



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

EASTERN COMMERCIAL LEASING 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 : EASTERN COMMERCIAL LEASING PUBLIC COMPANY LIMITED

Symbol : ECL

Address : 976/1 SOI RAMA IX HOSPITAL, RIM KHLONG SAEN SEN ROAD BANG KA PI,
HUAI KHWANG

Province : Bangkok

Postcode : 10310

Business : The company is engaged in providing used motor vehicle hire purchase finance, car loan for vehicle acquisition to vehicle dealers, renewal services for vehicle insurance as well as third party liability insurance. The company has commenced its business undertaking since 1984 and become a registered entity in the securities exchange on 1 March 2004. The company provides vehicle registration, vehicle insurance, vehicle third party liability insurance, and life insurance renewal services which render customer conveniences and enable the company to earn supplementary income, and concurrently prevent possible risks against vehicles which are collateral of the company's credit extension, and hirers' life.

Registration Number : 0107546000288

Telephone : 0-2641-5252

Fax (if applicable) : -

Website : www.ecl.co.th

Email : kanchana@ecl.co.th

Total Shares Sold (shares)

Common Stock : 1,108,859,002

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)	684,155.14	615,651.95	653,987.93
Hire purchase finance (Thousand baht)	513,784.17	450,011.76	468,431.42
Other (Thousand baht)	170,370.97	165,640.19	185,556.51

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Hire purchase finance (%)	75.10	73.10	71.63
Other (%)	24.90	26.90	28.37

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	684,155.14	615,651.95	653,987.93
Domestic (Thousand baht)	684,155.14	615,651.95	653,987.93
International (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

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	154,811.81	152,916.00	179,937.81
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	154,811.81	152,916.00	179,937.81

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

	2021	2022	2023
Share of profit (Thousand baht)	6,572.78	7,905.47	5,950.53

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	N/A	N/A	N/A

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)

Risk related to the declining trend of used motor vehicle prices

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

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

Marketing risks and competition

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational risks resulted from non-performing credit risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

- Delays in the development of future projects

Risk from repossessed vehicle disposal

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

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

Risk Arising from the Volatility of Interest Rate

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Financial Risk

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

Liquidity Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations

Risks of Potential Increasing Future Debt Obligation

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk on reliance on individuals with special expertise

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Risks on information technology and cyber security protection

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Information security and cyber-attack

Risks from changing law and government policy

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Risk to Securities Holder (2.2.2)

Risk as a result of major investors holding shares in excess of 25% of ordinary shares issued and subscribed

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://www.ecl.co.th/img/file_upload/file20240322094616.pdf

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://www.ecl.co.th/img/file_upload/file20240321162359.pdf

Company environmental guideline : Electricity Management, Water Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	138,519.00	313,893.00	380,817.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	1,142.00	1,115.46

Waste management

• Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

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://www.ecl.co.th/img/file_upload/file20230228152146.pdf

Company human right guideline : Employee Rights, 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)	117	109	129
Number of female employees (Persons)	126	125	133
Total number of employees (Persons)	243	234	262

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	N/A	7.15	3.15

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	0	0	0

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	7.41	11.54	7.63

• **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://www.ecl.co.th/img/file_upload/file20240321162359.pdf

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	8	100.00
Number of male directors	6	75.00
Number of female directors	2	25.00
Number of executive directors	3	37.50
Number of non-executive directors	5	62.50
Number of independent directors	4	50.00

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. WICHAI MAITHONG Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	23 Apr 2018	Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, Data Analysis, Corporate Management, Change Management, Risk Management, Governance/ Compliance

2.	Mr. PRAPAKORN VEERAPONG Gender: Male Age: 53 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	29 Aug 2003	Insurance, Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, IT Management, Negotiation, Risk Management, Strategic Management
3.	Mrs. DUANGRAT JAENG Mongkol Gender: Female Age: 76 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Aug 2003	Law, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Corporate Management, Risk Management, Internal Control, Governance/ Compliance
4.	Mr. SORAPAS SUTTienkul Gender: Male Age: 54 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: Original director	28 Feb 2015	Economics, Information & Communication Technology, Marketing, Finance, Sustainability, IT Management, Data Analysis, Brand Management, Strategic Management, Audit, Governance/ Compliance
5.	Mr. THAILUCK LEETAVORN Gender: Male Age: 75 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: Original director	15 Aug 2017	Economics, Commerce, Accounting, IT Management, Data Analysis, Risk Management, Audit

