



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CASTLE PEAK HOLDINGS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	5
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	17

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : CASTLE PEAK HOLDINGS PUBLIC COMPANY LIMITED

Symbol : CPH

Address : 899 PETCHKASEM ROAD, BANG KHAE

Province : Bangkok

Postcode : 10160

Business : GARMENT AND REAL ESTATE

Registration Number : 0107537001056

Telephone : 0-2455-0300-9

Fax (if applicable) : 0-2455-0358-9

Website : www.castlepeak.co.th

Email : cph@castlepeak.co.th

Total Shares Sold (shares)

Common Stock : 40,000,000

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)	2,192,994.16	1,261,120.12	1,667,969.70
Garment business (Thousand baht)	2,086,869.16	1,252,132.72	1,641,948.70
Real Estate Business (Thousand baht)	106,125.00	8,987.40	26,021.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Garment business (%)	95.16	99.29	98.44
Real Estate Business (%)	4.84	0.71	1.56

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	2,192,994.16	1,261,120.12	1,667,969.70
Domestic (Thousand baht)	108,698.90	10,591.25	26,068.00
International (Thousand baht)	2,084,295.26	1,250,528.87	1,641,901.70
United States of America (Thousand baht)	1,441,768.81	937,354.66	1,101,831.31
Other countries (Thousand baht)	642,526.45	313,174.21	540,070.39

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	4.96	0.84	1.56
International (%)	95.04	99.16	98.44

United States of America (%)	69.17	74.96	67.11
Other countries (%)	30.83	25.04	32.89

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	19,807.24	27,433.19	3,417.24
Other income from operations (Thousand baht)	2,486.72	4,995.69	3,025.71
Other income not from operations (Thousand baht)	17,320.52	22,437.50	391.53
Dividend income (Thousand baht)	15.00	26.00	0.00
Interest income (Thousand baht)	97.35	383.01	391.53
Gain on exchange rate (Thousand baht)	17,208.16	22,028.49	0.00

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

	2022	2023	2024
Share of profit (Thousand baht)	10.60	1,040.82	0.00

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)

Labor costs increase

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

Fluctuation of the exchange rate of the US dollar to the Thai Baht

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Raw material risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Substandard product quality

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations

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 : www.castlepeak.co.th
(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 : www.castlepeak.co.th
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean
Energy Management, Water Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	12,550.00	11,960.00	16,426.00
Gasoline (Litres)	0.00	0.00	N/A
Fuel oil (Litres)	0.00	0.00	N/A
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	0.00	0.00	N/A
LPG (Kilograms)	0.00	0.00	N/A
Steam (Metric tonnes)	0.00	0.00	N/A

Coal (Metric tonnes)	0.00	0.00	N/A
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• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,553,000.00	3,791,000.00	5,067,000.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	52,169.00	39,191.00	44,135.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	73,879.00	89,690.00	74,818.00
Hazardous waste (Kilograms)	1,430.00	900.00	900.00
Total waste generated (Kilograms)	75,309.00	90,590.00	75,718.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	107.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	2,096.00	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	3,348.00	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	5,551.00	0.00

- **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 : www.castlepeak.co.th

Company human right guideline : Employee Rights, Migrant Workers, Consumer 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
Total number of employees (Persons)	2,573	1,833	2,491

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	559,091,616.00	392,677,865.00	447,809,179.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	9	7	18

• Employee retention

	2022	2023	2024
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Percentage of employees who voluntarily resigned (%)	0.00	0.00	N/A
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• **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

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

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	4	57.14
Number of female directors	3	42.86
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. BOONCHOO PONGCHALOEM Gender: Male Age: 89 years old Highest level of education: Bachelor's degree Major: Mathematics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	1 Jan 1993	Fashion, Property Development, Leadership, Strategic Management

2.	Mr. CHOR TING LIU Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: social science Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	21 Sep 1993	Fashion, Marketing, Leadership, Strategic Management, Risk Management
3.	Mrs. PILIN CHANYANUWAT Gender: Female Age: 62 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	27 Apr 2007	Fashion, Human Resource Management, Corporate Management, Leadership
4.	Mr. PUMIT PONGCHALOEM Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: construction management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Apr 2013	Construction Materials, Property Development, Marketing, Leadership, Strategic Management
5.	Ms. KANYAPAT PEERAWATSAKOONPONG Gender: Female Age: 36 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Mar 2016	Marketing, Procurement, Data Analysis, Audit, Internal Control

6.	Mr. SOMCHAI ONGWARARAK Gender: Male Age: 87 years old Highest level of education: Bachelor's degree Major: Mathematics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 May 2017	Internal Control, Audit, Risk Management
7.	Ms. NAPAPORN TANAWATYANYONG Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Apr 2014	Accounting, Finance & Securities, Marketing, Internal Control, Audit

Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: Yes
The Chairman and the manager are members of the same family	: Yes
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. NAPAPORN TANAWATYANYONG [1] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 May 2015	Accounting, Finance & Securities, Marketing, Internal Control, Audit
2. Ms. KANYAPAT PEERAWATSAKOONPONG Gender: Female Age: 36 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 Mar 2016	Marketing, Procurement, Data Analysis, Audit, Internal Control
3. Mr. SOMCHAI ONGWARARAK Gender: Male Age: 87 years old Highest level of education: Bachelor's degree Major: Mathematics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 May 2017	Internal Control, Audit, Risk Management

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

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. BOONCHOO PONGCHALOEM Gender: Male Age: 89 years old Highest level of education: Bachelor's degree Major: Mathematics	PRESIDENT	1 Jan 1993	Fashion, Property Development, Leadership, Strategic Management
2. Mr. CHOR TING LIU Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: social science	Vice-Chairman of the Executive Committee	21 Sep 1993	Fashion, Marketing, Leadership, Strategic Management, Risk Management
3. Mr. PUMIT PONGCHALOEM Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: construction management	Vice-Chairman of the Executive Committee	29 Apr 2013	Construction Materials, Property Development, Marketing, Leadership, Strategic Management
4. Ms. Vinida Kulsompob [1] Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Accounting	Financial and Accounting Director	14 May 2015	Accounting, Data Analysis, Leadership, Risk Management, Budgeting
5. Mrs. PILIN CHANYANUWAT Gender: Female Age: 62 years old Highest level of education: Below a bachelor's degree Major: Management	Production Director	27 Apr 2007	Fashion, Human Resource Management, Corporate Management, Leadership

[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

Total number of employees (persons) : 2,491

Employee Remuneration

Total employee remuneration : 447,809,179.00

Provident fund

Total number of employees (persons) : 2,491

Number of employees contributing to the PVD (persons) : 0

Percentage of employees who are members (%) : 0.00

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. BOONCHOO PONGCHALOEM Gender: Male Age: 89 years old Highest level of education: Bachelor's degree Major: Mathematics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Re-elected as director	Date position was assumed: 1 Jan 1993	Fashion, Property Development, Leadership, Strategic Management
2. Mr. CHOR TING LIU Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: social science Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 21 Sep 1993	Fashion, Marketing, Leadership, Strategic Management, Risk Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONCHOO PONGCHALOEM	Chairman of the board	Non-participating
Mr. CHOR TING LIU	Director	Non-participating
Mrs. PILIN CHANYANUWAT	Director	Non-participating

Mr. PUMIT PONGCHALOEM	Director	Non-participating
Ms. KANYAPAT PEERAWATSAKOONPONG	Director	Non-participating
Mr. SOMCHAI ONGWARARAK	Director	Non-participating
Ms. NAPAPORN TANAWATYANYONG	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) : 18

Date of AGM meeting : 26 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. BOONCHOO PONGCHALOEM (Chairman of the board)	-	14/18	Non-participating	Did not hold the meeting
2.	Mr. CHOR TING LIU (Director)	-	18/18	Participating	Did not hold the meeting
3.	Mrs. PILIN CHANYANUWAT (Director)	-	18/18	Participating	Did not hold the meeting
4.	Mr. PUMIT PONGCHALOEM (Director)	-	18/18	Participating	Did not hold the meeting
5.	Ms. KANYAPAT PEERAWATSAKOONPONG (Director)	-	18/18	Participating	Did not hold the meeting
6.	Mr. SOMCHAI ONGWARARAK (Director)	-	18/18	Participating	Did not hold the meeting
7.	Ms. NAPAPORN TANAWATYANYONG (Director)	-	18/18	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. BOONCHOO PONGCHALOEM (Chairman of the board)	-	0.00	0.00	No
2.	Mr. CHOR TING LIU (Director)	-	0.00	0.00	No
3.	Mrs. PILIN CHANYANUWAT (Director)	-	0.00	0.00	No
4.	Mr. PUMIT PONGCHALOEM (Director)	-	0.00	0.00	No
5.	Ms. KANYAPAT PEERAWATSAKOONPONG (Director)	-	20,000.00	120,000.00	No
6.	Mr. SOMCHAI ONGWARARAK (Director)	-	20,000.00	120,000.00	No
7.	Ms. NAPAPORN TANAWATYANYONG (Director)	-	40,000.00	120,000.00	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.	Ms. NAPAPORN TANAWATYANYONG (Chairman of the audit committee)	-	4/4
2.	Ms. KANYAPAT PEERAWATSAKOONPONG (Audit committee)	-	4/4
3.	Mr. SOMCHAI ONGWARARAK (Audit committee)	-	4/4