



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

TYCOONS WORLDWIDE GROUP (THAILAND) PUBLIC CO.,LTD.

Fiscal Year End 31 December 2024



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	5
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	11
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	12
Performance Report on Corporate Governance	20

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : TYCOONS WORLDWIDE GROUP (THAILAND) PUBLIC CO.,LTD.

Symbol : TYCN

Address : 99 Moo 1, Nikhom Phatthana, Nikhom Phatthana,

Province : Rayong

Postcode : 21180

Business : To manufacture and distribute wire rod (include reinforcing bar),annealed wire, screw and bolt (include thread rod)

Registration Number : 0107546000172

Telephone : 0-3365-8558

Fax (if applicable) : 0-3863-6969

Website : www.tycons.com

Email : tycoons@tycons.com

Total Shares Sold (shares)

Common Stock : 596,748,900

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)	9,364,000.00	5,575,000.00	4,248,000.00
Wire rod (Thousand baht)	5,974,000.00	2,808,000.00	1,632,000.00
Fastener (Thousand baht)	2,173,000.00	2,222,000.00	1,817,000.00
Annealed wire (Thousand baht)	1,190,000.00	484,000.00	438,000.00
PC strand (Thousand baht)	0.00	0.00	115,000.00
Other (Thousand baht)	27,000.00	61,000.00	246,000.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Wire rod (%)	63.80	50.37	38.42
Fastener (%)	23.21	39.86	42.77
Annealed wire (%)	12.71	8.68	10.31
PC strand (%)	0.00	0.00	2.71
Other (%)	0.29	1.09	5.79

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	9,364,000.00	5,575,000.00	4,248,000.00
Domestic (Thousand baht)	6,080,000.00	2,482,000.00	2,233,000.00
International (Thousand baht)	3,284,000.00	3,093,000.00	2,015,000.00

Germany (Thousand baht)	961,000.00	1,170,000.00	985,000.00
United Kingdom (Thousand baht)	41,000.00	10,000.00	11,000.00
Poland (Thousand baht)	192,000.00	320,000.00	139,000.00
Taiwan (Thousand baht)	697,000.00	59,000.00	0.00
Other countries (Thousand baht)	1,393,000.00	1,534,000.00	880,000.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	64.93	44.52	52.57
International (%)	35.07	55.48	47.43
Germany (%)	29.26	37.83	48.88
United Kingdom (%)	1.25	0.32	0.55
Poland (%)	5.85	10.35	6.90
Taiwan (%)	21.22	1.91	0.00
Other countries (%)	42.42	49.60	43.67

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	56,277.00	67,607.00	25,111.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	56,277.00	67,607.00	25,111.00

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

	2022	2023	2024
Share of profit (Thousand baht)	-975.00	123,533.00	N/A

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)

Sales risks

Risk Management Measures: No

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
- Changes in technologies
- Business operations of partners in the supply chain

Financial risks

Risk Management Measures: No

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies

Operational Risk

- Information security and cyber-attack

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

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.tycons.com/blame_th_0.htm
(if applicable)

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

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	314,490.80	265,176.00	251,190.00
Gasoline (Litres)	2,402.00	2,763.71	2,160.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	178,209,181.20	129,270,518.79	79,797,767.10
LPG (Kilograms)	63,231.00	65,439.00	70,590.00
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)	77,931,140.00	56,893,230.00	48,942,990.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	478,182.00	579,846.00	537,389.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	13,451,776.00	10,918,674.00	5,727,463.00
Hazardous waste (Kilograms)	7,799,266.80	6,050,659.20	4,286,979.80
Total waste generated (Kilograms)	21,251,042.80	16,969,333.20	10,014,442.80

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	29,532.00	21,544.00	13,993.00
Scope 2 (Tons of carbon dioxide equivalents)	38,753.00	28,310.00	24,349.00
Scope 3 (Tons of carbon dioxide equivalents)	524,465.00	369,207.00	243,671.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	592,750.00	419,061.00	282,013.00

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : Bureau verification (Thailand) Co., Ltd.

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

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)	558	494	404
Number of female employees (Persons)	277	261	217
Total number of employees (Persons)	835	755	621

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	304,139,898.00	311,850,963.00	273,218,727.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	7.19	8.59	5.36
Employee development and training expenses (baht)	259,072.00	358,500.00	257,860.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	4	2	1

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	24.91	20.93	28.66

• **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

Company website on corporate governance policy : https://www.tycons.com/investment_th_2_1.htm

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	7	100.00
Number of male directors	5	71.43
Number of female directors	2	28.57
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. HUANG WEN-SUNG Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the board (Executive) Director type: Re-elected as director	9 Jun 2022	Leadership, Steel

2.	Mr. JIRAWAT HUANG Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	12 Aug 2003	Audit, Internal Control, Leadership, Petrochemicals & Chemicals
3.	Mr. PHIPHAT WANGPHICHIT Gender: Male Age: 87 years old Highest level of education: Below a bachelor's degree Major: Agro-Industry Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	12 Aug 2003	Audit, Internal Control, Petrochemicals & Chemicals, Leadership
4.	Mr. NATTHAWAT THANAPINYANUN Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	27 Mar 2006	Data Analysis, Leadership, Industrial Materials & Machinery, Finance & Securities, Steel
5.	Ms. FENG MEI HWANG Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	22 Apr 2016	Finance, Accounting, Leadership

6.	Mr. NAVIN VONGCHANKIT Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	20 Oct 2021	Audit, Finance, Accounting, Steel, Engineering
7.	Mrs. LU YEN-CHUAN Gender: Female Age: 70 years old Highest level of education: Bachelor's degree Major: 0 Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	9 Jun 2022	Leadership, Steel

