate.
- e) Interest income is recognised on an accrual basis based on the effective interest rate.
- f) Dividends are recognised when the right to receive the dividends is established.

5.2 Cash and cash equivalents

Cash and cash equivalents consist of cash in hand and at banks, and all highly liquid investments with an original maturity of three months or less and not subject to withdrawal restrictions.

5.3 Trade and other receivables/Allowance for doubtful accounts and returned goods

Trade and other receivables are stated at the net realisable value. Allowance for doubtful accounts is provided for the estimated losses that may be incurred in collection of receivables. The allowance is generally based on collection experience and analysis of debt aging.

Allowance for returned goods is based on the percentage of the average returned goods for the year of provincial accounts receivable at the end of the period.

5.4 Inventories/Allowance for dilapidated, slow moving and loss of inventories

Finished goods are valued at the lower of cost (weighted average) and net realisable value. Cost includes all production costs and attributable factory overheads.

Work in process are valued at the lower of standard cost (which approximates actual cost) and net realisable value.

Raw materials are valued at the lower of average cost and net realisable value and are charged to production costs whenever consumed.

Allowance for dilapidated and slow moving is based on the percentage of the inventory turnover in conjunction with the consideration of the book editor.

Allowance for lost goods are charged at rates of 0.30% for each sales branch. The reversal of such allowance incurred when the inventory taking and inventories lost actually at the branch.

5.5 Investments

- a) Investments in available-for-sale securities are stated at fair value. Changes in the fair value of these securities are recorded in other comprehensive income, and will be recorded in profit or loss when the securities are sold.
- b) Investments in associate are accounted for in the consolidated financial statements using the equity method.
- c) Investments in subsidiaries and associate are accounted for in the separate financial statements using the cost method net of provision for impairment of investments (if any).

The fair value of marketable securities is based on the latest bid price of the last working day of the year. The fair value of debt instruments is determined based on yield rates quoted by the Thai Bond Market Association. The fair value of unit trusts is determined from their net asset value.

The weighted average method is used for computation of the cost of investments.

5.6 Property, plant and equipment/Depreciation

Land and building and improvement are stated at revalued amount less accumulated depreciation and allowance for loss on impairment of assets (if any).

Land and buildings are initially recorded at cost on the acquisition date, and subsequently revalued by an independent professional appraiser to their fair values. Revaluations are made every 5 year to ensure that the carrying amount does not differ materially from fair value at the end of reporting period.

Equipments are stated at cost less accumulated depreciation and allowance for loss on impairment of assets (if any).

Differences arising from the revaluation are dealt with in the financial statements as follows:

- When an asset's carrying amount is increased as a result of a revaluation of the Company's assets, the increase is credited directly to the other comprehensive income and the cumulative increase is recognised equity under the heading of "Revaluation surplus". However, a revaluation increase is recognised as income to the extent that it reverses a revaluation decrease in respect of the same asset previously recognised as an expense.
- When an asset's carrying amount is decreased as a result of a revaluation of the Company's assets, the decrease is recognised in profit or loss. However, the revaluation decrease is charged to the other comprehensive income to the extent that it does not exceed an amount already held in "Revaluation surplus" in respect of the same asset.

Depreciation of building and equipment is calculated by reference to their costs or the revalued amounts on the straight-line basis over the following estimated useful lives:

Land improvement	10 - 50 years
Buildings and building improvement	5 - 50 years
Building decorations	5 - 6 years
Office equipment and air conditioners	5 - 10 years
Motor vehicles	5 - 10 years

Depreciation is included in determining income.

No depreciation is provided on land and assets under installation.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on disposal of an asset is included in profit or loss when the asset is derecognised.

5.7 Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale are capitalised as part of the cost of the respective assets. All other borrowing costs are expensed in the period they are incurred. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

5.8 Intangible assets

Intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses (if any).

Intangible assets with finite lives are amortised on a systematic basis over the economic useful life and tested for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method of such intangible assets are reviewed at least at each financial year end. The amortisation expense is charged to profit or loss.

A summary of the intangible assets with finite useful lives is as follows:

	Useful lives
Computer software	5 - 10 years
Book copyright and translation fee	Amortised per number of book sold

5.9 Leasehold rights on land and buildings/Amortisation

Leasehold rights on land and buildings are stated at cost less accumulated amortisation and allowance for loss on impairment of assets (if any). Amortisation of leasehold rights on land and buildings calculate base on the straight-line basis over the lease term.

The amortisation expense are included in determining income.

5.10 Related party transactions

Related parties comprise enterprises and individuals that control, or are controlled by, the Company, whether directly or indirectly, or which are under common control with the Company.

They also include associated companies and individuals which directly or indirectly own a voting interest in the Company that gives them significant influence over the Company, key management personnel, directors, and officers with authority in the planning and direction of the Company's operations.

5.11 Long-term leases

Leases of property, plant or equipment which transfer substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lower of the fair value of the leased assets and the present value of the minimum lease payments. The outstanding rental obligations, net of

finance charges, are included in long-term payables, while the interest element is charged to profit or loss over the lease period. The assets acquired under finance leases are depreciated over the useful life of the asset.

Leases of property, plant or equipment which do not transfer substantially all the risks and rewards of ownership are classified as operating leases. Operating lease payments are recognised as an expense in profit or loss on a straight line basis over the lease term.

5.12 Foreign currencies

The consolidated and separate financial statements are presented in Baht, which is also the Company's functional currency. Items of each entity included in the consolidated financial statements are measured using the functional currency of that entity.

Transactions in foreign currencies are translated into Baht at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into Baht at the exchange rate ruling at the end of reporting period.

Gains and losses on exchange are included in determining income.

5.13 Impairment of assets

At the end of each reporting period, the Company and its subsidiaries perform impairment reviews in respect of the property, plant and equipment and other intangible assets whenever events or changes in circumstances indicate that an asset may be impaired. An impairment loss is recognised when the recoverable amount of an asset, which is the higher of the asset's fair value less costs to sell and its value in use, is less than the carrying amount.

An impairment loss is recognised in profit or loss. However in cases where property, plant and equipment were previously revalued and the revaluation was taken to equity, a part of such impairment is recognised in equity up to the amount of the previous revaluation.

In the assessment of asset impairment if there is any indication that previously recognised impairment losses may no longer exist or may have decreased, the Company and its subsidiaries estimate the asset's recoverable amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The increased carrying amount of the asset attributable to a reversal of an impairment loss shall not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in profit or loss unless the asset is carried at a revalued amount, in which case the reversal, which exceeds the carrying amount that would have been determined, is treated as a revaluation increase.

