



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI STEEL CABLE PUBLIC COMPANY LIMITED

Fiscal Year End 30 September 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 : THAI STEEL CABLE PUBLIC COMPANY LIMITED

Symbol : TSC

Address : 700/737 Moo. 1, Tambol Panthong, Amphur Panthong

Province : Chonburi

Postcode : 20160

Business : The Company is a manufacturer of automobile and motorcycle control cable and window regulator, supplying to leading automobile and motorcycle manufacturers domestically and internationally.

Registration Number : 0107548000145

Telephone : 0-3844-7200-205

Website : www.tscpcl.com

Email : thaisteel@tscpcl.com

Total Shares Sold (shares)

Common Stock : 259,800,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2021	2022	2023
Total (Thousand baht)	2,603.00	2,661.00	2,914.00
Automobile control cables (Thousand baht)	1,814.00	1,766.00	2,030.00
Motorcycle control cables (Thousand baht)	358.00	390.00	410.00
Automobile window regulators (Thousand baht)	330.00	341.00	319.00
Other income (Thousand baht)	101.00	164.00	155.00

	2021	2022	2023
Total (%)	100.00	100.00	100.00
Automobile control cables (%)	69.69	66.37	69.66
Motorcycle control cables (%)	13.75	14.66	14.07
Automobile window regulators (%)	12.68	12.81	10.95
Other income (%)	3.88	6.16	5.32

By Geographical Area or Market*

	2021	2022	2023
Total (Thousand baht)	2,603.00	2,661.00	2,914.00
Domestic (Thousand baht)	2,491.00	2,557.00	2,781.00
International (Thousand baht)	112.00	104.00	133.00

	2021	2022	2023
Total (%)	100.00	100.00	100.00

Domestic (%)	95.70	96.09	95.44
International (%)	4.30	3.91	4.56

*Excluding the profit margins in the associated companies

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	3,947.25	2,129.48	1,881.13

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)

Risks from change to electric automotive technology

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risks related to Digital Transformation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risk from cyber security

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risks from climate change

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Risks from the Coronavirus (Covid-19)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risks from dependence on limitation of supplier

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Risks from fluctuation of raw material prices

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risks from foreign exchange rate fluctuation

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risks related to occupational safety, health, environment and community

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment

Risk to Securities Holder (2.2.2)

Market Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Company Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Industrial Risk

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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://image.makewebeasy.net/makeweb/0/KFfscnUhS/Document/CG_handbook_2023_TH.pdf?v=202305101549

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://image.makewebeasy.net/makeweb/0/KFfscnUhS/Document/CG_handbook_2023_TH.pdf?v=202305101549

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	21,466.90	22,729.65	5,720.06
Gasoline (Litre)	8,727.83	4,724.34	21,896.52
Fuel oil (liters)	0.00	0.00	0.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00

LPG (Kilogram)	57,579.00	39,885.00	23,082.00
Steam (tonnes)	0.00	0.00	0.00
Coal (tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Amount of electricity purchased (kWh)	7,881,832.79	8,193,374.00	5,568,321.01

Water management

• **Water consumption**

	2021	2022	2023
Water consumption (cubic meters)	25,860.00	28,002.00	15,775.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (kg)	394,030.00	392,930.00	415,562.00
Hazardous waste (kg)	21,210.00	21,730.00	16,960.00
Total (kg)	415,240.00	414,660.00	432,522.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
GHG emission target	660.00	64.00	124.00
Scope 1 (Tons of carbon dioxide equivalents)	369.00	316.00	357.00
Scope 2 (Tons of carbon dioxide equivalents)	2,715.00	2,862.00	2,012.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00

Total (Tons of carbon dioxide equivalents)	3,084.00	3,178.00	2,369.00
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : ECEE CO., LTD

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://image.makewebeasy.net/makeweb/0/KFfscnUhS/Document/TSC_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99.pdf?v=202305101549

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)	593	610	566
Number of female employees (persons)	618	618	575
Total (persons)	1,211	1,228	1,141

