



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI STANLEY ELECTRIC PUBLIC COMPANY LIMITED

Fiscal Year End 31 March 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	22

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THAI STANLEY ELECTRIC PUBLIC COMPANY LIMITED

Symbol : STANLY

Address : 29/3 MOO 1, BANGPOON-RANGSIT ROAD, AMPHOE MUANG

Province : Pathum Thani

Postcode : 12000

Business : The Company' is a manufacturer of lighting equipment for vehicles, including auto bulb, lamp and mold with the intergated manufacturing of the company from designed by research & development center, advanced production equipment and high performance. The productions are made in accordance with the standards of clients which are the manufacturing of automoblie and motorcycle both of domestic and international.

Registration Number : 0107536000765

Telephone : 0-2581-5462

Fax (if applicable) : 0-2581-5397

Website : www.thaistanley.com

Email : adths@thaistanley.com

Total Shares Sold (shares)

Common Stock : 76,625,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2021	2022	2023
Total (Thousand baht)	11,727,609.00	13,582,327.00	14,447,846.00
Automotive Lighting Equipment (Thousand baht)	11,727,609.00	13,582,327.00	14,447,846.00

	2021	2022	2023
Total (%)	100.00	100.00	100.00
Automotive Lighting Equipment (%)	100.00	100.00	100.00

By Geographical Area or Market*

	2021	2022	2023
Total (Thousand baht)	11,727,609.00	13,582,327.00	14,447,846.00
Domestic (Thousand baht)	7,698,720.00	8,260,630.00	9,501,980.00
International (Thousand baht)	4,028,889.00	5,321,697.00	4,945,866.00
Thailand (Thousand baht)	2,723,614.17	4,101,593.44	3,532,978.85

	2021	2022	2023
Total (%)	100.00	100.00	100.00
Domestic (%)	65.65	60.82	65.77
International (%)	34.35	39.18	34.23
Thailand (%)	67.60	77.07	71.43

*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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	71,669.12	92,167.80	18,878.26

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 of fire

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Safety, occupational health, and working environment

The risk of emerging epidemics

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment

Fraud risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Corruption

Compliance Risk

- Violations of laws and regulations
- Corporate Governance

Production and product risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Damage to company image and reputation

Operational Risk

- Systems or internal control system

Risk to Securities Holder (2.2.2)

Risk from major shareholders holding more than 25% of equity

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 : No

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.thaistanley.com/%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%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/>

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

	2021	2022	2023
Diesel (Litre)	N/A	N/A	106,949.53
Gasoline (Litre)	N/A	N/A	62,204.19
Natural gas (Standard cubic feet)	N/A	N/A	8,977.98
LPG (Kilogram)	N/A	N/A	66,493.44

• Electricity consumption

	2021	2022	2023
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Amount of electricity purchased (kWh)	N/A	N/A	107,331,836.90
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Water management

• Water consumption

	2021	2022	2023
Water consumption (cubic meters)	N/A	N/A	280,512.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (kg)	N/A	N/A	3,319,935.00
Hazardous waste (kg)	N/A	N/A	883,476.00
Total (kg)	N/A	N/A	4,203,411.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
GHG emission target	N/A	N/A	8.76
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	3.98
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	8.76
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	N/A	N/A	12.74

• 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 : Yes

URL of human rights policy : <http://www.thaistanley.com/%e0%b8%a1%e0%b8%b2%e0%b8%95%e0%b8%a3%e0%b8%90%e0%b8%b2%e0%b8%99%e0%b9%81%e0%b8%a3%e0%b8%87%e0%b8%87%e0%b8%b2%e0%b8%99%e0%b9%84%e0%b8%97%e0%b8%a2/>

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)	1,693	1,640	1,596
Number of female employees (persons)	1,414	1,363	1,334
Total (persons)	3,107	3,003	2,930

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	N/A	N/A	1,491,720,000.00

• Employee development and training

	2021	2022	2023
Average training hours of employees (hour / person / year)	N/A	N/A	19
Employee development and training expenses (baht)	N/A	N/A	1,760,000.00

• Health, safety and work environment

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

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	N/A	17.61

• **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.thaistanley.com/%e0%b8%99%e0%b9%82%e0%b8%a2%e0%b8%9a%e0%b8%b2%e0%b8%a2%e0%b8%81%e0%b8%b3%e0%b8%81%e0%b8%b1%e0%b8%9a%e0%b8%94%e0%b8%b9%e0%b9%81%e0%b8%a5%e0%b8%81%e0%b8%b4%e0%b8%88%e0%b8%81%e0%b8%b2%e0%b8%a3%e0%b8%82-2/>

