

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CAL-COMP ELECTRONICS (THAILAND) PUBLIC CO., LTD.

Fiscal Year End 31 December 2023

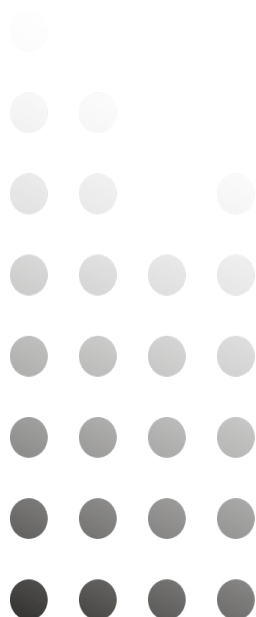


Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	5
Corporate Governance	
Corporate Governance Policy	9
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	10
Performance Report on Corporate Governance	18

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : CAL-COMP ELECTRONICS (THAILAND) PUBLIC CO., LTD.

Symbol : CCET

Address : CTI TOWER, FLOOR 18, 191/54,57 RATCHADAPISEK ROAD, KHLONG TOEI

Province : Bangkok

Postcode : 10110

Business : The manufacturer for the electronics products. Main products are computer peripheral and telecommunication products.

Registration Number : 0107543000023

Telephone : 0-2261-5033-36

Fax (if applicable) : 0-2661-9396

Website : www.calcomp.co.th

Email : ir@calcomp.com.tw

Total Shares Sold (shares)

Common Stock : 10,450,002,831

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	126,894.00	172,365.00	150,812.00
Computer Peripheral (Thousand baht)	99,387.00	140,527.00	124,641.00
Telecommunication Products (Thousand baht)	26,859.00	30,965.00	25,566.00
Other revenue (Thousand baht)	648.00	873.00	606.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Computer Peripheral (%)	78.32	81.53	82.65
Telecommunication Products (%)	21.17	17.96	16.95
Other revenue (%)	0.51	0.51	0.40

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	126,894.00	172,365.00	150,812.00
Domestic (Thousand baht)	1,433.00	461.00	190.00
International (Thousand baht)	125,461.00	171,904.00	150,622.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	1.13	0.27	0.13
International (%)	98.87	99.73	99.87

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	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)	2021	2022	2023
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)

Risk Management

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Pandemic risk

Operational Risk

- Product obsolescence
- Pandemic risk

Compliance Risk

- Change in laws and regulations

Financial Risk

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

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://www.calcomp.co.th/th-TH/corporate-social-responsibility/sustainable-operations>

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://www.calcomp.co.th/th-TH/corporate-social-responsibility/sustainable-operations>

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

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	126,637,339.00	154,337,440.00	118,864,612.06

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	495,162.00	636,504.00	603,660.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	3,049,340.00	5,159,450.00	7,707,033.20
Hazardous waste (Kilograms)	182,740.00	156,540.00	405,394.80
Total waste generated (Kilograms)	3,232,080.00	5,315,990.00	8,112,428.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	1,068.00	1,254.00	1,132.00
Scope 2 (Tons of carbon dioxide equivalents)	63,303.00	77,208.00	59,448.67
Scope 3 (Tons of carbon dioxide equivalents)	407,010.00	392.00	31,573.11
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	471,381.00	78,854.00	92,153.78

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Limited.

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://www.calcomp.co.th/th-TH/corporate-social-responsibility/social-development>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment 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

	2021	2022	2023
Number of male employees (Persons)	12,327	12,804	11,329
Number of female employees (Persons)	13,039	14,012	12,234
Total number of employees (Persons)	25,366	26,816	23,563

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	11.72	7.02	8.01

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	0	N/A	N/A

• 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://www.calcomp.co.th/th-TH/investor/corporate-governance/board-and-key-officers>

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, 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	11	100.00
Number of male directors	11	100.00
Number of female directors	0	0.00
Number of executive directors	2	18.18
Number of non-executive directors	9	81.82
Number of independent directors	4	36.36

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. SHENG-HSIUNG HSU Gender: Male Age: 80 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Re-elected as director	15 Jul 2000	Electronic Components, Leadership

2.	Mr. CHIEH-LI HSU Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Vice Chairman (Non-executive) Director type: Original director	13 Aug 2020	Electronic Components
3.	Mr. SHENG-CHIEH HSU Gender: Male Age: 76 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	15 Jul 2000	Electronic Components
4.	Mr. ALAN CHI YIM KAM Gender: Male Age: 67 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	3 Oct 2000	Audit, Finance
5.	Mr. KHONGSIT CHOUKITCHAROEN Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	25 Mar 2002	Negotiation, Leadership, Electronic Components

6.	Mr. HANG MAN WILLIAM CHAO Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	19 Mar 2003	Audit, Marketing, Finance
7.	Mr. THANASAK CHANYAPOON Gender: Male Age: 55 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	14 Nov 2011	Law
8.	Mr. TAI-CHANG CHIANG Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	26 Apr 2019	Electronic Components
9.	Mr. WEI-CHANG CHEN Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Re-elected as director	3 Aug 2020	Electronic Components