5.14 Employee benefits

Short-term employee benefits

Salaries, wages, bonuses and contributions to the social security fund are recognised as expenses when incurred.

Post-employment benefits and other long-term employee benefits

Defined contribution plans

The Company and its employees have jointly established a provident fund. The fund is monthly contributed by employees and by the Company. The fund's assets are held in a separate trust fund and the Company's contributions are recognised as expenses when incurred.

Defined benefit plans and other long-term employee benefits

The Company and its subsidiaries have obligations in respect of the severance payments it must make to employees upon retirement under labor law and other employee benefit plans. The Company and its subsidiaries treat these severance payment obligations as a defined benefit plan. In addition, the Company provides other long-term employee benefit plan, namely long service awards.

The obligation under the defined benefit plan and other long-term employee benefit plans is determined by the director of human resource and organisation development of the Company, based on actuarial techniques, using the projected unit credit method.

Actuarial gains and losses arising from post-employment benefits are recognised immediately in other comprehensive income and other long-term benefits are recognised immediately in profit and loss.

5.15 Provisions

Provisions are recognised when the Company and its subsidiaries have a present obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

5.16 Income tax

Income tax expense represents the sum of corporate income tax currently payable and deferred tax.

Current tax

Current income tax is provided in the accounts at the amount expected to be paid to the taxation authorities, based on taxable profits determined in accordance with tax legislation.

Deferred tax

Deferred income tax is provided on temporary differences between the tax bases of assets and liabilities and their carrying amounts at the end of each reporting period, using the tax rates enacted at the end of the reporting period.

The Company and its subsidiaries recognise deferred tax liabilities for all taxable temporary differences while they recognise deferred tax assets for all deductible temporary differences and tax losses carried forward to the extent that it is probable that future taxable profit will be available against which such deductible temporary differences and tax losses carried forward can be utilised.

At each reporting date, the Company and its subsidiaries review and reduce the carrying amount of deferred tax assets to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised.

The Company and its subsidiaries record deferred tax directly to shareholders' equity if the tax relates to items that are recorded directly to shareholders' equity.

5.17 Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between buyer and seller (market participants) at the measurement date. The Company and its subsidiaries apply a quoted market price in an active market to measure their assets and liabilities that are required to be measured at fair value by relevant financial reporting standards. Except in case of no active market of an identical asset or liability or when a quoted market price is not available, the Company and its subsidiaries measure fair value using valuation technique that are appropriate in the circumstances and maximises the use of relevant observable inputs related to assets and liabilities that are required to be measured at fair value.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy into three levels based on categorise of input to be used in fair value measurement as follows:

Level 1 - Use of quoted market prices in an observable active market for such assets or liabilities

Level 2 - Use of other observable inputs for such assets or liabilities, whether directly or indirectly

Level 3 - Use of unobservable inputs such as estimates of future cash flows

At the end of each reporting period, the Company and its subsidiaries determine whether transfers have occurred between levels within the fair value hierarchy for assets and liabilities held at the end of the reporting period that are measured at fair value on a recurring basis.

6. Significant accounting judgements and estimates

The preparation of financial statements in conformity with financial reporting standards at times requires management to make subjective judgements and estimates regarding matters that are inherently uncertain. These judgements and estimates affect reported amounts and disclosures; and actual results could differ from these estimates. Significant judgements and estimates are as follows:

Consolidation of subsidiaries that the Company holds less than half of shares

The management of the Company determined that the Company has control over Plearn Patt Company Limited, even though the Company holds 48.97% of shares and voting rights that is less than half of shares and voting rights. This is because the Company is a major shareholder and has the ability to direct the significant activities, while other shareholders are only minor shareholders. As a result, Plearn Patt Company Limited is deemed to be a subsidiary of the Company and has to be included in the consolidated financial statements from the date on which the Company assumed control.

Leases

In determining whether a lease is to be classified as an operating lease or finance lease, the management is required to use judgement regarding whether significant risk and rewards of ownership of the leased asset has been transferred, taking into consideration terms and conditions of the arrangement.

Allowance for doubtful accounts

In determining an allowance for doubtful accounts, the management needs to make judgement and estimates based upon, among other things, past collection history, aging profile of outstanding debts and the prevailing economic condition.

Fair value of financial instruments

In determining the fair value of financial instruments recognised in the statement of financial position that are not actively traded and for which quoted market prices are not readily available, the management exercise judgement, using a variety of valuation techniques and models. The input to these models is taken from observable markets, and includes consideration of credit risk (bank and counterparty, both) liquidity, correlation and longer-term volatility of financial instruments. Change in assumptions about these factors could affect the fair value recognised in the statement of financial position and disclosures of fair value hierarchy.

Provision for diminution in value of inventories

In determining of provision for diminution in value of inventories (allowance for dilapidated, slow moving and lost goods), the management needs to make judgement and estimates based upon, among other things, past goods returned history, inventory turnover, the consideration of the book edition and past good lost history.

Impairment of investments in securities

The Company and its subsidiaries treats available-for-sale investments and other investments as impaired when there has been a significant or prolonged decline in the fair value below their cost or where other objective evidence of impairment exists. The determination of what is "significant" or "prolonged" requires judgement of the management.

Property, plant and equipment/Depreciation

In determining depreciation of plant and equipment, the management is required to make estimates of the useful lives and residual values of the plant and equipment and to review estimate useful lives and residual values when there are any changes.

The Company and its subsidiaries measures land and buildings at revalued amounts. Such amounts are determined by the independent valuer using the market approach for land and the cost approach for buildings. The valuation involves certain assumptions and estimates as described in Note 16.

In addition, the management is required to review property, plant and equipment for impairment on a periodical basis and record impairment losses when it is determined that their recoverable amount is lower than the carrying amount. This requires judgements regarding forecast of future revenues and expenses relating to the assets subject to the review.

Deferred tax assets

Deferred tax assets are recognised for deductible temporary differences and unused tax losses to the extent that it is probable that taxable profit will be available against which the temporary differences and losses can be utilised. Significant management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and level of estimate future taxable profits.

Post-employment benefits under defined benefit plans and other long-term employee benefits

The obligation under the defined benefit plan and other long-term employee benefit plans is determined based on actuarial techniques. Such determination is made based on various assumptions, including discount rate, future salary increase rate and staff turnover rate.

7. Related party transactions

During the years, the Company and its subsidiaries had significant business transactions with related parties. Such transactions, which are summarised below, arose in the ordinary course of business and were concluded on commercial terms and bases agreed upon between the Company, its subsidiaries and those related parties.