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 : Compensation, Director Development

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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	3	25.00
Number of non-executive directors	9	75.00
Number of independent directors	4	33.33

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. APICHART LEEISSARANUKUL Gender: Male Age: 60 years old Highest level of education: Honorary degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	5 Jul 2013	Automotive, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance

2.	Mr. THANONG LEEISSARANUKUL Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Jan 1993	Automotive, Commerce, Corporate Management, Leadership, Strategic Management, Risk Management
3.	Mrs. PORNTIP SETHIWAN Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	1 Jan 1993	Commerce, Accounting, Finance, Leadership, Strategic Management, Risk Management, Governance/ Compliance
4.	Mrs. PIMJAI LEEISSARANUKUL Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	1 Jan 1993	Governance/ Compliance, Risk Management, Strategic Management, Leadership, Corporate Management, Automotive, Engineering
5.	Mr. KRISADA VISAVATEERANON Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 May 1999	Engineering, Leadership, Strategic Management, Risk Management, Internal Control

6.	Mr. CHOKECHAI TANPOONSINTHANA Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	31 Mar 2000	Engineering, Internal Control, Fund Management, Finance, Accounting, Finance & Securities
7.	Mr. KOICHI NAGANO Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	3 Jul 2009	Automotive, Engineering, Strategic Management, Leadership
8.	Mr. SUCHART PHISITVANICH Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Jun 2010	Engineering, Internal Control
9.	Mr. PICHARN SUKPARANGSEE Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	7 Jun 2010	Law

10.	Mr. TORU TANABE Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	26 Jun 2012	Automotive, Engineering, Leadership, Strategic Management
11.	Mr. ETSUYA KAWASHIMA Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	3 Jul 2020	Automotive, Engineering, Strategic Management
12.	Mr. KEISUKE UEDA Gender: Male Age: 61 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	2 Jul 2021	Automotive, Electronic Components, Engineering, Leadership, Strategic Management

Other Information pertaining to committees

The Chairman is an independent director : No

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. Mr. KRISADA VISAVATEERANON Gender: Male Age: 73 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	2 Jul 2010	Engineering, Leadership, Strategic Management, Risk Management, Internal Control
2. Mr. CHOKECHAI TANPOONSINTHANA [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	31 Mar 2000	Engineering, Internal Control, Fund Management, Finance, Accounting, Finance & Securities
3. Mr. SUCHART PHISITVANICH Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	2 Jul 2010	Engineering, Internal Control

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

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. KOICHI NAGANO Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering	PRESIDENT	5 Jul 2013	Automotive, Engineering, Strategic Management, Leadership
2. Mr. APICHART LEEISSARANUKUL [1] Gender: Male Age: 60 years old Highest level of education: Honorary degree Major: Engineering	Executive General Manager Administration Division	1 Dec 1988	Automotive, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance
3. Mr. ETSUYA KAWASHIMA Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering	Executive General Manager Lighting Equipment Division	2 Jul 2020	Automotive, Engineering, Strategic Management
4. Mr. Kazunori Nakai Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Political Science	Executive General Manager Satellite Division	2 Nov 2018	Automotive, Corporate Management, Leadership, Strategic Management
5. Mr. Kasuya Shiraishi Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering	Executive General Manager DC Center	1 Oct 2020	Automotive, Engineering

6.	Mr. Koichi Ozawa	Executive General	1 Jun 2023	Automotive, Data Management
	Gender: Male	Manager Office of		
	Age: 60 years old	Corporate Plan		
	Highest level of education: Below a			
	bachelor's degree			
	Major: 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)	N/A	N/A	40,010,000.00

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) : 1,596

Number of female employees (persons) : 1,334

Total (persons) : 2,930

Employee Remuneration

Total employee remuneration : 1,491,720,000.00

Provident fund

Total number of employees (persons) : 2,930

Number of employees contributing to the PVD (persons) : 2,930

Percentage of employees who are members (%) : 100.00

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Supatta Rattanachinchai	supatta@stanley.co.th	025815462

- Company secretary

General information	Email	Telephone
1. Ms. Rattanaporn Boonwong	rattanaporn@stanley.co.th	025815462

- Head of internal audit

General information	Email	Telephone
1. Mrs. Nongyao Apirum	nongyao_a@stanley.co.th	025815462

- Head of investor relations

General information	Email	Telephone
1. Ms. Rattanaporn Boonwong	rattanaporn@stanley.co.th	025815462

