



# **Annual Registration Statement / Annual Report**

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

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

**EASTERN POLYMER GROUP PUBLIC COMPANY LIMITED**

Fiscal Year End 31 March 2025



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : EASTERN POLYMER GROUP PUBLIC COMPANY LIMITED

Symbol : EPG

Address : 770 Theparak Road, Theparak sub-district, Mueang district

Province : Samut Prakarn

Postcode : 10270

Business : EPG is a holding company, and mainly invests in innovative polymer and plastic convertor company, including: (1) manufacturing and distribution of insulation, heat and cold, operated by Aeroflex company limited (AFC), the flagship company under the trademark "AEROFLEX" (2) manufacturing and distribution of car accessories, operated by Aeroklas company limited (ARK) under the trademark "AEROKLAS" and (3) manufacturing and distribution of plastic packaging operated by Eastern Polypack company limited (EPP) under the trademark "EPP".

Registration Number : 0107556000540

Telephone : 0-2383-6599

Fax (if applicable) : 0-2383-6532

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

Email : [cs@epg.co.th](mailto:cs@epg.co.th)

#### Total Shares Sold (shares)

Common Stock : 2,800,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2023	2024	2025
Total revenue from operations (Thousand baht)	12,083,593.75	13,169,673.10	13,789,824.00
Thermal insulation business (Thousand baht)	3,562,496.76	3,795,798.00	4,214,758.00
Automotive parts and accessories (Thousand baht)	5,935,863.48	6,714,846.90	6,997,082.00
Plastic and packaging business (Thousand baht)	2,585,233.51	2,659,028.20	2,577,984.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Thermal insulation business (%)	29.48	28.82	30.56
Automotive parts and accessories (%)	49.12	50.99	50.74
Plastic and packaging business (%)	21.39	20.19	18.69

By Geographical Area or Market

	2023	2024	2025
Total revenue from operations (Thousand baht)	12,083,593.75	13,169,673.10	13,789,824.00
Domestic (Thousand baht)	4,861,050.67	5,129,425.70	5,030,532.00
International (Thousand baht)	7,222,543.08	8,040,247.40	8,759,292.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	40.23	38.95	36.48
International (%)	59.77	61.05	63.52

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

	2023	2024	2025
Total other income (Thousand baht)	9,354.00	205,628.00	-10,546.00
Other income from operations (Thousand baht)	41,726.00	57,430.00	73,792.00
Other income not from operations (Thousand baht)	-32,372.00	148,198.00	-84,338.00

**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)	2023	2024	2025
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)**

**Risks from dependence on industry doing business**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

**Risk from expansion of investment and production capacity in foreign countries**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Government policy
- Policies or international agreements related to business operations

**Risks from the use of competitive pricing strategy to compete by competitors**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers
- Other

**Risks from procurement of raw materials and volatility of raw material price**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk



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

#### **Risk from termination of contracts or not receiving new contracts from major partners**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Systems or internal control system
- Other

#### **Risks from damages as a result of problem in product's quality**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Other

#### **ความเสี่ยงจากการที่สิทธิบัตรของบริษัทย่อย/ร่วม หมดอายุคุ้มครอง Risks from expiration of subsidiaries / associated companies' patents**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Other

#### **Risks from changing of technologies**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system

**Risks of possible loss of income or business performance from the incurrence of unavoidable calamity and natural disaster to factories or machines of the company**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Climate change and disasters

**Risks from Dependency on Executives and personnel with professional expertise in specific field**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

**Risks from Currency Exchange Volatility**

**Risk Management Measures:** Yes

**Related Risk Topics**

Financial Risk

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

**Risk of emerging disease**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Other

**Risks from nature and environmental conservation**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain

#### **Risks from Geopolitical tension**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Other

#### **Climate Change Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Climate change and disasters
- Impact on the environment

# 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://epg.co.th/wp-content/uploads/2021/10/epg-sustainable-development-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://www.epg.co.th/wp-content/uploads/2025/03/epg-sustainable-development-policy-th.pdf>  
(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

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	96,016,216.95	103,265,501.11	105,476,039.45

#### Water management

• Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	102,809.00	94,419.00	100,703.00

