



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

ASIA METAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



Table of Contents

| | Page |
|--|------|
| Business Operations and Performance | |
| Group Structure and Operations | 1 |
| Risk Management | 4 |
| Sustainable Development | 6 |
| Corporate Governance | |
| Corporate Governance Policy | 10 |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 11 |
| Performance Report on Corporate Governance | 21 |

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : ASIA METAL PUBLIC COMPANY LIMITED

Symbol : AMC

Address : 55, 55/1 MOO 2 SOI WATNAMDANG, SRINAKARIN ROAD, AMPHOE BANG PHLI

Province : Samut Prakarn

Postcode : 10540

Business : The Company engages in the production and distribution of processed steel products including the integrated steel roll coiled, both hot-rolled and cold-rolled type, the cut-and-steel sheet, and rolling a Little (slitting coil) by the size demand by the customers. Moreover, the Company also manufactures and the distributes steel pipe and structural steel C-shape used by various industries.

Registration Number : 0107547000176

Telephone : 0-2338-7222

Fax (if applicable) : 0-2383-4101-2

Website : www.asiametal.co.th

Email : ir@asiametal.co.th

Total Shares Sold (shares)

Common Stock : 480,096,277

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) | 5,522,932.90 | 7,805,060.23 | 7,272,355.93 |
| Steel Service Center (Thousand baht) | 0.00 | 900.00 | 0.00 |
| Processing of steel (Thousand baht) | 4,557,978.00 | 5,382,470.00 | 5,211,940.00 |
| Other (Thousand baht) | 964,954.90 | 2,421,690.23 | 2,060,415.93 |

| | 2022 | 2023 | 2024 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Steel Service Center (%) | 0.00 | 0.01 | 0.00 |
| Processing of steel (%) | 82.53 | 68.96 | 71.67 |
| Other (%) | 17.47 | 31.03 | 28.33 |

By Geographical Area or Market

| | 2022 | 2023 | 2024 |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 5,522,932.90 | 7,805,060.23 | 7,272,355.93 |
| Domestic (Thousand baht) | 5,522,932.90 | 7,805,060.23 | 7,272,355.93 |
| International (Thousand baht) | 0.00 | 0.00 | 0.00 |

| | 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 |

Other income as specified in the financial statements

| | 2022 | 2023 | 2024 |
|--|-----------|------------|------------|
| Total other income (Thousand baht) | 43,370.68 | 126,433.64 | 144,172.00 |
| Other income from operations (Thousand baht) | 30,234.25 | 101,981.00 | 46,132.09 |
| Other income not from operations (Thousand baht) | 13,136.43 | 24,452.64 | 98,039.91 |

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

| | 2022 | 2023 | 2024 |
|---------------------------------|-----------|-----------|-----------|
| Share of profit (Thousand baht) | 17,073.72 | 35,191.05 | -6,012.57 |

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 | 1,570.00 | 19,200.00 | 39,884.26 |

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)

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Competition risk
- Other

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Product obsolescence
- Information security and cyber-attack

Regulatory and Legal Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Other

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Liquidity risk
- Other

Other Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Climate change and disasters

Risk to Securities Holder (2.2.2)

Risk from having a group of major shareholders collectively holding more than 50% of the shares

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.asiametal.co.th/นโยบายการบริหารจัดการด้านความยั่งยืน>
(if applicable)

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.asiametal.co.th/นโยบายการจัดการสิ่งแวดล้อมอย่างยั่งยืน>
(if applicable)

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

| | 2022 | 2023 | 2024 |
|-------------------|-----------|-----------|-----------|
| Diesel (Litres) | 24,664.64 | 58,320.71 | 55,854.77 |
| Gasoline (Litres) | 21,434.99 | 21,537.64 | 19,261.13 |

• Electricity consumption

| | 2022 | 2023 | 2024 |
|---|--------------|--------------|--------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 5,669,073.00 | 8,711,738.90 | 8,585,539.49 |