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	442,172,374.00

• Employee development and training

	2021	2022	2023
Average training hours of employees (hour / person / year)	5.05	5.88	6.90
Employee development and training expenses (baht)	251,200.00	359,980.00	1,204,050.00

• **Health, safety and work environment**

	2021	2022	2023
Number of employee work injuries leading to employee absence (times)	0	0	0

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	22.71	44.46	12.36

• **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://image.makewebeasy.net/makeweb/0/KFfscnUhS/Document/CG_handbook_2023_TH.pdf?v=202305101549

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, 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	11	100.00
Number of male directors	11	100.00
Number of female directors	0	0.00
Number of executive directors	3	27.27
Number of non-executive directors	8	72.73
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. Sunsurin Jurangkool Gender: Male Age: 81 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	2 Apr 2005	Automotive

2.	Mr. Thaveechat Jurangkool Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	2 Apr 2005	Accounting, Finance
3.	Mr. Sarit Patanatmarueng Gender: Male Age: 48 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	2 Apr 2005	Automotive
4.	Mr. Apinan Na Ranong Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	2 Apr 2005	Automotive
5.	Mr. Prinya Waiwatana Gender: Male Age: 76 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	2 Apr 2005	Accounting, Finance

6.	<p>Mr. Chatchai Earsakul</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</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 May 2010	Automotive
7.	<p>Mr. Veerawat Korphaibool</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</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>	27 Jan 2016	Automotive
8.	<p>Mr. Santi Patanatmarueng</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	12 Feb 2018	Automotive
9.	<p>Mr. Nuttapol Jurangkool</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	1 Jan 2021	Automotive

10.	Mr. Taro Teraura Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive)	9 Feb 2022	Automotive
11.	Mr. Kazunori Sudo Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Executive)	8 Feb 2023	Automotive

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

General information	Position	Tenure	Replacement Director
1. Mr. Hajime Kato Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Executive)	Date position was assumed: 12 Feb 2018 Date directorship ended: 8 Feb 2023	Mr. Kazunori Sudo Date position was assumed: 8 Mar 2023

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 : 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. Prinya Waiwatana [1] Gender: Male Age: 76 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	9 May 2016	Accounting, Finance
2. Mr. Apinan Na Ranong Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	21 Feb 2005	Automotive
3. Mr. Chatchai Earsakul Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	17 May 2010	Automotive

4.	Mr. Veerawat Korphaibool	Audit committee	10 Feb 2016	Automotive
	Gender: Male	(Non-executive,		
	Age: 55 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Business Administration	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
Corporate Governance Committee	Mr. Prinya Waiwatana	Chairman
	Mr. Chatchai Earsakul	Member
	Mr. Apinan Na Ranong	Member
	Mr. Veerawat Korphaibool	Member
Nomination and Remuneration Committee	Mr. Apinan Na Ranong	Chairman
	Mr. Prinya Waiwatana	Member
	Mr. Chatchai Earsakul	Member
	Mr. Veerawat Korphaibool	Member
Risk Management Committee	Mr. Sarit Patanatmarueng	Chairman
	Ms. Sirina Patanatmarueng	Member
	Ms. Patra Chaiyosburana	Member
	Mr. Kazunori Sudo	Member
	Mrs. Kasita Pitaksongkram	Member
	Mr. Suthon Prempre	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 : Corporate Governance Committee

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. Thaveechat Jurangkool Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Finance	CHIEF EXECUTIVE OFFICE	1 Dec 2018	Accounting, Finance
2. Mr. Sarit Patanatmarueng Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Managing Director	2 Apr 2005	Automotive
3. Ms. Sirina Patanatmarueng [1] Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Arts	Senior General Manager (Business Administration Division)	1 Mar 2002	Automotive, Accounting
4. Ms. Patra Chaiyosburana Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Marketing	Senior General Manager (Business Operation and Research & Development)	28 Jan 2019	Marketing

5.	Mr. Kazunori Sudo Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Engineering	General Manager Research and Development Division	8 Feb 2023	Automotive
6.	Mrs. Kasita Pitaksongkram Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Business Administration	General Manager Business Administration Division	1 Dec 2019	Human Resource Management

