



# **Annual Registration Statement / Annual Report**

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

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

**EMC PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Sustainable Development	4
<b>Corporate Governance</b>	
Corporate Governance Policy	8
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	9
Performance Report on Corporate Governance	19

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : EMC PUBLIC COMPANY LIMITED

Symbol : EMC

Address : ITF TOWER, 28/30 FLOOR, 140/66-67 SILN ROAD SURIYAWONG, BANG  
RAK

Province : Bangkok

Postcode : 10500

Business : The Company operates the business on civil engineering and  
layouts electrical, mechanical systems in full scale which  
divided into 2 major lines, namely: civil engineering,  
electrical and mechanical engineering systems and real  
estate.

Registration Number : 0107538000321

Telephone : 0-2615-6100

Fax (if applicable) : 0-2615-6128-30

Website : [www.emc.co.th](http://www.emc.co.th)

Email : [matee@emc.co.th](mailto:matee@emc.co.th)

#### Total Shares Sold (shares)

Common Stock : 8,434,049,054

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)	1,101,121.42	672,338.24	456,560.14
Revenue from Construction (Thousand baht)	948,876.11	597,792.27	385,397.87
Revenue from sale of real estate (Thousand baht)	107,338.39	41,979.94	17,945.40
Rental income and fee leasehold (Thousand baht)	8,444.14	8,885.78	13,002.14
Other income (Thousand baht)	36,462.78	23,680.25	40,214.73

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from Construction (%)	86.17	88.91	84.41
Revenue from sale of real estate (%)	9.75	6.24	3.93
Rental income and fee leasehold (%)	0.77	1.32	2.85
Other income (%)	3.31	3.52	8.81

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,101,121.42	672,338.24	456,560.14
Domestic (Thousand baht)	1,101,121.42	672,338.24	456,560.14
International (Thousand baht)	0.00	0.00	0.00
Thailand (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00
Thailand (%)	0.00	0.00	0.00

#### Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

#### Share of profit of joint ventures and associates accounted for using equity method

	2021	2022	2023
Share of profit (Thousand baht)	0.00	0.00	0.00

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	0.00	0.00	0.00

# Sustainable Development

# Sustainable Development

## Sustainability Management Policy and Targets (3.1)

### Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

## Environmental Aspect (3.3)

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

Environmental Policy and Practice : No

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

#### Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	N/A
Diesel (Litres)	0.00	0.00	N/A
Gasoline (Litres)	0.00	0.00	N/A
Fuel oil (Litres)	0.00	0.00	N/A
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	0.00	0.00	N/A
LPG (Kilograms)	0.00	0.00	N/A
Steam (Metric tonnes)	0.00	0.00	N/A
Coal (Metric tonnes)	0.00	0.00	N/A

• Electricity consumption

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



Total electricity consumption within the organization (Kilowatt-Hours)	1,131,314.00	1,234,001.00	1,547,953.20
---	--------------	--------------	--------------

## Water management

### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	50,656.00	39,626.47	54,135.30

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	0.00	0.00	N/A
Hazardous waste (Kilograms)	N/A	0.00	N/A
<b>Total waste generated (Kilograms)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

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

### • 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

Company human right guideline : Employee Rights, Migrant Workers, Community and Environment Rights, Safety and Occupational Health at Work

### 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)	177	170	140
Number of female employees (Persons)	94	89	77
<b>Total number of employees (Persons)</b>	<b>271</b>	<b>259</b>	<b>217</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	158,943,632.72	128,713,974.24	122,763,476.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	10.00	10.00	10.00
Employee development and training expenses (baht)	4,600.00	192,500.00	6,448.60

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

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	1	2	2

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	39.48	35.14	35.48

• **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

#### 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, Board Performance Evaluation

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

Company policy and guideline : 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	6	66.67
Number of female directors	3	33.33
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. CHANACHAI LEENABANCHONG Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Original director	14 May 2007	Engineering

2.	Mr. VORAVIT LEENABANCHONG Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)  Director type: Original director	27 Feb 2017	Law, Engineering
3.	Ms. PRAOMART HANTRA Gender: Female Age: 70 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	23 Jun 2016	Law
4.	Ms. THAWESRI WIKAYATHIPAT Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	23 Jun 2016	Accounting
5.	DR. YAOWARIN SRICHAINAN Gender: Female Age: 71 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	23 Jun 2016	Internal Control



6.	Mr. WACHARA PAKDEEMONTHON Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	27 Feb 2020	Engineering
7.	Mr. MONGKON CHANPAISAN Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	22 Feb 2023	Business Administration
8.	Acting SubLt. MATEE ITTIRIVICHAI Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	21 Jun 2023	Governance/ Compliance
9.	Mr. CHARLIE JANGVIJIKUL Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Philosophy in Strategic Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	13 Nov 2023	

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

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

1.	Mr. RATCHAI PICHAYAPOOM Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)	Date position was assumed: 22 Feb 2023 Date directorship ended: 19 Jun 2023	Acting SubLt. MATEE ITTIRIVICHAI Date position was assumed: 21 Jun 2023
2.	Mr. PINIT KARNTIKOON Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 24 Feb 2021 Date directorship ended: 20 Feb 2023	Mr. MONGKON CHANPAISAN Date position was assumed: 22 Mar 2023
3.	Mrs. UNCHALEE LEENABANCHONG Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 10 Nov 2022 Date directorship ended: 20 Feb 2023	Mr. RATCHAI PICHAYAPOOM Date position was assumed: 22 Mar 2023
4.	Ms. THANIDA NIKORNMALAKUL Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 15 May 2023 Date directorship ended: 15 Sep 2023	Acting SubLt. MATEE ITTIRIVICHAI Date position was assumed: 12 May 2023

## Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : Yes

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	Ms. PRAOMART HANTRA [1] Gender: Female Age: 70 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	23 Jun 2016	Law
2.	Ms. THAWESRI WIKAYATHIPAT [1] Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	23 Jun 2016	Accounting
3.	DR. YAOWARIN SRICHAINAN [1] Gender: Female Age: 71 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	23 Jun 2016	Internal Control

[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. CHANACHAI LEENABANCHONG Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 May 2007
2. Mr. VORAVIT LEENABANCHONG Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Feb 2017
3. Acting SubLt. MATEE ITTIRIVICHAI Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Nov 2022
4. Mr. Mongkol Chanpaisan Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Nov 2022

5.	Mr. WACHARA PAKDEEMONTHON Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Feb 2021
6.	Mr. Uthai Klangpimai Gender: Male Age: 42 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Nov 2023
7.	Mr. CHARLIE JANGVIJIKUL Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Philosophy in Strategic Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Nov 2023
8.	Ms. Wanida Puangboonmak Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Nov 2023

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

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

1.	Mr. RATCHAI PICHAYAPOOM	Member of the executive committee	Date position was assumed: 23 Jun 2016	No replacement director
	Gender: Male			
	Age: 59 years old			
	Highest level of education:		Date directorship ended:	
	Master's degree			
	Major: Finance		15 Sep 2022	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

## Other sub-committees

### Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

## Executives (7.4)

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

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VORAVIT LEENABANCHONG Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Law	CHIEF EXECUTIVE OFFICER	15 Mar 2021	Law, Engineering
2. Mr. CHANACHAI LEENABANCHONG Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Engineering	CHAIRMAN OF THE EXECUTIVE COMMITTEE	25 Jun 2007	Engineering
3. Mr. WACHARA PAKDEEMONTHON Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering	Managing Director of Engineering	6 Mar 2019	Engineering
4. Mrs. UNCHALEE LEENABANCHONG [1][2] Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Law	Managing Director of Administration	11 Mar 2019	Finance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

### Remuneration policy for executives (7.4.2 – 7.4.3)

#### Remuneration policy for executives

Remuneration policy for executives : No

## Remuneration

	2021	2022	2023
Total executive remuneration (baht)	19,199,600.00	17,750,000.00	N/A

## 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) : 140

Number of female employees (persons) : 77

**Total number of employees (persons)** : 217

#### Employee Remuneration

Total employee remuneration : 122,763,476.00

#### Provident fund

Total number of employees (persons) : 217

Number of employees contributing to the PVD (persons) : 95

Percentage of employees who are members (%) : 43.78



# 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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. MONGKON CHANPAISAN Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 22 Feb 2023	Business Administration
2. Acting SubLt. MATEE ITTIRIVICHAI Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 21 Jun 2023	Governance/ Compliance
3. Mr. CHARLIE JANGVIJIKUL Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Philosophy in Strategic Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 13 Nov 2023	

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHANACHAI LEENABANCHONG	Chairman of the board	Non-participating
Mr. VORAVIT LEENABANCHONG	Vice Chairman	Non-participating
Ms. PRAOMART HANTRA	Director	Non-participating
Ms. THAWESRI WIKAYATHIPAT	Director	Non-participating
DR. YAOWARIN SRICHAINAN	Director	Non-participating
Mr. WACHARA PAKDEEMONTHON	Director	Non-participating
Mr. MONGKON CHANPAISAN	Director	Non-participating
Acting SubLt. MATEE ITTIRIVICHAI	Director	Non-participating
Mr. CHARLIE JANGVIJIKUL	Director	Non-participating
Mr. RATCHAI PICHAYAPOOM	Vice Chairman	Non-participating
Mr. PINIT KARNTIKOON	Director	Non-participating
Mrs. UNCHALEE LEENABANCHONG	Director	Non-participating
Ms. THANIDA NIKORNMALAKUL	Director	Non-participating

## Directors' performance assessment

Method used to evaluate directors' performance : Individual-director assessment (self-assessment)

## Meeting attendance and remuneration to each Board member (8.1.2)

### Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 27 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHANACHAI LEENABANCHONG (Chairman of the board)	-	N/A	N/A	Did not hold the meeting
2.	Mr. VORAVIT LEENABANCHONG (Vice Chairman)	-	N/A	N/A	Did not hold the meeting
3.	Ms. PRAOMART HANTRA (Director)	-	N/A	N/A	Did not hold the meeting
4.	Ms. THAWEESRI WIKAYATHIPAT (Director)	-	N/A	N/A	Did not hold the meeting
5.	DR. YAOWARIN SRICHAINAN (Director)	-	N/A	N/A	Did not hold the meeting
6.	Mr. WACHARA PAKDEEMONTHON (Director)	-	N/A	N/A	Did not hold the meeting
7.	Mr. MONGKON CHANPAISAN (Director)	-	N/A	N/A	Did not hold the meeting
8.	Acting SubLt. MATEE ITTIRIVICHAI (Director)	-	N/A	N/A	Did not hold the meeting
9.	Mr. CHARLIE JANGVIJIKUL (Director)	-	N/A	N/A	Did not hold the meeting
10.	Mr. RATCHAI PICHAYAPOOM (Vice Chairman)	19 Jun 2023	N/A	N/A	Did not hold the meeting
11.	Mr. PINIT KARNTIKOON (Director)	20 Feb 2023	N/A	N/A	Did not hold the meeting
12.	Mrs. UNCHALEE LEENABANCHONG (Director)	20 Feb 2023	N/A	N/A	Did not hold the meeting
13.	Ms. THANIDA NIKORNMALAKUL (Director)	15 Sep 2023	N/A	N/A	Did not hold the meeting

## **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) : 12