



# **Annual Registration Statement / Annual Report**

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

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

**BANGKOK SHEET METAL 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 : BANGKOK SHEET METAL PUBLIC COMPANY LIMITED

Symbol : BM

Address : 149 Moo 6 Suksawad rd., Bangjak, Prapadang

Province : Samut Prakarn

Postcode : 10130

Business : BM operates as a manufacturer and distributor of processed metal products. The Company's products can be classified into 6 categories comprising of (1) Metal Trunking and White Conduits, (2) Communication Racks, Cabinets and Enclosures, (3) Electrical Switchboards and Lighting Fixtures, (4) Fabrication and Metal Working, (5) Mold & Die Making, Machine Tools and Equipments, Metal furniture and (6) Sheet Metal Parts, Press Parts, Machine Parts and Assembly Parts.

Registration Number : 0107558000229

Telephone : 0-2817-5555-7, 0-2817-5440-3

Fax (if applicable) : 0-2817-5432 , 0-2817-5443

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

Email : [bmc@bmpc.co.th](mailto:bmc@bmpc.co.th)

#### Total Shares Sold (shares)

Common Stock : 655,410,120

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)	1,305,219.94	1,430,365.75	1,596,900.06
Contractor Cluster (Thousand baht)	550,623.00	628,387.99	581,203.10
Business Cluster (Thousand baht)	754,596.94	801,977.76	1,015,696.96

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Contractor Cluster (%)	42.19	43.93	36.40
Business Cluster (%)	57.81	56.07	63.60

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,305,219.94	1,430,365.75	1,596,900.06
Domestic (Thousand baht)	854,485.09	816,490.12	857,607.84
International (Thousand baht)	450,734.85	613,875.63	739,292.22
United States of America (Thousand baht)	450,734.85	613,875.63	739,292.22

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	65.47	57.08	53.70
International (%)	34.53	42.92	46.30
United States of America (%)	100.00	100.00	100.00

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

	2022	2023	2024
Total other income (Thousand baht)	16,163.25	11,089.62	32,764.30
Other income from operations (Thousand baht)	16,163.25	11,089.62	32,764.30
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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

	2022	2023	2024
Share of profit (Thousand baht)	-10,295.20	-14,366.54	-7,850.01

**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	0.00	0.00	0.00

# Risk Management

# Risk Management

## Risk Factors (2.2)

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

### Strategic Risk

Risk Management Measures: Yes

### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Operational Risk

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

Financial Risk

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



# Sustainable Development

# Sustainable Development

## Sustainability Management Policy and Targets (3.1)

### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

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

#### Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	69,899.15	53,587.99	48,750.17
LPG (Kilograms)	1,191,236.00	1,288,085.00	1,519,416.80

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	3,583,000.00	4,008,172.00	4,054,000.00

#### Water management

• Water consumption

	2022	2023	2024
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Total water withdrawal (Cubic meters)	23,987.00	25,242.00	22,526.00
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## Waste management

### • Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	572,193.00	633,020.00	817,693.00
Hazardous waste (Kilograms)	93,346.00	111,500.00	107,660.00
<b>Total waste generated (Kilograms)</b>	<b>665,539.00</b>	<b>744,520.00</b>	<b>925,353.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2022	2023	2024
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>0.00</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

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)	557	465	438
Number of female employees (Persons)	240	243	228
<b>Total number of employees (Persons)</b>	<b>797</b>	<b>708</b>	<b>666</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	142,493,737.00	152,250,657.00	161,441,326.00

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	352.80	295.00	311.76
Employee development and training expenses (baht)	55,112.00	440,100.00	309,900.00

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

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	27	25	30

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	12.67	16.10	9.76

• **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

#### 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 : 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	7	100.00
Number of male directors	6	85.71
Number of female directors	1	14.29
Number of executive directors	4	57.14
Number of non-executive directors	3	42.86
Number of independent directors	3	42.86

#### 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. DAMNOEN KAEWTHAWEE Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	10 Apr 2014	Information & Communication Technology, Engineering

2.	Mr. TANIN SAJJABORIBUN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)  Director type: Original director	11 May 1995	Engineering
3.	Mr. TIRAWAT AMORNTHATRI Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	1 Jun 1996	Engineering
4.	Mr. VINAI VONGSWANGRUSSAMEE Gender: Male Age: 64 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	1 Jun 2000	Marketing
5.	Mr. TANES SUJJABORIBOON Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	1 Nov 2006	Accounting

6.	Mr. PRAPART PRAISUWANNA	Director (Non-executive, Independent director)	10 Apr 2014	Engineering, Governance/ Compliance
	Gender: Male			
	Age: 68 years old			
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Engineering	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			
7.	Ms. NAMTHIP KITSAKSAKUL	Director (Non-executive, Independent director)	10 Apr 2014	Accounting
	Gender: Female			
	Age: 64 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected		
	Major: Accounting	as 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. PRAPART PRAISUWANNA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	10 Apr 2014	Engineering, Governance/ Compliance
2. Mr. DAMNOEN KAEWTHAWEE Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	10 Apr 2014	Information & Communication Technology, Engineering
3. Ms. NAMTHIP KITSAKSAKUL [1] Gender: Female Age: 64 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: Re-elected as director	10 Apr 2014	Accounting

[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. TANIN SAJJABORIBUN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	11 May 1995
2. Mr. TIRAWAT AMORNTHATRI Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jun 1996
3. Mr. VINAI VONGSWANGRUSSAMEE 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	1 Jun 2000
4. Mr. TANES SUJJABORIBOON Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Nov 2006