Water management

• Water consumption

| | 2022 | 2023 | 2024 |
|---------------------------------------|----------|-----------|-----------|
| Total water withdrawal (Cubic meters) | 9,572.00 | 12,499.00 | 10,664.00 |

Waste management

• Waste from operations

| | 2022 | 2023 | 2024 |
|--|---------------------|---------------------|---------------------|
| Non-hazardous waste (Kilograms) | 1,713,010.00 | 3,154,950.00 | 2,820,790.00 |
| Hazardous waste (Kilograms) | 0.00 | 1,580.00 | 1,440.00 |
| Total waste generated (Kilograms) | 1,713,010.00 | 3,156,530.00 | 2,822,230.00 |

Greenhouse gas management

• Greenhouse gas emissions

| | 2022 | 2023 | 2024 |
|---|-------------------|-----------------|-------------------|
| Scope 1 (Tons of carbon dioxide equivalents) | 464.00 | 299.00 | 315.00 |
| Scope 2 (Tons of carbon dioxide equivalents) | 2,472.00 | 3,611.00 | 3,253.00 |
| Scope 3 (Tons of carbon dioxide equivalents) | 279,579.00 | 0.00 | 485,392.00 |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 282,515.00 | 3,910.00 | 488,960.00 |

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : ECEE Company Limited

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.asiametal.co.th/นโยบายด้านสิทธิมนุษยชน>

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

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Number of male employees (Persons) | 231 | 298 | 316 |
| Number of female employees (Persons) | 108 | 125 | 133 |
| Total number of employees (Persons) | 339 | 423 | 449 |

• Employee remuneration

| | 2022 | 2023 | 2024 |
|------------------------------|---------------|----------------|---------------|
| Employee remuneration (baht) | 68,370,718.56 | 115,685,827.19 | 97,310,945.71 |

• Employee development and training

| | 2022 | 2023 | 2024 |
|---|-----------|------------|------------|
| Average employee training hours (Hours / Person / Year) | 7.00 | 6.46 | 12.27 |
| Employee development and training expenses (baht) | 31,512.00 | 564,355.62 | 320,983.46 |

• Health, safety and work environment

| | 2022 | 2023 | 2024 |
|--|------|------|------|
|--|------|------|------|

| | | | |
|--|----|----|----|
| Total number of lost time injury incidents by employees (Cases) | 21 | 16 | 12 |
|--|----|----|----|

• **Employee retention**

| | 2022 | 2023 | 2024 |
|--|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 38.64 | 30.97 | 26.06 |

• **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

Company website on corporate governance policy : <https://www.asiametal.co.th/นโยบายการกำกับดูแลกิจการที่ดี>

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 | 10 | 100.00 |
| Number of male directors | 5 | 50.00 |
| Number of female directors | 5 | 50.00 |
| Number of executive directors | 4 | 40.00 |
| Number of non-executive directors | 6 | 60.00 |
| Number of independent directors | 3 | 30.00 |

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. Mrs. TAISIKHA PHRAISANGOB Gender: Female Age: 75 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 13 Aug 2004 | Law, Corporate Management, Steel, Risk Management, Sustainability |

| | | | | |
|----|--|--|-------------|---|
| 2. | <p>Mr. CHUSAK YONGVONGPHAIBOON</p> <p>Gender: Male</p> <p>Age: 62 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 (Executive)</p> <p>Director type: Re-elected as director</p> | 13 Aug 2004 | Steel, Corporate Management, Marketing, Sustainability, Law |
| 3. | <p>Mr. VIRACHAI SUTEERACHAI</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Chairman of the board (Non-executive)</p> <p>Director type: Original director</p> | 31 May 2008 | Steel, Corporate Management, Risk Management, Accounting, Law |
| 4. | <p>Ms. CHANANYA YONGVONGPHAIBOON</p> <p>Gender: Female</p> <p>Age: 31 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>Director (Executive)</p> <p>Director type: Original director</p> | 23 Apr 2015 | Accounting, Marketing, Steel, Corporate Management, Risk Management |
| 5. | <p>Mr. PIBOONSAK ARTHABOWONPISAN</p> <p>Gender: Male</p> <p>Age: 72 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 (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p> | 23 Apr 2015 | Audit, Accounting, Law, Steel, Engineering |

