



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

HYDROTEK 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 : HYDROTEK PUBLIC COMPANY LIMITED

Symbol : HYDRO

Address : 14th Floor, TP&T Tower 1 Soi Vibhavadee-Rangsit19, Chatuchak

Province : Bangkok

Postcode : 10900

Business : The Company operates the construction and environmental engineering management business as follows; 1. Water Treatment Plant such as Portable Water, Demineralization Plant, Desalination Plant, Mobile Water Treatment Plant 2. Wastewater Treatment Plant such as Wastewater Recycle Plant, Wastewater Treatment to achieve standard 3. Solid Waste Treatment Plant 4. Waste to Energy.

Registration Number : 0107554000097

Telephone : 0-2936-1661-2

Fax (if applicable) : 0-2936-1669

Website : www.hydrotek.co.th

Email : ir@hydrotek.co.th

Total Shares Sold (shares)

Common Stock : 675,838,592

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)	293,012.04	133,006.11	76,917.70
Construction (Thousand baht)	262,401.64	123,614.84	71,125.14
Service (Thousand baht)	8,086.58	6,652.62	3,015.03
Other (Thousand baht)	22,523.82	2,738.65	2,777.53

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Construction (%)	89.55	92.94	92.47
Service (%)	2.76	5.00	3.92
Other (%)	7.69	2.06	3.61

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	293,012.04	133,006.11	76,917.70
Domestic (Thousand baht)	293,012.04	133,006.11	76,917.70
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

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

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

	2021	2022	2023
Share of profit (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	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)

(Strategic Risk)

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
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation

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
- Systems or internal control system
- Human error in business operations
- Product obsolescence

- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Business operations that have no commercial results
- Property lease agreement execution
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact from population structure
- Impact on human rights
- Corruption

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Unhedged loan and borrowing in a foreign currency

Risk to Securities Holder (2.2.2)

Financial Risk

Risk Management Measures: Yes

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

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 : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management, Biodiversity 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)	0.00	0.00	0.00

Water management

- Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	0.00

Waste management

- Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

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)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• 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 : No

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)	39	44	13
Number of female employees (Persons)	28	34	21
Total number of employees (Persons)	67	78	34

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2021	2022	2023
Employee development and training expenses (baht)	N/A	N/A	154,429.00

• Health, safety and work environment

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

Company website on corporate governance policy : <https://www.hydrotek.co.th/wp-content/uploads/2021/05/cg2020-t-1.pdf>

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	7	100.00
Number of male directors	7	100.00
Number of female directors	0	0.00
Number of executive directors	3	42.86
Number of non-executive directors	4	57.14
Number of independent directors	4	57.14

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. SOMPRASONG PANJALAK Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	11 Aug 2020	Construction Materials, Energy & Utilities, Leadership, Change Management, Corporate Management, IT Management, Accounting, Finance, Law, Information & Communication Technology

2.	Prof. Dr. KAMPHOL PANYAGOMETH Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Sep 2011	Audit, Risk Management, Information & Communication Technology, Accounting, Finance
3.	ACM SURASAK MEEMANEE Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	15 Jan 2018	Corporate Social Responsibility, Data Management, Data Analysis, Engineering, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
4.	Dr. SIRIDECH KUMSUPROM Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Aug 2018	Finance & Securities, Property Fund & REITs, Commerce, Information & Communication Technology, Electronic Components, Accounting, Finance, IT Management, Data Management, Audit
5.	Mr. SOMCHARN PANJALAK Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	12 Nov 2019	Industrial Materials & Machinery, Transportation & Logistics, Information & Communication Technology, Engineering

6.	Mr. PRAMIN PANTHAVEESAK Gender: Male Age: 69 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	28 Feb 2022	Industrial Materials & Machinery, Transportation & Logistics, Corporate Social Responsibility, Engineering
7.	Mr. SUKRIT JINTANAKOSIN Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	1 Jan 2023	Industrial Materials & Machinery, Construction Materials, Construction Services, Property Development, Engineering, Leadership, Corporate Social Responsibility, Human Resource Management, Transportation & Logistics

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	: No

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. ACM SURASAK MEEMANEE [1] Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	30 Apr 2019	Corporate Social Responsibility, Data Management, Data Analysis, Engineering, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
2. Prof. Dr. KAMPHOL PANYAGOMETH [1] Gender: Male Age: 51 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	20 Oct 2011	Audit, Risk Management, Information & Communication Technology, Accounting, Finance
3. Dr. SIRIDECH KUMSUPROM [1] Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Apr 2019	Finance & Securities, Property Fund & REITs, Commerce, Information & Communication Technology, Electronic Components, Accounting, Finance, IT Management, Data Management, 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. SUKRIT JINTANAKOSIN Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jan 2023
2. Mr. SOMCHARN PANJALAK Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Nov 2019
3. Mr. SOMPRASONG PANJALAK Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2020