5.	Mr. Suchart Mahatthanawong	Member of the executive committee	21 Mar 2011
	Gender: Male		
	Age: 64 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Compensation Committee	Mr. DAMNOEN KAEWTHAWEE	Chairman
	Mr. PRAPART PRAISUWANNA	Member
	Mr. TANIN SAJJABORIBUN	Member
Risk Management Committee	Mr. TIRAWAT AMORNTHATRI	Chairman
	Mr. Suchart Mahatthanawong	Vice chairman
	Mr. Annop Phromsaka Na Skolnakorn	Member
	Mr. Khwanchi Phanpanya	Member
	Mr. Somkiat Nimkham	Member
	Mr. Pavit Wongsavangrusme	Member
	Mr. Witsanu Korphayakkhon	Member
	Mr. Kittisak Kulchutisin	Member
	Mr. Pipat Puwasirikullawat	Member
	Ms. Thannaree Nonchattrapong	Member
	Ms. Laongdao Ngamkara	Member
	Mr. Komon Jamjan	Member
	Mr. Suvakit Sajjaboribun	Member
	Mr. Gorrasarn Sajjaboribun	Member
	Mr. Woragoon Sajjaboribun	Member
	Ms. Panchakhasorn Suwasri	Member
	Ms. Wantana Kunpai	Member
	Ms. Surunya Chenoakharakun	Member
	Ms. Pornpimon Chanwedchasad	Member
Executive Committee	Mr. TANIN SAJJABORIBUN	Chairman
	Mr. TIRAWAT AMORNTHATRI	Member
	Mr. VINAI VONGSWANGRUSSAMEE	Member
	Mr. TANES SUJJABORIBOON	Member
	Mr. Suchart Mahatthanawong	Member

## **Roles of Sub-committees**

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Compensation Committee
Sub-committees responsible for remuneration	: Nomination and Compensation Committee
Sub-committees responsible for corporate governance	: Executive Committee
Sub-committees responsible for corporate sustainability development	: Executive 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. TANIN SAJJABORIBUN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	11 May 1995	Engineering
2. Mr. TIRAWAT AMORNTHATRI Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Engineering	MANAGING DIRECTOR	1 Jun 1996	Engineering
3. Mr. VINAI VONGSWANGRUSSAMEE Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration	Chief Marketing and Sales Officer	1 Jun 2000	Marketing
4. Mr. TANES SUJJABORIBOON [1] Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial and Accounting Office (CFO)	1 Nov 2006	Accounting

[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) : 438

Number of female employees (persons) : 228

**Total number of employees (persons)** : 666

#### Employee Remuneration

Total employee remuneration : 161,441,326.00

#### Provident fund

Total number of employees (persons) : 666

Number of employees contributing to the PVD (persons) : 252

Percentage of employees who are members (%) : 37.84

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Laongdao Ngamkara	laongdao.n@bmpic.co.th	086-3107682

• **Company secretary**

General information	Email	Telephone
1. Mr. Tanes Sujjaboriboon	tanesh@bmplc.co.th	02-8175555

• **Head of internal audit**

General information	Email	Telephone
1. Mr. Paisan Puratjaroenchai	Prosperity395@gmail.com	080-5897594

• **Head of compliance unit**

General information	Email	Telephone
1. Mr. Tanin Sujjaboribun	tanin@bmplc.co.th	02-8175555

• **Head of investor relations**

General information	Email	Telephone
1. Mr. Gorrasarn Sujjaboribun	gorrasarn@bmplc.co.th	02-8175555

**Company's auditor**

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DHARMNITI AUDITING COMPANY LIMITED	1. Mrs. NITINEE KITTIKUNAPONG Email: nitinee.k@daa.co Telephone: 02 596 0500 Ext. 613	1,560,000.00	-

# 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. TANES SUJJABORIBOON Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 1 Nov 2006	Accounting
2. Ms. NAMTHIP KITSAKSAKUL Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 10 Apr 2014	Accounting

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. DAMNOEN KAEWTHAWEE	Chairman of the board	Non-participating
Mr. TANIN SAJJABORIBUN	Vice Chairman	Non-participating
Mr. TIRAWAT AMORNTHATRI	Director	Non-participating

Mr. VINAI VONGSWANGRUSSAMEE	Director	Non-participating
Mr. TANES SUJJABORIBOON	Director	Non-participating
Mr. PRAPART PRAISUWANNA	Director	Non-participating
Ms. NAMTHIP KITSAKSAKUL	Director	Non-participating

## 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 : 22 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. DAMNOEN KAEWTHAWEE (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. TANIN SAJJABORIBUN (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
3.	Mr. TIRAWAT AMORNTHATRI (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. VINAI VONGSWANGRUSSAMEE (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. TANES SUJJABORIBOON (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. PRAPART PRAISUWANNA (Director)	-	4/4	Participating	Did not hold the meeting
7.	Ms. NAMTHIP KITSAKSAKUL (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.	Mr. DAMNOEN KAEWTHAWEE (Chairman of the board)	-	88,000.00	0.00	No
2.	Mr. TANIN SAJJABORIBUN (Vice Chairman)	-	68,000.00	0.00	No
3.	Mr. TIRAWAT AMORNTHATRI (Director)	-	68,000.00	0.00	No
4.	Mr. VINAI VONGSWANGRUSSAMEE (Director)	-	68,000.00	0.00	No
5.	Mr. TANES SUJJABORIBOON (Director)	-	68,000.00	0.00	No
6.	Mr. PRAPART PRAISUWANNA (Director)	-	68,000.00	0.00	No
7.	Ms. NAMTHIP KITSAKSAKUL (Director)	-	68,000.00	0.00	No

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

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

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. PRAPART PRAISUWANNA (Chairman of the audit committee)	-	4/4
2.	Mr. DAMNOEN KAEWTHAWEE (Audit committee)	-	4/4
3.	Ms. NAMTHIP KITSAKSAKUL (Audit committee)	-	4/4