



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

WIIK PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	23

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : WIIK PUBLIC COMPANY LIMITED

Symbol : WIIK

Address : 90 CW Tower A, 35th Floor, Ratchadapisek Rd., Huaykwang,

Province : Bangkok

Postcode : 10310

Business : The Company manufactures, distributes, provides consulting services on installation planning of pipe systems, and installation services of HDPE pipe, LDPE pipe, polypropylene pipe, Weholite Spiro pipe, and WehoTank. Its production capacity and quality of products are well known worldwide.

Registration Number : 0107538000151

Telephone : 0-2612-8600

Fax (if applicable) : 0-2645-2828-9

Website : www.wiik.co.th

Email : wiik@wiik.co.th

Total Shares Sold (shares)

Common Stock : 837,683,062

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,293,874.44	1,531,189.81	1,337,955.64
Revenue from pipe production and distribution business (Thousand baht)	1,087,536.94	1,255,598.49	1,021,674.83
Revenue from water management business (Thousand baht)	196,885.25	252,725.40	293,538.17
Other (Thousand baht)	9,452.25	22,865.92	22,742.64

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from pipe production and distribution business (%)	84.05	82.00	76.36
Revenue from water management business (%)	15.22	16.51	21.94
Other (%)	0.73	1.49	1.70

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,293,874.44	1,531,189.81	1,337,955.64
Domestic (Thousand baht)	1,170,687.04	1,472,780.66	1,271,032.74
International (Thousand baht)	123,187.40	58,409.15	66,922.90

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	90.48	96.19	95.00
International (%)	9.52	3.81	5.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	9,452.25	22,865.92	22,742.64
Other income from operations (Thousand baht)	10,622.55	13,509.57	20,755.84
Other income not from operations (Thousand baht)	-1,170.30	9,356.35	1,986.80

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	2,490,000.00	2,460,000.00	690,000.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Business risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy

Foreign exchange risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Interest rate risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Raw material risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Credit risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods

Risk of water supply system management project

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Delays in the development of future projects

Risk to Securities Holder (2.2.2)

Risk from the Company having a major shareholder >25%

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

Risk from a major shareholder having a conflict of interest because there are businesses in the same line

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://drive.google.com/file/d/1TVQDZRyLXfebEm6DgydZ5meBYverAJ-d/view>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://drive.google.com/file/d/1TVQDZRyLXfebEm6DgydZ5meBYverAJ-d/view>

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	N/A	N/A	81,457.64
Gasoline (Litres)	N/A	N/A	37,852.36
LPG (Kilograms)	N/A	N/A	2,304.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	13,254,560.00	11,131,840.00	9,570,132.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	37,745.00	35,172.00	44,214.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	18,810.00	15,510.00	15,180.00
Hazardous waste (Kilograms)	10,770.00	13,790.00	3,990.00
Total waste generated (Kilograms)	29,580.00	29,300.00	19,170.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://drive.google.com/file/d/18j7laDgaACuHDQBRI7e9FUzSFkfKhCq8/view>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2021	2022	2023
Number of male employees (Persons)	199	213	193
Number of female employees (Persons)	70	76	78
Total number of employees (Persons)	269	289	271

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	131,560,865.00	138,079,728.00	135,305,068.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	N/A	8.84	15.00
Employee development and training expenses (baht)	94,473.00	337,765.00	464,040.00

• Health, safety and work environment

	2021	2022	2023
--	------	------	------

Total number of lost time injury incidents by employees (Cases)	0	1	0
--	---	---	---

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	27.88	25.26	24.72

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://drive.google.com/file/d/1TVQDZRyLXfebEm6DgydZ5meBYverAJ-d/view>

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

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	5	55.56
Number of non-executive directors	4	44.44
Number of independent directors	3	33.33

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHIDCHAI VANASATIDYA Gender: Male Age: 77 years old Highest level of education: Doctoral degree Major: Police Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	27 Oct 2020	Governance/ Compliance

2.	Mr. WIBOON SANGWITHAYANON Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	3 Jun 2015	Construction Materials, Engineering
3.	Mrs. Sumalee Ongcharit Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	26 Jan 2024	Business Administration, Finance & Securities
4.	Mr. SHAOQUAN LIN Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Science Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	27 Nov 2020	Petrochemicals & Chemicals, Construction Materials
5.	Mr. GUIRONG HUANG Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Newly appointed director to replace ex-director	14 Nov 2023	Business Administration, Marketing, Construction Materials

6.	Mr. ZHE LI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	27 Nov 2020	Accounting, Finance
7.	Mr. YULONG LI Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	27 Oct 2020	Construction Materials, Engineering
8.	Ms. BENJAWAN SINKUNAKORN Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	11 May 2020	Accounting, Audit, Internal Control
9.	Mr. TANIT TONGTHONG Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	11 Aug 2022	Construction Materials, Construction Services, Property Development, Engineering