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements		Transfer Pricing Policy
	2015	2014	2015	2014	
<u>Transactions with subsidiary</u>					
(being eliminated in the consolidated financial statements)					
Purchase of goods	-	-	-	2,268	Market price
Purchase of intangible assets	-	-	-	3,840	Mutually agreed agreement
Sales of goods	-	-	923	821	Market price
Service expenses	-	-	3,400	-	Mutually agreed agreement
<u>Transactions with associate company</u>					
Dividend income	-	-	2,000	2,000	As declared
<u>Transactions with management and directors</u>					
Lease land	1,101	1,101	-	-	Mutually agreed agreement
Amortised leasehold rights on land	335	335	-	-	Mutually agreed agreement
Interest expenses	30	30	-	-	5% - 6% per annum
<u>Transactions with related companies</u>					
Purchases of goods	1,474	725	1,474	725	Market price

As at 31 December 2015 and 2014, the balances of the accounts between the Company and those related parties and companies are as follows:

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
<u>Leasehold rights on land</u>				
Shareholder/director of subsidiary	6,032	6,367	-	-
<u>Trade accounts receivable (Note 10)</u>				
Subsidiary	-	-	-	66
Related companies of shareholders	1,083	787	1,083	787
Total	1,083	787	1,083	853
<u>Trade accounts payable (Note 22)</u>				
Associate	1,279	1,710	1,279	1,710
Shareholders	-	1,725	-	1,725
Related companies of shareholders	1,906	16	1,906	16
Total	3,185	3,451	3,185	3,451

Directors and management's benefits

During the years ended 31 December 2015 and 2014, the Company and its subsidiaries had employee benefit expenses payable to their directors and management as below.

(Unit : Million Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Short-term employee benefits	27.58	26.70	24.48	23.81
Post-employment benefits	0.83	0.95	0.46	0.26
Total	28.41	27.65	24.94	24.07

8. Cash and cash equivalents

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Cash	26,848	28,077	26,650	27,903
Bank deposits with maturity not over 3 months	104,824	74,553	59,793	70,577
Total	131,672	102,630	86,443	98,480

As at 31 December 2015, bank deposit in saving accounts, fixed deposits and government bonds carried interest between 0.10% and 3.625% per annum (2014: between 0.125% and 2.30% per annum).

9. Current investments

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Investments in open-end fund - Cost	186,158	324,733	154,500	264,500
Add: Unrealised gain on changes in value of investments	3,143	1,440	2,688	972
Investments in open-end fund - Fair value	189,301	326,173	157,188	265,472
Total current investments	189,301	326,173	157,188	265,472

10. Trade and other receivables

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Trade accounts receivables - related parties				
Aged on the basis of due dates				
Not yet due	1,083	787	1,083	822
Past due				
Up to 6 months	-	-	-	31
Total trade accounts receivables - related parties, net	1,083	787	1,083	853
Trade accounts receivable - unrelated parties				
Aged on the basis of due dates				
Not yet due	63,341	47,599	63,341	47,547
Past due				
Up to 6 months	14,988	34,953	11,683	32,119
6 - 12 months	3,967	1,657	3,392	1,289
Over 12 months	890	5,215	149	4,611
Total	83,186	89,424	78,565	85,566
<i>Less: Allowance for doubtful debts</i>	(9,569)	(8,484)	(8,541)	(7,720)
<i>Allowance for goods return</i>	(7,004)	(4,975)	(7,004)	(4,975)
Total trade accounts receivables - unrelated parties, net	66,613	75,965	63,020	72,871
Other receivables				
Advances	518	1,073	502	979
Insurance claim receivable	-	3,108	-	3,108
Others	2,206	4,467	1,756	3,847
Total other receivables	2,724	8,648	2,258	7,934
Trade and other receivables - net	70,420	85,400	66,361	81,658

11. Inventories

(Unit : Thousand Baht)

	Consolidated financial statements					
	Cost		Reduce cost to net realisable value		Inventories-net	
	2015	2014	2015	2014	2015	2014
Raw materials	10,806	11,662	-	-	10,806	11,662
Work in process	8,104	9,015	(382)	(433)	7,722	8,582
Finished goods	555,628	559,549	(205,643)	(202,621)	349,985	356,928
Total	574,538	580,226	(206,025)	(203,054)	368,513	377,172

(Unit : Thousand Baht)

	Separate financial statements					
	Cost		Reduce cost to net realisable value		Inventories-net	
	2015	2014	2015	2014	2015	2014
Raw materials	10,806	11,662	-	-	10,806	11,662
Work in process	6,362	9,015	(382)	(433)	5,980	8,582
Finished goods	554,624	558,485	(205,543)	(202,521)	349,081	355,964
Total	571,792	579,162	(205,925)	(202,954)	365,867	376,208

During the current year, the Company and its subsidiaries reduced cost of inventories by Baht 19 million (2014: Baht 32 million) (The Company only: Baht 19 million and 2014: Baht 32 million), to reflect the net realisable value. This was included in administrative expenses. In addition, the Company reversed the write-down of cost of inventories by Baht 16 million (2014: Baht 6 million) (The Company only: Baht 16 million and 2014: Baht 6 million), and reduced the amount of inventories recognised as expenses during the year.

12. Other current assets

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Supplies	14,512	15,677	13,892	15,055
Prepaid expenses	14,673	13,685	13,594	14,149
Other current assets	11,843	5,557	11,632	5,386
Total	41,028	34,919	39,118	34,590

13. Restricted bank deposits and other investments

(Unit : Thousand Baht)

	Consolidated/Separated financial statements		Interest rate
	2015	2014	(% p.a.)
Fixed deposits with 12 months maturity	8,000	8,000	2.30 - 3.50
Government bonds with 7 years maturity	5,355	5,310	3.625
Total	13,355	13,310	

The Company pledged such fixed deposits and other investments to guarantee electricity use, area rental and distributor as discussed in Note 33.2.

