



# **Annual Registration Statement / Annual Report**

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

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

**EASON & CO PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : 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](http://www.easonplc.com)

Email : [info@easonplc.com](mailto: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

	2021	2022	2023
Total revenue from operations (Thousand baht)	571,546.00	732,599.00	816,445.00
OtherIndustrial Paints (Thousand baht)	375,608.00	387,362.00	374,236.00
Automotive Coatings (Thousand baht)	156,161.00	313,460.00	377,450.00
Other (Thousand baht)	39,777.00	31,777.00	64,759.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
OtherIndustrial Paints (%)	65.72	52.88	45.84
Automotive Coatings (%)	27.32	42.79	46.23
Other (%)	6.96	4.34	7.93

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	571,546.00	732,599.00	816,445.00
Domestic (Thousand baht)	477,055.00	496,962.00	480,398.13
International (Thousand baht)	94,491.00	235,637.00	336,047.18
Vietnam (Thousand baht)	41,391.00	189,860.00	255,629.11
Indonesia (Thousand baht)	7,205.00	2,744.00	33,911.20
Malaysia (Thousand baht)	0.00	0.00	6,254.16
Other countries (Thousand baht)	45,895.00	43,033.00	40,252.71

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	83.47	67.84	58.84
International (%)	16.53	32.16	41.16
Vietnam (%)	43.80	80.57	76.07
Indonesia (%)	7.63	1.16	10.09
Malaysia (%)	0.00	0.00	1.86
Other countries (%)	48.57	18.26	11.98

#### Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	37,352.43	29,649.15	63,424.77
Other income from operations (Thousand baht)	37,352.43	29,649.15	63,424.77
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)	2021	2022	2023
R&D expenses in the past 3 years	N/A	N/A	N/A

# Risk Management

# Risk Management

## Risk Factors (2.2)

**Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)**

### **Risk from the operation under Toll Manufacturing Agreement**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

### **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

### **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

### **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



#### **Risk related to a change of technology**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Changes in technologies

#### **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

#### **Risk in regard to the epidemic**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Safety, occupational health, and working environment

#### **Risk related to natural disasters**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters

#### **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

#### **Risk related to corruption**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Corruption

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

#### **Risk from investment project**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Return from investment of securities holder

#### **Risk from Being Controlled in the General Meeting 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 : <http://www.easonplc.com/th/investor-corporate-governance.html>

## 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)

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

## Results with Respect to the Environmental Aspect (3.3.2)

### Energy management

#### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	1,182,054.00	1,105,963.00	1,719,693.00

## Water management

### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	9,405.00	9,997.00	10,937.00

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,980.00	2,800.00	6,727.00
Hazardous waste (Kilograms)	52,570.00	72,050.00	74,659.00
<b>Total waste generated (Kilograms)</b>	<b>54,550.00</b>	<b>74,850.00</b>	<b>81,386.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>0.00</b>	<b>492.00</b>

### • 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 : <http://www.easonplc.com/th/Corporate-governance/14-03-23/8.%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%82%E0%B8%B1%E0%B8%9A%E0%B9%80%E0%B8%84%E0%B8%A5%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%99%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B9%80%E0%B8%9E%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99.pdf>

Company human right guideline : Employee Rights, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2021	2022	2023
Number of male employees (Persons)	114	112	114
Number of female employees (Persons)	82	80	79
<b>Total number of employees (Persons)</b>	<b>196</b>	<b>192</b>	<b>193</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	115,113,253.00	115,105,416.00	122,376,341.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	6.00	6.00	9.81

Employee development and training expenses (baht)	32,308.00	85,511.45	245,294.00
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• Health, safety and work environment

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

• Employee retention

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	0.51	7.29	5.70

• Significant labor dispute

	2021	2022	2023
Significant labor dispute	No	No	No

# Corporate Governance Policy



## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <http://www.easonplc.com/th/investor-corporate-governance.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	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: 78 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	14 Mar 2005	Economics, Finance & Securities, Commerce, Accounting, Finance, Corporate Management, Risk Management, Internal Control, Governance/ Compliance

2.	Mr. SANIT EKSANGKUL Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	14 Mar 2005	Finance & Securities, Automotive, Packaging, Accounting, Finance
3.	Ms. SIRINUN EKSANGKUL Gender: Female Age: 59 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	14 Mar 2005	Finance & Securities, Automotive, Packaging, Finance, Corporate Management
4.	Mr. WICHAI EKSANGKUL Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	14 Mar 2005	Finance & Securities, Automotive, Packaging, Corporate Management, Strategic Management, Risk Management
5.	Mr. JANE WONGISARIYAKUL Gender: Male Age: 70 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	14 Mar 2005	Economics, Agribusiness, Food & Beverage, Commerce, Marketing, Accounting, Finance, Corporate Management, Risk Management, Internal Control

