



# **Annual Registration Statement / Annual Report**

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

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

**SIAMEAST SOLUTIONS 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 : SIAMEAST SOLUTIONS PUBLIC COMPANY LIMITED

Symbol : SE

Address : 15/1 Highway-Rayong No.3191 Road, T. Huey-Pong, A.  
Muangrayong

Province : Rayong

Postcode : 21150

Business : The company distributes industrial products which consist of pumps, process machinery, piping systems, and consumable products for the usages in production process and maintenance as well as provides related services including coating and tailor-made removable insulation jacket services.

Registration Number : 0107559000061

Telephone : 0-3868-2540

Fax (if applicable) : 0-3868-2539

Website : [www.siameastsolutions.com](http://www.siameastsolutions.com)

Email : [info@siameastsolutions.com](mailto:info@siameastsolutions.com)

#### Total Shares Sold (shares)

Common Stock : 679,450,333

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2021	2022	2023
Total (Thousand baht)	498,090.23	611,698.39	651,714.18
Pumping System Technology Division (Thousand baht)	102,379.21	113,306.87	106,801.70
Process and Piping Solution Division (Thousand baht)	195,437.69	227,437.39	274,581.86
Innovative Material Division (Thousand baht)	153,337.98	171,242.84	127,579.33
Service Business (Thousand baht)	37,258.34	93,621.56	91,067.06
Power and utilities business (Thousand baht)	0.00	0.00	46,447.25
Other income (Thousand baht)	9,677.01	6,089.73	5,236.98

	2021	2022	2023
Total (%)	100.00	100.00	100.00
Pumping System Technology Division (%)	20.55	18.52	16.39
Process and Piping Solution Division (%)	39.24	37.18	42.13
Innovative Material Division (%)	30.79	27.99	19.58
Service Business (%)	7.48	15.31	13.97
Power and utilities business (%)	0.00	0.00	7.13
Other income (%)	1.94	1.00	0.80

#### By Geographical Area or Market\*

	2021	2022	2023
Total (Thousand baht)	498,090.23	611,698.39	651,714.18
Domestic (Thousand baht)	498,090.23	611,698.39	651,714.18

International (Thousand baht)	0.00	0.00	0.00
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	2021	2022	2023
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

\*Excluding the profit margins in the associated companies

### 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	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)**

### Business Operational Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors
- Other

##### Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Information security and cyber-attack
- Impact on the environment
- Impact on human rights
- Corruption

##### Compliance Risk

- Change in laws and regulations



- Violations of laws and regulations
- Corporate Governance

#### Financial Risk

- Insufficient sources of funding
- Fluctuation in exchange rates, interest rates, or the inflation rate
- 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 : <https://siameastsolutions.com/sustainable-policy/>

### 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://files.siameastsolutions.com/Doc/Environmental%20Policy.pdf>

Company environmental guideline : Electricity Management, Fuel 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

	2021	2022	2023
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	29,758.54	28,594.27	35,941.60
Gasoline (Litre)	15,803.62	18,476.56	15,784.54
Fuel oil (liters)	0.00	0.00	0.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00

LPG (Kilogram)	0.00	0.00	0.00
Steam (tonnes)	0.00	0.00	0.00
Coal (tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Amount of electricity purchased (kWh)	55,250.61	48,264.87	41,527.89

**Water management**

• **Water consumption**

	2021	2022	2023
Water consumption (cubic meters)	792.00	1,659.00	1,049.00

**Waste management**

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (kg)	N/A	N/A	422.00
Hazardous waste (kg)	6,570.00	0.00	8,619.33
<b>Total (kg)</b>	6,570.00	0.00	9,041.33

**Greenhouse gas management**

• **Greenhouse gas emissions**

	2021	2022	2023
GHG emission target	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)	31.02	27.12	23.32
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

<b>Total (Tons of carbon dioxide equivalents)</b>	31.02	27.12	23.32
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://siameastsolutions.com/conduct/>

Company human right guideline : Employee Rights, Child Labor, 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)	33	29	38
Number of female employees (persons)	67	66	67
<b>Total (persons)</b>	<b>100</b>	<b>95</b>	<b>105</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	59,660,869.60	58,070,185.05	66,202,343.49

##### • Employee development and training

	2021	2022	2023
Average training hours of employees (hour / person / year)	4.25	4.03	4.56
Employee development and training expenses (baht)	58,556.00	87,024.00	106,119.66

