



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BJC HEAVY INDUSTRIES PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	5
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	21

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : BJC HEAVY INDUSTRIES PUBLIC COMPANY LIMITED

Symbol : BJCHI

Address : No. 594 Moo 4, Makham Khu, Nikhom Phatthana

Province : Rayong

Postcode : 21180

Business : The company engages in the engineering service, which provides manufacturing and installation services for the equipment use in production process of the heavy industry plant, customized in accordance to size and design specified by customer in various industries such as energy, refinery, power plant, natural gas, petrochemical and mining. The nature of products and services can be divided in to 4 main categories including steel fabrication, modularization, site erection and precast concrete.

Registration Number : 0107556000302

Telephone : 0-3301-7345

Fax (if applicable) : 0-3301-7348

Website : www.bjc1994.com

Email : ir@bjc1994.com

Total Shares Sold (shares)

Common Stock : 1,599,690,000

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)	1,544,782.29	2,738,005.73	3,542,901.86
Modularization (Thousand baht)	173,460.00	1,923,620.28	2,640,486.18
Fabrication (Thousand baht)	1,087,040.00	699,351.97	768,821.05
Other Services (Thousand baht)	79,680.00	86,928.58	84,136.00
Other Revenue (Thousand baht)	204,600.00	28,104.90	49,458.63
Other (Thousand baht)	2.29	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Modularization (%)	11.23	70.26	74.53
Fabrication (%)	70.37	25.54	21.70
Other Services (%)	5.16	3.17	2.37
Other Revenue (%)	13.24	1.03	1.40
Other (%)	0.00	0.00	0.00

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,544,782.29	2,738,005.73	3,542,901.86
Domestic (Thousand baht)	79,679.37	108,807.31	132,267.44
International (Thousand baht)	1,465,102.92	2,629,198.42	3,410,634.42

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	5.16	3.97	3.73
International (%)	94.84	96.03	96.27

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

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)

Business Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Reliance on large customers or few customers

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources

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

URL of corporate sustainability policy : <https://www.bjc1994.com/bjchi/th/investor-relation/corporate-governance/sustainability-policy/>

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.bjc1994.com/bjchi/investor-relation/corporate-governance/sustainability-policy/>

Company environmental guideline : Electricity Management, Fuel Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	0.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	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 (Kilograms)	336,941.00	504,560.00	528,985.97

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	4,028,124.00	5,514,312.00	4,586,652.00

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	6,814.00

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,240,040.00	721,335.00	1,178,410.00
Hazardous waste (Kilograms)	1,158,860.00	1,217,890.00	1,352,140.00
Total waste generated (Kilograms)	2,398,900.00	1,939,225.00	2,530,550.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00

Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
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 : Yes

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	301	2,015	974
Number of female employees (Persons)	119	608	250
Total number of employees (Persons)	420	2,623	1,224

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	225,551,431.90	599,738,597.53	435,810,623.77

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	8.00	8.00	8.00

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	5	3	10

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	39.52	35.15	56.54

• **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.bjc1994.com/bjchi/th/investor-relation/corporate-governance/corporate-governance-policy/>

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

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	9	100.00
Number of male directors	9	100.00
Number of female directors	0	0.00
Number of executive directors	5	55.56
Number of non-executive directors	4	44.44
Number of independent directors	4	44.44

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. BOONCHUAY KORKITROTJANA Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	12 May 2018	Strategic Management, Data Management, Risk Management, Change Management, Corporate Management, IT Management, Audit, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Engineering

2.	Mr. KYUYOUNG LEE Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	19 Apr 1994	Strategic Management, Change Management, Risk Management, Project Management, Marketing, Design, Negotiation, Corporate Social Responsibility, Construction Services, Engineering
3.	Mr. YOUNG JUN LEE Gender: Male Age: 51 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	29 Jul 1999	Strategic Management, Corporate Management, Risk Management, Project Management, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Sustainability, Construction Services, Leadership
4.	Mr. SEUNGWOO LEE Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	27 Apr 2004	Risk Management, Corporate Management, Project Management, Audit, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Construction Services, Sustainability, Governance/ Compliance
5.	Mr. NOPPADOL DHEERABUTRVONGKUL Gender: Male Age: 56 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	23 Jun 2011	Strategic Management, Data Management, Risk Management, Corporate Management, Budgeting, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Construction Services, Governance/ Compliance

6.	Mr. EKACHIDD CHUNGCHAROEN Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	23 Jun 2011	Strategic Management, Data Management, Corporate Management, Risk Management, Audit, Sustainability, Governance/ Compliance, Engineering, Change Management, Data Analysis, Corporate Social Responsibility, Internal Control, Construction Services
7.	Mr. SEONG JIN LEE Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 May 2016	Data Management, Risk Management, Corporate Management, Marketing, Negotiation, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Engineering
8.	Mr. JUMPOT KANJANAPANYAKOM Gender: Male Age: 72 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: Original director	12 May 2018	Change Management, Risk Management, Project Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Petrochemicals & Chemicals, Construction Services, Engineering
9.	Mr. MYUNGSUP SONG Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 Jul 2020	Strategic Management, Fund Management, Data Management, Risk Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Finance & Securities, Economics

