



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

RAYONG WIRE INDUSTRIES 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 : RAYONG WIRE INDUSTRIES PUBLIC COMPANY LIMITED

Symbol : RWI

Address : Maptapud Industrial Estate, No. 5, I-5 Rd., Maptapud, Muang

Province : Rayong

Postcode : 21150

Business : manufacturer and selling quality of production of steel wire

Registration Number : 0107552000111

Telephone : 0-3868-4522-7

Fax (if applicable) : 0-3868-4490

Website : www.rwi.co.th

Email : tanapan@rwi.co.th

Total Shares Sold (shares)

Common Stock : 915,277,061

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)	960,465.57	737,520.00	592,890.00
Pre-stressed concrete wire (Thousand baht)	502,397.82	387,080.00	316,905.89
Pre-stressed concrete strand wire (Thousand baht)	398,498.21	316,720.00	225,989.94
Wire Mesh (Thousand baht)	0.00	80.00	0.00
Low carbon steel wire (Thousand baht)	29,488.74	24,100.00	18,004.30
Spring wire (Thousand baht)	10,750.75	3,650.00	2,449.02
Other (Thousand baht)	19,330.05	5,890.00	29,537.21

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Pre-stressed concrete wire (%)	52.31	52.48	53.45
Pre-stressed concrete strand wire (%)	41.49	42.94	38.12
Wire Mesh (%)	0.00	0.01	0.00
Low carbon steel wire (%)	3.07	3.27	3.04
Spring wire (%)	1.12	0.49	0.41
Other (%)	2.01	0.80	4.98

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	960,465.57	737,520.00	592,890.00
Domestic (Thousand baht)	960,465.57	737,520.00	592,890.00
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
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

	2022	2023	2024
Total other income (Thousand baht)	19,330.06	5,885.75	29,537.21
Other income from operations (Thousand baht)	19,330.06	5,885.75	19,772.45
Other income not from operations (Thousand baht)	0.00	0.00	9,764.76

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	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)

Risks from fluctuation in raw material prices

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Exchange rate fluctuation risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Policies or international agreements related to business operations

Risk from volatility in steel prices, which are the main raw materials.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risk from the spread of COVID-19

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

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

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	14,278.00	12,733.00	11,230.00
Natural gas (Standard cubic feet)	5,146.00	1,826.00	1,311.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	10,929,760.00	9,611,840.00	8,154,880.00

Water management

• Water consumption

	2022	2023	2024
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Total water withdrawal (Cubic meters)	39,232.00	34,602.00	24,281.00
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Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	663,390.00	354,645.00	780,569.00
Hazardous waste (Kilograms)	611,250.00	570,730.00	309,090.00
Total waste generated (Kilograms)	1,274,640.00	925,375.00	1,089,659.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
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 : Yes

Company human right guideline : Employee Rights, 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)	105	75	63
Number of female employees (Persons)	21	22	22
Total number of employees (Persons)	126	97	85

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	56,336,358.02	64,275,760.52	45,059,594.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.60	6.00	6.00
Employee development and training expenses (baht)	60,427.00	106,358.00	95,315.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	11	7	9

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	14.29	51.55	41.18

• **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://www.rwi.co.th/good-governance/>

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

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

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	6	66.67
Number of female directors	3	33.33
Number of executive directors	2	22.22
Number of non-executive directors	7	77.78
Number of independent directors	3	33.33

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. SOMCHAI APIWATTANAPRON Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Public Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	11 Aug 2022	Accounting, Corporate Social Responsibility

2.	Ms. LAPHASSARIN KRAIWONGWANITRUNG Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	12 Nov 2024	Accounting, Finance, Law
3.	Mr. WORAWIT SIRIWATWIMOL Gender: Male Age: 65 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	24 Apr 2009	Economics, Marketing
4.	Mr. WICHIAN SOPANPANICHKUL Gender: Male Age: 64 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	26 Feb 2013	Law, Accounting
5.	Ms. NONGNUCH KUMCHAITHEP Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	25 Feb 2019	Accounting, Finance

6.	Mr. ANIWUT PONGPAIJIT Gender: Male Age: 63 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: Original director	6 Aug 2019	Marketing
7.	Mr. SIRIPHONG VONGVUTTIPORNCHAI Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	23 Feb 2023	Commerce, Media & Publishing, Accounting, Finance
8.	Mrs. WANNA SAKULCHAIMONGKOL Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	13 Mar 2024	Accounting, Finance
9.	Mr. ARUK ONSUPHAB Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	12 Nov 2024	Law

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

General information	Position	Tenure	Replacement Director
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1.	Mr. THEERACHAI LEENABANCHONG Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive)	Date position was assumed: 14 May 2020 Date directorship ended: 1 Nov 2024	Mr. ARUK ONSUPHAB Date position was assumed: 12 Nov 2024
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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	: 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. WORAWIT SIRIWATWIMOL [1] Gender: Male Age: 65 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	24 Apr 2009	Economics, Marketing
2. Mr. WICHIAN SOPANPANICHKUL [1] Gender: Male Age: 64 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	26 Feb 2013	Law, Accounting
3. Mr. ANIWUT PONGPAIJIT [1] Gender: Male Age: 63 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: Original director	6 Aug 2019	Marketing