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

General information	Position	Tenure	Replacement Director
---------------------	----------	--------	----------------------

1.	Mr. ROCKY KIN LAU Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 27 Apr 2022 Date directorship ended: 14 Nov 2023	Mr. GUIRONG HUANG Date position was assumed: 14 Nov 2023
2.	Mr. KARN SIRIPHATRAS Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 14 Aug 2018 Date directorship ended: 26 Jan 2024	Mrs. Sumalee Ongcharit Date position was assumed: 26 Jan 2024

Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	Mr. CHIDCHAI VANASATIDYA Gender: Male Age: 77 years old Highest level of education: Doctoral degree Major: Police Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	27 Oct 2020	Governance/ Compliance
2.	Ms. BENJAWAN SINKUNAKORN [1] Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	11 May 2020	Accounting, Audit, Internal Control
3.	Mr. TANIT TONGTHONG Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	11 Aug 2022	Construction Materials, Construction Services, Property Development, Engineering

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. WIBOON SANGWITHAYANON Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	11 Aug 2015
2. Mrs. Sumalee Ongcharit Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Nov 2023
3. Mr. KARN SIRIPHATRAS Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Feb 2017
4. Mr. GUIRONG HUANG Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Member of the executive committee	14 Nov 2023

5.	Mr. ZHE LI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Member of the executive committee	27 Nov 2020
6.	Mr. YULONG LI Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	27 Nov 2020
7.	Ms. Rewadee Wanchid Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2015
8.	Ms. Chinanut Jariyarudeechai Gender: Female Age: 46 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2015

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
---------------------	----------	--------	----------------------

1.	<p>Mrs. Sumalee Ongcharit</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>Date position was assumed: 27 Nov 2020</p> <p>Date directorship ended: 28 Feb 2023</p>	<p>No replacement director</p>
2.	<p>Mr. ROCKY KIN LAU</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>Date position was assumed: 23 Feb 2022</p> <p>Date directorship ended: 14 Nov 2023</p>	<p>Mr. GUIRONG HUANG</p> <p>Date position was assumed: 14 Nov 2023</p>

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	<p>Mr. CHIDCHAI VANASATIDYA</p> <p>Ms. BENJAWAN SINKUNAKORN</p> <p>Mr. WIBOON SANGWITHAYANON</p>	<p>Chairman</p> <p>Member</p> <p>Member</p>
Executive Committee	<p>Mr. WIBOON SANGWITHAYANON</p> <p>Mrs. Sumalee Ongcharit</p> <p>Mr. KARN SIRIPHATRAS</p> <p>Mr. GUIRONG HUANG</p> <p>Mr. ZHE LI</p> <p>Mr. YULONG LI</p> <p>Ms. Rewadee Wanchid</p> <p>Ms. Chinanut Jariyarudeechai</p>	<p>Chairman</p> <p>Member</p> <p>Member</p> <p>Member</p> <p>Member</p> <p>Member</p> <p>Member</p> <p>Member</p>
Good Corporate Governance Committee	<p>Mr. WIBOON SANGWITHAYANON</p> <p>Mr. KARN SIRIPHATRAS</p> <p>Ms. Chinanut Jariyarudeechai</p>	<p>Chairman</p> <p>Member</p> <p>Member</p>

Roles of Sub-committees

Sub-committees responsible for risk management : Executive Committee

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : Good Corporate Governance Committee

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. WIBOON SANGWITHAYANON Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 Jun 2015	Construction Materials, Engineering
2. Mrs. Sumalee Ongcharit Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Executive Committee	14 Nov 2023	Business Administration, Finance & Securities
3. Ms. Rewadee Wanchid Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Executive Committee	11 Jun 2015	Accounting, Finance

4.	Mr. YULONG LI Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Engineering	Vice President of Sales & Marketing PVC & PP-R	27 Nov 2020	Construction Materials, Engineering
5.	Ms. Chinanut Jariyarudeechai [1][2] Gender: Female Age: 46 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Controller	14 May 2018	Accounting, Finance
6.	Mr. Yanlong Yang Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Engineering	Deputy General Manager of PVC / PP-R Business	5 Jul 2022	Industrial Materials & Machinery, Petrochemicals & Chemicals, Construction Materials
7.	Mr. Yang Zhang Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Engineering	PVC Technical Manager	5 Jul 2022	Industrial Materials & Machinery, Petrochemicals & Chemicals
8.	Mr. Peerapon Thantranon Gender: Male Age: 56 years old Highest level of education: Below a bachelor's degree Major: Accounting	Sales Manager	1 Mar 2013	Marketing, Negotiation
9.	Mrs. Sasiwimon Wirojchewan Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Law	Administrative & Procurement Manager	1 Jan 2005	Human Resource Management, Procurement, Corporate Management
10.	Ms. Jarunee Anansuksakun Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Technical & Product Manager	1 Jan 2000	Business Administration, Engineering

