



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

FINE METAL TECHNOLOGIES PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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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 : FINE METAL TECHNOLOGIES PUBLIC COMPANY LIMITED

Symbol : FMT

Address : 183 Regent House Building, 14th Floor, Rajdamri Road, Lumpini,
Pathumwan

Province : Bangkok

Postcode : 10330

Business : To produce seamless copper tube and inner grooved tube for air-
conditioning and refrigerator manufacture.

Registration Number : 0107539000057

Telephone : 0-2256-0641-50

Fax (if applicable) : 0-2256-0651-2

Website : www.fmt.co.th

Email : unchana@fmt.co.th

Total Shares Sold (shares)

Common Stock : 48,000,000

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)	7,185,294.00	7,961,530.00	6,745,866.00
Smooth Tube (Thousand baht)	4,063,953.00	4,497,616.00	3,913,000.00
Multi Grooved Tube (Thousand baht)	2,101,716.00	2,398,203.00	1,978,767.00
Accumulator Tube (Thousand baht)	549,188.00	562,352.00	425,228.00
Capillary Tube (Thousand baht)	470,437.00	503,359.00	428,871.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Smooth Tube (%)	56.56	56.49	58.01
Multi Grooved Tube (%)	29.25	30.12	29.33
Accumulator Tube (%)	7.64	7.06	6.30
Capillary Tube (%)	6.55	6.32	6.36

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	7,185,294.00	7,961,530.00	6,745,866.00
Domestic (Thousand baht)	4,043,290.00	4,500,544.00	4,224,138.00
International (Thousand baht)	3,142,004.00	3,460,986.00	2,521,728.00
Japan (Thousand baht)	339,091.00	341,309.00	374,567.00
Malaysia (Thousand baht)	677,984.00	841,058.00	362,495.00

India (Thousand baht)	25,741.00	6,134.00	0.00
Indonesia (Thousand baht)	136,515.00	161,342.00	17,488.00
United Kingdom (Thousand baht)	133,445.00	118,071.00	76,394.00
Egypt (Thousand baht)	120,195.00	90,137.00	39,373.00
Vietnam (Thousand baht)	2,912.00	6,015.00	3,655.00
Bangladesh (Thousand baht)	130,185.00	56,565.00	23,935.00
Singapore (Thousand baht)	91,969.00	98,859.00	174,139.00
South Korea (Thousand baht)	0.00	26.00	22,946.00
Other countries (Thousand baht)	1,483,967.00	1,741,470.00	1,426,736.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	56.27	56.53	62.62
International (%)	43.73	43.47	37.38
Japan (%)	10.79	9.86	14.85
Malaysia (%)	21.58	24.30	14.37
India (%)	0.82	0.18	0.00
Indonesia (%)	4.34	4.66	0.69
United Kingdom (%)	4.25	3.41	3.03
Egypt (%)	3.83	2.60	1.56
Vietnam (%)	0.09	0.17	0.14
Bangladesh (%)	4.14	1.63	0.95
Singapore (%)	2.93	2.86	6.91
South Korea (%)	0.00	0.00	0.91

Other countries (%)	47.23	50.32	56.58
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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

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	666.00	620.00	320.00

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 Operation Risk (Procurement of Raw Materials)

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Policies or international agreements related to business operations
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Climate change and disasters

Financial Risk

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

Competition Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Policies or international agreements related to business operations
- Changes in technologies

Operational Risk

- Reliance on employees in key positions
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties

Industrial Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources

Labour Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Shortage or reliance on skilled workers
- Safety, occupational health, and working environment

Personnel Dependence Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations

Climate change Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Risk from the COVID-19 Pandemic

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Safety, occupational health, and working environment

Risk to Securities Holder (2.2.2)

Risk of Investment of the Securities Holder

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 : www.fmt.co.th

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : www.fmt.co.th

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	69,743.00	71,480.00	68,878.16
Gasoline (Litres)	13,211.00	13,796.00	15,210.92
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	120,239,000.00	109,968,000.00	95,745,093.19
LPG (Kilograms)	23,745.00	21,690.00	26,112.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	39,205,800.00	37,255,000.00	34,764,920.53

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	234,802.00	215,314.00	211,265.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	517,893.00	495,014.00	438,668.00
Hazardous waste (Kilograms)	330,188.00	309,620.00	451,002.00
Total waste generated (Kilograms)	848,081.00	804,634.00	889,670.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	7,404.00	6,350.00	5,781.00
Scope 2 (Tons of carbon dioxide equivalents)	19,599.00	18,624.00	17,291.00

Scope 3 (Tons of carbon dioxide equivalents)	87,004.00	59,386.00	46,490.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	114,007.00	84,360.00	69,562.00