14. Investments in subsidiaries

14.1 Details of investments in subsidiaries as presented in the separate financial statements are as follows:

(Unit : Thousand Baht)

Company's name	Paid-up capital		Shareholding percentage		Cost		Allowance for impairment of investment		Carrying amounts based on cost method - net	
	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
SE-ED Book Center Co., Ltd.	1,000	1,000	(%)	(%)	1,000	1,000	(177)	(165)	823	835
BaesLab Co., Ltd.	250	250	60.00	60.00	150	150	-	-	150	150
Plearn Patt Co.,Ltd.	169,476	169,476	48.97	48.97	83,000	83,000	(13,668)	(13,668)	69,332	69,332
					84,150	84,150	(13,845)	(13,833)	70,305	70,317

14.2 Details of investments in subsidiaries that have material non-controlling interests

(Unit : Million Baht)

Company's name	Proportion of equity interest held by non-controlling interests		Accumulated balance of non-controlling interests		Profit allocated to non-controlling interests during the year		Dividend paid to non-controlling interests during the year	
	2015	2014	2015	2014	2015	2014	2015	2014
Plearn Patt Co.,Ltd.	(%)	(%)						
	51.03	51.03	70.6	65.3	5.3	4.6	-	-

14.3 Summarised financial information that based on amounts before inter-company elimination about subsidiaries that have material non-controlling

Summarised information about financial position

(Unit : Million Baht)

	Plearn Patt Co., Ltd.	
	As at 31 December	
	2015	2014
Current assets	83.1	70.2
Non-current assets	215.9	229.6
Current liabilities	68.8	62.5
Non-current liabilities	86.2	103.6

Summarised information about comprehensive income

(Unit : Million Baht)

	Plearn Patt Co., Ltd.	
	For the year ended 31 December	
	2015	2014
Revenue	165.3	157.5
Profit	10.4	8.4
Other comprehensive income	(0.1)	(0.4)
Total comprehensive income	10.3	8.0

Summarised information about cash flow

(Unit : Million Baht)

	Plearn Patt Co., Ltd.	
	For the year ended 31 December	
	2015	2014
Cash flow from operating activities	25.8	28.1
Cash flow from investing activities	25.3	(66.0)
Cash flow from financing activities	(9.9)	8.5
Net increase (decrease) in cash and cash equivalents	41.2	(29.4)

15. Investments in associate

15.1 Details of associate:

(Unit : Thousand Baht)

Company's name	Nature of business	Country of incorporation	Consolidated financial statements					
			Shareholding percentage		Cost		Carrying amounts based on equity method	
			2015	2014	2015	2014	2015	2014
M and E Co., Ltd.	Painting office production of technical magazines and engineering manuals	Thailand	(%)	(%)				
			25	25	100	100	25,651	25,937
					100	100	25,651	25,937

(Unit : Thousand Baht)

Company's name	Nature of business	Country of incorporation	Separate financial statements					
			Shareholding percentage		Cost		Carrying amounts based on cost method - net	
			2015	2014	2015	2014	2015	2014
M and E Co., Ltd.	Painting office production of technical magazines and engineering manuals	Thailand	(%)	(%)				
			25	25	100	100	100	100
					100	100	100	100

15.2 Share of profit and dividend received

During the years, the Company has recognised its share of profit from investments in associate in the consolidated financial statements and dividend income in the separate financial statements as follows:

(Unit : Thousand Baht)

Company's name	Consolidated financial statements		Separate financial statements	
	Share of profit from investment in associate during the year		Dividend received during the year	
	2015	2014	2015	2014
M and E Co., Ltd.	1,714	2,252	2,000	2,000
	1,714	2,252	2,000	2,000

15.3 Summarised financial information of associate

Financial information of the associated company is summarised below.

(Unit : Million Baht)

Company's name	Paid-up capital as at 31 December		Total assets as at 31 December		Total liabilities as at 31 December		Total revenues for the year ended 31 December		Profit for the year ended 31 December	
	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
M and E Co., Ltd.	0.4	0.4	106.7	106.7	5.2	5.4	24.3	28.8	6.9	9.0

16. Property, plant and equipment

(Unit : Thousand Baht)

[illegible]

(Unit : Thousand Baht)

[illegible]

The Company and a subsidiary company arranged for an independent professional valuer to appraise the value of certain assets in 2012 on an asset-by-asset basis. The basis of the revaluation was as follows:

- Land was revalued using the Market approach.
- Land and buildings were revalued using the Cost approach, which represents the estimated cost to construct a new building at the current replacement cost less depreciation based on useful life and plus the market value of the land.

Key assumptions used in the valuation are summarized below:

	Consolidated financial statements	Separate financial statements	Result to fair value where as an increase in assumption value
Buildings - price per square metre (Baht)	800 - 12,000	5,551	Increase in fair value
Land - price per square wah (Baht)	18,000 - 120,000	18,000 - 120,000	Increase in fair value
Leasehold right on land - price per square wah (Baht)	4,100	-	Increase in fair value

Had the land and buildings been carried in the financial statements based on historical cost, their net book values as of 31 December 2015 and 2014 would have been as follows:

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Land and land improvement	349,273	350,646	324,770	324,770
Buildings and building improvement	163,131	171,424	-	-

As at 31 December 2015, certain plant and equipment were fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation and allowance for impairment loss of those assets amounted to approximately Baht 658.0 million (2014: Baht 712.7 million) (the Company only: Baht 628.1 million, 2014: Baht 687.2 million).

17. Leasehold right on land

The whole amount of the leasehold rights consisted of two land lease agreements which the subsidiary entered into with its shareholders totalling Baht 10 million. It is related to the lease of land area of approximately 20 rais for the period of 30 years for the purpose of operating an education institute. The contracts stipulate that, during the contractual period, the lessor agreed not to sell the leased land to anyone without obtaining prior consent from the subsidiary and, if the lessor has the utmost need and could not find any other alternative, the lessor promises to offer the land for sale to the subsidiary first at an arm's-length price. If the subsidiary does not respond to the offer within 60 days, the lessor is entitled to sell the leased land to a third party who will be obliged to bind himself or herself to the conditions stipulated in these lease contracts.

During the year ended 31 December 2015, the subsidiary amortised leasehold rights as expense totalling Baht 0.33 million (2014: Baht 0.33 million).

18. Leasehold right on buildings

The whole amount of the leasehold on buildings represented leased areas in leading shopping centers in order to open SE-ED Book Center. The terms of these leaseholds range between 10 to 30 years. For the year ended 31 December 2015, the Company amortised leasehold rights as expenses totalling Baht 11.3 million (2014: Baht 12.8 million).

19. Intangible assets

The net book value of intangible assets as at 31 December 2015 and 2014 are presented below.

(Unit : Thousand Baht)

	Consolidated financial statements	Separate financial statements
	Computer software	Computer software
As at 31 December 2015:		
Cost	48,025	48,060
<u>Less: Accumulated amortisation</u>	(40,867)	(40,527)
Net book value	7,158	7,533
As at 31 December 2014:		
Cost	47,980	48,015
<u>Less: Accumulated amortisation</u>	(38,839)	(38,478)
Net book value	9,141	9,537

A reconciliation of the net book value of intangible assets for the years 2015 and 2014 are presented below.