10.	Mr. HUNG-MAO TIEN	Director	13 Aug 2020	Electronic Components
	Gender: Male	(Non-executive,		
	Age: 85 years old	Independent director)		
	Highest level of education:			
	Bachelor's degree	Director type: Original		
	Major: Political Science	director		
	Thai nationality: No			
	Residing in Thailand: No			
11.	Mr. YEE-CHANG CHEN	Director	29 Apr 2022	Law, Sustainability,
	Gender: Male	(Non-executive)		Corporate Social
	Age: 71 years old			Responsibility
	Highest level of education:	Director type: Original		
	Bachelor's degree	director		
	Major: Law			
	Thai nationality: No			
	Residing in Thailand: No			

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. ALAN CHI YIM KAM [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	19 Mar 2003	Audit, Finance
2. Mr. HANG MAN WILLIAM CHAO [1] Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	19 Mar 2003	Audit, Marketing, Finance
3. Mr. THANASAK CHANYAPOON [1] Gender: Male Age: 55 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	14 Nov 2011	Law

[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. KHONGSIT CHOUKITCHAROEN Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	19 Apr 2006	Negotiation, Leadership, Electronic Components

[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 : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	16,380,000.00	29,250,000.00	35,350,000.00

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)	: 11,329
Number of female employees (persons)	: 12,234
Total number of employees (persons)	: 23,563

Employee Remuneration

Total employee remuneration	: 0.00
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Provident fund

Total number of employees (persons)	: 23,563
Number of employees contributing to the PVD (persons)	: 1,105
Percentage of employees who are members (%)	: 4.69

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. SHENG-HSIUNG HSU Gender: Male Age: 80 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 15 Jul 2000	Electronic Components, Leadership
2. Mr. SHENG-CHIEH HSU Gender: Male Age: 76 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 15 Jul 2000	Electronic Components
3. Mr. THANASAK CHANYAPOON Gender: Male Age: 55 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: 14 Nov 2011	Law

4.	Mr. WEI-CHANG CHEN	Director	Date position was	Electronic Components
	Gender: Male	(Executive)	assumed:	
	Age: 64 years old		3 Aug 2020	
	Highest level of education:	Director type: Re-elected		
	Bachelor's degree	as director		
	Major: Engineering			
	Thai nationality: No			
	Residing in Thailand: No			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SHENG-HSIUNG HSU	Chairman of the board	Non-participating
Mr. CHIEH-LI HSU	Vice Chairman	Non-participating
Mr. SHENG-CHIEH HSU	Director	Non-participating
Mr. ALAN CHI YIM KAM	Director	Non-participating
Mr. KHONGSIT CHOUKITCHAROEN	Director	Non-participating
Mr. HANG MAN WILLIAM CHAO	Director	Non-participating
Mr. THANASAK CHANYAPOON	Director	Non-participating
Mr. TAI-CHANG CHIANG	Director	Non-participating
Mr. WEI-CHANG CHEN	Director	Non-participating
Mr. HUNG-MAO TIEN	Director	Non-participating
Mr. YEE-CHANG CHEN	Director	Non-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 : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SHENG-HSIUNG HSU (Chairman of the board)	-	4/4	Non-participating	Non-participating
2. Mr. CHIEH-LI HSU (Vice Chairman)	-	4/4	Participating	Participating
3. Mr. SHENG-CHIEH HSU (Director)	-	3/4	Non-participating	Non-participating
4. Mr. ALAN CHI YIM KAM (Director)	-	4/4	Participating	Participating
5. Mr. KHONGSIT CHOUKITCHAROEN (Director)	-	4/4	Participating	Participating
6. Mr. HANG MAN WILLIAM CHAO (Director)	-	4/4	Participating	Participating
7. Mr. THANASAK CHANYAPOON (Director)	-	4/4	Participating	Participating
8. Mr. TAI-CHANG CHIANG (Director)	-	4/4	Participating	Participating
9. Mr. WEI-CHANG CHEN (Director)	-	4/4	Participating	Participating
10. Mr. HUNG-MAO TIEN (Director)	-	4/4	Non-participating	Non-participating
11. Mr. YEE-CHANG CHEN (Director)	-	3/4	Non-participating	Non-participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. SHENG-HSIUNG HSU (Chairman of the board)	-	480,000.00	6,000,000.00	No
2. Mr. CHIEH-LI HSU (Vice Chairman)	-	180,000.00	1,500,000.00	No
3. Mr. SHENG-CHIEH HSU (Director)	-	180,000.00	1,500,000.00	No
4. Mr. ALAN CHI YIM KAM (Director)	-	180,000.00	1,500,000.00	No

5.	Mr. KHONGSIT CHOUKITCHAROEN (Director)	-	180,000.00	3,000,000.00	No
6.	Mr. HANG MAN WILLIAM CHAO (Director)	-	180,000.00	1,500,000.00	No
7.	Mr. THANASAK CHANYAPOON (Director)	-	180,000.00	1,500,000.00	No
8.	Mr. TAI-CHANG CHIANG (Director)	-	180,000.00	1,500,000.00	No
9.	Mr. WEI-CHANG CHEN (Director)	-	180,000.00	1,500,000.00	No
10.	Mr. HUNG-MAO TIEN (Director)	-	180,000.00	1,500,000.00	No
11.	Mr. YEE-CHANG CHEN (Director)	-	180,000.00	1,500,000.00	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.	Mr. ALAN CHI YIM KAM (Chairman of the audit committee)	-	4/4
2.	Mr. HANG MAN WILLIAM CHAO (Audit committee)	-	4/4
3.	Mr. THANASAK CHANYAPOON (Audit committee)	-	4/4