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : School of Energy and Environment University of Phayao

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : www.fmt.co.th

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)	324	312	300
Number of female employees (Persons)	110	113	119
Total number of employees (Persons)	434	425	419

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	310,225,272.00	283,785,580.00	310,635,607.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Employee development and training expenses (baht)	220,048.00	220,252.00	285,056.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	4	2
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	0.69	0.47	0.00

• **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 : www.fmt.co.th

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, 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	13	100.00
Number of male directors	12	92.31
Number of female directors	1	7.69
Number of executive directors	3	23.08
Number of non-executive directors	10	76.92
Number of independent directors	4	30.77

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. CHAI SOPHONPANICH Gender: Male Age: 80 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	9 Aug 2018	Leadership, Corporate Management, Commerce, Banking, Finance & Securities, Insurance, Industrial Materials & Machinery, Steel, Project Management, Strategic Management, Risk Management, Governance/ Compliance

2.	Mr. Junichi Ishihara Gender: Male Age: 62 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 Apr 2018	Industrial Materials & Machinery, Steel, Commerce, Electronic Components, Marketing, Law, Accounting, Finance, Data Analysis, Corporate Management, Strategic Management, Engineering, Leadership, Governance/ Compliance, Budgeting
3.	Mr. TINNAKORN ASDATHORN Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Apr 1996	Corporate Management, Commerce, Marketing, Accounting, Finance, Data Management, Data Analysis, Engineering, Leadership, Strategic Management
4.	Mr. NOBUTAKA TANIGUCHI Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Commerce Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	1 Apr 1993	Corporate Management, Commerce, Industrial Materials & Machinery, Steel, Leadership, Strategic Management, Risk Management
5.	Mr. YOSHIHIKO MEZAKI Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	10 Aug 2021	Steel, Industrial Materials & Machinery, Engineering, Electronic Components, Design, Leadership

6.	<p>Mr. VIBUL AUNSNUNTA</p> <p>Gender: Male</p> <p>Age: 88 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	19 Nov 1999	<p>Audit, Internal Control, Accounting, Economics, Insurance, Finance, Leadership</p>
7.	<p>Mr. CHOR.NUN PETPAISIT</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	29 Apr 2019	<p>Audit, Internal Control, Accounting, Insurance, Industrial Materials & Machinery, Steel, Leadership</p>
8.	<p>Mr. AKIRA FUJITA</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	5 Aug 2019	<p>Law, Audit, Internal Control, Steel, Industrial Materials & Machinery, Electronic Components, Accounting, Marketing, Leadership, Strategic Management, Risk Management, Budgeting</p>
9.	<p>Mrs. CHANIDA ASDATHORN</p> <p>Gender: Female</p> <p>Age: 82 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	15 Jun 1988	<p>Corporate Management, Leadership, Agribusiness, Industrial Materials & Machinery, Commerce, Strategic Management, Risk Management, Governance/ Compliance, Accounting, Finance, Marketing, Food & Beverage</p>

10.	Mr. HIDEKI SHIRAISHI Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	4 Jun 2020	Law, Leadership, Corporate Management, Steel, Data Analysis, Strategic Management, Banking, Industrial Materials & Machinery, Construction Materials, Commerce, Marketing, Accounting, Fund Management
11.	Mr. Hideki Takayasu Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	10 Aug 2021	Marketing, Steel, Strategic Management, Data Management, Corporate Management, Risk Management, Budgeting, Data Analysis, Design, Commerce, Engineering, Leadership
12.	Mr. Hiroshige Nose Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	29 Apr 2023	Economics, Banking, Accounting, Finance, Marketing, Data Management, Risk Management, Audit, Data Analysis, Leadership, Strategic Management
13.	Mr. IRURU HIDAKA Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director) Director type: Original director	9 Nov 2020	Law, Steel, Industrial Materials & Machinery, Leadership

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

General information	Position	Tenure	Replacement Director
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1.	Mr. Shingo Nishijima	Director	Date position was	Mr. Hiroshige Nose
	Gender: Male	(Executive)	assumed:	Date position was assumed:
	Age: 54 years old		29 Apr 2020	29 Apr 2023
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Engineering		29 Apr 2023	
	Thai nationality: No			
	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	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VIBUL AUNSNUNTA [1] Gender: Male Age: 88 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	16 Mar 2016	Audit, Internal Control, Accounting, Economics, Insurance, Finance, Leadership
2. Mr. CHOR.NUN PETPAISIT [1] Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	29 Apr 2019	Audit, Internal Control, Accounting, Insurance, Industrial Materials & Machinery, Steel, Leadership
3. Mr. AKIRA FUJITA [1] Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	5 Aug 2019	Law, Audit, Internal Control, Steel, Industrial Materials & Machinery, Electronic Components, Accounting, Marketing, Leadership, Strategic Management, Risk Management, Budgeting