6.	<p>Mrs. PRAPASRI PERMSAB</p> <p>Gender: Female</p> <p>Age: 74 years old</p> <p>Highest level of education: Master'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: Original director</p>	24 Apr 2018	<p>Economics, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Analysis, Corporate Management, Risk Management, Audit, Internal Control, Governance/ Compliance</p>
7.	<p>Mr. MASAYUKI NOZAWA</p> <p>Gender: Male</p> <p>Age: 59 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: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	15 May 2020	<p>Finance & Securities, Information & Communication Technology, Law, Marketing, IT Management, Data Management, Data Analysis, Statistics, Corporate Management, Strategic Management</p>
8.	<p>Mr. JATURONG PHOTHIRAK</p> <p>Gender: Male</p> <p>Age: 46 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</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	30 Apr 2023	<p>Business Administration, Finance & Securities</p>

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. DANUCHA VERAPONG</p> <p>Gender: Male</p> <p>Age: 54 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>Chairman of the board</p> <p>(Executive)</p>	<p>Date position was assumed:</p> <p>11 Nov 2003</p> <p>Date directorship ended:</p> <p>12 May 2023</p>	No replacement director

2.	Mr. PHIPHAT PHORNSUWAN	Chairman of the board	Date position was assumed:	Mr. Wichai Maithong
	Gender: Male	(Non-executive,		Date position was assumed:
	Age: 76 years old	Independent director)	25 Apr 2022	12 May 2023
	Highest level of education:		Date directorship ended:	
	Master's degree			
	Major: Business Administration		29 Apr 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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	: 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. Mrs. PRAPASRI PERMSAB [1] Gender: Female Age: 74 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	24 Apr 2018	Economics, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Analysis, Corporate Management, Risk Management, Audit, Internal Control, Governance/ Compliance
2. Mr. THAILUCK LEETAVORN [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	15 Aug 2017	Economics, Commerce, Accounting, IT Management, Data Analysis, Risk Management, Audit
3. Mr. SORAPAS SUTTIENKUL [1] Gender: Male Age: 54 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: Original director	24 Apr 2018	Economics, Information & Communication Technology, Marketing, Finance, Sustainability, IT Management, Data Analysis, Brand Management, Strategic Management, Audit, Governance/ Compliance

[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. DANUCHA VERAPONG Gender: Male Age: 54 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 Nov 2003
2. Mr. PRAPAKORN VEERAPONG Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	15 Sep 2003
3. Mrs. DUANGRAT JAENGMONGKOL Gender: Female Age: 76 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 Sep 2003
4. Mr. MASAYUKI NOZAWA Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	15 May 2020

5.	<p>Mrs. Charatsang Yuampai</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>1 Jun 2016</p>
6.	<p>Mr. Tiratee Patiparnwoharn</p> <p>Gender: Male</p> <p>Age: 38 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>1 Nov 2016</p>
7.	<p>Ms. Kanchana Soponpongpiat</p> <p>Gender: Female</p> <p>Age: 60 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>Member of the executive committee</p>	<p>1 Nov 2016</p>
8.	<p>Mr. Mano Boonyasrisawasdi</p> <p>Gender: Male</p> <p>Age: 46 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>Member of the executive committee</p>	<p>17 Jan 2018</p>
9.	<p>Mr. Teera Chunhacha</p> <p>Gender: Male</p> <p>Age: 43 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>Member of the executive committee</p>	<p>1 Feb 2018</p>

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. SORAPAS SUTTIENKUL	Chairman
	Mrs. PRAPASRI PERMSAB	Member
	Mrs. DUANGRAT JAENG MONGKOL	Member
The Audit Committee	Mr. THAILUCK LEETAVORN	Member
	Mr. SORAPAS SUTTIENKUL	Member
	Mrs. Prapasri Permsup	Chairman
Risk Management Committee	Mr. Wichai Maithong	Chairman
	Mr. PRAPAKORN VEERAPONG	Member
(3.1) Corporate Governance and Sustainability Committee	Mr. THAILUCK LEETAVORN	Chairman
	Mrs. Prapasri Permsup	Member
	Mr. JATURONG PHOTHIRAK	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management 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	: (3.1) Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: (3.1) Corporate Governance and Sustainability Committee

