



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

EMC PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : 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

Email : matee@emc.co.th

Total Shares Sold (shares)

Common Stock : 12,570,633,180

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	672,338.24	456,560.14	1,081,225.43
Revenue from Construction (Thousand baht)	597,792.27	385,397.87	841,444.12
Revenue from sale of real estate (Thousand baht)	41,979.94	17,945.40	94,205.54
Rental income and fee leasehold (Thousand baht)	8,885.78	13,002.14	20,595.10
Other income (Thousand baht)	23,680.25	40,214.73	124,980.62
Other (Thousand baht)	0.00	0.00	0.05

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from Construction (%)	88.91	84.41	77.82
Revenue from sale of real estate (%)	6.24	3.93	8.71
Rental income and fee leasehold (%)	1.32	2.85	1.90
Other income (%)	3.52	8.81	11.56
Other (%)	0.00	0.00	0.00

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	672,338.24	456,560.14	1,081,225.43
Domestic (Thousand baht)	672,338.24	456,560.14	1,081,225.43
International (Thousand baht)	0.00	0.00	0.00

Thailand (Thousand baht)	0.00	0.00	0.00
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	2022	2023	2024
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

	2022	2023	2024
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

	2022	2023	2024
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)	2022	2023	2024
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

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
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Total electricity consumption within the organization (Kilowatt-Hours)	1,234,001.00	1,547,953.20	2,122,754.00
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Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	39,626.47	54,135.30	61,675.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	0.00	N/A	N/A
Hazardous waste (Kilograms)	0.00	N/A	N/A
Total waste generated (Kilograms)	0.00	0.00	N/A

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	0.00	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	0.00	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	0.00	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

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

	2022	2023	2024
Number of male employees (Persons)	170	140	122
Number of female employees (Persons)	89	77	73
Total number of employees (Persons)	259	217	195

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	128,713,974.24	122,763,476.00	111,544,776.81

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	10.00	10.00	1,000.00
Employee development and training expenses (baht)	192,500.00	6,448.60	12,500.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	2	2	0

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	34.87

• **Significant labor dispute**

	2022	2023	2024
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 : 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	8	100.00
Number of male directors	5	62.50
Number of female directors	3	37.50
Number of executive directors	4	50.00
Number of non-executive directors	4	50.00
Number of independent directors	3	37.50

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: 67 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. CHARLIE JANGVIJIKUL Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Philosophy in Strategic Management Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Newly appointed director to replace ex-director	21 Mar 2024	Law
3.	Ms. PRAOMART HANTRA Gender: Female Age: 71 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: 72 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: 72 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. MONGKOL CHANPAISAN Gender: Male Age: 46 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
7.	Acting SubLt. MATEE ITTIRIVICHAI Gender: Male Age: 47 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
8.	Mr. PANUTAD NAEWCHAN Gender: Male Age: 60 years old Highest level of education: Master's degree Major: - Thai nationality: Yes Residing in Thailand: No	Director (Executive)	27 Feb 2024	Property Development

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

General information	Position	Tenure	Replacement Director
1. Mr. VORAVIT LEENABANCHONG Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)	Date position was assumed: 27 Feb 2017 Date directorship ended: 1 Sep 2024	No replacement director

2.	Mr. WACHARA PAKDEEMONTHON	Director (Executive)	Date position was assumed: 27 Feb 2020 Date directorship ended: 1 Feb 2024	No replacement director
	Gender: Male			
	Age: 58 years old			
	Highest level of education:			
	Bachelor's degree			
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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: 71 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: 72 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: 72 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: 67 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: 57 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: 47 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: 46 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: 58 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: 43 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: 65 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: 56 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
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1.	Mr. RATCHAI PICHAYAPOOM	Member of the executive committee	Date position was assumed: 23 Jun 2016 Date directorship ended: 15 Sep 2022	No replacement director
	Gender: Male			
	Age: 60 years old			
	Highest level of education: Master's degree			
	Major: Finance			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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: 57 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: 67 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: 58 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: 55 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)

