



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

EASON & CO 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 : EASON & CO PUBLIC COMPANY LIMITED

Symbol : EASON

Address : 7/1-2 MOO 1, PHAN THONG AMPHOE PHAN THONG

Province : Chonburi

Postcode : 20160

Business : Manufacturing and distributing industrial paints such as
Motorcycle coatings, Printing ink, Packaging coatings, other
industrial paints and investment in sustainable business

Registration Number : 0107548000111

Telephone : 0-3845-1833

Fax (if applicable) : 0-3845-1825

Website : www.easonplc.com

Email : info@easonplc.com

Total Shares Sold (shares)

Common Stock : 566,764,945

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)	732,599.00	816,445.00	824,105.00
OtherIndustrial Paints (Thousand baht)	387,362.00	374,236.00	409,352.00
Automotive Coatings (Thousand baht)	313,460.00	377,450.00	378,503.00
Other (Thousand baht)	31,777.00	64,759.00	36,250.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
OtherIndustrial Paints (%)	52.88	45.84	49.67
Automotive Coatings (%)	42.79	46.23	45.93
Other (%)	4.34	7.93	4.40

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	732,599.00	816,445.00	824,105.00
Domestic (Thousand baht)	496,962.00	480,398.13	532,838.00
International (Thousand baht)	235,637.00	336,046.87	291,267.00
Vietnam (Thousand baht)	189,860.00	255,629.11	242,308.00
Indonesia (Thousand baht)	2,744.00	33,911.20	34.00
Malaysia (Thousand baht)	0.00	6,254.16	0.00
Other countries (Thousand baht)	43,033.00	40,252.40	48,925.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	67.84	58.84	64.66
International (%)	32.16	41.16	35.34
Vietnam (%)	80.57	76.07	83.19
Indonesia (%)	1.16	10.09	0.01
Malaysia (%)	0.00	1.86	0.00
Other countries (%)	18.26	11.98	16.80

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	29,649.15	63,424.77	32,147.00
Other income from operations (Thousand baht)	29,649.15	63,424.77	32,147.00
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 under Toll Manufacturing Agreement

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Remark : The Company operates Motorcycle coating business under the Toll Manufacturing Agreement by manufacture according to purchase order from BASF (Thailand) Ltd. ("BTL"). The company will earn in form of Toll fee that fluctuate based on production quantities for this reason the company may have risk from BTL whose marketing planner may be unable to expand customer base in this regional also company may have risk if BTL hire other manufacturers instead. In addition, BASF is a famous brand and is recognized internationally and aims to Thailand as a manufacturing hub for the expansion of the coatings business (Coatings) in the motorcycle industry and other industries in the region. Making sure that BTL is committed to the marketing plan and expands its customer base to achieve this goal as well.

Moreover the company assumes that generally product has price and quality as importance key as well as the company has very long experience as an industrial paint manufacturer and has been trusted from customer over long, the company focus on quality of products along with appropriate toll fee therefore ensures that the company is trusted and been hired by the customers afterward.

Risk concurring from dependency toward know-how of the business partners

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Remark : The company produces paint with know-how of world famous companies and deliver to distributors for local end users, but some adjustment with regard to formula or application of the know-how is needed due to environmental differences of the countries. As a result, the company has to further invest in research, development and staff to come up with the exact formula suitable for Thailand. Thai personnel are needed for technical support, after-sale service and marketing activities since they have a better understanding of clients' demand and equip with years of experience in paint industry.

Risk related to the limited numbers of raw material supplier

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Remark : To produce motorcycle coating, packaging coating and printing ink, the Company is supplied the related raw materials by 29 Thailand-based distributors. As mentioned earlier, these raw materials are specifically and strongly recommended by know-how owners which this license is important to industrial paint business. As a result, it makes the Company vulnerable to the suppliers' decision if they stop to delivery raw material or unable to deliver as schedule. However, the Company has made the agreement with the supplier of chemicals used for a production of motorcycle coatings and established business relationship with this supplier for a long period of time. This can ensure consistency of raw material supplied at some degree. In the worse case of their inability to supply at all or to supply on time, the Company can order and import the chemicals from business partner or know-how owner to manufacture and punctually distribute to the customer which unfortunately, will drive up the cost of production.

