



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

QTC ENERGY PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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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 : QTC ENERGY PUBLIC COMPANY LIMITED

Symbol : QTC

Address : 2/2 SOI KRUNGTHEP KRITHA 8 (5)„ HUAMARK BANGKAPI

Province : Bangkok

Postcode : 10240

Business : conducts the businesses of manufacturing and distributing custom made transformers and provides various types of services for customers

Registration Number : 0107553000158

Telephone : 0-2379-3089-92

Fax (if applicable) : 0-2379-3097

Website : www.qtc-energy.com

Email : ir@qtc-energy.com

Total Shares Sold (shares)

Common Stock : 341,092,557

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)	1,236.69	1,360.91	1,542.51
Revenue from sales of transformers (Thousand baht)	812.12	926.11	1,125.99
Revenue from sales of Inverter PV Panel and EV Charger (Thousand baht)	356.99	357.25	341.54
Revenue from sales of solar power business (Thousand baht)	47.34	53.76	47.91
Other (Thousand baht)	20.24	23.79	27.07

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sales of transformers (%)	65.67	68.05	73.00
Revenue from sales of Inverter PV Panel and EV Charger (%)	28.87	26.25	22.14
Revenue from sales of solar power business (%)	3.83	3.95	3.11
Other (%)	1.64	1.75	1.75

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,236.69	1,360.91	1,542.51
Domestic (Thousand baht)	957.05	1,144.09	1,353.04
International (Thousand baht)	279.64	216.82	189.47

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	77.39	84.07	87.72
International (%)	22.61	15.93	12.28

Remark : Revenue from Sales of Transformers Classified by Type of Customer

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	20,243.00	23,195.00	25,938.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	594,804.00	1,136,050.00

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

	2022	2023	2024
Share of profit (Thousand baht)	-506.00	-910.00	-1,102.00

Remark : Share of comprehensive income and dividend received : Share of loss from investments in associate during the year

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 : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	8,773.00	4,864.00	4,500.00

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)

Risk Management Policy and Plan

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers
- Other

Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Violations of laws and regulations
- Corporate Governance

Financial Risk

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

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://qtc-energy.com/th/sustainability-policy/>
(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 : <https://qtc-energy.com/th/energy-policy/>
(if applicable)

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

	2022	2023	2024
Diesel (Litres)	77,385.29	88,714.13	88,378.00
Gasoline (Litres)	31,229.71	35,335.56	37,615.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,907,843.00	1,771,455.65	2,250,207.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	14,475.00	15,288.00	14,545.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	255,760.00	177,580.00	331,010.00
Hazardous waste (Kilograms)	45,480.00	72,310.00	106,390.00
Total waste generated (Kilograms)	301,240.00	249,890.00	437,400.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	305.00	340.00	356.00
Scope 2 (Tons of carbon dioxide equivalents)	904.00	762.00	931.00
Scope 3 (Tons of carbon dioxide equivalents)	631.00	670.00	648.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	1,840.00	1,772.00	1,935.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) 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://qtc-energy.com/th/humans-right-policy/>

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

	2022	2023	2024
Number of male employees (Persons)	190	192	200
Number of female employees (Persons)	93	95	105
Total number of employees (Persons)	283	287	305

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	147,959,481.00	156,665,462.00	173,224,357.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	22.73	26.90	25.38
Employee development and training expenses (baht)	1,024,939.00	1,301,031.00	1,651,509.00

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	3	6	2
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	11.66	13.94	9.18

• **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://investor.qtc-energy.com/th/corporate-governance/corporate-governance-policy>

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	10	100.00
Number of male directors	8	80.00
Number of female directors	2	20.00
Number of executive directors	2	20.00
Number of non-executive directors	8	80.00
Number of independent directors	5	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. KRIRKKRAI JIRAPAET Gender: Male Age: 81 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	22 Jun 2016	Law, Strategic Management, Economics, Finance, Negotiation

2.	Mr. POONPHIPHAT TANTANASIN Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	9 Jun 2003	Strategic Management, Corporate Management, Finance, Governance/ Compliance, Engineering
3.	Mr. NATTHAPHON LILAWATTHANANUN Gender: Male Age: 66 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: Re-elected as director	28 Nov 2008	Law, Strategic Management, Finance, Accounting, Audit
4.	Mr. RUANGCHAI KRITSNAKRIENGKRAI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	13 Sep 2016	Strategic Management, Risk Management, Negotiation, Engineering, Economics
5.	Mr. SUROJ LAMSAM Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	29 Aug 2017	Finance, Finance & Securities, Strategic Management

