



# **Annual Registration Statement / Annual Report**

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

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

**ASIA SERMKIJ LEASING PUBLIC COMPANY LIMITED**

**Fiscal Year End 31 December 2024**



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : ASIA SERMKIJ LEASING PUBLIC COMPANY LIMITED

Symbol : ASK

Address : No. 129 JLK Tower, 19th -21st Floor, Sukhumvit Road, Khlong Toei Nuea, Watthana, Bangkok

Province : Bangkok

Postcode : 10110

Business : The Company operates all types of automobiles hire purchase and personal loan, sale and hire purchase back service, floor plan financing, auto registration and transfers, tax renewal and insurance facilitation service. The first subsidiary operates machinery and vehicles leasing and hire purchase and domestic and international factoring and machinery and vehicle registration, transfer and tax renewal services. The second subsidiary operates insurance broker services.

Registration Number : 0107546000393

Telephone : 0-2030-0999, 0-2679-6226, 0-2679-6262

Fax (if applicable) : 0-2679-6241-3

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

Email : [info@ask.co.th](mailto:info@ask.co.th)

#### Total Shares Sold (shares)

Common Stock : 527,843,460

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)	5,623,599.16	6,498,708.71	6,408,122.00
Hire Purchase Business (Thousand baht)	4,316,341.00	4,974,253.00	5,051,980.00
Leasing Business (Thousand baht)	80,767.00	86,962.00	89,790.00
Loan Business (Thousand baht)	617,772.00	768,609.00	819,809.00
Factoring Business (Thousand baht)	2,748.00	118.00	0.00
Insurance Broker Business (Thousand baht)	593,675.00	608,112.00	353,648.00
Other (Thousand baht)	12,296.16	60,654.71	92,895.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Hire Purchase Business (%)	76.75	76.54	78.84
Leasing Business (%)	1.44	1.34	1.40
Loan Business (%)	10.99	11.83	12.79
Factoring Business (%)	0.05	0.00	0.00
Insurance Broker Business (%)	10.56	9.36	5.52
Other (%)	0.22	0.93	1.45

**By Geographical Area or Market**

	2022	2023	2024
Total revenue from operations (Thousand baht)	5,623,599.16	6,498,708.71	6,408,122.00
Domestic (Thousand baht)	5,623,599.16	6,498,708.71	6,408,122.00
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)	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 : No

(Unit : Thousand baht)	2022	2023	2024
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 from the operation does not achieve the business plan**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Economic risk

Operational Risk

- Delays in the development of future projects

Financial Risk

- Income volatility

**Risk from Marketing and Competition**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

**Risk of Used Cars Financing**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

### **Risk of Non-Performing Loans**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

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

### **Risk from relying on dealers**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

### **Risk from inability to sell assets foreclosed and losses from sale of foreclosed assets**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

### **Risk of Mismatching between the Term of Financing and Source of Fund**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Insufficient sources of funding
- Liquidity risk

### **Risk of Liquidity**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Liquidity risk

### **Risks from Interest Rate Volatility**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

### **Risk from the company's inability to comply with the laws and regulations**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- ESG risk

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

### **Risk of Personal Protection Law**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Impact on human rights

## ESG Risks

**Risk Management Measures:** Yes

### Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Climate change and disasters
- Impact on the environment

## Risk of the Environment

**Risk Management Measures:** Yes

### Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Impact on the environment

## Risk from Climate Change

**Risk Management Measures:** Yes

### Related Risk Topics

Strategic Risk

- Climate change and disasters

Operational Risk

- Climate change and disasters

### **Risk of Fraud and Corruption**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Corruption

### **Risk of Human Rights**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation
- ESG risk

Operational Risk

- Impact on human rights

### **Risks from changes in consumer behaviors and needs**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers

### **Risks from Cyber Threats**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Information security and cyber-attack

#### **Risk from changes in laws regulations, and related accounting standards**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Change in laws and regulations

#### **Carbon Tax Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- ESG risk

Compliance Risk

- Change in laws and regulations

#### **Geopolitical risks**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Economic risk

### **Risk to Securities Holder (2.2.2)**

#### **Risks of exceed 50 percent shares held by major shareholders**

**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://ask.listedcompany.com/misc/cg/20240429-ask-sustainability-policy-th.pdf>  
(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://investor.ask.co.th/storage/downloads/corporate-governance/20240605-ask-environmental-policy-th.pdf>  
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity 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)	33,585.00	30,964.00	30,419.00
Gasoline (Litres)	106,552.00	117,905.67	98,962.00

##### • Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,004,621.00	1,358,784.00	891,888.59

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	3,557.00	3,868.00	5,387.00

Waste management

• Waste from operations

	2022	2023	2024
Total waste generated (Kilograms)	2,874.00	6,570.00	21,059.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	384.06	407.99	354.58
Scope 2 (Tons of carbon dioxide equivalents)	502.21	493.85	445.86
Scope 3 (Tons of carbon dioxide equivalents)	43.50	59.98	89.13
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	929.77	961.82	889.57

• 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://ask-th.listedcompany.com/cg\\_policy.html](https://ask-th.listedcompany.com/cg_policy.html)

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)	357	404	412
Number of female employees (Persons)	413	480	502
<b>Total number of employees (Persons)</b>	<b>770</b>	<b>884</b>	<b>914</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	748,701,210.37	790,724,695.44	717,808,732.84

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	11.04	18.41	11.48
Employee development and training expenses (baht)	460,000.00	570,000.00	350,000.00

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

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	11.04	11.54	10.39

• **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://ask-th.listedcompany.com/cg\\_policy.html](https://ask-th.listedcompany.com/cg_policy.html)

#### 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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	1	8.33
Number of non-executive directors	11	91.67
Number of independent directors	5	41.67

#### 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. TZE-TING YANG Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive)  Director type: Original director	31 Jul 2018	Marketing, Finance, Strategic Management, Corporate Management, Leadership

2.	<p>Mr. TIENTAVEE SARATON</p> <p>Gender: Male</p> <p>Age: 76 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>(Non-executive)</p> <p>Director type: Re-elected as director</p>	18 Mar 1987	<p>Economics, Automotive, Accounting, Finance, Governance/ Compliance</p>
3.	<p>Mr. FONG-LONG CHEN</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	3 May 1999	<p>Economics, Marketing, Accounting, Finance, Strategic Management</p>
4.	<p>Mr. PRADIT SAWATTANANOND</p> <p>Gender: Male</p> <p>Age: 76 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, Independent director)</p> <p>Director type: Original director</p>	18 Jun 2004	<p>Accounting, Finance, Risk Management, Audit, Internal Control</p>
5.	<p>Mr. ANANT SVATTANANON</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Below a 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, Independent director)</p> <p>Director type: Original director</p>	18 Jun 2004	<p>Commerce, Audit, Internal Control, Marketing, Corporate Management</p>

6.	<p>Mrs. SUPRIYA KUANDACHAKUPT</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Doctoral 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: Original director</p>	10 May 2006	Economics, Audit, Internal Control, Accounting, Finance
7.	<p>Mr. KASEM AKANESUWAN</p> <p>Gender: Male</p> <p>Age: 76 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>	25 Feb 2009	Accounting, Finance, Risk Management, Audit, Internal Control
8.	<p>Mr. YING - CHIH LIAO</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Law</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	11 Nov 2011	Law, Strategic Management, Business Administration, Corporate Management
9.	<p>Mrs. PATIMA CHAVALIT</p> <p>Gender: Female</p> <p>Age: 65 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>	23 Jan 2013	Accounting, Banking, Finance, Audit, Governance/ Compliance

10.	Mr. LAI-WANG TANG 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: Original director	19 Apr 2019	Marketing, Finance, Strategic Management, Risk Management, Business Administration
11.	Mr. JUI-HSIN CHEN Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive)  Director type: Re-elected as director	9 Nov 2020	Economics, Marketing, Strategic Management, Business Administration
12.	Mr. CHIA-HUNG WANG Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	19 Jan 2022	Economics, Marketing, Business Administration, Strategic Management

## 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	: No

## 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. PRADIT SAWATTANANOND [1] Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	30 Apr 2004	Accounting, Finance, Risk Management, Audit, Internal Control
2. Mr. ANANT SVATTANANON Gender: Male Age: 73 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	30 Apr 2004	Commerce, Audit, Internal Control, Marketing, Corporate Management
3. Mrs. SUPRIYA KUANDACHAKUPT Gender: Female Age: 71 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	10 May 2006	Economics, Audit, Internal Control, Accounting, Finance

4.	Mr. KASEM AKANESUWAN [1] Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	25 Feb 2009	Accounting, Finance, Risk Management, Audit, Internal Control
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[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. TZE-TING YANG Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the executive committee	31 Jul 2018
2. Mr. LAI-WANG TANG 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	19 Apr 2019
3. Mr. FONG-LONG CHEN Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Member of the executive committee	3 May 1999

4.	Mr. YING – CHIH LIAO Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Law Thai nationality: No Residing in Thailand: No	Member of the executive committee	26 Feb 2008
5.	Mr. JUI-HSIN CHEN Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Member of the executive committee	9 Nov 2020
6.	Mr. CHIA-HUNG WANG Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	19 Jan 2022