Risk related to a growth of automotive industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Remark : The company's revenue is from tolling fee of automotive paint which as the same direction of economic situation. The overall economic situation in Thailand has not shown sign improvement from the past years, and the households' purchasing power is on decline. The consumption of automotive market is therefore a factor that directly affects the company. However, automotive industry has been promoted by the government ongoing, and almost parts manufacturing base in Thailand. The motorcycle consumption was increased due to consumer reduce their daily cost by using motorcycle rather than higher cost of car which are supported factors to company's business. At the same time, customers are reluctant to change brand of paints, they currently use due to high cost of switching brand. Cost of paints is very low if compared with cost of a car. Thus, despite of the lower price of a new brand, the customers are willing to stick with BASF brand.

Risk related to a change of technology

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Remark : The Company always keeps product quality to match with the standards or requirements set by the customers. For instance, if a customer gives importance to providing environmental-friendly product, the Company's product sold to that customer has to be environmentally safe as well, thus if customer changes production lines or technology in a large scale ie. changing from metal to paper, reduction of thinner content, changing to water-based formula, the Company has to either adjust its technology to go with the customer's or loses business. However, the customers' nature of business cannot allow frequent changes of production line or technology in a large scale due to high cost. In addition, the Company usually joins in production planning with most customers in order to best meet their demand. The advantage of joint planning is that the Company is able to monitor and evaluate if there will be any major change at the customers' production line, in particular the technology in the future. This can lower the risk of technology that the Company bears for a certain extent.

Risk related to price fluctuation of raw materials and exchanged rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Remark : Chemicals are the major raw materials of paint production, and have to be imported or purchased through the chemicals distributors. Consequently, the Company's purchase of raw materials involves foreign currency. This practice makes the Company vulnerable to the foreign currency exchange fluctuation. However, financial institution has approved credit line for the Company to apply with Forward Contract which is sufficient to the value of raw material for each order. Besides the Company also has production plan which consistence with customer's production plan for ordering the major raw material from supplier to ensure that raw material will be efficient to manufacture for each purchase order by place raw material order in advance 1 – 3 months and reserved for 3 month. The Company has policy to adjust selling price upon the fluctuation of the cost even the Company is unable to adjust price immediately but most of products have life-cycle in short period therefore the Company is able to adjust or decide new price base on actual cost to maintain profit also monitoring global market price situation to manage overhead cost and reduce risk from the fluctuation of raw material cost, so that the Company can manage gross margin.

Risk in regard to the epidemic

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

Remark : The company has established a self-defense action against the spread of other infections in the future to take care of all stakeholders. In addition, social distancing and some employees can work from home, resulting in the company being able to control the pandemic in the past years as well.

Risk related to natural disasters

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Remark : The company has formulated plans to prevent and lessen risks stemming from fire and flood disasters. To cope with fire-related risks, the company has set the Emergency Working Group to response when emergency situation occur. Together with, undertaken fire drills and evacuation training activities every year, and installed emergency fire alarms, also regularly carries out the checking and testing of its fire-fighting equipments so as to ensure their proper functioning and good condition. Moreover, the company has taken out insurance to cover its assets against disasters related risks in order to minimize any damages resulting from such risks.

Risk related to being compliant with regulatory requirements and applicable laws

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Remark : The company places much importance to operate in full compliance with all regulatory requirements and applicable laws for the company's business operations as well as monitoring announcements of any new laws that are applicable for and could impact the company. Together with informing and disseminating all staffs for full understanding of these laws by the same direction.

Risk related to corruption

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Remark : The company recognizes that corruption is major obstacle to the ongoing operation development. Throughout the past, the company has adhered to operate businesses in an honest and transparent manner within the principles of good corporate governance, together with a channel of communications to receive information related to corruption and associated procedures to protect the whistle blowers.