11.	Mr. Krisnat Busapavanij Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Master of Business Administration	Export Sales Manager	1 Jan 2010	Business Administration, Negotiation
12.	Ms. Parichart Wongwiwat Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Management	Business Development Manager	1 Jun 2015	Business Administration, Marketing, Negotiation
13.	Mr. Panao Intraphan Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Architecture	Project Manager	1 Jan 2008	Project Management, Engineering, Architecture
14.	Mrs. Aphitchaya Hemtanon Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Finance	Accounting Manager	1 Jan 2020	Accounting
15.	Mr. Arom Petchmanee Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Business Administration	Factory Manager	1 Jan 2007	Business Administration, Industrial Materials & Machinery

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	29,133,228.60	31,541,602.83	31,112,627.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 193

Number of female employees (persons) : 78

Total number of employees (persons) : 271

Employee Remuneration

Total employee remuneration : 135,305,068.00

Provident fund

Total number of employees (persons) : 271

Number of employees contributing to the PVD (persons) : 271

Percentage of employees who are members (%) : 100.00

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SHAOQUAN LIN Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Science Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 27 Nov 2020	Petrochemicals & Chemicals, Construction Materials
2. Ms. BENJAWAN SINKUNAKORN Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 11 May 2020	Accounting, Audit, Internal Control

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
---------------------	----------	---------------------------	--------------------------

1.	<p>Mrs. Sumalee Ongcharit</p> <p>Gender: Female</p> <p>Age: 60 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 26 Jan 2024</p>	<p>Business Administration, Finance & Securities</p>
2.	<p>Mr. GUIRONG HUANG</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	<p>Date position was assumed: 14 Nov 2023</p>	<p>Business Administration, Marketing, Construction Materials</p>

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHIDCHAI VANASATIDYA	Chairman of the board	Participating
Mr. WIBOON SANGWITHAYANON	Director	Participating
Mrs. Sumalee Ongcharit	Director	Participating
Mr. SHAOQUAN LIN	Director	Participating
Mr. GUIRONG HUANG	Director	Non-participating
Mr. ZHE LI	Director	Participating
Mr. YULONG LI	Director	Participating
Ms. BENJAWAN SINKUNAKORN	Director	Participating
Mr. TANIT TONGTHONG	Director	Participating
Mr. ROCKY KIN LAU	Director	Participating
Mr. KARN SIRIPHATRAS	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Cross-assessment (Assessment of another director)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 5

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHIDCHAI VANASATIDYA (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mr. WIBOON SANGWITHAYANON (Director)	-	5/5	Participating	Did not hold the meeting
3.	Mrs. Sumalee Ongcharit (Director)	-	0/0	Non-participating	Did not hold the meeting
4.	Mr. SHAOQUAN LIN (Director)	-	3/5	Participating	Did not hold the meeting
5.	Mr. GUIRONG HUANG (Director)	-	0/0	Non-participating	Did not hold the meeting
6.	Mr. ZHE LI (Director)	-	4/5	Participating	Did not hold the meeting
7.	Mr. YULONG LI (Director)	-	5/5	Participating	Did not hold the meeting
8.	Ms. BENJAWAN SINKUNAKORN (Director)	-	5/5	Participating	Did not hold the meeting

9.	Mr. TANIT TONGTHONG (Director)	-	5/5	Participating	Did not hold the meeting
10.	Mr. ROCKY KIN LAU (Director)	14 Nov 2023	1/5	Participating	Did not hold the meeting
11.	Mr. KARN SIRIPHATRAS (Director)	26 Jan 2024	5/5	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. CHIDCHAI VANASATIDYA (Chairman of the board)	-	490,000.00	250,000.00	No
2.	Mr. WIBOON SANGWITHAYANON (Director)	-	0.00	0.00	No
3.	Mrs. Sumalee Ongcharit (Director)	-	0.00	0.00	No
4.	Mr. SHAOQUAN LIN (Director)	-	330,000.00	125,000.00	No
5.	Mr. GUIRONG HUANG (Director)	-	37,500.00	15,625.00	No
6.	Mr. ZHE LI (Director)	-	340,000.00	125,000.00	No
7.	Mr. YULONG LI (Director)	-	0.00	0.00	No
8.	Ms. BENJAWAN SINKUNAKORN (Director)	-	391,000.00	155,000.00	No
9.	Mr. TANIT TONGTHONG (Director)	-	382,000.00	155,000.00	No
10.	Mr. ROCKY KIN LAU (Director)	14 Nov 2023	0.00	0.00	No
11.	Mr. KARN SIRIPHATRAS (Director)	26 Jan 2024	0.00	0.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. CHIDCHAI VANASATIDYA (Chairman of the audit committee)	-	4/4
2.	Ms. BENJAWAN SINKUNAKORN (Audit committee)	-	4/4
3.	Mr. TANIT TONGTHONG (Audit committee)	-	4/4