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

	2021	2022	2023
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Number of employee work injuries leading to employee absence (times)	0	1	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	23.00	18.95	25.71

• **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 : <https://siameastsolutions.com/corporate-governance-policy/>

#### 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	8	100.00
Number of male directors	4	50.00
Number of female directors	4	50.00
Number of executive directors	4	50.00
Number of non-executive directors	4	50.00
Number of independent directors	3	37.50

#### 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. THANACHART NUMNONDA Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	22 Jan 2016	Business Administration, Data Analysis, Engineering, Internal Control

2.	<p>Ms. ORASA VIMOLCHALAO</p> <p>Gender: Female</p> <p>Age: 69 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>	13 Aug 1993	Business Administration, Engineering, Leadership, Governance/ Compliance
3.	<p>Mr. SITTICHAJ LEEKASEM</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	30 Apr 2010	Business Administration
4.	<p>Mrs. CHANCHIRA SMAKTHAI</p> <p>Gender: Female</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>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	22 Jan 2016	Business Administration, Accounting, Finance
5.	<p>Ms. JIRANAT SUMANONT</p> <p>Gender: Female</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's 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: Original director</p>	22 Jan 2016	Business Administration, Engineering

6.	Mr. KIRK LEEKASEM Gender: Male Age: 28 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	1 Oct 2019	Business Administration, Engineering
7.	Mr. DAVID SAMANYAPORN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	17 Jun 2020	Business Administration, Commerce, Accounting, Finance
8.	Ms. NITKAMON WONGPIPAT Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	29 Apr 2022	Business Administration, Accounting, Finance

#### 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. THANACHART NUMNONDA Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	22 Jan 2016	Business Administration, Data Analysis, Engineering, Internal Control
2. Mrs. CHANCHIRA SMAKTHAI [1] Gender: Female Age: 52 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	22 Jan 2016	Business Administration, Accounting, Finance
3. Ms. JIRANAT SUMANONT Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	22 Jan 2016	Business Administration, 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. Ms. ORASA VIMOLCHALAO Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	26 Feb 2016
2. Mr. KIRK LEEKASEM Gender: Male Age: 28 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	1 Oct 2019
3. Mr. Pornchai Tantisuntharodom Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Apr 2020
4. Ms. NITKAMON WONGPIPAT Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	28 Feb 2022

5.	Mr. SITTICHAH LEEKASEM Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Feb 2016
6.	Ms. Wasu Mookdamanee Gender: Female Age: 46 years old Highest level of education: Master's degree Major: Marketing Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2023
7.	Ms. Pimchanok Kham-in Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Psychology Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Oct 2019
8.	Mrs. Supathida Limsumphanchaoen Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019

**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
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1.	<p>Mrs. Supathida Limsumphancharoen</p> <p>Gender: Female</p> <p>Age: 45 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	<p>Date position was assumed: 1 Jan 2019</p> <p>Date directorship ended: 1 Apr 2023</p>	No replacement director
2.	<p>Ms. Pimchanok Kham-in</p> <p>Gender: Female</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Psychology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	<p>Date position was assumed: 1 Oct 2019</p> <p>Date directorship ended: 1 Sep 2023</p>	No replacement director

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration	<p>Mrs. CHANCHIRA SMAKTHAI</p> <p>Ms. JIRANAT SUMANONT</p> <p>Ms. NITKAMON WONGPIPAT</p>	<p>Chairman</p> <p>Member</p> <p>Member</p>
Risk Management and Sustainability Committee	<p>Ms. ORASA VIMOLCHALAO</p> <p>Mr. KIRK LEEKASEM</p> <p>Mr. Pornchai Tantisuntharodom</p> <p>Mr. Pornchai Tantisuntharodom</p> <p>Ms. Wasu Mookdamanee</p> <p>Ms. NITKAMON WONGPIPAT</p>	<p>Chairman</p> <p>Vice chairman</p> <p>Member</p> <p>Member</p> <p>Member</p> <p>Member</p>
Executive and Investment Committee	<p>Ms. ORASA VIMOLCHALAO</p> <p>Mr. KIRK LEEKASEM</p> <p>Mr. SITTICHA LEEKASEM</p> <p>Mr. DAVID SAMANYAPORN</p>	<p>Chairman</p> <p>Member</p> <p>Member</p> <p>Member</p>