## Waste management

### • Waste from operations

	2023	2024	2025
Non-hazardous waste (Kilograms)	13,390.00	14,205.00	13,323.00
Hazardous waste (Kilograms)	373.00	880.00	428.00
<b>Total waste generated (Kilograms)</b>	<b>13,763.00</b>	<b>15,085.00</b>	<b>13,751.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2023	2024	2025
Scope 1 (Tons of carbon dioxide equivalents)	1,827.00	1,744.00	2,312.00
Scope 2 (Tons of carbon dioxide equivalents)	41,698.00	39,883.00	41,157.00
Scope 3 (Tons of carbon dioxide equivalents)	87,956.00	112,111.00	111,475.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>131,481.00</b>	<b>153,738.00</b>	<b>154,944.00</b>

### • Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Research Unit for Energy Economic & Ecological Management Chiang Mai University

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.epg.co.th/wp-content/uploads/2023/06/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99.pdf>

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

	2023	2024	2025
Number of male employees (Persons)	1,593	1,806	1,700
Number of female employees (Persons)	1,240	1,267	1,322
Total number of employees (Persons)	2,833	3,073	3,022

• Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	28.00	31.00	34.00

• Employee retention

	2023	2024	2025
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Percentage of employees who voluntarily resigned (%)	6.78	9.57	8.93
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• Significant labor dispute

	2023	2024	2025
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.epg.co.th/wp-content/uploads/2025/03/EPG-CG-Policy-TH-1.pdf>

#### Policy and Guideline Related to the Board of Directors (6.1.1)

##### Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure  
and Significant Information Regarding  
the Board of Directors, Subcommittees,  
Management,  
Employee and Other Information

## Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	10	100.00
Number of male directors	9	90.00
Number of female directors	1	10.00
Number of executive directors	5	50.00
Number of non-executive directors	5	50.00
Number of independent directors	5	50.00

#### Information on the board of directors and persons with authority to control the company (7.2.2)

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VACHARA TUNTARIYANOND Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	8 Aug 2013	Economics, Business Administration, Risk Management

2.	<p>Mr. PAWAT VITOORAPAKORN</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Original director</p>	8 Aug 2013	Business Administration, Economics, Sustainability, Marketing, Accounting
3.	<p>Mr. TANACHAI SANTICHAIKUL</p> <p>Gender: Male</p> <p>Age: 71 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	8 Aug 2013	Accounting, Finance, Business Administration
4.	<p>Mr. CHAIWAT ATSAWINTARANGKUN</p> <p>Gender: Male</p> <p>Age: 73 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	8 Aug 2013	Accounting, Finance, Risk Management, Business Administration
5.	<p>Mr. CHUMNAN VITOORAPAKORN</p> <p>Gender: Male</p> <p>Age: 64 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 (Executive)</p> <p>Director type: Original director</p>	8 Aug 2013	Business Administration, Economics, Sustainability, Risk Management, Human Resource Management

6.	<p>Mr. TEERAWAT VITOORAPAKORN</p> <p>Gender: Male</p> <p>Age: 66 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 (Executive)</p> <p>Director type: Re-elected as director</p>	8 Aug 2013	<p>Economics, Business Administration, Marketing, Human Resource Management</p>
7.	<p>Mr. CHALIEO VITOORAPAKORN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Doctoral 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>	8 Aug 2013	<p>Business Administration, Economics, Sustainability, Marketing, Human Resource Management</p>
8.	<p>Mr. EKAWAT VITOORAPAKORN</p> <p>Gender: Male</p> <p>Age: 60 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 (Executive)</p> <p>Director type: Original director</p>	8 Aug 2013	<p>Business Administration, Marketing, Human Resource Management, Risk Management</p>
9.	<p>Mr. SAKARINDR BHUMIRATANA</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</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>	8 Aug 2019	<p>Business Administration, Human Resource Management, Sustainability, Accounting, Engineering</p>

10.	Ms. KIRIDA BHAOPICHITR	Director	20 Jul 2023	Economics, Business
	Gender: Female	(Non-executive,		Administration,
	Age: 55 years old	Independent director)		Sustainability
	Highest level of education:			
	Doctoral degree	Director type: Original		
	Major: Economics	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

#### Other Information pertaining to committees

The Chairman is an independent director : Yes

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHAIWAT ATSAWINTARANGKUN [1] Gender: Male Age: 73 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	8 Aug 2013	Accounting, Finance, Risk Management, Business Administration
2. Mr. TANACHAI SANTICHAIKUL [1] 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	8 Aug 2013	Accounting, Finance, Business Administration
3. Mr. SAKARINDR BHUMIRATANA Gender: Male Age: 76 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	8 Aug 2019	Business Administration, Human Resource Management, Sustainability, Accounting, Engineering