Risk related to being compliant with regulatory requirements and applicable laws

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Remark : Both business operations in country as well as overseas are always subject to regulatory requirements and laws related to chemical rules such as raw materials purchasing, production and transportation. The company always aware all related rules whereby if not strictly adhered to, it could have serious adverse effects for the operations and reputation of the company.

Risk to Securities Holder (2.2.2)

Risk from investment project

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Remark : The company has set approaches to project risk management by arranging a risk management plan for each project. The progress of the risk management plan is also continuously reported to Executive Committee, Audit Committee and the Board of Directors including with an executives who is in charge will be required to report project progress and risk management in various issues to meeting.

Risk from Being Controlled in the General Meeting by Major Shareholders

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Remark : The management structure of the company is comprised of the Board of Directors, the Audit Committee, the Nomination, Remuneration and Corporate Governance Committee, the Risk Management Committee, the Executive Committee. The duties and responsibilities of each committee are clearly set. In

addition, the Chairman of the Company and the Audit Committee are independent directors who are knowledgeable in operating business, understanding financial statements and reports which have an ability to perform duties systematically, transparently, and accountably.

Risk related to natural disasters

Risk Management Measures: Yes

Related Risk Topics

- Other

Remark : . To cope with fire-related risks, the company has set the Emergency Working Group to respond when an emergency situation occurs. Together with, undertaken fire drills and evacuation training activities every year, and installed emergency fire alarms, also regularly carries out the checking and testing of its fire-fighting equipments so as to ensure their proper functioning and good condition.

Regarding the threats of flooding, the Safety, Hygiene and Environment Working Team will be in charge of preventing and implementing solutions planning for flooding with such measures to be undertaken before, during and after a flood crisis situation, together with plans for regular updates during the flood crisis so as to keep abreast of the developing situation.

Risk related to being compliant with regulatory requirements and applicable laws

Risk Management Measures: Yes

Related Risk Topics

- Other

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 : <http://www.easonplc.com/th/investor-corporate-governance.html>
(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 : [http://www.easonplc.com/th/9-Policy/1.%20%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%81%E0%B8%B2%E0%B8%A8%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1%20%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97%20%E0%B8%AD%E0%B8%B5%E0%B8%8B%E0%B8%B6%E0%B9%88%E0%B8%99%20%E0%B9%80%E0%B8%9E%E0%B9%89%E0%B8%99%E0%B8%97%E0%B9%8C%20%E0%B8%88%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%94%20\(%E0%B8%A1%E0%B8%AB%E0%B8%B2%E](http://www.easonplc.com/th/9-Policy/1.%20%E0%B8%9B%E0%B8%A3%E0%B8%B0%E0%B8%81%E0%B8%B2%E0%B8%A8%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1%20%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97%20%E0%B8%AD%E0%B8%B5%E0%B8%8B%E0%B8%B6%E0%B9%88%E0%B8%99%20%E0%B9%80%E0%B8%9E%E0%B9%89%E0%B8%99%E0%B8%97%E0%B9%8C%20%E0%B8%88%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%94%20(%E0%B8%A1%E0%B8%AB%E0%B8%B2%E)
(if applicable)

Company environmental guideline : Electricity 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

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,627,546.00	1,719,693.00	1,798,999.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	10,729.00	10,937.00	11,513.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	2,800.00	6,727.00	3,250.00
Hazardous waste (Kilograms)	72,050.00	74,659.00	62,271.00
Total waste generated (Kilograms)	74,850.00	81,386.00	65,521.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	304.00	304.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	289.00	289.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	0.00	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	593.00	593.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

Company human right guideline : Employee Rights, 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)	112	114	115
Number of female employees (Persons)	80	79	82
Total number of employees (Persons)	192	193	197

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	115,105,416.00	122,376,341.00	129,708,133.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	9.81	13.54
Employee development and training expenses (baht)	240,963.00	245,294.00	517,995.00

• Health, safety and work environment

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

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	7.29	5.70	4.06

• **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://easonplc.com/good_corporate_governance/good_corporate_governance.php

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	9	100.00
Number of male directors	5	55.56
Number of female directors	4	44.44
Number of executive directors	5	55.56
Number of non-executive directors	4	44.44
Number of independent directors	4	44.44