## **Roles of Sub-committees**

Sub-committees responsible for risk management	: Risk Management and Sustainability Committee
Sub-committees responsible for nomination	: Nomination and Remuneration
Sub-committees responsible for remuneration	: Nomination and Remuneration
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: Risk Management and Sustainability 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. Ms. ORASA VIMOLCHALAO Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Business Administration	CHAIRMAN OF EXECUTIVE COMMITTEE	13 Aug 1993	Business Administration, Engineering, Leadership, Governance/ Compliance
2. Mr. KIRK LEEKASEM Gender: Male Age: 28 years old Highest level of education: Bachelor's degree Major: Engineering	Deputy Chief Executive Officer	1 Oct 2019	Business Administration, Engineering
3. Ms. NITKAMON WONGPIPAT [1][2] Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting	Acting Chief Financial Officer	28 Feb 2022	Business Administration, Accounting, Finance
4. Mr. Pornchai Tantisuntharodom Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	16 Nov 2021	Business Administration, Commerce, Marketing, Engineering

[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)	25,914,319.00	16,530,149.00	N/A

## 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) : 38

Number of female employees (persons) : 67

**Total (persons)** : 105

#### Employee Remuneration

Total employee remuneration : 66,202,343.49

#### Provident fund

Total number of employees (persons) : 105

Number of employees contributing to the PVD (persons) : 90

Percentage of employees who are members (%) : 85.71

## 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. Nitkamon Wongpipat	nitkamon.won@siameastsolutions.com	081-5771417

- Company secretary

General information	Email	Telephone
1. Ms. PANADDA PHONSIMMA	panadda.pho@siameastsolutions.com	082-4472255

- Head of internal audit

General information	Email	Telephone
1. Ms. Atittaya Veankanan	Atittaya@magrouph.com	

- Head of compliance unit

General information	Email	Telephone
1. Mr. Pornchai Tantisuntharodom	pornchai.tan@siameastsolutions.com	

• Head of investor relations

General information	Email	Telephone
1. Mr. Kirk Leekasem	Kirk.Lee@siameastsolutions.com	091-7322319

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. A&A OFFICE COMPANY LIMITED	<p>1. Dr. Preecha Suan Email: - Telephone: -</p> <p>2. Mr. Yupin Chumjai Email: - Telephone: -</p> <p>3. Ms. Pitinun Pattaraklitdej Email: - Telephone: -</p> <p>4. Mr. Apichart Boonkerd Email: - Telephone: -</p>	1,110,000.00	-

# 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)

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

List of directors	Position	Participated in director development program
Mr. THANACHART NUMNONDA	Chairman of the board	Non-participating
Ms. ORASA VIMOLCHALAO	Director	Non-participating
Mr. SITTICHAH LEEKASEM	Director	Non-participating
Mrs. CHANCHIRA SMAKTHAI	Director	Non-participating
Ms. JIRANAT SUMANONT	Director	Non-participating
Mr. KIRK LEEKASEM	Director	Non-participating
Mr. DAVID SAMANYAPORN	Director	Non-participating
Ms. NITKAMON WONGPIPAT	Director	Participating

##### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

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

##### Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 28 Apr 2023



EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. THANACHART NUMNONDA (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Ms. ORASA VIMOLCHALAO (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mr. SITTICHAH LEEKASEM (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mrs. CHANCHIRA SMAKTHAI (Director)	-	4/4	Participating	Did not hold the meeting
5.	Ms. JIRANAT SUMANONT (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. KIRK LEEKASEM (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. DAVID SAMANYAPORN (Director)	-	4/4	Participating	Did not hold the meeting
8.	Ms. NITKAMON WONGPIPAT (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. THANACHART NUMNONDA (Chairman of the board)	-	60,000.00	0.00	No
2.	Ms. ORASA VIMOLCHALAO (Director)	-	40,000.00	0.00	No
3.	Mr. SITTICHAH LEEKASEM (Director)	-	40,000.00	0.00	No
4.	Mrs. CHANCHIRA SMAKTHAI (Director)	-	40,000.00	0.00	No
5.	Ms. JIRANAT SUMANONT (Director)	-	40,000.00	0.00	No
6.	Mr. KIRK LEEKASEM (Director)	-	40,000.00	0.00	No

7.	Mr. DAVID SAMANYAPORN (Director)	-	40,000.00	0.00	No
8.	Ms. NITKAMON WONGPIPAT (Director)	-	40,000.00	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. THANACHART NUMNONDA (Chairman of the audit committee)	-	4/4
2.	Mrs. CHANCHIRA SMAKTHAI (Audit committee)	-	4/4
3.	Ms. JIRANAT SUMANONT (Audit committee)	-	4/4