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Net book value at beginning of year	9,141	7,980	9,537	7,843
Acquisition of computer software	45	3,317	45	3,853
Amortisation	(2,028)	(2,156)	(2,049)	(2,159)
Net book value at end of year	7,158	9,141	7,533	9,537

20. Other non-current assets

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Long-term prepaid expenses	6,805	2,022	6,805	2,022
Others	76	45	-	-
Total	6,881	2,067	6,805	2,022

21. Income received in advance / income from tuition fees

(Unit : Thousand Baht)

	Consolidated financial statements	
	2015	2014
Income received in advance - not yet recognised	45,493	46,782
<u>Less:</u> Income received in advance recognisable within one year	(43,561)	(42,627)
Net	1,932	4,155

During the year ended 31 December 2015 and 2014, movements of income received in advance are as follows:

(Unit : Thousand Baht)

	Consolidated financial statements		
	The initial entrance fee	Education supporting fee	Total
Balance as at 1 January 2014	4,780	44,027	48,807
<u>Add:</u> Increase during the year	11,583	132,128	143,711
<u>Less:</u> Income recognition during the year	(11,490)	(132,486)	(143,976)
<u>Less:</u> Returned due to resignation of students	(120)	(1,640)	(1,760)
Balance as at 31 December 2014	4,753	42,029	46,782
<u>Add:</u> Increase during the year	10,414	142,324	152,738
<u>Less:</u> Income recognition during the year	(9,947)	(143,285)	(153,232)
<u>Less:</u> Returned due to resignation of students	-	(795)	(795)
Balance as at 31 December 2015	5,220	40,273	45,493

22. Trade and other payables

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Trade accounts payable - related parties	3,185	3,451	3,185	3,451
Trade accounts payable - unrelated parties	853,793	943,379	853,492	942,792
Accrued expenses	71,491	78,973	64,792	70,837
Other payables for purchase of fixed assets	979	11,472	656	11,296
Notes payable	4,581	6,442	4,581	6,442
Other payables	34,832	45,558	34,823	45,545
Total	968,861	1,089,275	961,529	1,080,363

23. Other current liabilities

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Coupon payable	16,829	21,627	16,829	21,627
Accrued withholding tax	2,384	2,603	2,080	2,270
Unearned income	2,644	2,693	2,173	2,481
Retention for construction	-	6,442	-	6,442
Others	3,691	2,746	2,718	2,233
Total	25,548	36,111	23,800	35,053

24. Long-term loans

(Unit : Thousand Baht)

Loan	Interest rate (%)	Repayment schedule	Consolidated financial statements		Separate financial statements	
			2015	2014	2015	2014
1	THBFIX + 1.74%	Monthly installment as from 31 July 2014 with the last installment in 30 June 2021	196,360	232,120	196,360	232,120
2	MLR-1.5%	Monthly installment as from 30 November 2014 with the last installment in 31 October 2021	208,280	244,040	208,280	244,040
3	6.00 - 7.50	Settlement at maturity date of the contracts	95,170	105,080	-	-
Total			499,810	581,240	404,640	476,160
<u>Less:</u> Current portion			(87,920)	(81,430)	(71,520)	(71,520)
Long-term loans, net of current portion			411,890	499,810	333,120	404,640

The loan is secured by a negative pledge of assets of the Company and the loan agreement contains covenants that, among other things, require the Company to maintain certain gearing and debt service coverage ratios specified in the agreements.

25. Revaluation surplus

This represents surplus arising from revaluation of property, plant and equipment. The surplus is amortised to retained earnings on a straight-line basis over the remaining life of the related assets.

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Balance - beginning of year	128,524	130,330	123,651	123,918
<u>Less:</u> Income tax effect	-	(1,218)	-	-
<u>Less:</u> Amortisation	(522)	(588)	(267)	(267)
Balance - end of year	128,002	128,524	123,384	123,651

The revaluation surplus can neither be offset against deficit nor used for dividend payment.

26. Statutory reserve

Pursuant to Section 116 of the Public Limited Companies Act B.E. 2535, the Company is required to set aside to a statutory reserve at least 5% of its net profit after deducting accumulated deficit brought forward (if any), until the reserve reaches 10% of the registered capital. The statutory reserve is not available for dividend distribution. At present, the statutory reserve has fully been set aside.

27. Expenses by nature

Significant expenses by nature are as follows:

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Salary and wages and other employee benefits	704,213	744,228	611,363	654,747
Depreciation and amortisation	135,812	142,930	117,864	124,490
Rental, service and utilities expenses	454,467	501,776	448,755	496,376
Provision for diminution in value of receivables and inventories	12,609	45,440	12,345	45,490
Purchase of goods and raw materials used	2,733,199	2,960,521	2,706,123	2,934,466
Changes in inventories of finished goods and work in process	6,514	(34,846)	6,514	(37,183)
Variable expense based on sale volume	101,334	117,191	101,334	117,191

28. Income tax

Income tax expenses for the years ended 31 December 2015 and 2014 are made up as follows:

(Unit : Thousand Baht)

	Consolidated financial statement		Separate financial statement	
	2015	2014	2015	2014
Current income tax:		(Restated)		(Restated)
Current income tax charge	17,848	28,188	17,546	28,170
Adjustment in respect of income tax of previous year	416	(322)	369	(322)
Deferred tax:				
Relating to origination and reversal of temporary differences	(1,637)	(5,330)	(1,566)	(5,318)
Income tax expense reported in the statement of comprehensive income	16,627	22,536	16,349	22,530

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2015 and 2014 are as follows:

(Unit : Thousand Baht)

	Consolidated financial statement		Separate financial statement	
	2015	2014	2015	2014
Deferred tax on gain from the change in value of available-for-sale investments	(341)	(Restated) (288)	(343)	(Restated) (194)
Deferred tax on gain from revaluation of land and buildings	-	(1,218)	-	-
Deferred tax on actuarial loss	77	1,342	77	1,342
	(264)	(164)	(266)	1,148

Reconciliation between income tax expenses and the product of accounting profit multiplied by the applicable tax rates for the years ended 31 December 2015 and 2014 is presented below.