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 : 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.	<p>Mr. NOPPADOL DHEERABUTRVONGKUL [1]</p> <p>Gender: Male</p> <p>Age: 56 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>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	23 Jun 2011	Strategic Management, Data Management, Risk Management, Corporate Management, Budgeting, Audit, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Construction Services, Governance/ Compliance
2.	<p>Mr. EKACHIDD CHUNGCHAROEN [1]</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	23 Jun 2011	Strategic Management, Data Management, Corporate Management, Risk Management, Audit, Sustainability, Governance/ Compliance, Engineering, Change Management, Data Analysis, Corporate Social Responsibility, Internal Control, Construction Services
3.	<p>Mr. JUMPOT KANJANAPANYAKOM</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	12 May 2018	Change Management, Risk Management, Project Management, Audit, Sustainability, Corporate Social Responsibility, Internal Control, Governance/ Compliance, Petrochemicals & Chemicals, Construction Services, Engineering

[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. KYUYOUNG LEE Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Chairman of the executive committee	19 Apr 1994
2. Mr. YOUNG JUN LEE Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	29 Jul 1999
3. Mr. SEUNGWOO LEE Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	27 Apr 2004

4.	Mr. SEONG JIN LEE Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	16 May 2016
5.	Mr. MYUNGSUP SONG Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	16 Jul 2020

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. KYUYOUNG LEE	Chairman
	Mr. YOUNG JUN LEE	Member
	Mr. SEUNGWOO LEE	Member
	Mr. MYUNGSUP SONG	Member
	Mr. SEONG JIN LEE	Member
	Ms. Rungarun Hannarong	Member
	Mr. Suthi Thangsri	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

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. KYUYOUNG LEE Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering	PRESIDENT	19 Apr 1994	Strategic Management, Change Management, Risk Management, Project Management, Marketing, Design, Negotiation, Corporate Social Responsibility, Construction Services, Engineering
2. Mr. YOUNG JUN LEE Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Business Administration	MANAGING DIRECTOR	16 May 2016	Strategic Management, Corporate Management, Risk Management, Project Management, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Sustainability, Construction Services, Leadership
3. Mr. SEUNGWOO LEE [1] Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Management	Deputy Managing Director	27 Apr 2004	Risk Management, Corporate Management, Project Management, Audit, Marketing, Data Analysis, Negotiation, Corporate Social Responsibility, Construction Services, Sustainability, Governance/ Compliance

4.	Mr. MYUNGSP SONG [1][2] Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Economics	Chief Financial Officer	16 Jul 2020	Strategic Management, Fund Management, Data Management, Risk Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Governance/ Compliance, Construction Services, Finance & Securities, Economics
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[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)	19,376,896.00	14,464,759.14	16,799,172.58

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) : 974

Number of female employees (persons) : 250

Total number of employees (persons) : 1,224

Employee Remuneration

Total employee remuneration : 435,810,623.77

Provident fund

Total number of employees (persons) : 1,224

Number of employees contributing to the PVD (persons) : 97

Percentage of employees who are members (%) : 7.92

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)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONCHUAY KORKITROTJANA	Chairman of the board	Participating
Mr. KYUYOUNG LEE	Chairman of the board	N/A
Mr. YOUNG JUN LEE	Director	N/A
Mr. SEUNGWOO LEE	Director	N/A
Mr. NOPPADOL DHEERABUTRVONGKUL	Director	N/A
Mr. EKACHIDD CHUNGCHAROEN	Director	N/A
Mr. SEONG JIN LEE	Director	N/A
Mr. JUMPOT KANJANAPANYAKOM	Director	N/A
Mr. MYUNGSUP SONG	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) : 4

Date of AGM meeting : 21 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. BOONCHUAY KORKITROTJANA (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2. Mr. KYUYOUNG LEE (Chairman of the board)	-	2/4	Participating	Did not hold the meeting
3. Mr. YOUNG JUN LEE (Director)	-	4/4	Participating	Did not hold the meeting
4. Mr. SEUNGWOO LEE (Director)	-	3/4	Participating	Did not hold the meeting
5. Mr. NOPPADOL DHEERABUTRVONGKUL (Director)	-	4/4	Participating	Did not hold the meeting
6. Mr. EKACHIDD CHUNGCHAROEN (Director)	-	4/4	Participating	Did not hold the meeting
7. Mr. SEONG JIN LEE (Director)	-	4/4	Participating	Did not hold the meeting
8. Mr. JUMPOT KANJANAPANYAKOM (Director)	-	4/4	Participating	Did not hold the meeting
9. Mr. MYUNGSUP SONG (Director)	-	4/4	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. BOONCHUAY KORKITROTJANA (Chairman of the board)	-	680,000.00	N/A	N/A
2. Mr. KYUYOUNG LEE (Chairman of the board)	-	N/A	3,124,000.00	N/A
3. Mr. YOUNG JUN LEE (Director)	-	N/A	3,064,000.00	N/A

4.	Mr. SEUNGWOO LEE (Director)	-	N/A	2,940,000.00	N/A
5.	Mr. NOPPADOL DHEERABUTRVONGKUL (Director)	-	N/A	510,000.00	N/A
6.	Mr. EKACHIDD CHUNGCHAROEN (Director)	-	N/A	510,000.00	N/A
7.	Mr. SEONG JIN LEE (Director)	-	N/A	2,760,000.00	N/A
8.	Mr. JUMPOT KANJANAPANYAKOM (Director)	-	N/A	510,000.00	N/A
9.	Mr. MYUNGSUP SONG (Director)	-	N/A	3,111,428.58	N/A

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. NOPPADOL DHEERABUTRVONGKUL (Chairman of the audit committee)	-	4/4
2.	Mr. EKACHIDD CHUNGCHAROEN (Audit committee)	-	4/4
3.	Mr. JUMPOT KANJANAPANYAKOM (Audit committee)	-	4/4