[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. Ms. NONGNUCH KUMCHAITHEP Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 Feb 2019
2. Ms. LAPHASSARIN KRAIWONGWANITRUNG Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	25 Feb 2019
3. Mr. Sippawit Baodee Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Nov 2019
4. Mr. Siam Sasanti Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Dec 2020

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Recruitment and Remuneration Committee	Mr. WORAWIT SIRIWATWIMOL	Chairman
	Mr. WICHIAN SOPANPANICHKUL	Member
	Ms. LAPHASSARIN KRAIWONGWANITRUNG	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Recruitment and Remuneration Committee

Sub-committees responsible for remuneration : Recruitment 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. Ms. LAPHASSARIN KRAIWONGWANITRUNG Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	1 Jan 2023	Accounting, Finance, Law
2. Ms. NONGNUCH KUMCHAITHEP [1][2] Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Accounting	Director of Factory and Financial Accounting	25 Feb 2019	Accounting, Finance
3. Mr. Sippawit Baodee Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Manager Production and Engineering Department	1 Apr 2018	Engineering
4. Mr. Nattanon Nattawut Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Accounting	Senior of Business Development	1 Jun 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

	2022	2023	2024
Total executive remuneration (baht)	N/A	N/A	5,527,401.20

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) : 63

Number of female employees (persons) : 22

Total number of employees (persons) : 85

Employee Remuneration

Total employee remuneration : 45,059,594.00

Provident fund

Total number of employees (persons) : 85

Number of employees contributing to the PVD (persons) : 76

Percentage of employees who are members (%) : 89.41

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. WORAWIT SIRIWATWIMOL Gender: Male Age: 65 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: 24 Apr 2009	Economics, Marketing
2. Mr. WICHIAN SOPANPANICHKUL Gender: Male Age: 64 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: 26 Feb 2013	Law, Accounting

• 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. SIRIPHONG VONGVUTTIPOORNCHAI Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 23 Feb 2023	Commerce, Media & Publishing, Accounting, Finance
2.	Mrs. WANNA SAKULCHAIMONGKOL Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 13 Mar 2024	Accounting, Finance
3.	Mr. ARUK ONSUPHAB Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 12 Nov 2024	Law

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMCHAI APIWATTANAPRON	Chairman of the board	Non-participating
Ms. LAPHASSARIN KRAIWONGWANITRUNG	Vice Chairman	Non-participating
Mr. WORAWIT SIRIWATWIMOL	Director	Non-participating
Mr. WICHIAN SOPANPANICHKUL	Director	Non-participating
Ms. NONGNUCH KUMCHAITHEP	Director	Non-participating
Mr. ANIWUT PONGPAIJIT	Director	Non-participating

Mr. SIRIPHONG VONGVUTTIPOORNCHAI	Director	Non-participating
Mrs. WANNA SAKULCHAIMONGKOL	Director	Non-participating
Mr. ARUK ONSUPHAB	Director	Non-participating
Mr. THEERACHAI LEENABANCHONG	Vice Chairman	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) : 5

Date of AGM meeting : 30 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SOMCHAI APIWATTANAPRON (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Ms. LAPHASSARIN KRAIWONGWANITRUNG (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
3.	Mr. WORAWIT SIRIWATWIMOL (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. WICHIAN SOPANPANICHKUL (Director)	-	5/5	Participating	Did not hold the meeting
5.	Ms. NONGNUCH KUMCHAITHEP (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. ANIWUT PONGPAIJIT (Director)	-	5/5	Participating	Did not hold the meeting
7.	Mr. SIRIPHONG VONGVUTTIPOORNCHAI (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mrs. WANNA SAKULCHAIMONGKOL (Director)	-	3/3	Participating	Did not hold the meeting

9.	Mr. ARUK ONSUPHAB (Director)	-	0/0	Non-participating	Did not hold the meeting
10.	Mr. THEERACHAI LEENABANCHONG (Vice Chairman)	1 Nov 2024	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. SOMCHAI APIWATTANAPRON (Chairman of the board)	-	150,000.00	0.00	No
2.	Ms. LAPHASSARIN KRAIWONGWANITRUNG (Vice Chairman)	-	25,000.00	0.00	No
3.	Mr. WORAWIT SIRIWATWIMOL (Director)	-	100,000.00	0.00	No
4.	Mr. WICHIAN SOPANPANICHKUL (Director)	-	100,000.00	0.00	No
5.	Ms. NONGNUCH KUMCHAITHEP (Director)	-	25,000.00	0.00	No
6.	Mr. ANIWUT PONGPAIJIT (Director)	-	100,000.00	0.00	No
7.	Mr. SIRIPHONG VONGVUTTIPOORNCHAI (Director)	-	100,000.00	0.00	No
8.	Mrs. WANNA SAKULCHAIMONGKOL (Director)	-	60,000.00	0.00	No
9.	Mr. ARUK ONSUPHAB (Director)	-	0.00	0.00	No
10.	Mr. THEERACHAI LEENABANCHONG (Vice Chairman)	1 Nov 2024	20,000.00	0.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. WORAWIT SIRIWATWIMOL (Chairman of the audit committee)	-	5/5
2.	Mr. WICHIAN SOPANPANICHKUL (Audit committee)	-	5/5
3.	Mr. ANIWUT PONGPAIJIT (Audit committee)	-	5/5