| | | | | |
|----|---|--|-------------|---|
| 6. | <p>Ms. METHIKAN CHUTIPONGSIRI</p> <p>Gender: Female</p> <p>Age: 58 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: Original director</p> | 28 Apr 2017 | Steel, Corporate Management, Marketing, Accounting, Risk Management |
| 7. | <p>Ms. PEERADA YONGVONGPHAIBOON</p> <p>Gender: Female</p> <p>Age: 32 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p> | 28 Apr 2021 | IT Management, Steel, Human Resource Management, Sustainability, Corporate Management |
| 8. | <p>Mr. SUNTORN COMPHIPHOT</p> <p>Gender: Male</p> <p>Age: 56 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>(Executive)</p> <p>Director type: Original director</p> | 28 Apr 2021 | Steel, Risk Management, Sustainability, Corporate Management, IT Management |
| 9. | <p>Ms. ORAWAN PONGTUNYALUK</p> <p>Gender: Female</p> <p>Age: 51 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)</p> <p>Director type: Original director</p> | 27 Apr 2023 | Steel, Accounting, Finance, Corporate Management, Risk Management |

| | | | | |
|-----|-----------------------------|--|-------------|--|
| 10. | Mr. THORANIT TANTIKULWICHIT | Director | 23 Apr 2024 | Accounting, Finance, Internal Control, Law, Steel |
| | Gender: Male | (Non-executive, Independent director) | | |
| | Age: 67 years old | | | |
| | Highest level of education: | | | |
| | Bachelor's degree | Director type: Newly appointed director to replace ex-director | | |
| | Major: Law | | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

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

| General information | Position | Tenure | Replacement Director |
|-------------------------------|--|-------------------------------|---|
| 1. Sub.Lt. Suree Buranathanit | Director | Date position was assumed: | Mr. THORANIT TANTIKULWICHIT |
| Gender: Female | (Non-executive, Independent director) | 17 Feb 2004 | Date position was assumed: 23 Apr 2024 |
| Age: 90 years old | | Date directorship ended: | |
| Highest level of education: | | 22 Apr 2024 | |
| Master's degree | | | |
| Major: Political Science | | | |
| 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 | : 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. PIBOONSAK ARTHABOWONPISAN [1] Gender: Male Age: 72 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: Re-elected as director | 23 Apr 2015 | Audit, Accounting, Law, Steel, Engineering |
| 2. Mrs. TAISIKHA PHRAISANGOB [1] Gender: Female Age: 75 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 13 Aug 2004 | Law, Corporate Management, Steel, Risk Management, Sustainability |
| 3. Mr. THORANIT TANTIKULWICHIT [1] Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director | 23 Apr 2024 | Accounting, Finance, Internal Control, Law, Steel |

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

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

| General information | Position | Tenure | Replacement Director |
|--|---|--|--|
| 1. Sub.Lt. Suree Buranathanit [1] Gender: Female Age: 90 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) | Date position was assumed: 17 Feb 2004 Date directorship ended: 22 Apr 2024 | Mr. THORANIT TANTIKULWICHIT Date position was assumed: 23 Apr 2024 |

[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. CHUSAK YONGVONGPHAIBOON Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Chairman of the executive committee | 13 Aug 2005 |
| 2. Ms. PEERADA YONGVONGPHAIBOON Gender: Female Age: 32 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 28 Apr 2021 |

| | | | |
|----|--|-----------------------------------|-------------|
| 3. | Ms. CHANANYA YONGVONGPHAIBOON Gender: Female Age: 31 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 23 Apr 2015 |
| 4. | Mr. SUNTORN COMPHIPHOT Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 28 Apr 2021 |
| 5. | Ms. Anyarin Direkrojwut Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 23 Apr 2024 |

