



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CHAROONG THAI WIRE & CABLE 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 : CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED

Symbol : CTW

Address : 589/71 Central City Tower, 12A Floor, Debaratana Road, Bangna-Nua Sub-district, Bangna District

Province : Bangkok

Postcode : 10260

Business : Manufacturer and distributor of aluminium cables, copper cables, high-voltage cables, telephones cables, fibre optic cables, enameled and non - enameled wires. The Company is also an original equipment manufacturer (OEM) which manufactures products for customers.

Registration Number : 0107537000599

Telephone : 0-2745-6118-30

Fax (if applicable) : 0-2745-6131-32

Website : www.ctw.co.th

Email : sales@ctw.co.th

Total Shares Sold (shares)

Common Stock : 397,906,284

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)	6,030,828.00	5,817,653.00	6,114,488.00
Power Cable (Thousand baht)	2,344,658.00	2,916,321.00	2,969,524.00
Communication Cable (Thousand baht)	11,234.00	6,822.00	10,803.00
Enameled and non-enameled wire (Thousand baht)	3,563,226.00	2,756,918.00	2,949,353.00
Fiber optic cable (Thousand baht)	41,311.00	97,978.00	92,428.00
Other (Thousand baht)	70,399.00	39,614.00	92,380.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Power Cable (%)	38.88	50.13	48.57
Communication Cable (%)	0.19	0.12	0.18
Enameled and non-enameled wire (%)	59.08	47.39	48.24
Fiber optic cable (%)	0.68	1.68	1.51
Other (%)	1.17	0.68	1.51

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	6,030,828.00	5,817,653.00	6,114,488.00
Domestic (Thousand baht)	5,377,740.00	5,315,014.00	5,596,863.00
International (Thousand baht)	653,088.00	502,639.00	517,625.00

Vietnam (Thousand baht)	188,278.00	117,092.00	107,421.00
Hong Kong (Thousand baht)	142,937.00	110,712.00	101,919.00
Myanmar (Thousand baht)	140,346.00	110,111.00	124,073.00
Other countries (Thousand baht)	181,527.00	164,724.00	184,212.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	89.17	91.36	91.53
International (%)	10.83	8.64	8.47
Vietnam (%)	28.83	23.30	1.76
Hong Kong (%)	21.89	22.03	1.67
Myanmar (%)	21.49	21.91	2.03
Other countries (%)	27.80	32.77	3.01

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	24,415.52	4,839.70	28,037.63
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	24,415.52	4,839.70	28,037.63

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	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)

Exposure to the cost of key raw materials

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk derived from change in manufacturing technology

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risk derived from foreign currency

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk factors associated with control by major shareholders

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk derived from the shortage of skilled labor

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

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://ctw.co.th/wp-content/uploads/2025/03/No.4-9-Thai-Sustainable-Policy.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://ctw.co.th/wp-content/uploads/2025/03/No.1-2Thai-CSR-Policy.pdf>
(if applicable)

Company environmental guideline : Electricity Management, Fuel 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

• Fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	N/A	0.00
Diesel (Litres)	129,878.76	111,560.66	120,676.90
Gasoline (Litres)	17,554.39	16,301.14	15,768.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	33,228,078.59	39,010,859.49	30,032,889.26
LPG (Kilograms)	29,244.00	0.00	28,065.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	19,167,600.00	13,895,000.00	16,697,321.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	54,530.00	46,736.00	90,481.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	844,014.00	410,851.00	613,698.00
Hazardous waste (Kilograms)	182,761.00	130,817.00	213,662.00
Total waste generated (Kilograms)	1,026,775.00	541,668.00	827,360.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	2,895.00	3,110.00	2,756.00
Scope 2 (Tons of carbon dioxide equivalents)	9,582.00	6,947.00	7,129.00
Scope 3 (Tons of carbon dioxide equivalents)	115,198.00	152,961.00	121,264.00

Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	127,675.00	163,018.00	131,149.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : ECEE Company Limited

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : No

URL of human rights policy : <https://ctw.co.th/wp-content/uploads/2025/03/No.1-2Thai-CSR-Policy.pdf>

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

	2022	2023	2024
Number of male employees (Persons)	422	410	396
Number of female employees (Persons)	81	83	81
Total number of employees (Persons)	503	493	477

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	259,099,997.00	247,120,000.00	255,750,000.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Employee development and training expenses (baht)	199,500.00	275,626.00	429,635.00

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	6	7	1
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	8.55	6.90	10.27