[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. Junichi Ishihara Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	27 Apr 2018
2. Mr. Shingo Nishijima Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	29 Apr 2020
3. Mr. Hideki Takayasu Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	10 Aug 2021
4. Mr. Hiroshige Nose Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	29 Apr 2023

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

General information	Position	Tenure	Replacement Director
1. Mr. Shingo Nishijima Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 29 Apr 2020 Date directorship ended: 29 Apr 2023	Mr. Hiroshige Nose Date position was assumed: 29 Apr 2023

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. Junichi Ishihara Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Engineering	Managing Director	27 Apr 2018	Industrial Materials & Machinery, Steel, Commerce, Electronic Components, Marketing, Law, Accounting, Finance, Data Analysis, Corporate Management, Strategic Management, Engineering, Leadership, Governance/ Compliance, Budgeting
2. Mr. Hideki Takayasu Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering	Director/Factory Manager	1 Jun 2023	Marketing, Steel, Strategic Management, Data Management, Corporate Management, Risk Management, Budgeting, Data Analysis, Design, Commerce, Engineering, Leadership
3. Mr. Hiroshige Nose Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	General Manager of Business Planning Management Department	1 Mar 2021	Economics, Banking, Accounting, Finance, Marketing, Data Management, Risk Management, Audit, Data Analysis, Leadership, Strategic Management
4. Mr. Nopporn Moonsarn Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Education	Factory Administration Advisor	1 Jun 2019	Strategic Management, Leadership, Risk Management, Negotiation, Data Analysis, Steel, Industrial Materials & Machinery, Budgeting, Engineering, Corporate Management, Data Management

5.	Mrs. Siriporn Lueangrachanee Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration	Administration Advisor	1 Jan 2019	Corporate Social Responsibility, Human Resource Management, Data Management, Risk Management, Data Analysis, Leadership, Internal Control, Budgeting
6.	Mr. Jirawat Ritthinee Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Management	General Manager of Administration Department	16 Jul 2021	Industrial Materials & Machinery, Steel, Data Management, Data Analysis, Engineering, Design, Leadership, Internal Control, Budgeting
7.	Ms. Arpaporn Jitsuteesiri [1][2] Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting	General Manager of Finance & Accounting Department	1 Apr 2020	Accounting, Finance, Data Management, Data Analysis, Budgeting
8.	Mr. Narongrit Samranjit Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Engineering	General Manager of Production Department	16 Jul 2021	Industrial Materials & Machinery, Steel, Data Management, Data Analysis, Engineering, Budgeting, Corporate Management, Design, Leadership
9.	Mr. Osamu Shinozaki Gender: Male Age: 66 years old Highest level of education: Below a bachelor's degree Major: Management	General Manager Sales Department	1 Apr 2023	Marketing, Business Administration, Leadership, Governance/ Compliance
10.	Mrs. Marisa Tassana Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Science	General Manager Engineering Department	1 Jun 2023	Industrial Materials & Machinery, Petrochemicals & Chemicals, Data Analysis, Engineering, Audit, Corporate Management

[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)	37,410,608.00	35,459,300.00	38,539,743.00

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) : 300

Number of female employees (persons) : 119

Total number of employees (persons) : 419

Employee Remuneration

Total employee remuneration : 310,635,607.00

Provident fund

Total number of employees (persons) : 419

Number of employees contributing to the PVD (persons) : 313

Percentage of employees who are members (%) : 74.70

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Arpaporn Jitsuteesiri	arpaporn@fmt.co.th	0814955444

- Company secretary

General information	Email	Telephone
1. Mrs. Siriporn Lueangrachanee	siriporn@fmt.co.th	0855464596

- Head of internal audit

General information	Email	Telephone
1. Mr. Hiroshige Nose	nose@fmt.co.th	022560641-50

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mr. Songchai Wongpiriyaporn Email: songchai@kpmg.co.th Telephone: 026772000	1,530,000.00	-
	2. Ms. Sirinuch Vimolsathit Email: sirinuchv@kpmg.co.th Telephone: 026772000		
	3. Mr. Sumate Jangsamsee Email: sumate@kpmg.co.th Telephone: 026772000		
	4. Ms. Jamjuree Sathapornchaiwat Email: jamjuree@kpmg.co.th Telephone: 026772000		