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

| General information | Position | Tenure | Replacement Director |
|--|-----------------------------------|--|-------------------------|
| 1. Mr. Prapod Jittrong Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | Date position was assumed: 23 Apr 2024 Date directorship ended: 31 Aug 2024 | No replacement director |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|---|-------------------------------|----------|
| Audit and Good Governance Committee | Mr. PIBOONSAK ARTHABOWONPISAN | Chairman |
| | Sub.Lt. Suree Buranathanit | Member |
| | Mrs. TAISIKHA PHRAISANGOB | Member |
| Executive Nomination and Remuneration Committee | Mr. CHUSAK YONGVONGPHAIBOON | Chairman |
| | Mrs. TAISIKHA PHRAISANGOB | Member |
| | Mr. SUNTORN COMPHIPHOT | Member |
| | Ms. PEERADA YONGVONGPHAIBOON | Member |
| Risk Management Committee | Mr. CHUSAK YONGVONGPHAIBOON | Chairman |
| | Mrs. TAISIKHA PHRAISANGOB | Member |
| | Ms. PEERADA YONGVONGPHAIBOON | Member |
| | Mr. SUNTORN COMPHIPHOT | Member |
| ESG Committee | Mr. CHUSAK YONGVONGPHAIBOON | Chairman |
| | Ms. PEERADA YONGVONGPHAIBOON | Member |
| | Mr. SUNTORN COMPHIPHOT | Member |
| | Ms. Anyarin Direkrojwut | Member |

Roles of Sub-committees

| | |
|---|---|
| Sub-committees responsible for risk management | : Risk Management Committee |
| Sub-committees responsible for nomination | : Executive Nomination and Remuneration Committee |
| Sub-committees responsible for remuneration | : Executive Nomination and Remuneration Committee |
| Sub-committees responsible for corporate governance | : None |
| Sub-committees responsible for corporate sustainability development | : ESG 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. CHUSAK YONGVONGPHAIBOON Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration | MANAGING DIRECTOR | 28 Apr 2005 | Steel, Corporate Management, Marketing, Sustainability, Law |
| 2. Ms. CHANANYA YONGVONGPHAIBOON [1][2] Gender: Female Age: 31 years old Highest level of education: Bachelor's degree Major: Finance | Chief Marketing Officer | 29 Apr 2015 | Accounting, Marketing, Steel, Corporate Management, Risk Management |
| 3. Ms. PEERADA YONGVONGPHAIBOON Gender: Female Age: 32 years old Highest level of education: Master's degree Major: Management | Chief of Strategy and Central Administration | 26 Apr 2018 | IT Management, Steel, Human Resource Management, Sustainability, Corporate Management |
| 4. Mr. SUNTORN COMPHIPHOT Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration | COO | 3 Jan 2018 | Steel, Risk Management, Sustainability, Corporate Management, IT 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

| | 2022 | 2023 | 2024 |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 10,535,000.00 | 12,281,250.00 | 10,740,000.00 |

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) : 316

Number of female employees (persons) : 133

Total number of employees (persons) : 449

Employee Remuneration

Total employee remuneration : 97,310,945.71

Provident fund

Total number of employees (persons) : 449

Number of employees contributing to the PVD (persons) : 64

Percentage of employees who are members (%) : 14.25

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. CHUSAK YONGVONGPHAIBOON Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | Date position was assumed: 13 Aug 2004 | Steel, Corporate Management, Marketing, Sustainability, Law |
| 2. Mr. PIBOONSAK ARTHABOWONPISAN Gender: Male 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: Re-elected as director | Date position was assumed: 23 Apr 2015 | Audit, Accounting, Law, Steel, Engineering |