[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)	59,121,528.67	80,123,941.33	75,016,731.00

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) : 566

Number of female employees (persons) : 575

Total (persons) : 1,141

Employee Remuneration

Total employee remuneration : 442,172,374.00

Provident fund

Total number of employees (persons) : 1,141

Number of employees contributing to the PVD (persons) : 488

Percentage of employees who are members (%) : 42.77

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. Sarit Patanatmarueng Gender: Male Age: 48 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: 2 Apr 2005	Automotive
2. Mr. Santi Patanatmarueng Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 12 Feb 2018	Automotive

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. Kazunori Sudo	Director	Date position was assumed:	Automotive
	Gender: Male	(Executive)	8 Feb 2023	
	Age: 59 years old			
	Highest level of education:	Director type: Newly		
	Bachelor's degree	appointed director to		
	Major: Engineering	replace ex-director		
	Thai nationality: No			
	Residing in Thailand: No			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. Sunsum Jurangkool	Chairman of the board	Non-participating
Mr. Thaveechat Jurangkool	Director	Non-participating
Mr. Sarit Patanatmarueng	Director	Non-participating
Mr. Apinan Na Ranong	Director	Non-participating
Mr. Prinya Waiwatana	Director	Non-participating
Mr. Chatchai Earsakul	Director	Non-participating
Mr. Veerawat Korphaibool	Director	Non-participating
Mr. Santi Patanatmarueng	Director	Non-participating
Mr. Nuttapol Jurangkool	Director	Non-participating
Mr. Taro Teraura	Director	Non-participating
Mr. Kazunori Sudo	Director	Non-participating
Mr. Hajime Kato	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 : 24 Jan 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. Sunsurin Jurangkool (Chairman of the board)	-	3/4	Participating	Did not hold the meeting
2.	Mr. Thaveechat Jurangkool (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mr. Sarit Patanatmarueng (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. Apinan Na Ranong (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. Prinya Waiwatana (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. Chatchai Earsakul (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. Veerawat Korphaibool (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. Santi Patanatmarueng (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. Nuttapol Jurangkool (Director)	-	4/4	Participating	Did not hold the meeting
10.	Mr. Taro Teraura (Director)	-	0/4	Non-participating	Did not hold the meeting
11.	Mr. Kazunori Sudo (Director)	-	2/2	Non-participating	Did not hold the meeting

12. Mr. Hajime Kato (Director)	8 Feb 2023	1/2	Participating	Did not hold the meeting
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Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1. Mr. Sunsum Jurangkool (Chairman of the board)	-	105,000.00	354,272.73	No
2. Mr. Thaveechat Jurangkool (Director)	-	100,000.00	354,272.73	No
3. Mr. Sarit Patanatmarueng (Director)	-	100,000.00	354,272.73	No
4. Mr. Apinan Na Ranong (Director)	-	325,000.00	354,272.73	No
5. Mr. Prinya Waiwatana (Director)	-	325,000.00	354,272.73	No
6. Mr. Chatchai Earsakul (Director)	-	325,000.00	354,272.73	No
7. Mr. Veerawat Korphaibool (Director)	-	325,000.00	354,272.73	No
8. Mr. Santi Patanatmarueng (Director)	-	100,000.00	354,272.73	No
9. Mr. Nuttapol Jurangkool (Director)	-	100,000.00	354,272.73	No
10. Mr. Taro Teraura (Director)	-	0.00	236,181.82	No
11. Mr. Kazunori Sudo (Director)	-	50,000.00	0.00	No
12. Mr. Hajime Kato (Director)	8 Feb 2023	25,000.00	354,272.73	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. Prinya Waiwatana (Chairman of the audit committee)	-	4/4
2.	Mr. Apinan Na Ranong (Audit committee)	-	4/4
3.	Mr. Chatchai Earsakul (Audit committee)	-	4/4
4.	Mr. Veerawat Korphaibool (Audit committee)	-	4/4