



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**TEAM PRECISION PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



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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 : TEAM PRECISION PUBLIC COMPANY LIMITED

Symbol : TEAM

Address : 198 MOO 13, SUWANSORN ROAD, DONG-KHEE-LEK, MUEANG

Province : Prachinburi

Postcode : 25000

Business : The Company develops, designs, and manufactures printed circuit board assemblies (PCBA), box build, and provide supply chain solutions globally in market segments such as medical, industrial, commercial, wireless infrastructure, automotive, telecommunications, and consumer for original equipment manufacturers (OEM).

Registration Number : 0107543000058

Telephone : 025772350

Website : [www.teampcba.com](http://www.teampcba.com)

Email : [ir@teampcba.com](mailto:ir@teampcba.com)

#### Total Shares Sold (shares)

Common Stock : 637,063,385

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)	2,500,244.00	3,059,928.00	3,208,811.00
industrial (Thousand baht)	2,006,309.00	2,551,856.00	2,806,712.00
Automotive (Thousand baht)	243,463.00	256,448.00	166,688.00
Medical (Thousand baht)	138,880.00	136,467.00	99,913.00
Other (Thousand baht)	111,592.00	115,157.00	135,498.00
Print Circuit Board Assembly (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
industrial (%)	80.24	83.40	87.47
Automotive (%)	9.74	8.38	5.19
Medical (%)	5.55	4.46	3.11
Other (%)	4.46	3.76	4.22
Print Circuit Board Assembly (%)	0.00	0.00	0.00

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,500,244.00	3,059,928.00	3,208,811.00
Domestic (Thousand baht)	58,454.00	35,935.00	60,314.00
International (Thousand baht)	2,441,790.00	3,023,993.00	3,148,497.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	2.34	1.17	1.88
International (%)	97.66	98.83	98.12

#### Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	16,739.00	11,908.00	28,851.00
Other income from operations (Thousand baht)	9,417.00	11,908.00	14,862.00
gain of exchange rate (Thousand baht)	7,322.00	0.00	13,989.00
Other income not from operations (Thousand baht)	7,322.00	0.00	13,989.00

## 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)**

### Strategic Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Reliance on large customers or few customers

Operational Risk

- Reliance on employees in key positions

Financial Risk

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

### Operational Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy

- Policies or international agreements related to business operations
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

#### Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters

#### Financial Risk

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

### Risk to Securities Holder (2.2.2)

#### investment of securities holders

**Risk Management Measures:** No

#### Related Risk Topics

- Return from investment of securities holder

### Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

#### Risks of investing in foreign securities (In case the issuer is a foreign company)

**Risk Management Measures:** No

#### Related Risk Topics

- Foreign Investment Risk

# 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

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

	2021	2022	2023
Diesel (Litres)	48,475.00	44,605.00	47,226.00
Gasoline (Litres)	6,386.00	6,035.00	7,867.00

###### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	5,840,229.00	5,956,080.00	6,094,546.00

##### Water management

###### • Water consumption

	2021	2022	2023
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Total water withdrawal (Cubic meters)	44,666.00	43,305.00	52,032.00
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## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	79,094.00	164,236.00	190,031.00
Hazardous waste (Kilograms)	8,970.00	10,380.00	7,420.00
<b>Total waste generated (Kilograms)</b>	<b>88,064.00</b>	<b>174,616.00</b>	<b>197,451.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	5,385.00
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	948.06
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	4,124.16
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	832.45
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>0.00</b>	<b>5,904.67</b>

### • 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

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)	303	315	315
Number of female employees (Persons)	612	613	678
<b>Total number of employees (Persons)</b>	<b>915</b>	<b>928</b>	<b>993</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	302,818,057.00	306,289,959.00	324,199,630.00

##### • Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	1	0	0

##### • 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

#### 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, 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	6	100.00
Number of male directors	5	83.33
Number of female directors	1	16.67
Number of executive directors	3	50.00
Number of non-executive directors	3	50.00
Number of independent directors	3	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. CHAKKAPHANT MANUTSATHIT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Re-elected as director	8 Nov 2001	Engineering, Marketing

2.	<p>Mrs. MALIPA MANUTSATHIT</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Information system</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Feb 2000	Information & Communication Technology, Economics
3.	<p>Mr. Chai jroongtanapibarn</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	8 Nov 2001	Accounting, Finance, Audit
4.	<p>Mr. PIROM CHAMSAI</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	19 Dec 2013	Engineering
5.	<p>Mr. MONKHOL KITTIPOOMVONG</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	23 Apr 2015	Finance

6.	Mr. SUPACHAK MANUTSATHIT	Director	27 Apr 2018	Engineering, Marketing
	Gender: Male	(Executive)		
	Age: 38 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Management			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