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

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

| | | | | |
|----|-----------------------------|--|----------------------------|---|
| 1. | Mr. THORANIT TANTIKULWICHIT | Director | Date position was assumed: | Accounting, Finance, Internal Control, Law, Steel |
| | Gender: Male | (Non-executive, Independent director) | 23 Apr 2024 | |
| | Age: 67 years old | | | |
| | Highest level of education: | | | |
| | Bachelor's degree | Director type: Newly appointed director to replace ex-director | | |
| | Major: Law | | | |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|-------------------------------|-----------------------|--|
| Mrs. TAISIKHA PHRAISANGOB | Director | Non-participating |
| Mr. CHUSAK YONGVONGPHAIBOON | Director | Participating |
| Mr. VIRACHAI SUTEERACHAI | Chairman of the board | Non-participating |
| Ms. CHANANYA YONGVONGPHAIBOON | Director | Participating |
| Mr. PIBOONSAK ARTHABOWONPISAN | Director | Non-participating |
| Ms. METHIKAN CHUTIPONGSIRI | Director | Non-participating |
| Ms. PEERADA YONGVONGPHAIBOON | Director | Participating |
| Mr. SUNTORN COMPHIPHOT | Director | Participating |
| Ms. ORAWAN PONGTUNYALUK | Director | Participating |
| Mr. THORANIT TANTIKULWICHIT | Director | Participating |
| Sub.Lt. Suree Buranathanit | Director | 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 : 23 Apr 2024

EGM meeting : No

| | List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|-----|---|------------------|-------------------------|-------------------|--------------------------|
| 1. | Mrs. TAISIKHA PHRAISANGOB (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 2. | Mr. CHUSAK YONGVONGPHAIBOON (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 3. | Mr. VIRACHAI SUTEERACHAI (Chairman of the board) | - | 4/4 | Participating | Did not hold the meeting |
| 4. | Ms. CHANANYA YONGVONGPHAIBOON (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 5. | Mr. PIBOONSAK ARTHABOWONPISAN (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 6. | Ms. METHIKAN CHUTIPONGSIRI (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 7. | Ms. PEERADA YONGVONGPHAIBOON (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 8. | Mr. SUNTORN COMPHIPHOT (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 9. | Ms. ORAWAN PONGTUNYALUK (Director) | - | 4/4 | Participating | Did not hold the meeting |
| 10. | Mr. THORANIT TANTIKULWICHIT (Director) | - | 3/3 | Non-participating | Did not hold the meeting |
| 11. | Sub.Lt. Suree Buranathanit (Director) | 22 Apr 2024 | 0/1 | Non-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. | Mrs. TAISIKHA PHRAISANGOB (Director) | - | 0.00 | 0.00 | No |
| 2. | Mr. CHUSAK YONGVONGPHAIBOON (Director) | - | 0.00 | 0.00 | No |
| 3. | Mr. VIRACHAI SUTEERACHAI (Chairman of the board) | - | 480,000.00 | 0.00 | No |
| 4. | Ms. CHANANYA YONGVONGPHAIBOON (Director) | - | 0.00 | 0.00 | No |
| 5. | Mr. PIBOONSAK ARTHABOWONPISAN (Director) | - | 0.00 | 0.00 | No |
| 6. | Ms. METHIKAN CHUTIPONGSIRI (Director) | - | 240,000.00 | 0.00 | N/A |
| 7. | Ms. PEERADA YONGVONGPHAIBOON (Director) | - | 0.00 | 0.00 | No |
| 8. | Mr. SUNTORN COMPHIPHOT (Director) | - | 0.00 | 0.00 | No |
| 9. | Ms. ORAWAN PONGTUNYALUK (Director) | - | 240,000.00 | 0.00 | No |
| 10. | Mr. THORANIT TANTIKULWICHIT (Director) | - | 0.00 | 0.00 | No |
| 11. | Sub.Lt. Suree Buranathanit (Director) | 22 Apr 2024 | 0.00 | 0.00 | No |

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

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

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

| List of directors | | Termination date | Number of the audit committee meeting |
|-------------------|--|------------------|---------------------------------------|
| 1. | Mr. PIBOONSAK ARTHABOWONPISAN (Chairman of the audit committee) | - | 4/4 |
| 2. | Mrs. TAISIKA PHRAISANGOB (Audit committee) | - | 4/4 |
| 3. | Mr. THORANIT TANTIKULWICHIT (Audit committee) | - | 3/3 |
| 4. | Sub.Lt. Suree Buranathanit (Audit committee) | 22 Apr 2024 | 0/1 |