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Mr. Vichien Khingmontri Email: vichien. khingmontri@pwc.com Telephone: 028441397	2,270,000.00	Details: Reviewing Stock Destroy and Reviewing Auditing for Vietnam Stanley Electric Co.,Ltd. Total service fee (baht): 220,000.00

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. Mrs. PORNTIP SETHIWAN Gender: Female Age: 56 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Jan 1993	Commerce, Accounting, Finance, Leadership, Strategic Management, Risk Management, Governance/ Compliance
2. Mrs. PIMJAI LEEISSARANUKUL Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Jan 1993	Governance/ Compliance, Risk Management, Strategic Management, Leadership, Corporate Management, Automotive, Engineering
3. Mr. KOICHI NAGANO Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 3 Jul 2009	Automotive, Engineering, Strategic Management, Leadership

4.	Mr. PICHARN SUKPARANGSEE	Director	Date position was assumed:	Law
	Gender: Male	(Non-executive,		
	Age: 62 years old	Independent director)	7 Jun 2010	
	Highest level of education:			
	Master's degree	Director type: Re-elected		
	Major: Law	as director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. APICHART LEEISSARANUKUL	Chairman of the board	Participating
Mr. THANONG LEEISSARANUKUL	Director	Non-participating
Mrs. PORNTIP SETHIWAN	Director	Non-participating
Mrs. PIMJAI LEEISSARANUKUL	Director	Participating
Mr. KRISADA VISAVATEERANON	Director	Non-participating
Mr. CHOKECHAI TANPOONSINTHANA	Director	Non-participating
Mr. KOICHI NAGANO	Director	Non-participating
Mr. SUCHART PHISITVANICH	Director	Non-participating
Mr. PICHARN SUKPARANGSEE	Director	Non-participating
Mr. TORU TANABE	Director	Non-participating
Mr. ETSUYA KAWASHIMA	Director	Non-participating
Mr. KEISUKE UEDA	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 1 Jul 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. APICHART LEEISSARANUKUL (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mr. THANONG LEEISSARANUKUL (Director)	-	7/7	Participating	Did not hold the meeting
3. Mrs. PORNTIP SETHIWAN (Director)	-	5/7	Participating	Did not hold the meeting
4. Mrs. PIMJAI LEEISSARANUKUL (Director)	-	7/7	Participating	Did not hold the meeting
5. Mr. KRISADA VISAVATEERANON (Director)	-	6/7	Participating	Did not hold the meeting
6. Mr. CHOKECHAI TANPOONSINTHANA (Director)	-	7/7	Participating	Did not hold the meeting
7. Mr. KOICHI NAGANO (Director)	-	7/7	Participating	Did not hold the meeting
8. Mr. SUCHART PHISITVANICH (Director)	-	7/7	Participating	Did not hold the meeting
9. Mr. PICHARN SUKPARANGSEE (Director)	-	7/7	Participating	Did not hold the meeting
10. Mr. TORU TANABE (Director)	-	4/7	Non-participating	Did not hold the meeting
11. Mr. ETSUYA KAWASHIMA (Director)	-	7/7	Participating	Did not hold the meeting

12. Mr. KEISUKE UEDA (Director)	-	6/7	Participating	Did not hold the meeting
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Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1. Mr. APICHART LEEISSARANUKUL (Chairman of the board)	-	275,000.00	0.00	No
2. Mr. THANONG LEEISSARANUKUL (Director)	-	275,000.00	0.00	No
3. Mrs. PORNTIP SETHIWAN (Director)	-	265,000.00	0.00	No
4. Mrs. PIMJAI LEEISSARANUKUL (Director)	-	275,000.00	0.00	No
5. Mr. KRISADA VISAVATEERANON (Director)	-	675,000.00	0.00	No
6. Mr. CHOKECHAI TANPOONSINTHANA (Director)	-	560,000.00	0.00	No
7. Mr. KOICHI NAGANO (Director)	-	275,000.00	0.00	No
8. Mr. SUCHART PHISITVANICH (Director)	-	560,000.00	0.00	No
9. Mr. PICHARN SUKPARANGSEE (Director)	-	275,000.00	0.00	No
10. Mr. TORU TANABE (Director)	-	260,000.00	0.00	No
11. Mr. ETSUYA KAWASHIMA (Director)	-	275,000.00	0.00	No
12. Mr. KEISUKE UEDA (Director)	-	270,000.00	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) : 9

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. KRISADA VISAVATEERANON (Chairman of the audit committee)	-	9/9
2.	Mr. CHOKECHAI TANPOONSINTHANA (Audit committee)	-	9/9
3.	Mr. SUCHART PHISITVANICH (Audit committee)	-	9/9