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. NOBUTAKA TANIGUCHI Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Commerce Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Apr 1993	Corporate Management, Commerce, Industrial Materials & Machinery, Steel, Leadership, Strategic Management, Risk Management
2. Mr. YOSHIHIKO MEZAKI Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 10 Aug 2021	Steel, Industrial Materials & Machinery, Engineering, Electronic Components, Design, Leadership
3. Mr. VIBUL AUNSNUNTA Gender: Male Age: 88 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 19 Nov 1999	Audit, Internal Control, Accounting, Economics, Insurance, Finance, Leadership

4.	Mr. CHOR.NUN PETPAISIT Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 29 Apr 2019	Audit, Internal Control, Accounting, Insurance, Industrial Materials & Machinery, Steel, Leadership
5.	Mr. AKIRA FUJITA Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 5 Aug 2019	Law, Audit, Internal Control, Steel, Industrial Materials & Machinery, Electronic Components, Accounting, Marketing, Leadership, Strategic Management, Risk Management, Budgeting

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Hiroshige Nose Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 29 Apr 2023	Economics, Banking, Accounting, Finance, Marketing, Data Management, Risk Management, Audit, Data Analysis, Leadership, Strategic Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAI SOPHONPANICH	Chairman of the board	Participating
Mr. Junichi Ishihara	Director	Non-participating
Mr. TINNAKORN ASDATHORN	Director	Non-participating
Mr. NOBUTAKA TANIGUCHI	Director	Non-participating
Mr. YOSHIHIKO MEZAKI	Director	Non-participating

Mr. VIBUL AUNSNUNTA	Director	Participating
Mr. CHOR.NUN PETPAISIT	Director	Participating
Mr. AKIRA FUJITA	Director	Non-participating
Mrs. CHANIDA ASDATHORN	Director	Participating
Mr. HIDEKI SHIRAISHI	Director	Non-participating
Mr. Hideki Takayasu	Director	Non-participating
Mr. Hiroshige Nose	Director	Non-participating
Mr. IRURU HIDAKA	Director	Non-participating
Mr. Shingo Nishijima	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 4

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. CHAI SOPHONPANICH (Chairman of the board)	-	3/4	Non-participating	Did not hold the meeting
2.	Mr. Junichi Ishihara (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mr. TINNAKORN ASDATHORN (Director)	-	3/4	Participating	Did not hold the meeting

4.	Mr. NOBUTAKA TANIGUCHI (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. YOSHIHIKO MEZAKI (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. VIBUL AUNSNUNTA (Director)	-	3/4	Non-participating	Did not hold the meeting
7.	Mr. CHOR.NUN PETPAISIT (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. AKIRA FUJITA (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mrs. CHANIDA ASDATHORN (Director)	-	4/4	Participating	Did not hold the meeting
10.	Mr. HIDEKI SHIRAISHI (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mr. Hideki Takayasu (Director)	-	4/4	Participating	Did not hold the meeting
12.	Mr. Hiroshige Nose (Director)	-	1/2	Participating	Did not hold the meeting
13.	Mr. IRURU HIDAKA (Director)	-	4/4	Participating	Did not hold the meeting
14.	Mr. Shingo Nishijima (Director)	29 Apr 2023	1/2	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. CHAI SOPHONPANICH (Chairman of the board)	-	540,000.00	0.00	No
2.	Mr. Junichi Ishihara (Director)	-	0.00	0.00	No
3.	Mr. TINNAKORN ASDATHORN (Director)	-	340,000.00	0.00	No
4.	Mr. NOBUTAKA TANIGUCHI (Director)	-	340,000.00	0.00	No
5.	Mr. YOSHIHIKO MEZAKI (Director)	-	340,000.00	0.00	No

6.	Mr. VIBUL AUNSNUNTA (Director)	-	480,000.00	0.00	No
7.	Mr. CHOR.NUN PETPAISIT (Director)	-	410,000.00	0.00	No
8.	Mr. AKIRA FUJITA (Director)	-	410,000.00	0.00	No
9.	Mrs. CHANIDA ASDATHORN (Director)	-	340,000.00	0.00	No
10.	Mr. HIDEKI SHIRAISHI (Director)	-	340,000.00	0.00	No
11.	Mr. Hideki Takayasu (Director)	-	0.00	0.00	No
12.	Mr. Hiroshige Nose (Director)	-	0.00	0.00	No
13.	Mr. IRURU HIDAKA (Director)	-	340,000.00	0.00	No
14.	Mr. Shingo Nishijima (Director)	29 Apr 2023	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. VIBUL AUNSNUNTA (Chairman of the audit committee)	-	3/4
2.	Mr. CHOR.NUN PETPAISIT (Audit committee)	-	4/4
3.	Mr. AKIRA FUJITA (Audit committee)	-	4/4