• **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, 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	3	30.00
Number of non-executive directors	7	70.00
Number of independent directors	4	40.00

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. CHAI SOPHONPANICH Gender: Male Age: 81 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	4 Sep 2018	Corporate Management

2.	Mr. TAO-HENG SUN Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	14 Jun 1993	Corporate Management
3.	Mr. PORNWUT SARASIN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	20 Oct 1999	Corporate Management
4.	Mrs. SUNUNTHA PHAENGSOOK Gender: Female Age: 83 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	9 Mar 2000	Finance
5.	Mr. SAI WAH SIMON SUEN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director) Director type: Original director	25 Aug 2009	Finance

6.	<p>Mr. STEVEN SUEY KU</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Textile Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	17 Nov 2009	Corporate Management
7.	<p>Mr. CHUN-TANG YUAN</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: applied science</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	21 Feb 2023	Business Administration
8.	<p>Mr. SHIH-HAO CHIU</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	10 May 2023	Corporate Management
9.	<p>Mr. THONGCHAI CHASAWATH</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Faculty of Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	17 Jan 2024	Negotiation

10.	Mr. MICHAEL CHAO-CHUN LEE	Director	12 Mar 2021	Corporate Management
	Gender: Male	(Non-executive)		
	Age: 73 years old			
	Highest level of education:	Director type: Newly		
	Bachelor's degree	appointed director to		
	Major: Business Administration	replace ex-director		
	Thai nationality: No			
	Residing in Thailand: No			

List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. Premchai Karnasuta Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive)	Date position was assumed: 27 Mar 2009 Date directorship ended: 26 Apr 2024	No replacement director
2. Mr. CHEN YOU CHENG Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 11 Mar 2022 Date directorship ended: 22 Feb 2024	Mr. MICHAEL CHAO-CHUN LEE Date position was assumed: 22 Feb 2024
3. Mrs. NIJAPORN CHARANACHITTA Gender: Female Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 26 Apr 2002 Date directorship ended: 17 Jan 2024	No replacement director

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 : 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. SAI WAH SIMON SUEN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: No	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	17 Jan 2024	Finance
2. Mr. STEVEN SUEY KU Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Textile Engineering Thai nationality: No Residing in Thailand: No	Audit committee (Non-executive, Independent director) Director type: Original director	17 Nov 2009	Corporate Management

3.	Mr. THONGCHAI CHASAWATH	Audit committee	17 Jan 2024	Negotiation
	Gender: Male	(Non-executive,		
	Age: 64 years old	Independent director)		
	Highest level of education:			
	Bachelor's degree	Director type: Original		
	Major: Faculty of Arts	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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 Compensation Committee	Mr. SAI WAH SIMON SUEN	Chairman
	Mrs. SUNUNTHA PHAENGSOOK	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination and Compensation Committee

Sub-committees responsible for remuneration : Nomination and Compensation Committee

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. TAO-HENG SUN Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice-Chairman	1 Nov 1994	Corporate Management
2. Mr. SHIH-HAO CHIU Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration	MANAGING DIRECTOR	1 Jun 2023	Corporate Management
3. Mrs. SUNUNTHA PHAENGSOOK [1] Gender: Female Age: 83 years old Highest level of education: Below a bachelor's degree Major: Management	Deputy Managing Director (Finance)	1 Jan 2018	Finance

[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)	: 396
Number of female employees (persons)	: 81
Total number of employees (persons)	: 477

Employee Remuneration

Total employee remuneration	: 255,750,000.00
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Provident fund

Total number of employees (persons)	: 477
Number of employees contributing to the PVD (persons)	: 396
Percentage of employees who are members (%)	: 83.02

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. Apanut Wongjarit	apanut@ctw.co.th	027456118

- Company secretary

General information	Email	Telephone
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1.	Mr. Bandhit Tanchavalit	band@spewc.com	027456118
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• Head of internal audit

General information	Email	Telephone
1. Ms. Kanjana Anekwasinchai	kanjana@ctw.co.th	027456118

Remark : Ms. Kanjana Anekwasinchai passed away on December 16, 2024.
The organization is currently in the process of recruiting a qualified individual to take on Head of Internal Audit.

• Head of compliance unit

General information	Email	Telephone
1. Ms. Kanjana Anekwasinchai	kanjana@ctw.co.th	027456118

Remark : Ms. Kanjana Anekwasinchai passed away on December 16, 2024.
The organization is currently in the process of recruiting a qualified individual to take on Head of Corporate Compliance.