[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. PAWAT VITOORAPAKORN Gender: Male Age: 74 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 Nov 2013
2. Mr. TEERAWAT VITOORAPAKORN Gender: Male 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 Nov 2013
3. Mr. CHUMNAN VITOORAPAKORN Gender: Male Age: 64 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 Nov 2013
4. Mr. CHALIEO VITOORAPAKORN Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Nov 2013

5.	<p>Mr. EKAWAT VITOORAPAKORN</p> <p>Gender: Male</p> <p>Age: 60 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>Member of the executive committee</p>	14 Nov 2013
6.	<p>Mr. Tanawat Vitoorapakorn</p> <p>Gender: Male</p> <p>Age: 52 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>Member of the executive committee</p>	14 Nov 2013
7.	<p>Mrs. Maliwan Kittiwirayakarn</p> <p>Gender: Female</p> <p>Age: 59 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>Member of the executive committee</p>	14 Nov 2013
8.	<p>Mr. Jarintr Warintaraporn</p> <p>Gender: Male</p> <p>Age: 68 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>Member of the executive committee</p>	14 Nov 2013
9.	<p>Mrs. Rungravee Vitoorapakorn</p> <p>Gender: Female</p> <p>Age: 55 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>Member of the executive committee</p>	14 Nov 2013

#### Other sub-committees

## Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committees	Mr. VACHARA TUNTARIYANOND	Chairman
	Mr. CHAIWAT ATSAWINTARANGKUN	Member
	Mr. CHUMNAN VITOORAPAKORN	Member
	Mr. EKAWAT VITOORAPAKORN	Member
	Mr. Tanawat Vitoorapakorn	Member
Nomination and Remuneration Committees	Mr. CHAIWAT ATSAWINTARANGKUN	Chairman
	Mr. TANACHAI SANTICHAIKUL	Member
	Mr. SAKARINDR BHUMIRATANA	Member
	Mr. TEERAWAT VITOORAPAKORN	Member
	Mr. CHALIEO VITOORAPAKORN	Member
Sustainability and Corporate Governance Committee	Mr. SAKARINDR BHUMIRATANA	Chairman
	Ms. KIRIDA BHAOPICHITR	Member
	Mr. CHALIEO VITOORAPAKORN	Member
	Mr. Tanawat Vitoorapakorn	Member
	Ms. Pachareeya Suriyachai	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committees
Sub-committees responsible for nomination	: Nomination and Remuneration Committees
Sub-committees responsible for remuneration	: Nomination and Remuneration Committees
Sub-committees responsible for corporate governance	: Sustainability and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Sustainability and Corporate Governance 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. PAWAT VITOORAPAKORN Gender: Male Age: 74 years old Highest level of education: Honorary degree Major: Engineering	CHAIRMAN OF EXECUTIVE COMMITTEE	14 Nov 2013	Business Administration, Economics, Sustainability, Marketing, Accounting
2. Mr. TEERAWAT VITOORAPAKORN Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration	Director	14 Nov 2013	Economics, Business Administration, Marketing, Human Resource Management
3. Mr. CHUMNAN VITOORAPAKORN Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration	Director	14 Nov 2013	Business Administration, Economics, Sustainability, Risk Management, Human Resource Management
4. Mr. CHALIEO VITOORAPAKORN Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Business Administration	Director	14 Nov 2013	Business Administration, Economics, Sustainability, Marketing, Human Resource Management
5. Mr. EKAWAT VITOORAPAKORN Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Director	14 Nov 2013	Business Administration, Marketing, Human Resource Management, Risk Management

6.	Mr. Tanawat Vitoorapakorn Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief of Executive Officer of Other Supporting Business	14 Nov 2013	Business Administration
7.	Mrs. Maliwan Kittiwirayakarn Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer of Information Technology	14 Nov 2013	Information & Communication Technology
8.	Mr. Jarintr Warintaraporn Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief of Executive Officer of Human Resource (Acting)	14 Nov 2013	Human Resource Management
9.	Mrs. Rungravee Vitoorapakorn Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief of Executive Officer	14 Nov 2013	Economics, Finance, Corporate Social Responsibility, Sustainability
10.	Mr. Vatcharakris Nopakun [1] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer of Accounting and Finance	16 Oct 2018	Business Administration, Accounting, Engineering
11.	Ms. Siranee Wongwai [2] Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Business Administration	Senior Manager Accounting	23 Jul 2018	Business Administration, Accounting