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. PISMAI BOONYAKIAT Gender: Female Age: 79 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	4 Feb 2005	Accounting, Finance, Corporate Management, Internal Control, Governance/ Compliance

2.	Mr. SANIT EKSANGKUL Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	3 Jan 1983	Finance & Securities, Automotive, Packaging, Accounting, Finance
3.	Ms. SIRINUN EKSANGKUL Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	2 Jan 1987	Finance & Securities, Automotive, Packaging, Finance, Corporate Management
4.	Mr. WICHAI EKSANGKUL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	2 Jan 1989	Finance & Securities, Automotive, Packaging, Corporate Management, Strategic Management
5.	Mr. JANE WONGISARIYAKUL Gender: Male Age: 71 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	5 Jan 2005	Economics, Food & Beverage, Corporate Management, Risk Management, Internal Control

6.	Ms. THIPAWAN UTHAISANG Gender: Female Age: 66 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: Re-elected as director	4 Feb 2005	Accounting, Finance, Strategic Management, Risk Management, Internal Control
7.	Ms. PETCHARAT EKSANGKUL Gender: Female Age: 67 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	14 Mar 2005	Marketing, Sustainability, Corporate Management, Strategic Management, Risk Management
8.	Mr. THARAPONG VITIDSANT Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	22 Apr 2016	Petrochemicals & Chemicals, Energy & Utilities, Corporate Management, Change Management, Design
9.	Mr. SANAN EKSANGKUL Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	13 Nov 2020	Finance & Securities, Automotive, Packaging, Strategic Management, Corporate Management

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 : 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. Mrs. PISMAI BOONYAKIAT [1] Gender: Female Age: 79 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	4 Feb 2005	Accounting, Finance, Corporate Management, Internal Control, Governance/ Compliance
2. Mr. JANE WONGISARIYAKUL Gender: Male Age: 71 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	5 Jan 2005	Economics, Food & Beverage, Corporate Management, Risk Management, Internal Control

3.	Ms. THIPAWAN UTHAISANG [1] Gender: Female Age: 66 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: Re-elected as director	4 Feb 2005	Accounting, Finance, Strategic Management, Risk Management, 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. SANAN EKSANGKUL Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 Mar 2005
2.	Ms. PETCHARAT EKSANGKUL Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Mar 2005
3.	Mr. SANIT EKSANGKUL Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Mar 2005

4.	Mr. WICHAI EKSANGKUL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Mar 2005
5.	Ms. SIRINUN EKSANGKUL Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Mar 2005
6.	Mr. Mum Annoppong Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 May 2023
7.	Mr. Nathapol Eksangkul Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Aug 2024

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination, Remuneration and Good Governance Committee	Ms. THIPAWAN UTHAISANG	Chairman
	Mrs. PISMAI BOONYAKIAT	Member
	Mr. JANE WONGISARIYAKUL	Member

The Risk Management Committee	Ms. PETCHARAT EKSANGKUL	Chairman
	Mr. WICHAI EKSANGKUL	Member
	Mr. Jitti Eksangkul	Member
	Mr. Nathapol Eksangkul	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination, Remuneration and Good Governance Committee
Sub-committees responsible for remuneration	: The Nomination, Remuneration and Good Governance Committee
Sub-committees responsible for corporate governance	: The Nomination, Remuneration and Good Governance Committee
Sub-committees responsible for corporate sustainability development	: The Risk Management 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. SANAN EKSANGKUL Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts	CHIEF EXECUTIVE OFFICER	14 Mar 2005	Finance & Securities, Automotive, Packaging, Strategic Management, Corporate Management
2. Ms. PETCHARAT EKSANGKUL Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	14 Mar 2005	Marketing, Sustainability, Corporate Management, Strategic Management, Risk Management
3. Mr. SANIT EKSANGKUL [1][2] Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Accounting	Senior Deputy Managing Director	14 Mar 2005	Finance & Securities, Automotive, Packaging, Accounting, Finance
4. Mr. WICHAI EKSANGKUL Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Science	Senior Deputy Managing Director	14 Mar 2005	Finance & Securities, Automotive, Packaging, Corporate Management, Strategic Management
5. Ms. SIRINUN EKSANGKUL Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration	Senior Deputy Managing Director	14 Mar 2005	Finance & Securities, Automotive, Packaging, Finance, 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

