



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

PIONEER MOTOR PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 : PIONEER MOTOR PUBLIC COMPANY LIMITED

Symbol : PIMO

Address : 78, 78/4, 78/5 Moo3 Dontoom-Nakornchaisri Rd., Donfaek,
Nakornchaisri

Province : Nakorn Phathom

Postcode : 73120

Business : The Company manufactures and sells air conditioner motors,
induction motors, submersible pumps and pool & spa pump motors,
as per customers orders (OEM) and under the brand Pioneer Motor,
a brand of its own.

Registration Number : 0107558000164

Telephone : 0-3426-5111-8

Fax (if applicable) : 0-3426-5119

Website : www.pioneermotor.th.com

Email : info@pioneermotor.th.com

Total Shares Sold (shares)

Common Stock : 667,922,249

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	812,750.11	1,030,500.88	1,241,337.42
Air-con Motors (Thousand baht)	235,833.90	270,300.72	348,172.26
Water pumps,centrifugal pump (Thousand baht)	479,716.87	622,526.18	751,465.50
Industrial motors (Thousand baht)	75,804.91	90,659.25	88,521.08
Other income (Thousand baht)	21,394.43	47,014.73	53,178.58

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Air-con Motors (%)	29.02	26.23	28.05
Water pumps,centrifugal pump (%)	59.02	60.41	60.54
Industrial motors (%)	9.33	8.80	7.13
Other income (%)	2.63	4.56	4.28

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	812,750.11	1,030,500.88	1,241,337.42
Domestic (Thousand baht)	426,717.05	498,166.35	582,525.58
International (Thousand baht)	386,033.06	532,334.53	658,811.84

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	52.50	48.34	46.93

International (%)	47.50	51.66	53.07
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*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)	2020	2021	2022
R&D expenses in the past 3 years	0.00	712,000.00	1,460,000.00

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

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	2,440,738.00	2,345,199.00	2,270,202.71

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	22,915.00	24,300.00	19,349.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
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)	N/A	N/A	N/A

Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• **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

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2020	2021	2022
Number of male employees (persons)	266	279	294
Number of female employees (persons)	230	232	257
Total (persons)	496	511	551

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	6	6	6
Employee development and training expenses (baht)	63,000.00	63,000.00	63,000.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	2	1	3

• Employee retention

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	4.84	8.41	11.62

• Significant labor dispute

	2020	2021	2022
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

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

**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	4	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. SATIAN POOPRASERT Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	26 Mar 2015	

2.	<p>Mrs. PODJAMARN WONGSUWAN</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	1 Feb 2002
3.	<p>Ms. SIRIRAT ITTHIROJANAKUL</p> <p>Gender: Female</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: International Business</p> <p>Thunderbird University Arizona, USA</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	3 May 2005
4.	<p>Mr. CHRISTOPHER ROBERT TAPE</p> <p>Gender: Male</p> <p>Age: 74 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor Technology in Electrical Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	16 Jan 2014
5.	<p>Mr. WASUN ITTHIROJANAKUL</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: -</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	3 Jan 2015

6.	Mrs. PENNAPHA DHANASARNSILP	Director	20 Jan 2015
	Gender: Female	(Non-executive,	
	Age: 68 years old	Independent director)	
	Highest level of education:		
	Doctoral degree	Director type: Original	
	Major: -	director	
	Thai nationality: Yes		
	Residing in Thailand: Yes		
7.	Ms. JIRAYONG ANUMAN-RAJADHON	Director	20 Jan 2015
	Gender: Female	(Non-executive,	
	Age: 54 years old	Independent director)	
	Highest level of education:		
	Master's degree	Director type: Re-elected	
	Major: -	as director	
	Thai nationality: Yes		
	Residing in Thailand: Yes		
8.	Pol. Gen. SAKDA TECHAKRIENGKRAI	Director	20 Jan 2015
	Gender: Male	(Non-executive,	
	Age: 65 years old	Independent director)	
	Highest level of education:		
	Master's degree	Director type: Re-elected	
	Major: Law	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. Ms. JIRAYONG ANUMAN-RAJADHON [1] Gender: Female Age: 54 years old Highest level of education: Master's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	20 Jan 2015	
2. Mrs. PENNAPHA DHANASARNILP [1] Gender: Female Age: 68 years old Highest level of education: Doctoral degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	20 Jan 2015	
3. Pol. Gen. SAKDA TECHAKRIENGKRAI Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	20 Jan 2015	