6.	Mrs. WASARA CHOTITHAMMARAT Gender: Female Age: 59 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: Re-elected as director	7 Jun 2019	Accounting, Audit, Finance
7.	Mr. KAMOL TAKABUT Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Jun 2019	Engineering, Energy & Utilities, Audit
8.	Mr. NORACHIT SINHASANI Gender: Male Age: 70 years old Highest level of education: Honorary degree Major: Public Administration in International Relations Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Jul 2020	Law, Strategic Management, Negotiation, Leadership
9.	Ms. PANITA KUANSATAPORN Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	10 Aug 2023	Business Administration, Transportation & Logistics

10.	Mr. MONKHOL KITTIPOOMVONG	Director	10 Aug 2023	Business Administration, Economics, Accounting, Finance
	Gender: Male	(Non-executive)		
	Age: 71 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Finance			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Other Information pertaining to committees

The Chairman is an independent director	: Yes
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. NATTHAPHON LILAWATTHANANUN [1] Gender: Male Age: 66 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: Re-elected as director	13 Sep 2016	Law, Strategic Management, Finance, Accounting, Audit
2. Mrs. WASARA CHOTITHAMMARAT [1] Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	7 Jun 2019	Accounting, Audit, Finance
3. Mr. KAMOL TAKABUT [1] Gender: Male Age: 74 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: Original director	6 Aug 2020	Engineering, Energy & Utilities, Audit

[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. POONPHIPHAT TANTANASIN Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	24 Feb 2011
2. Mr. RUANGCHAI KRITSNAKRIENGKRAI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Jan 2017
3. Mrs. Boonpa Ruddist Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Feb 2011
4. Mr. Kitti Achariyaboonyong Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	20 Feb 2019

5.	Mr. PONGTHAM DANWUNGDERM	Member of the executive committee	9 Nov 2023
	Gender: Male		
	Age: 39 years old		
	Highest level of education: Master's degree		
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination Remuneration and Corporate Governance Committee	Mr. NORACHIT SINHASENI	Chairman
	Mr. KAMOL TAKABUT	Member
	Mr. POONPHIPHAT TANTANASIN	Member
Corporate Sustainability Promotion and Risk Management Committee	Mr. RUANGCHAI KRITSNAKRIENGKRAI	Chairman
	Mrs. Boonpa Ruddist	Member
	Mr. Kitti Achariyaboonyong	Member
	Mr. Jaroensak Sanwong	Member
	Mr. Phot Wongkham	Member
	Ms. Sureeporn Mitdhammana	Member
	Ms. Kobpetch Chuphemporn	Member
	Ms. Suanya Noochapun	Member
	Mr. Chanchai Thanawan	Member
	Mr. Wichai Homchai	Member
	Mr. Panitan Tampinyo	Member
	Mr. Thanawat Kongnium	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Corporate Sustainability Promotion and Risk Management Committee
Sub-committees responsible for nomination	: Nomination Remuneration and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination Remuneration and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination Remuneration and Corporate Governance

Committee

Sub-committees responsible for corporate sustainability development

: Corporate Sustainability Promotion and Risk Management Committee

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. POONPHIPHAT TANTANASIN Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	24 Feb 2011	Strategic Management, Corporate Management, Finance, Governance/ Compliance, Engineering
2. Mr. RUANGCHAI KRITSNAKRIENGKRAI [1] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Economics	MANAGING DIRECTOR	3 Jan 2017	Strategic Management, Risk Management, Negotiation, Engineering, Economics
3. Mrs. Boonpa Ruddist Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration	Deputy Managing Director(Senior), General Management	1 Jan 2024	Data Management, Corporate Management, Leadership, Corporate Social Responsibility, Human Resource Management
4. Mr. Kittti Achariyaboonyong Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering	Deputy Managing Director(Senior), Marketing	1 Jan 2024	Marketing, Digital Marketing, Engineering

[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

Number of male employees (persons) : 200

Number of female employees (persons) : 105

Total number of employees (persons) : 305

Employee Remuneration

Total employee remuneration : 173,224,357.00

Provident fund

Total number of employees (persons) : 305

Number of employees contributing to the PVD (persons) : 145

Percentage of employees who are members (%) : 47.54

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. Kobpetch Chuphemporn	kobpetch.c@qtc-energy.com	023793089