	2022	2023	2024
Total executive remuneration (baht)	17,626,460.00	23,400,100.00	22,596,315.00

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) : 115

Number of female employees (persons) : 82

Total number of employees (persons) : 197

Employee Remuneration

Total employee remuneration : 129,708,133.00

Provident fund

Total number of employees (persons) : 197

Number of employees contributing to the PVD (persons) : 144

Percentage of employees who are members (%) : 73.10

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. Mrs. PISMAI BOONYAKIAT Gender: Female Age: 79 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 4 Feb 2005	Accounting, Finance, Corporate Management, Internal Control, Governance/ Compliance
2. Ms. THIPAWAN UTHAISANG Gender: Female Age: 66 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: Re-elected as director	Date position was assumed: 4 Feb 2005	Accounting, Finance, Strategic Management, Risk Management, Internal Control
3. Mr. SANAN EKSANGKUL Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 13 Nov 2020	Finance & Securities, Automotive, Packaging, Strategic Management, Corporate Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mrs. PISMAI BOONYAKIAT	Chairman of the board	Non-participating
Mr. SANIT EKSANGKUL	Director	Participating
Ms. SIRINUN EKSANGKUL	Director	Non-participating
Mr. WICHAI EKSANGKUL	Director	Non-participating
Mr. JANE WONGISARIYAKUL	Director	Non-participating
Ms. THIPAWAN UTHAISANG	Director	Non-participating
Ms. PETCHARAT EKSANGKUL	Director	Non-participating
Mr. THARAPONG VITIDSANT	Director	Non-participating
Mr. SANAN EKSANGKUL	Director	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 : 26 Apr 2024

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mrs. PISMAI BOONYAKIAT (Chairman of the board)	-	5/5	Participating	Participating

2.	Mr. SANIT EKSANGKUL (Director)	-	5/5	Participating	Participating
3.	Ms. SIRINUN EKSANGKUL (Director)	-	5/5	Participating	Participating
4.	Mr. WICHAI EKSANGKUL (Director)	-	5/5	Participating	Participating
5.	Mr. JANE WONGISARIYAKUL (Director)	-	5/5	Participating	Participating
6.	Ms. THIPAWAN UTHAISANG (Director)	-	5/5	Participating	Participating
7.	Ms. PETCHARAT EKSANGKUL (Director)	-	4/5	Participating	Participating
8.	Mr. THARAPONG VITIDSANT (Director)	-	5/5	Participating	Participating
9.	Mr. SANAN EKSANGKUL (Director)	-	5/5	Participating	Participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mrs. PISMAI BOONYAKIAT (Chairman of the board)	-	75,000.00	150,000.00	No
2.	Mr. SANIT EKSANGKUL (Director)	-	50,000.00	120,000.00	No
3.	Ms. SIRINUN EKSANGKUL (Director)	-	50,000.00	120,000.00	No
4.	Mr. WICHAI EKSANGKUL (Director)	-	50,000.00	120,000.00	No
5.	Mr. JANE WONGISARIYAKUL (Director)	-	50,000.00	120,000.00	No
6.	Ms. THIPAWAN UTHAISANG (Director)	-	50,000.00	120,000.00	No
7.	Ms. PETCHARAT EKSANGKUL (Director)	-	40,000.00	120,000.00	No
8.	Mr. THARAPONG VITIDSANT (Director)	-	50,000.00	120,000.00	No
9.	Mr. SANAN EKSANGKUL (Director)	-	50,000.00	120,000.00	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) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Mrs. PISMAI BOONYAKIAT (Chairman of the audit committee)	-	6/6
2.	Mr. JANE WONGISARIYAKUL (Audit committee)	-	6/6
3.	Ms. THIPAWAN UTHAISANG (Audit committee)	-	6/6