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons)	: 1,700
Number of female employees (persons)	: 1,322
<b>Total number of employees (persons)</b>	<b>: 3,022</b>

#### Employee Remuneration

Total employee remuneration	: 0.00
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#### Provident fund

Total number of employees (persons)	: 3,022
Number of employees contributing to the PVD (persons)	: 1,727
Percentage of employees who are members (%)	: 57.15

# 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. TEERAWAT VITOORAPAKORN Gender: Male 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: Re-elected as director	Date position was assumed: 8 Aug 2013	Economics, Business Administration, Marketing, Human Resource Management
2. Mr. CHALIEO VITOORAPAKORN Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 8 Aug 2013	Business Administration, Economics, Sustainability, Marketing, Human Resource Management
3. Mr. SAKARINDR BHUMIRATANA Gender: Male Age: 76 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 8 Aug 2019	Business Administration, Human Resource Management, Sustainability, Accounting, Engineering



## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VACHARA TUNTARIYANOND	Chairman of the board	Non-participating
Mr. PAWAT VITOORAPAKORN	Vice Chairman	Participating
Mr. TANACHAI SANTICHAIKUL	Director	Participating
Mr. CHAIWAT ATSAWINTARANGKUN	Director	Participating
Mr. CHUMNAN VITOORAPAKORN	Director	Participating
Mr. TEERAWAT VITOORAPAKORN	Director	Participating
Mr. CHALIEO VITOORAPAKORN	Director	Participating
Mr. EKAWAT VITOORAPAKORN	Director	Participating
Mr. SAKARINDR BHUMIRATANA	Director	Participating
Ms. KIRIDA BHAOPICHITR	Director	Participating

## Meeting attendance and remuneration to each Board member (8.1.2)

### Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 24 Jul 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. VACHARA TUNTARIYANOND (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. PAWAT VITOORAPAKORN (Vice Chairman)	-	6/6	Participating	Did not hold the meeting

3.	Mr. TANACHAI SANTICHAIKUL (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. CHAIWAT ATSAWINTARANGKUN (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. CHUMNAN VITOORAPAKORN (Director)	-	5/6	Participating	Did not hold the meeting
6.	Mr. TEERAWAT VITOORAPAKORN (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. CHALIEO VITOORAPAKORN (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. EKAWAT VITOORAPAKORN (Director)	-	5/6	Participating	Did not hold the meeting
9.	Mr. SAKARINDR BHUMIRATANA (Director)	-	6/6	Participating	Did not hold the meeting
10.	Ms. KIRIDA BHAOPICHITR (Director)	-	5/6	Participating	Did not hold the meeting

#### Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. VACHARA TUNTARIYANOND (Chairman of the board)	-	180,000.00	813,000.00	No
2.	Mr. PAWAT VITOORAPAKORN (Vice Chairman)	-	180,000.00	813,000.00	No
3.	Mr. TANACHAI SANTICHAIKUL (Director)	-	150,000.00	567,000.00	No
4.	Mr. CHAIWAT ATSAWINTARANGKUN (Director)	-	150,000.00	690,000.00	No
5.	Mr. CHUMNAN VITOORAPAKORN (Director)	-	125,000.00	567,000.00	No
6.	Mr. TEERAWAT VITOORAPAKORN (Director)	-	150,000.00	567,000.00	No
7.	Mr. CHALIEO VITOORAPAKORN (Director)	-	150,000.00	567,000.00	No
8.	Mr. EKAWAT VITOORAPAKORN (Director)	-	125,000.00	567,000.00	No
9.	Mr. SAKARINDR BHUMIRATANA (Director)	-	150,000.00	567,000.00	No

10.	Ms. KIRIDA BHAOPICHITR (Director)	-	125,000.00	567,000.00	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.	Mr. CHAIWAT ATSAWINTARANGKUN (Chairman of the audit committee)	-	4/4
2.	Mr. TANACHAI SANTICHAIKUL (Audit committee)	-	4/4
3.	Mr. SAKARINDR BHUMIRATANA (Audit committee)	-	3/4