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. LAI-WANG TANG	Chairman

### Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

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. LAI-WANG TANG Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	22 Feb 2019	Marketing, Finance, Strategic Management, Risk Management, Business Administration

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

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

#### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 412

Number of female employees (persons) : 502

**Total number of employees (persons)** : 914

## **Employee Remuneration**

Total employee remuneration : 717,808,732.84

## **Provident fund**

Total number of employees (persons) : 914

Number of employees contributing to the PVD (persons) : 757

Percentage of employees who are members (%) : 82.82

# 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. TIENTAVEE SARATON Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 18 Mar 1987	Economics, Automotive, Accounting, Finance, Governance/ Compliance
2. Mr. FONG-LONG CHEN Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 3 May 1999	Economics, Marketing, Accounting, Finance, Strategic Management
3. Mrs. PATIMA CHAVALIT Gender: Female Age: 65 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: 23 Jan 2013	Accounting, Banking, Finance, Audit, Governance/ Compliance

4.	Mr. JUI-HSIN CHEN	Director	Date position was	Economics, Marketing,
	Gender: Male	(Non-executive)	assumed:	Strategic Management,
	Age: 51 years old		9 Nov 2020	Business Administration
	Highest level of education:	Director type: Re-elected		
	Master's degree	as director		
	Major: Business Administration			
	Thai nationality: No			
	Residing in Thailand: No			

### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. TZE-TING YANG	Chairman of the board	Participating
Mr. TIENTAVEE SARATON	Director	Non-participating
Mr. FONG-LONG CHEN	Director	Participating
Mr. PRADIT SAWATTANANOND	Director	Participating
Mr. ANANT SVATTANANON	Director	Non-participating
Mrs. SUPRIYA KUANDACHAKUPT	Director	Participating
Mr. KASEM AKANESUWAN	Director	Non-participating
Mr. YING - CHIH LIAO	Director	Participating
Mrs. PATIMA CHAVALIT	Director	Non-participating
Mr. LAI-WANG TANG	Director	Non-participating
Mr. JUI-HSIN CHEN	Director	Participating
Mr. CHIA-HUNG WANG	Director	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) : 7

Date of AGM meeting : 11 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. TZE-TING YANG (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. TIENTAVEE SARATON (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. FONG-LONG CHEN (Director)	-	4/7	Participating	Did not hold the meeting
4.	Mr. PRADIT SAWATTANANOND (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. ANANT SVATTANANON (Director)	-	6/7	Participating	Did not hold the meeting
6.	Mrs. SUPRIYA KUANDACHAKUPT (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mr. KASEM AKANESUWAN (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. YING - CHIH LIAO (Director)	-	6/7	Participating	Did not hold the meeting
9.	Mrs. PATIMA CHAVALIT (Director)	-	7/7	Participating	Did not hold the meeting
10.	Mr. LAI-WANG TANG (Director)	-	7/7	Participating	Did not hold the meeting
11.	Mr. JUI-HSIN CHEN (Director)	-	4/7	Participating	Did not hold the meeting

12.	Mr. CHIA-HUNG WANG (Director)	-	7/7	Participating	Did not hold the meeting
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#### Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. TZE-TING YANG (Chairman of the board)	-	0.00	600,000.00	No
2.	Mr. TIENTAVEE SARATON (Director)	-	70,000.00	1,270,000.00	No
3.	Mr. FONG-LONG CHEN (Director)	-	0.00	300,000.00	No
4.	Mr. PRADIT SAWATTANANOND (Director)	-	70,000.00	1,670,000.00	No
5.	Mr. ANANT SVATTANANON (Director)	-	60,000.00	1,260,000.00	No
6.	Mrs. SUPRIYA KUANDACHAKUPT (Director)	-	70,000.00	1,270,000.00	No
7.	Mr. KASEM AKANESUWAN (Director)	-	70,000.00	1,270,000.00	No
8.	Mr. YING - CHIH LIAO (Director)	-	0.00	300,000.00	No
9.	Mrs. PATIMA CHAVALIT (Director)	-	70,000.00	1,270,000.00	No
10.	Mr. LAI-WANG TANG (Director)	-	0.00	300,000.00	No
11.	Mr. JUI-HSIN CHEN (Director)	-	0.00	300,000.00	No
12.	Mr. CHIA-HUNG WANG (Director)	-	0.00	300,000.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. PRADIT SAWATTANANOND (Chairman of the audit committee)	-	5/5
2.	Mr. ANANT SVATTANANON (Audit committee)	-	5/5
3.	Mrs. SUPRIYA KUANDACHAKUPT (Audit committee)	-	5/5
4.	Mr. KASEM AKANESUWAN (Audit committee)	-	5/5