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Accounting profit before tax	93,139	(Restated) 113,433	79,899	(Restated) 106,310
Applicable tax rate	0%, 15%, 20%	0%, 15%, 20%	20%	20%
Accounting profit before tax multiplied by income tax rate	18,579	22,664	15,980	21,262
Adjustment in respect of income tax of previous year	416	(322)	369	(322)
Effects of:				
Income not subject to tax	(1,959)	(1,832)	(400)	(400)
Non-deductible expenses	1,774	4,049	2,113	3,709
Additional expense deductions allowed	(1,712)	(1,738)	(1,712)	(1,719)
Share of profit from investment in associate	(343)	(450)	-	-
Others	(128)	165	(1)	-
Total	(1,952)	(128)	369	1,268
Income tax expenses reported in the statement of comprehensive income	16,627	22,536	16,349	22,530

The components of deferred tax assets and deferred tax liabilities are as follows:

(Unit : Thousand Baht)

	Statements of financial position			
	Consolidated financial statement		Separate financial statement	
	2015	2014	2015	2014
Deferred tax assets				
Allowance for doubtful accounts	3,109	2,539	3,109	2,539
Allowance for diminution in value of inventories	40,304	39,587	40,304	39,587
Allowance for asset impairment	342	485	342	485
Provision for long-term employee benefits	8,560	8,119	8,541	8,108
Total	52,315	50,730	52,296	50,719
Deferred tax liabilities				
Gain on re-measuring available-for-sale investments	629	288	538	194
Unrealised gain from revaluation of land and buildings	32,000	32,130	30,846	30,912
Total	32,629	32,418	31,384	31,106
Deferred tax assets - net	19,686	18,312	20,912	19,613

As at 31 December 2015, the Company and its subsidiaries have deductible temporary totalling Baht 4.6 million (2014: Baht 5.0 million), on which deferred tax assets have not been recognised.

29. Earnings per share

Basic earnings per share is calculated by dividing profit for the year attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of ordinary shares in issue during the year.

The following table sets forth the computation of basic and diluted earnings per share:

	Consolidated financial statements					
	Profit for the year		Weighted average number of ordinary shares		Earnings per share	
	2015	2014	2015	2014	2015	2014
	(Thousand Baht)	(Thousand Baht) (Restated)	(Thousand shares)	(Thousand shares)	(Baht)	(Baht) (Restated)
Basic earnings per share						
Profit attributable to equity holders of the Company	70,876	86,400	391,944	391,944	0.18	0.22

	Separate financial statements					
	Profit for the year		Weighted average number of ordinary shares		Earnings per share	
	2015	2014	2015	2014	2015	2014
	(Thousand Baht)	(Thousand Baht) (Restated)	(Thousand shares)	(Thousand shares)	(Baht)	(Baht) (Restated)
Basic earnings per share						
Profit attributable to equity holders of the Company	63,550	83,779	391,944	391,944	0.16	0.21

30. Segment information

Operating segment information is reported in a manner consistent with the internal reporting the chief operating decision maker has received and regularly reviewed to make decisions about resources to be allocated to the segment and assess its performance.

For management purposes, the Company and its subsidiaries are organised into business units based on the sales channels of products and services and have three reportable segments (1) retail business (2) other distribution channels and (3) institution of private education business.

No operating segments have been aggregated to form the above reportable operating segments.

The chief operating decision maker monitors the operating results of its business units separately for the purpose of making decisions about resource allocation and assessing performance. Segment performance is measured based on operating profit or loss and is measured consistently with operating profit or loss in the financial statements. However, the Company and its subsidiaries financing (including finance costs and finance income) and income taxes are managed on a Group basis and are not allocated to operating segments.

Transfer prices between operating segments are on an arm's length basis in a manner similar to transactions with third parties.

Inter-segment revenues are eliminated on consolidation.

The following table present revenue and profit information regarding the Company's and its subsidiaries' operating segments for the year ended 31 December 2015 and 2014, respectively.

(Unit : Thousand Baht)

Year ended 31 December 2015	Retail business	Other distribution channels	Institution of private education business	Total reportable segments	Adjustments and eliminations	Consolidated
Revenue from external customers	3,449,041	890,840	156,657	4,496,538	-	4,496,538
Inter-segment revenue	-	4,190	-	4,190	(4,190)	-
Gain (loss) on sales of assets	131	-	(2)	129	-	129
Depreciation and amortisation	(77,028)	(28,916)	(18,229)	(124,173)	-	(124,173)
Loss on written-off assets	(2,787)	-	-	(2,787)	-	(2,787)
Segment profit from operations	8,735	80,088	30,032	118,855	-	118,855
Share of profit from investment in associate						1,714
Interest and dividend revenues						914
Interest expenses						(28,344)
Profit before income tax expenses						93,139
Income tax expenses						(16,627)
Profit for the year						76,512

(Unit : Thousand Baht)

Year ended 31 December 2014	Retail business	Other distribution channels	Institution of private education business	Total reportable segments	Adjustments and eliminations	Consolidated
Revenue from external customers	3,919,106	846,241	147,305	4,912,652	-	4,912,652
Inter-segment revenue	-	6,817	-	6,817	(6,817)	-
Gain on sales of assets	38	-	63	101	-	101
Depreciation and amortisation	(84,697)	(26,622)	(18,462)	(129,781)	-	(129,781)
Loss on written-off assets	(9,644)	-	-	(9,644)	-	(9,644)
Segment profit from operations	14,849	98,094	16,019	128,962	-	128,962
Share of profit from investment in associate						2,252
Interest and dividend revenues						1,221
Interest expenses						(19,002)
Profit before income tax expenses						113,433
Income tax expenses						(22,536)
Profit for the year						90,897

The basis of pricing between the Company and its subsidiary is consistent with that for third party transactions.

Geographic information

The Company and its subsidiaries operate in Thailand only. As a result, all the revenues and assets as reflected in these financial statements pertain exclusively to this geographical reportable segment.

Major customers

For the years 2015 and 2014, the Company and its subsidiaries have no major customer with revenue of 10% or more of an entity's revenues.

31. Post-employment benefits for employees

31.1 Provident fund

The Company and its employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. Both employees and the Company contribute to the fund monthly at the rate of 5% of basic salary. The fund, which is managed by Ayudhaya Fund Management Co., Ltd., will be paid to employees upon termination in accordance with the fund rules. During the year 2015, the Company contributed Baht 16.1 million (2014: Baht 15.9 million) to the fund.