#### 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. Mr. Chai jroongtanapibarn [1] Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	11 Nov 2003	Accounting, Finance, Audit
2. Mr. PIROM CHAMSAI Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	19 Dec 2013	Engineering
3. Mr. MONKHOL KITTIPOOMVONG Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	23 Apr 2015	Finance

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

## Executive Committee

### List of executive committee members

General information	Position	Date position was assumed
1. Mr. CHAKKAPHANT MANUTSATHIT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	8 Nov 2001
2. Mrs. MALIPA MANUTSATHIT Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Information system Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Feb 2000
3. Mr. SUPACHAK MANUTSATHIT Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	27 Apr 2018

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Audit committee	Mr. Chai jroongtanapibarn	Chairman
	Mr. PIROM CHAMSAI	Member
	Mr. MONKHOL KITTIPOOMVONG	Member

Nomination and Remuneration Committee	Mr. PIROM CHAMSAI	Chairman
	Mr. MONKHOL KITTIPOOMVONG	Member
	Mr. CHAKKAPHANT MANUTSATHIT	Member
	Mrs. MALIPA MANUTSATHIT	Member
	Mr. Chai jroongtanapibarn	Member
Risk Management Committee	Mr. MONKHOL KITTIPOOMVONG	Chairman
	Mr. Chai jroongtanapibarn	Member
	Mr. PIROM CHAMSAI	Member
	Mr. CHAKKAPHANT MANUTSATHIT	Member
	Mrs. MALIPA MANUTSATHIT	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	: 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. CHAKKAPHANT MANUTSATHIT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	31 Dec 2009	Engineering, Marketing

[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)	34,103,917.00	33,934,759.00	33,210,785.00

#### 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)	: 315
Number of female employees (persons)	: 678
<b>Total number of employees (persons)</b>	<b>: 993</b>

#### Employee Remuneration

Total employee remuneration	: 324,199,630.00
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#### Provident fund

Total number of employees (persons)	: 993
Number of employees contributing to the PVD (persons)	: 405
Percentage of employees who are members (%)	: 40.79

## 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. Rattana Wongkrajang	rattana@teampcba.com	025772350

- Company secretary

General information	Email	Telephone
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1.	Mr. Supachak Manutsathit	supachak@teampcba.com	025772350
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• Head of internal audit

General information	Email	Telephone
1. Mr. Boonchoke Somsuksawaskul	boonchoke@teampcba.com	025772350

• Head of investor relations

General information	Email	Telephone
1. Mrs. Rattana Wongkrajang	rattana@teampcba.com	025772350

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DR. VIRACH AND ASSOCIATES COMPANY LIMITED	1. Mr. Apiruk Ati-anuwat Email: audit.teampre@gmail.com Telephone: -	1,165,000.00	Details: The service fee for the compliance with Board of Investment's privilege. Total service fee (baht): 60,000.00

# 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. Mr. CHAKKAPHANT MANUTSATHIT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Re-elected as director	Date position was assumed: 8 Nov 2001	Engineering, Marketing
2. Mr. PIROM CHAMSAI Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 19 Dec 2013	Engineering

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAKKAPHANT MANUTSATHIT	Chairman of the board	Non-participating
Mrs. MALIPA MANUTSATHIT	Director	Non-participating
Mr. Chai jroongtanapibarn	Director	Non-participating

Mr. PIROM CHAMSAI	Director	Non-participating
Mr. MONKHOL KITTIPOOMVONG	Director	Non-participating
Mr. SUPACHAK MANUTSATHIT	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 : 24 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. CHAKKAPHANT MANUTSATHIT (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mrs. MALIPA MANUTSATHIT (Director)	-	7/7	Participating	Did not hold the meeting
3. Mr. Chai jroongtanapibarn (Director)	-	7/7	Participating	Did not hold the meeting
4. Mr. PIROM CHAMSAI (Director)	-	7/7	Participating	Did not hold the meeting
5. Mr. MONKHOL KITTIPOOMVONG (Director)	-	7/7	Participating	Did not hold the meeting
6. Mr. SUPACHAK MANUTSATHIT (Director)	-	7/7	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. CHAKKAPHANT MANUTSATHIT (Chairman of the board)	-	390,000.00	290,000.00	No
2.	Mrs. MALIPA MANUTSATHIT (Director)	-	330,000.00	230,000.00	No
3.	Mr. Chai jroongtanapibarn (Director)	-	490,000.00	290,000.00	No
4.	Mr. PIROM CHAMSAI (Director)	-	430,000.00	230,000.00	No
5.	Mr. MONKHOL KITTIPOOMVONG (Director)	-	430,000.00	230,000.00	No
6.	Mr. SUPACHAK MANUTSATHIT (Director)	-	330,000.00	230,000.00	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

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. Chai jroongtanapibarn (Chairman of the audit committee)	-	4/4
2.	Mr. PIROM CHAMSAI (Audit committee)	-	4/4
3.	Mr. MONKHOL KITTIPOOMVONG (Audit committee)	-	4/4