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. DANUCHA VERAPONG Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	11 Nov 2003	Finance & Securities, Information & Communication Technology, Marketing, Human Resource Management, IT Management, Data Analysis, Corporate Management, Risk Management, Strategic Management, Budgeting
2. Mr. PRAPAKORN VEERAPONG Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	29 Aug 2003	Insurance, Information & Communication Technology, Marketing, Corporate Social Responsibility, Sustainability, IT Management, Negotiation, Risk Management, Strategic Management
3. Mrs. DUANGRAT JAENG Mongkol Gender: Female Age: 76 years old Highest level of education: Bachelor's degree Major: Law	Member of the Executive Committee and Company Secretary	15 Sep 2003	Law, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Corporate Management, Risk Management, Internal Control, Governance/ Compliance
4. Mrs. Charatsang Yuampai [1][2] Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Finance	Deputy Managing Director	1 Jun 2016	Accounting, Finance, Procurement, Data Analysis, Budgeting

5.	Ms. Kanchana Soponpongpiat [2] Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Accounting	Director of Accounting and Finance	1 Nov 2016	Accounting, Finance, Data Management, Data Analysis, Audit, Budgeting
6.	Mr. Tiratee Patiparnwoharn Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Law	Deputy Managing Director	1 Nov 2016	Insurance, Automotive, Marketing, Law, IT Management, Data Management, Negotiation, Project Management
7.	Mr. Mano Boonyasrisawasdi Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Business Administration	Director of Insurance	3 Jan 2018	Insurance, Information & Communication Technology, Marketing, Corporate Social Responsibility, Data Management, Strategic Management
8.	Mr. Teera Chunhacha Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Business Administration	Marketing Director	1 Feb 2018	Insurance, Automotive, Marketing, Negotiation
9.	Ms. Yuvadee Thongthai Gender: Female Age: 42 years old Highest level of education: Master's degree Major: MBA in Finance and Banking	Credit Director 2	1 Sep 2018	Banking, Finance, Data Management, Data Analysis, Audit
10.	Ms. Sunee Kultrawuth Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Business Administration	Credit Director 1	1 Oct 2018	Economics, Banking, Finance & Securities, Data Management, Data Analysis, Negotiation, Audit, Budgeting
11.	Mr. Toonpitak Vongsan Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Faculty of Public Administration	Marketing Director	1 Oct 2020	Automotive, Insurance, Marketing, Negotiation

12.	Mr. Nantachart Yingnork Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Business Administration	Marketing Director	1 Aug 2021	Insurance, Automotive, Marketing, IT Management, Data Management, Negotiation, Project Management
13.	Mr. MASAYUKI NOZAWA Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Law	managing director	1 Apr 2022	Finance & Securities, Information & Communication Technology, Law, Marketing, IT Management, Data Management, Data Analysis, Statistics, Corporate Management, Strategic Management
14.	Ms. Chamaiporn Petkhan Gender: Female Age: 51 years old Highest level of education: Bachelor's degree Major: Finance	Collection Director	1 Jul 2022	Marketing, Finance, Human Resource Management, Data Management, Data Analysis, Negotiation, Corporate Management, Leadership, Risk Management, Audit

[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)	39,422.74	41,945.92	42,953.07

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)	: 129
Number of female employees (persons)	: 133
Total number of employees (persons)	: 262

Employee Remuneration

Total employee remuneration	: 0.00
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Provident fund

Total number of employees (persons)	: 262
Number of employees contributing to the PVD (persons)	: 262
Percentage of employees who are members (%)	: 100.00

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Charatsang Yuampai	charatsang@ecl.co.th	026415252

- Company secretary

General information	Email	Telephone
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1.	Mrs. Duangrat Jaengmongkol	duangrat@ecl.co.th	026415252
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• Head of internal audit