31.2 Provision for long-term employee benefits

Provision for long-term employee benefits as at 31 December 2015 and 2014 were as follows:

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Provision for compensation on employees' retirement	34,191	29,746	29,890	26,751
Provision for long service awards	12,935	13,861	12,819	13,791
Total	47,126	43,607	42,709	40,542

Provision for long-term employee benefits, which represents compensation payable to employees after they retire and other long-term employee benefits, was as follows:

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Provision for long-term employee benefits at beginning of year	43,607	(Restated) 45,912	40,542	(Restated) 43,728
Included in profit or loss:				
Current service cost	6,798	4,243	5,321	2,964
Interest cost	1,665	1,820	1,540	1,727
Included in other comprehensive income:				
Actuarial (gain) loss arising from				
Demographic assumptions changes	(2,162)	(549)	(2,636)	(463)
Financial assumptions changes	119	94	119	156
Experience adjustments	1,714	6,676	2,132	7,019
Benefits paid during the year	(4,615)	(14,589)	(4,309)	(14,589)
Provision for long-term employee benefits at end of year	47,126	43,607	42,709	40,542

Line items in profit or loss under which long-term employee benefit expenses are recognised are as follows:

(Unit : Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Cost of sales	3,234	(Restated) 1,320	2,481	(Restated) 785
Selling and administrative expenses	5,229	4,743	4,380	3,906
Total expenses recognised in profit or loss	8,463	6,063	6,861	4,691

The Company and its subsidiaries expect to pay Baht 3.6 million of long-term employee benefits during the next year (Separate financial statements: Baht 3.6 million) (2014: Baht 4.3 million, separate financial statements: Baht 4.3 million).

As at 31 December 2015, the weighted average duration of the liabilities for long-term employee benefit is 28 years (Separate financial statements: 24 years) (2014: 28 years, separate financial statements: 25 years).

Significant actuarial assumptions are summarised below:

(Unit : % p.a.)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Discount rate	3.8 - 4.3	3.9 - 4.2	3.8	4.1
Future salary increase rate (depending on age)	5.0	5.0	5.0	5.0
Staff turnover rate*	8.0 - 51.9	16.1 - 67.3	8.0 - 51.9	18.7 - 50.5

* Percentage change in the number of employees with high turnover rates are only part of the branches employees which rate is as well as the retail sector with an average turnover rate of approximately 30% to 60% per year.

The result of sensitivity analysis for significant assumptions that affect the present value of the long-term employee benefit obligation as at 31 December 2015 are summarised below:

(Unit: Million Baht)

	Consolidated financial statements		Separate financial statements	
	Increase 1%	Decrease 1%	Increase 1%	Decrease 1%
Discount rate	(3.2)	3.6	(2.9)	3.3
Salary increase rate	3.1	(2.8)	2.8	(2.5)
Turnover rate	(1.2)	1.2	(1.1)	1.2

32. Dividends

Dividends	Approved by	Total dividends	Dividend per share
		(Million Baht)	(Baht)
Dividend from the operating results of the year 2013	Annual General Meeting of the shareholders on 24 April 2014	70.55	0.18
Total dividend paid during the year ended 31 December 2014		70.55	0.18
Dividend from the operating results of the year 2014	Annual General Meeting of the shareholders on 23 April 2015	70.55	0.18
Total dividend paid during the year ended 31 December 2015		70.55	0.18

33. Commitments and contingent liabilities

33.1 Operating lease commitments

- a) As 31 December 2015, the Company has also entered into space rental agreements for use as branch offices, totaling 395 branches (2014: 397 branches.) The lease periods ranged from 1 to 12 years and 9 months. For the year ended 31 December 2015, the total rental and utility fees were approximately Baht 422.9 million. (2014: Baht 466.5 million) Some of rental fees were calculated from the percentage of sales, while others were fixed rate.
- b) The Company and its subsidiaries has entered into several lease agreements in respect of the lease of office building space, land, warehouses and motor vehicles. The terms of the agreements are generally between 1 and 30 years.

Future minimum lease payments required under operating leases contracts were as follows.

(Unit : Million Baht)

	Consolidated financial statements		Separate financial statements	
	2015	2014	2015	2014
Outstanding commitments:				
Less than 1 year	7.6	24.8	6.4	23.7
1 to 5 years	27.6	31.9	22.6	26.9
More than 5 years	25.2	31.8	3.5	8.7

During the year ended 31 December 2015, the Company recognised rental expenses in the income statement of Baht 16.9 million. (2014: Baht 22.1 million)

33.2 Guarantees

As at 31 December 2015, there were outstanding bank guarantee of approximately Baht 5.4 million (2014: Baht 4.9 million) issued by banks on behalf of the Company in respect of certain contractual performance and guarantee rental. In addition, other investments of Baht 1.9 million (2014: Baht 1.9 million) were pledged to guarantee the electricity usage and rental of head office.

33.3 Long-term service commitments

- a) The Company entered into agent appointment agreement with a foreign company for the contractual period of 3 year commencing from 1 January 2013 to 31 December 2015. Upon expiration of the term, the Agreement shall be automatically renewed for successive one year unless either party notifies the other of its intention in writing to terminate the Agreement.
- b) The Company entered into three-year contracts allowing the use of copyrights with various authors which can be automatically extended for another three years and agreed to pay, remuneration at the percentage of the number of books published or sold.

34. Fair value hierarchy

As at 31 December 2015, the Company and its subsidiaries had the assets and liabilities that were measured at fair value using different levels of inputs as follows:

(Unit : Million Baht)

	Consolidated financial statements			
	Level 1	Level 2	Level 3	Total
Assets measured at fair value				
Available-for-sale investments Equity instruments	-	189.3	-	189.3
Property plant and equipment	-	-	672.6	672.6

(Unit : Million Baht)

	Separate financial statements			
	Level 1	Level 2	Level 3	Total
Assets measured at fair value				
Available-for-sale investments Equity instruments	-	157.2	-	157.2
Property plant and equipment	-	-	479.0	479.0

35. Financial instruments

35.1 Financial risk management

The Company and its subsidiaries' financial instruments, as defined under Thai Accounting Standard No.107 "Financial Instruments: Disclosure and Presentations", principally comprise cash and cash equivalents, trade and other receivables, loans, investments, and short-term and long-term loans. The financial risks associated with these financial instruments and how they are managed is described below.

Credit risk

The Company and its subsidiaries are exposed to credit risk primarily with respect to trade accounts receivable, loans, notes and other receivable. The Company and its subsidiaries manages the risk by adopting appropriate credit control policies and procedures and therefore does not expect to incur material financial losses. In addition, the Company and its subsidiaries do not have high concentrations of credit risk since it has a large customer base. The maximum exposure to credit risk is limited to the carrying amounts of receivables, loans, other receivables and notes receivable as stated in the statement of financial position.

Interest rate risk

The Company and its subsidiaries' exposure to interest rate risk relate primarily to its cash at banks, bank overdrafts, and long-term borrowings. Most of the Company's financial assets and liabilities bear floating interest rates or fixed interest rates which are close to the market rate.