6.	Ms. THIPAWAN UTHAISANG Gender: Female Age: 65 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	14 Mar 2005	Economics, Banking, Finance & Securities, Paper & Printing Materials, Commerce, Media & Publishing, Accounting, Finance, Negotiation, Corporate Management, Strategic Management, Risk Management, Internal Control
7.	Ms. PETCHARAT EKSANGKUL Gender: Female Age: 66 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	Economics, Finance & Securities, Automotive, Petrochemicals & Chemicals, Packaging, Commerce, Marketing, Sustainability, Corporate Management, Strategic Management, Risk Management, Governance/ Compliance
8.	Mr. THARAPONG VITIDSANT Gender: Male Age: 67 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, Project Management, Corporate Management, Change Management, Design
9.	Mr. SANAN EKSANGKUL Gender: Male Age: 68 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	14 Mar 2005	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: 78 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	14 Mar 2005	Economics, Finance & Securities, Commerce, Accounting, Finance, Corporate Management, Risk Management, Internal Control, Governance/ Compliance
2. Mr. JANE WONGISARIYAKUL Gender: Male Age: 70 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	14 Mar 2005	Economics, Agribusiness, Food & Beverage, Commerce, Marketing, Accounting, Finance, Corporate Management, Risk Management, Internal Control

3.	Ms. THIPAWAN UTHAISANG [1] Gender: Female Age: 65 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	14 Mar 2005	Economics, Banking, Finance & Securities, Paper & Printing Materials, Commerce, Media & Publishing, Accounting, Finance, Negotiation, Corporate Management, 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: 68 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: 66 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: 65 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: 60 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: 59 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: 65 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

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination and Remuneration 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 and Remuneration Committee
Sub-committees responsible for remuneration	: The Nomination and Remuneration Committee
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. SANAN EKSANGKUL Gender: Male Age: 68 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: 66 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	14 Mar 2005	Economics, Finance & Securities, Automotive, Petrochemicals & Chemicals, Packaging, Commerce, Marketing, Sustainability, Corporate Management, Strategic Management, Risk Management, Governance/ Compliance
3. Mr. SANIT EKSANGKUL [1][2] Gender: Male Age: 65 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: 60 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, Risk Management
5. Ms. SIRINUN EKSANGKUL Gender: Female Age: 59 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 policy for executives

Remuneration policy for executives : Yes

### Remuneration

	2021	2022	2023
Total executive remuneration (baht)	16,686,320.00	18,236,180.00	24,090,280.00

### 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) : 114

Number of female employees (persons) : 79

**Total number of employees (persons) : 193**

## Employee Remuneration

Total employee remuneration	: 122,376,341.00
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## Provident fund

Total number of employees (persons)	: 193
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Number of employees contributing to the PVD (persons)	: 147
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Percentage of employees who are members (%)	: 76.17
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# 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: 78 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: 14 Mar 2005	Economics, Finance & Securities, Commerce, Accounting, Finance, Corporate Management, Risk Management, Internal Control, Governance/ Compliance
2. Ms. THIPAWAN UTHAISANG Gender: Female Age: 65 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: 14 Mar 2005	Economics, Banking, Finance & Securities, Paper & Printing Materials, Commerce, Media & Publishing, Accounting, Finance, Negotiation, Corporate Management, Strategic Management, Risk Management, Internal Control
3. Mr. SANAN EKSANGKUL Gender: Male Age: 68 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: 14 Mar 2005	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	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) : 4

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
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1.	Mrs. PISMAI BOONYAKIAT (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. SANIT EKSANGKUL (Director)	-	4/4	Participating	Did not hold the meeting
3.	Ms. SIRINUN EKSANGKUL (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. WICHAI EKSANGKUL (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. JANE WONGISARIYAKUL (Director)	-	4/4	Non-participating	Did not hold the meeting
6.	Ms. THIPAWAN UTHAISANG (Director)	-	4/4	Participating	Did not hold the meeting
7.	Ms. PETCHARAT EKSANGKUL (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. THARAPONG VITIDSANT (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. SANAN EKSANGKUL (Director)	-	4/4	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. PISMAI BOONYAKIAT (Chairman of the board)	-	120,000.00	150,000.00	No
2. Mr. SANIT EKSANGKUL (Director)	-	40,000.00	120,000.00	No
3. Ms. SIRINUN EKSANGKUL (Director)	-	40,000.00	120,000.00	No
4. Mr. WICHAI EKSANGKUL (Director)	-	40,000.00	120,000.00	No
5. Mr. JANE WONGISARIYAKUL (Director)	-	88,000.00	120,000.00	No
6. Ms. THIPAWAN UTHAISANG (Director)	-	88,000.00	120,000.00	No
7. Ms. PETCHARAT EKSANGKUL (Director)	-	40,000.00	120,000.00	No
8. Mr. THARAPONG VITIDSANT (Director)	-	40,000.00	120,000.00	No



9.	Mr. SANAN EKSANGKUL (Director)	-	40,000.00	120,000.00	No
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## Report on the Audit Committee's Performance for the Past Year (8.2)

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

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. PISMAI BOONYAKIAT (Chairman of the audit committee)	-	4/4
2.	Mr. JANE WONGISARIYAKUL (Audit committee)	-	4/4
3.	Ms. THIPAWAN UTHAISANG (Audit committee)	-	4/4