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) : 122

Number of female employees (persons) : 73

Total number of employees (persons) : 195

Employee Remuneration

Total employee remuneration : 111,544,776.81

Provident fund

Total number of employees (persons) : 195

Number of employees contributing to the PVD (persons) : 66

Percentage of employees who are members (%) : 33.85

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. CHARLIE JANGVIJIKUL Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Philosophy in Strategic Management Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 21 Mar 2024	Law
2.	Mr. MONGKOL CHANPAISAN Gender: Male Age: 46 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
3.	Acting SubLt. MATEE ITTIRIVICHAI Gender: Male Age: 47 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

4.	Mr. PANUTAD NAEWCHAN	Director (Executive)	Date position was assumed: 27 Feb 2024	Property Development
	Gender: Male			
	Age: 60 years old			
	Highest level of education:	Director type: Newly		
	Master's degree	appointed director to		
	Major: -	replace ex-director		
	Thai nationality: Yes			
	Residing in Thailand: No			

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. CHARLIE JANGVIJIKUL	Vice Chairman	Non-participating
Ms. PRAOMART HANTRA	Director	Non-participating
Ms. THAWEESRI WIKAYATHIPAT	Director	Non-participating
Dr. YAOWARIN SRICHAINAN	Director	Non-participating
Mr. MONGKOL CHANPAISAN	Director	Non-participating
Acting SubLt. MATEE ITTIRIVICHAI	Director	Non-participating
Mr. PANUTAD NAEWCHAN	Director	Non-participating
Mr. VORAVIT LEENABANCHONG	Vice Chairman	Non-participating
Mr. WACHARA PAKDEEMONTHON	Director	Non-participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times)	: 8
Date of AGM meeting	: 29 Apr 2024
EGM meeting	: Yes

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHANACHAI LEENABANCHONG (Chairman of the board)	-	8/8	Non-participating	Non-participating
2.	Mr. CHARLIE JANGVIJIKUL (Vice Chairman)	-	8/8	Participating	Participating
3.	Ms. PRAOMART HANTRA (Director)	-	8/8	Participating	Participating
4.	Ms. THAWESRI WIKAYATHIPAT (Director)	-	8/8	Participating	Participating
5.	Dr. YAOWARIN SRICHAINAN (Director)	-	8/8	Participating	Participating
6.	Mr. MONGKOL CHANPAISAN (Director)	-	8/8	Participating	Participating
7.	Acting SubLt. MATEE ITTIRIVICHAI (Director)	-	8/8	Participating	Participating
8.	Mr. PANUTAD NAEWCHAN (Director)	-	7/8	Participating	Participating
9.	Mr. VORAVIT LEENABANCHONG (Vice Chairman)	1 Sep 2024	0/7	Non-participating	Non-participating
10.	Mr. WACHARA PAKDEEMONTHON (Director)	1 Feb 2024	0/0	Non-participating	Non-participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. CHANACHAI LEENABANCHONG (Chairman of the board)	-	160,000.00	0.00	Yes
2.	Mr. CHARLIE JANGVIJIKUL (Vice Chairman)	-	40,000.00	N/A	Yes
3.	Ms. PRAOMART HANTRA (Director)	-	120,000.00	N/A	Yes
4.	Ms. THAWESRI WIKAYATHIPAT (Director)	-	120,000.00	N/A	Yes
5.	Dr. YAOWARIN SRICHAINAN (Director)	-	120,000.00	N/A	Yes
6.	Mr. MONGKOL CHANPAISAN (Director)	-	40,000.00	N/A	Yes
7.	Acting SubLt. MATEE ITTIRIVICHAI (Director)	-	40,000.00	N/A	Yes
8.	Mr. PANUTAD NAEWCHAN (Director)	-	105,000.00	N/A	Yes
9.	Mr. VORAVIT LEENABANCHONG (Vice Chairman)	1 Sep 2024	N/A	N/A	No
10.	Mr. WACHARA PAKDEEMONTHON (Director)	1 Feb 2024	N/A	N/A	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) : 12

List of directors		Termination date	Number of the audit committee meeting
1.	Ms. PRAOMART HANTRA (Chairman of the audit committee)	-	12/12
2.	Ms. THAWEESRI WIKAYATHIPAT (Audit committee)	-	12/12
3.	Dr. YAOWARIN SRICHAINAN (Audit committee)	-	12/12