General information	Email	Telephone
1. Mr. Chalot Lokittajariya	Chalot.Improvis@gmail.com	026415252

• Head of compliance unit

General information	Email	Telephone
1. Mr. Buapan Auttawan	buapan@ecl.co.th	026415252

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. D I A INTERNATIONAL AUDITING COMPANY LIMITED	<p>1. Ms. Somjintana Polhiranrat Email: dia@diaaudit.com Telephone: 022595300</p> <p>2. Mr. Viroj Sajjathamnukul Email: dia@diaaudit.com Telephone: 022595300</p> <p>3. Mr. Jumpot Prairatanakorn Email: dia@diaaudit.com Telephone: 022595300</p> <p>4. Mr. Noppalerk Pitsanuwong Email: dia@diaaudit.com Telephone: 022595300</p>	1,975,000.00	-

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. JATURONG PHOTHIRAK Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 30 Apr 2023	Business Administration, Finance & Securities

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. WICHAI MAITHONG	Chairman of the board	Non-participating
Mr. PRAPAKORN VEERAPONG	Director	Non-participating
Mrs. DUANGRAT JAENG MONGKOL	Director	Non-participating
Mr. SORAPAS SUTTIENTKUL	Director	Non-participating
Mr. THAILUCK LEETAVORN	Director	Non-participating
Mrs. PRAPASRI PERMSAB	Director	Non-participating
Mr. MASAYUKI NOZAWA	Director	Non-participating
Mr. JATURONG PHOTHIRAK	Director	Participating

Mr. DANUCHA VERAPONG	Chairman of the board	Non-participating
Mr. PHIPHAT PHORNSUWAN	Chairman of the board	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, 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) : 5

Date of AGM meeting : 24 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. WICHAI MAITHONG (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2. Mr. PRAPAKORN VEERAPONG (Director)	-	5/5	Participating	Did not hold the meeting
3. Mrs. DUANGRAT JAENG MONGKOL (Director)	-	5/5	Participating	Did not hold the meeting
4. Mr. SORAPAS SUTTIENKUL (Director)	-	5/5	Participating	Did not hold the meeting
5. Mr. THAILUCK LEETAVORN (Director)	-	5/5	Participating	Did not hold the meeting
6. Mrs. PRAPASRI PERMSAB (Director)	-	5/5	Participating	Did not hold the meeting
7. Mr. MASAYUKI NOZAWA (Director)	-	5/5	Participating	Did not hold the meeting

8.	Mr. JATURONG PHOTHIRAK (Director)	-	3/5	Non-participating	Did not hold the meeting
9.	Mr. DANUCHA VERAPONG (Chairman of the board)	12 May 2023	5/5	Non-participating	Did not hold the meeting
10.	Mr. PHIPHAT PHORNSUWAN (Chairman of the board)	29 Apr 2023	2/5	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. WICHAI MAITHONG (Chairman of the board)	-	28,000.00	880,000.00	Yes
2.	Mr. PRAPAKORN VEERAPONG (Director)	-	N/A	N/A	N/A
3.	Mrs. DUANGRAT JAENGMONGKOL (Director)	-	N/A	N/A	N/A
4.	Mr. SORAPAS SUTTIENTKUL (Director)	-	28,000.00	780,000.00	Yes
5.	Mr. THAILUCK LEETAVORN (Director)	-	28,000.00	760,000.00	No
6.	Mrs. PRAPASRI PERMSAB (Director)	-	28,000.00	940,000.00	No
7.	Mr. MASAYUKI NOZAWA (Director)	-	N/A	N/A	N/A
8.	Mr. JATURONG PHOTHIRAK (Director)	-	15,000.00	280,000.00	Yes
9.	Mr. DANUCHA VERAPONG (Chairman of the board)	12 May 2023	N/A	N/A	N/A
10.	Mr. PHIPHAT PHORNSUWAN (Chairman of the board)	29 Apr 2023	0.00	880,000.00	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.	Mrs. PRAPASRI PERMSAB (Chairman of the audit committee)	-	4/4
2.	Mr. THAILUCK LEETAVORN (Audit committee)	-	4/4
3.	Mr. SORAPAS SUTTIENKUL (Audit committee)	-	4/4