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mrs. PENNAPHA DHANASARNILP	Chairman
	Ms. JIRAYONG ANUMAN-RAJADHON	Member
	Mr. WASUN ITTHIROJANAKUL	Member
Risk Management Committee	Ms. JIRAYONG ANUMAN-RAJADHON	Chairman
	Mr. WASUN ITTHIROJANAKUL	Member
	Mr. CHRISTOPHER ROBERT TAPE	Member
Corporate Governance and Sustainability Committee	Pol. Gen. SAKDA TECHAKRIENGKRAI	Chairman
	Mr. WASUN ITTHIROJANAKUL	Member
	Ms. SIRIRAT ITTHIROJANAKUL	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance 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. Mr. WASUN ITTHIROJANAKUL Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: -	MANAGING DIRECTOR	3 Jan 2015	

[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

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 294

Number of female employees (persons) : 257

Total (persons) : 551

Provident fund

Total number of employees (persons)	: 551
Number of employees contributing to the PVD (persons)	: 230
Percentage of employees who are members (%)	: 41.74

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. PODJAMARN WONGSUWAN Gender: Female Age: 64 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 1 Feb 2002	
2. Ms. JIRAYONG ANUMAN-RAJADHON Gender: Female Age: 54 years old Highest level of education: Master's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 20 Jan 2015	
3. Pol. Gen. SAKDA TECHAKRIENGKRAI Gender: Male Age: 65 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	Date position was assumed: 20 Jan 2015	

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SATIAN POOPRASERT	Chairman of the board	N/A
Mrs. PODJAMARN WONGSUWAN	Director	N/A
Ms. SIRIRAT ITTHIROJANAKUL	Director	N/A
Mr. CHRISTOPHER ROBERT TAPE	Director	N/A
Mr. WASUN ITTHIROJANAKUL	Director	N/A
Mrs. PENNAPHA DHANASARNSILP	Director	N/A
Ms. JIRAYONG ANUMAN-RAJADHON	Director	N/A
Pol. Gen. SAKDA TECHAKRIENGKRAI	Director	N/A

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SATIAN POOPRASERT (Chairman of the board)	-	N/A	Participating	Did not hold the meeting
2. Mrs. PODJAMARN WONGSUWAN (Director)	-	N/A	Participating	Did not hold the meeting
3. Ms. SIRIRAT ITTHIROJANAKUL (Director)	-	N/A	Participating	Did not hold the meeting
4. Mr. CHRISTOPHER ROBERT TAPE (Director)	-	N/A	Participating	Did not hold the meeting

5.	Mr. WASUN ITTHIROJANAKUL (Director)	-	N/A	Participating	Did not hold the meeting
6.	Mrs. PENNAPHA DHANASARNSILP (Director)	-	N/A	Participating	Did not hold the meeting
7.	Ms. JIRAYONG ANUMAN-RAJADHON (Director)	-	N/A	Participating	Did not hold the meeting
8.	Pol. Gen. SAKDA TECHAKRIENGKRAI (Director)	-	N/A	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. SATIAN POOPRASERT (Chairman of the board)	-	N/A	0.00	No
2.	Mrs. PODJAMARN WONGSUWAN (Director)	-	N/A	0.00	No
3.	Ms. SIRIRAT ITTHIROJANAKUL (Director)	-	N/A	0.00	No
4.	Mr. CHRISTOPHER ROBERT TAPE (Director)	-	N/A	0.00	No
5.	Mr. WASUN ITTHIROJANAKUL (Director)	-	N/A	0.00	No
6.	Mrs. PENNAPHA DHANASARNSILP (Director)	-	N/A	0.00	No
7.	Ms. JIRAYONG ANUMAN-RAJADHON (Director)	-	N/A	0.00	No
8.	Pol. Gen. SAKDA TECHAKRIENGKRAI (Director)	-	N/A	0.00	No