Significant financial assets and liabilities classified by type of interest rate are summarised in the table below, with those financial assets and liabilities that carry fixed interest rates further classified based on the maturity date, or the repricing date if this occurs before the maturity date.

(Unit : Million Baht)

	Consolidate financial statements						
	As at 31 December 2015						
	Fixed interest rates			Floating interest rate	Non- interest bearing	Total	Effective interest rate
	Within 1 year	1-5 years	Over 5 years				
Financial Assets							(% per annum)
Cash and cash equivalent	105	-	-	-	27	132	0.10 - 3.625
Current investments	-	-	-	-	189	189	-
Trade and other receivables	-	-	-	-	70	70	-
Restricted bank deposits	-	13	-	-	-	13	2.30 - 3.625
	105	13	-	-	286	404	
Financial liabilities							
Trade and other payables	-	-	-	-	969	969	-
Long-term loans	16	79	-	405	-	500	4.84 - 7.50
	16	79	-	405	969	1,469	

(Unit : Million Baht)

	Consolidate financial statements						
	As at 31 December 2014						
	Fixed interest rates			Floating interest rate	Non- interest bearing	Total	Effective interest rate
	Within 1 year	1-5 years	Over 5 years				
Financial Assets							(% per annum)
Cash and cash equivalent	75	-	-	-	28	103	0.125 - 2.30
Current investments	-	-	-	-	326	326	-
Trade and other receivables	-	-	-	-	85	85	-
Restricted bank deposits	-	13	-	-	-	13	2.30 - 3.625
	75	13	-	-	439	527	
Financial liabilities							
Trade and other payables	-	-	-	-	1,089	1,089	-
Long-term loans	10	95	-	476	-	581	5.16 - 7.50
	10	95	-	476	1,089	1,670	

(Unit : Million Baht)

	Separate financial statements						
	As at 31 December 2015						
	Fixed interest rates			Floating interest rate	Non-interest bearing	Total	Effective interest rate
	Within 1 year	1-5 years	Over 5 years				
Financial Assets							(% per annum.)
Cash and cash equivalent	60	-	-	-	27	87	0.10 - 3.625
Current investments	-	-	-	-	157	157	-
Trade and other receivables	-	-	-	-	66	66	-
Restricted bank deposits	-	13	-	-	-	13	2.30 - 3.625
	60	13	-	-	250	323	
Financial liabilities							
Trade and other payables	-	-	-	-	962	962	-
Long-term loans	-	-	-	405	-	405	4.84 - 5.25
	-	-	-	405	962	1,367	

(Unit : Million Baht)

	Separate financial statements						
	As at 31 December 2014						
	Fixed interest rates			Floating interest rate	Non-interest bearing	Total	Effective interest rate
	Within 1 year	1-5 years	Over 5 years				
Financial Assets							(% per annum.)
Cash and cash equivalent	70	-	-	-	28	98	0.125 - 2.30
Current investments	-	-	-	-	265	265	-
Trade and other receivables	-	-	-	-	82	82	-
Restricted bank deposits	-	13	-	-	-	13	2.30 - 3.625
	70	13	-	-	375	458	
Financial liabilities							
Trade and other payables	-	-	-	-	1,080	1,080	-
Long-term loans	-	-	-	476	-	476	5.16 - 5.25
	-	-	-	476	1,080	1,556	

Foreign currency risk

The Company's exposure to foreign currency risk arises mainly from trading transactions that are denominated in foreign currencies. The Company seeks to reduce this risk by entering into forward exchange contracts when it considers appropriate. Generally, the forward contracts mature within one year.

The balances of financial assets and liabilities denominated in foreign currencies are summarised below.

Foreign currency	Financial assets		Financial liabilities		Average exchange rate	
	as at 31 December		as at 31 December		as at 31 December	
	2015	2014	2015	2014	2015	2014
	(Thousand)	(Thousand)	(Thousand)	(Thousand)	(Baht per 1 foreign currency unit)	
USD	-	-	89	14	36.2538	33.1132
SGD	-	3	68	-	25.7905	25.1274
GBP	-	-	853	892	53.9343	51.5035

Foreign exchange contracts outstanding are summarised below.

As at 31 December 2015					
Foreign currency	Bought amount	Sold amount	Contractual exchange rate		Contractual maturity date
			Bought	Sold	
	(Million)	(Million)	(Baht per 1 foreign currency unit)		
GBP	0.4	-	53.91 - 54.65	-	January - April 2016
USD	0.1	-	36.15	-	January 2016

As at 31 December 2014					
Foreign currency	Bought amount	Sold amount	Contractual exchange rate		Contractual maturity date
			Bought	Sold	
	(Million)	(Million)	(Baht per 1 foreign currency unit)		
GBP	0.3	-	51.70 - 52.16	-	January - February 2015

35.2 Fair values of financial instruments

Since the majority of the Company and its subsidiaries' financial instruments are short-term in nature or bear floating interest rates, their fair value is not expected to be materially different from the amounts presented in statements of financial position.

A fair value is the amount for which an asset can be exchanged or a liability settled between knowledgeable, willing parties in an arm's length transaction. The fair value is determined by reference to the market price of the financial instruments or by using an appropriate valuation technique, depending on the nature of the instrument.

36. Capital management

The primary objective of the Company's capital management is to ensure that it has an appropriate financial structure and preserves the ability to continue its business as a going concern.

The Group's total liabilities to shareholders' equity ratio as at 31 December 2015 was 1.61:1 (2014: 1.84:1), and the Company only was 1.61:1 (2014: 1.84:1).

37. Event after the reporting period

The meeting of the Company's Board of Directors held on 26 February 2016 passed a resolution to pay dividends to the Company's shareholders from the operations for the year 2015. The Company will pay a cash dividend at Baht 0.12 per share, or equivalent to amount of not exceed Baht 47.03 million. Dividend will be paid and accounted for after the approval of the Annual General Meeting of the Company's shareholders.

38. Approval of financial statements

These financial statements were authorised for issue by the Company's Board of Directors on 26 February 2016.



Interesting Books

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20

อันดับ
ขายดี

RECOMMENDED
BOOKS

Talkative
Talkative
Talkative

TOILET

Computer, Engine

กิจกรรม Activities



การประชุมประจำปีผู้จัดการสาขาซีเอ็ดบุ๊คเซ็นเตอร์
SE-ED Book Center Managers Annual Conference.

กิจกรรมพัฒนาบุคลากร
Human resources development activities.



กิจกรรมในโรงเรียนเพลินพัฒนา
Activities at Plearnpattana School.

โครงการหนังสือเพื่อน้อง
Books for Kids Project.

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