• Head of investor relations

General information	Email	Telephone
1. Ms. Kanjana Anekwasinchai	kanjana@ctw.co.th	02-7456118

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. EY OFFICE LIMITED	1. Mrs. KRONGKAEW LIMKITTIKUL	2,580,000.00	-
	Email: krongkaew.		
	limkittikul@th.ey.com		
	Telephone: 022640789		
	2. Mr NATTHAWUT SANTIPET		
	Email: nattawut.santipet@th.		
	ey.com		
	Telephone: 022640789		
	3. Mr CHATCHAI		
	KASEMSRITHANAWAT		
	Email: chatchai.		
	kaswmsrithanawat@th.ey.com		
	Telephone: -		

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. MICHAEL CHAO-CHUN LEE Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 12 Mar 2021	Corporate Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAI SOPHONPANICH	Chairman of the board	Non-participating
Mr. TAO-HENG SUN	Vice Chairman	Non-participating
Mr. PORNWUT SARASIN	Director	Non-participating
Mrs. SUNUNTHA PHAENGSOOK	Director	Non-participating
Mr. SAI WAH SIMON SUEN	Director	Non-participating
Mr. STEVEN SUEY KU	Director	Non-participating
Mr. CHUN-TANG YUAN	Director	Non-participating
Mr. SHIH-HAO CHIU	Director	Non-participating

Mr. THONGCHAI CHASAWATH	Director	Non-participating
Mr. MICHAEL CHAO-CHUN LEE	Director	Non-participating
Mr. Premchai Karnasuta	Vice Chairman	Non-participating
Mr. CHEN YOU CHENG	Director	Non-participating
Mrs. NIJAPORN CHARANACHITTA	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) : 6

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHAI SOPHONPANICH (Chairman of the board)	-	4/6	Non-participating	Did not hold the meeting
2.	Mr. TAO-HENG SUN (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
3.	Mr. PORNWUT SARASIN (Director)	-	3/6	Non-participating	Did not hold the meeting
4.	Mrs. SUNUNTHA PHAENGSOOK (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. SAI WAH SIMON SUEN (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. STEVEN SUEY KU (Director)	-	5/6	Participating	Did not hold the meeting
7.	Mr. CHUN-TANG YUAN (Director)	-	5/6	Participating	Did not hold the meeting

8.	Mr. SHIH-HAO CHIU (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. THONGCHAI CHASAWATH (Director)	-	5/6	Participating	Did not hold the meeting
10.	Mr. MICHAEL CHAO-CHUN LEE (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mr. Premchai Karnasuta (Vice Chairman)	26 Apr 2024	1/3	Participating	Did not hold the meeting
12.	Mr. CHEN YOU CHENG (Director)	22 Feb 2024	2/2	Non-participating	Did not hold the meeting
13.	Mrs. NIJAPORN CHARANACHITTA (Director)	17 Jan 2024	0/0	Non-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. CHAI SOPHONPANICH (Chairman of the board)	-	200,000.00	N/A	No
2.	Mr. TAO-HENG SUN (Vice Chairman)	-	240,000.00	N/A	No
3.	Mr. PORNWUT SARASIN (Director)	-	120,000.00	N/A	No
4.	Mrs. SUNUNTHA PHAENGSOOK (Director)	-	240,000.00	N/A	No
5.	Mr. SAI WAH SIMON SUEN (Director)	-	240,000.00	N/A	No
6.	Mr. STEVEN SUEY KU (Director)	-	200,000.00	N/A	No
7.	Mr. CHUN-TANG YUAN (Director)	-	200,000.00	N/A	No
8.	Mr. SHIH-HAO CHIU (Director)	-	240,000.00	N/A	No
9.	Mr. THONGCHAI CHASAWATH (Director)	-	200,000.00	N/A	No
10.	Mr. MICHAEL CHAO-CHUN LEE (Director)	-	160,000.00	N/A	No
11.	Mr. Premchai Karnasuta (Vice Chairman)	26 Apr 2024	40,000.00	N/A	N/A
12.	Mr. CHEN YOU CHENG (Director)	22 Feb 2024	80,000.00	N/A	No

13.	Mrs. NIJAPORN CHARANACHITTA (Director)	17 Jan 2024	0.00	N/A	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. SAI WAH SIMON SUEN (Chairman of the audit committee)	-	4/4
2.	Mr. STEVEN SUEY KU (Audit committee)	-	3/4
3.	Mr. THONGCHAI CHASAWATH (Audit committee)	-	4/4