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
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Nomination and Remuneration Committee	Prof. Dr. KAMPHOL PANYAGOMETH	Chairman
	Dr. SIRIDECH KUMSUPROM	Member
	Mr. SOMCHARN PANJALAK	Member
	ACM SURASAK MEEMANEE	Member
	Mr. SUKRIT JINTANAKOSIN	Member
Risk Management Committee	Mr. SOMCHARN PANJALAK	Member
	ACM SURASAK MEEMANEE	Chairman
	Mr. SUKRIT JINTANAKOSIN	Member
Executive Committee	Mr. SUKRIT JINTANAKOSIN	Chairman
	Mr. SOMPRASONG PANJALAK	Member
	Mr. SOMCHARN PANJALAK	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. SUKRIT JINTANAKOSIN Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	1 Jan 2023	Industrial Materials & Machinery, Construction Materials, Construction Services, Property Development, Engineering, Leadership, Corporate Social Responsibility, Human Resource Management, Transportation & Logistics
2. Mr. Kasame Chanweerathum [1][2] Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Finance Officer	1 Dec 2022	Accounting

[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)	N/A	4,845,000.00	5,812,500.00

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) : 13

Number of female employees (persons) : 21

Total number of employees (persons) : 34

Employee Remuneration

Total employee remuneration : 0.00

Provident fund

Total number of employees (persons) : 34

Number of employees contributing to the PVD (persons) : 5

Percentage of employees who are members (%) : 14.71

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.	ACM SURASAK MEEMANEE Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Military Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 15 Jan 2018	Corporate Social Responsibility, Data Management, Data Analysis, Engineering, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
2.	Mr. SOMCHARN PANJALAK Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 12 Nov 2019	Industrial Materials & Machinery, Transportation & Logistics, Information & Communication Technology, Engineering
3.	Mr. PRAMIN PANTHAVEESAK Gender: Male Age: 69 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: 28 Feb 2022	Industrial Materials & Machinery, Transportation & Logistics, Corporate Social Responsibility, Engineering

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUKRIT JINTANAKOSIN Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jan 2023	Industrial Materials & Machinery, Construction Materials, Construction Services, Property Development, Engineering, Leadership, Corporate Social Responsibility, Human Resource Management, Transportation & Logistics

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMPRASONG PANJALAK	Chairman of the board	Non-participating
Prof. Dr. KAMPHOL PANYAGOMETH	Director	Non-participating
ACM SURASAK MEEMANEE	Director	Non-participating
Dr. SIRIDECH KUMSUPROM	Director	Non-participating
Mr. SOMCHARN PANJALAK	Director	Non-participating
Mr. PRAMIN PANTHAVEESAK	Director	Non-participating
Mr. SUKRIT JINTANAKOSIN	Director	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) : 13

Date of AGM meeting : 25 Apr 2023

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SOMPRASONG PANJALAK (Chairman of the board)	-	13/13	Participating	Participating
2. Prof. Dr. KAMPHOL PANYAGOMETH (Director)	-	11/13	Participating	Participating
3. ACM SURASAK MEEMANEE (Director)	-	13/13	Participating	Participating
4. Dr. SIRIDECH KUMSUPROM (Director)	-	12/13	Non-participating	Participating
5. Mr. SOMCHARN PANJALAK (Director)	-	13/13	Participating	Participating
6. Mr. PRAMIN PANTHAVEESAK (Director)	-	11/13	Participating	Participating
7. Mr. SUKRIT JINTANAKOSIN (Director)	-	13/13	Participating	Participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. SOMPRASONG PANJALAK (Chairman of the board)	-	0.00	360,000.00	No
2. Prof. Dr. KAMPHOL PANYAGOMETH (Director)	-	80,000.00	180,000.00	No
3. ACM SURASAK MEEMANEE (Director)	-	215,000.00	180,000.00	No
4. Dr. SIRIDECH KUMSUPROM (Director)	-	67,500.00	180,000.00	No
5. Mr. SOMCHARN PANJALAK (Director)	-	30,000.00	180,000.00	No
6. Mr. PRAMIN PANTHAVEESAK (Director)	-	0.00	180,000.00	No
7. Mr. SUKRIT JINTANAKOSIN (Director)	-	0.00	120,000.00	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.	ACM SURASAK MEEMANEE (Chairman of the audit committee)	-	4/4
2.	Prof. Dr. KAMPHOL PANYAGOMETH (Audit committee)	-	4/4
3.	Dr. SIRIDECH KUMSUPROM (Audit committee)	-	4/4