• Company secretary

General information	Email	Telephone
1. Mrs. Pakanat Tungtrakool	pakanat.t@qtc-energy.com	023793089

• Head of internal audit

General information	Email	Telephone
1. Mr. Thanat Kerdcharoen	thanat@kasadvisory.com	

• Head of compliance unit

General information	Email	Telephone
1. Mrs. Pakanat Tungtrakool	pakanat.t@qtc-energy.com	023793089

• Head of investor relations

General information	Email	Telephone
1. Mrs. Pakanat Tungtrakool	ir@qtc-energy.com	0-2379-3089-92 ext. 415

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Mrs. WILAIORN CHAOWIWATKUL Email: wilaiporn.chaowiwatkul@th.ey.com Telephone: 02-264-0777	1,650,000.00	-

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. KRIRKKRAI JIRAPAET Gender: Male Age: 81 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 22 Jun 2016	Law, Strategic Management, Economics, Finance, Negotiation
2. Mr. NATTHAPHON LILAWATTHANANUN Gender: Male Age: 66 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: Re-elected as director	Date position was assumed: 28 Nov 2008	Law, Strategic Management, Finance, Accounting, Audit
3. Mrs. WASARA CHOTITHAMMARAT Gender: Female Age: 59 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: Re-elected as director	Date position was assumed: 7 Jun 2019	Accounting, Audit, Finance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. KRIRKKRAI JIRAPAET	Chairman of the board	Participating
Mr. POONPHIPHAT TANTANASIN	Director	Non-participating
Mr. NATTHAPHON LILAWATTHANANUN	Director	Non-participating
Mr. RUANGCHAI KRITSNAKRIENGKRAI	Director	Participating
Mr. SUROJ LAMSAM	Director	Non-participating
Mrs. WASARA CHOTITHAMMARAT	Director	Participating
Mr. KAMOL TAKABUT	Director	Non-participating
Mr. NORACHIT SINHASANI	Director	Non-participating
Ms. PANITA KUANSATAPORN	Director	Non-participating
Mr. MONKHOL KITTIPOOMVONG	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) : 8

Date of AGM meeting : 4 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. KRIRKKRAI JIRAPAET (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2. Mr. POONPHIPHAT TANTANASIN (Director)	-	7/7	Participating	Did not hold the meeting

3.	Mr. NATTHAPHON LILAWATTHANANUN (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. RUANGCHAI KRITSNAKRIENGKRAI (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. SUROJ LAMSAM (Director)	-	7/8	Participating	Did not hold the meeting
6.	Mrs. WASARA CHOTITHAMMARAT (Director)	-	8/8	Participating	Did not hold the meeting
7.	Mr. KAMOL TAKABUT (Director)	-	8/8	Participating	Did not hold the meeting
8.	Mr. NORACHIT SINHASANI (Director)	-	8/8	Participating	Did not hold the meeting
9.	Ms. PANITA KUANSATAPORN (Director)	-	8/8	Participating	Did not hold the meeting
10.	Mr. MONKHOL KITTIPOOMVONG (Director)	-	8/8	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. KRIRKKRAI JIRAPAET (Chairman of the board)	-	240,000.00	1,693,333.00	No
2.	Mr. POONPHIPHAT TANTANASIN (Director)	-	140,000.00	0.00	No
3.	Mr. NATTHAPHON LILAWATTHANANUN (Director)	-	160,000.00	966,667.00	No
4.	Mr. RUANGCHAI KRITSNAKRIENGKRAI (Director)	-	140,000.00	0.00	No
5.	Mr. SUROJ LAMSAM (Director)	-	140,000.00	883,333.00	No
6.	Mrs. WASARA CHOTITHAMMARAT (Director)	-	160,000.00	966,667.00	No
7.	Mr. KAMOL TAKABUT (Director)	-	160,000.00	966,667.00	No
8.	Mr. NORACHIT SINHASANI (Director)	-	160,000.00	966,667.00	No
9.	Ms. PANITA KUANSATAPORN (Director)	-	160,000.00	966,667.00	No

10.	Mr. MONKHOL KITTIPOOMVONG (Director)	-	160,000.00	966,667.00	No
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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) : 6

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. NATTHAPHON LILAWATTHANANUN (Chairman of the audit committee)	-	6/6
2.	Mrs. WASARA CHOTITHAMMARAT (Audit committee)	-	6/6
3.	Mr. KAMOL TAKABUT (Audit committee)	-	6/6