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. NAVIN VONGCHANKIT [1] Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	20 Oct 2021	Audit, Finance, Accounting, Steel, Engineering
2. Mr. PHIPHAT WANGPHICHIT [1] Gender: Male Age: 87 years old Highest level of education: Below a bachelor's degree Major: Agro-Industry Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	18 Jul 2003	Audit, Internal Control, Petrochemicals & Chemicals, Leadership
3. Mr. JIRAWAT HUANG [1] Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Aug 2003	Audit, Internal Control, Leadership, Petrochemicals & Chemicals

[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. HUANG WEN-SUNG Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the executive committee	9 Jun 2022
2. Mrs. LU YEN-CHUAN Gender: Female Age: 70 years old Highest level of education: Bachelor's degree Major: 0 Thai nationality: No Residing in Thailand: No	Member of the executive committee	9 Jun 2022
3. Mr. NATTHAWAT THANAPINYANUN Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 May 2012
4. Ms. FENG MEI HWANG Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	25 Apr 2016

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. NATTHAWAT THANAPINYANUN Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration	PRESIDENT	11 May 2012	Data Analysis, Leadership, Industrial Materials & Machinery, Finance & Securities, Steel
2. Ms. Huang Li Hui Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Statistics	Asst. Vice President	1 Dec 2011	Data Analysis, Leadership, Statistics, Information & Communication Technology
3. Mr. Chao Wen Ching Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Engineering	Vice President	1 Nov 2013	Data Analysis, Leadership, Industrial Materials & Machinery, Steel
4. Ms. FENG MEI HWANG [1][2] Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Business Administration	Vice President	25 Apr 2016	Finance, Accounting, Leadership
5. Ms. Arun Arsinviya Gender: Female Age: 57 years old Highest level of education: Bachelor's degree Major: Business Administration	Asst. Vice President	1 Apr 2023	Strategic Management, Human Resource Management, Negotiation, Procurement, Leadership
6. Mr. Ma Yinhu Gender: Male Age: 55 years old Highest level of education: Below a bachelor's degree Major: Engineering	Asst. Vice President	8 Apr 2022	Data Analysis, Leadership, Industrial Materials & Machinery, Steel

7.	Mrs. LU YEN-CHUAN Gender: Female Age: 70 years old Highest level of education: Bachelor's degree Major: 0	Director	9 Jun 2022	Leadership, Steel
8.	Mr. HUANG WEN-SUNG Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: Business Administration	Chairman	9 Jun 2022	Leadership, Steel

[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

	2022	2023	2024
Total executive remuneration (baht)	1,640,000.00	1,920,000.00	1,920,000.00

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) : 404

Number of female employees (persons) : 217

Total number of employees (persons) : 621

Employee Remuneration

Total employee remuneration : 273,218,727.00

Provident fund

Total number of employees (persons) : 621

Number of employees contributing to the PVD (persons) : 279

Percentage of employees who are members (%) : 44.93

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. HUANG WEN-SUNG Gender: Male Age: 69 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the board (Executive) Director type: Re-elected as director	Date position was assumed: 9 Jun 2022	Leadership, Steel
2. Mr. NATTHAWAT THANAPINYANUN Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Mar 2006	Data Analysis, Leadership, Industrial Materials & Machinery, Finance & Securities, Steel
3. Mr. NAVIN VONGCHANKIT Gender: Male Age: 48 years old Highest level of education: Master's 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: 20 Oct 2021	Audit, Finance, Accounting, Steel, Engineering

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. HUANG WEN-SUNG	Chairman of the board	Non-participating
Mr. JIRAWAT HUANG	Director	Non-participating
Mr. PHIPHAT WANGPHICHIT	Director	Non-participating
Mr. NATTHAWAT THANAPINYANUN	Director	Non-participating
Ms. FENG MEI HWANG	Director	Non-participating
Mr. NAVIN VONGCHANKIT	Director	Non-participating
Mrs. LU YEN-CHUAN	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) : 4

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. HUANG WEN-SUNG (Chairman of the board)	-	4/4	Non-participating	Did not hold the meeting
2. Mr. JIRAWAT HUANG (Director)	-	4/4	Participating	Did not hold the meeting
3. Mr. PHIPHAT WANGPHICHIT (Director)	-	4/4	Participating	Did not hold the meeting
4. Mr. NATTHAWAT THANAPINYANUN (Director)	-	4/4	Participating	Did not hold the meeting

5.	Ms. FENG MEI HWANG (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. NAVIN VONGCHANKIT (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mrs. LU YEN-CHUAN (Director)	-	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. HUANG WEN-SUNG (Chairman of the board)	-	0.00	360,000.00	No
2.	Mr. JIRAWAT HUANG (Director)	-	0.00	240,000.00	No
3.	Mr. PHIPHAT WANGPHICHIT (Director)	-	0.00	240,000.00	No
4.	Mr. NATTHAWAT THANAPINYANUN (Director)	-	0.00	240,000.00	No
5.	Ms. FENG MEI HWANG (Director)	-	0.00	240,000.00	No
6.	Mr. NAVIN VONGCHANKIT (Director)	-	0.00	360,000.00	No
7.	Mrs. LU YEN-CHUAN (Director)	-	0.00	240,000.00	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. NAVIN VONGCHANKIT (Chairman of the audit committee)	-	4/4
2.	Mr. PHIPHAT WANGPHICHIT (Audit committee)	-	4/4
3.	Mr. JIRAWAT HUANG (Audit committee)	-	4/4