



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CIVIL ENGINEERING 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 : CIVIL ENGINEERING PUBLIC COMPANY LIMITED

Symbol : CIVIL

Address : 68/12 CEC Building, 7th Fl. Kampaengpet 6 rd. Ladyao, Jatujak

Province : Bangkok

Postcode : 10900

Business : The company operates construction business. Mainly it is horizontal construction project such as highway and road construction, rail systems, airport and dam and sale of construction materials business.

Registration Number : 010753000169

Telephone : 0-2589-8888-9

Fax (if applicable) : 0-2589-8886-7

Website : www.civilengineering.co.th

Email : company_secretary@civilengineering.co.th

Total Shares Sold (shares)

Common Stock : 700,000,000

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)	5,062,837.46	6,094,734.66	4,934,704.72
Construction services (Thousand baht)	4,803,266.96	5,896,108.44	4,704,062.90
Construction materials (Thousand baht)	226,616.72	151,887.35	168,000.00
Rental (Thousand baht)	16,006.00	15,916.47	20,589.53
Other (Thousand baht)	16,947.78	30,822.40	42,052.29

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Construction services (%)	94.87	96.74	95.33
Construction materials (%)	4.48	2.49	3.40
Rental (%)	0.32	0.26	0.42
Other (%)	0.33	0.51	0.85

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,062,837.46	6,094,734.66	4,934,704.72
Domestic (Thousand baht)	5,062,837.46	6,094,734.66	4,934,704.72
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

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)

Emerging Risk
Risk Management Measures: Yes
Related Risk Topics
Strategic Risk
• Government policy
Operational Risk
• Delays in the development of future projects • Safety, occupational health, and working environment • Climate change and disasters
Compliance Risk
• Change in laws and regulations
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

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, 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 (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	N/A
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	0.00	0.00	N/A
LPG (Kilograms)	0.00	0.00	N/A
Steam (Metric tonnes)	0.00	0.00	N/A
Coal (Metric tonnes)	0.00	0.00	N/A

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	800,000.00	800,000.00	0.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	33,306.60	33,306.60	30,000.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	2,640.00	N/A
Hazardous waste (Kilograms)	N/A	10.00	N/A
Total waste generated (Kilograms)	0.00	2,650.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	N/A
Scope 1 (Tons of carbon dioxide equivalents)	1,846.00	1,846.00	1,500.00
Scope 2 (Tons of carbon dioxide equivalents)	540.00	540.00	600.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	2,386.00	2,386.00	2,100.00

- **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, 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)	782	704	675
Number of female employees (Persons)	308	303	307
Total number of employees (Persons)	1,090	1,007	982

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	116,342,632.00	204,693,609.00	237,912,939.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	9.30	4.00	9.78
Employee development and training expenses (baht)	329,502.00	300,000.00	752,104.00

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	20	18	16

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	23.58	28.40	21.18

• **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

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

**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	6	85.71
Number of female directors	1	14.29
Number of executive directors	2	28.57
Number of non-executive directors	5	71.43
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. CHAIWAT UTAIWAN Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	9 Mar 2020	Data Management, Corporate Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Banking, Governance/ Compliance, Statistics

2.	Mr. PIYADIT ATSAVASIRISUK Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	15 Sep 2011	Construction Services, Energy & Utilities, Construction Materials, Engineering
3.	Mr. PHANTHANONT LERTWATTANASASIKUL Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	30 Apr 2019	Human Resource Management, Negotiation, Home & Office Products, Construction Services, Construction Materials
4.	Mr. TANIT TONGTHONG Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	9 Mar 2020	Project Management, Construction Services, Property Development, Construction Materials, Engineering
5.	Mr. VEERASAK KOSITPAISAL 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	9 Mar 2020	Human Resource Management, Corporate Management, Audit, Corporate Social Responsibility, Governance/ Compliance, Engineering

6.	Mrs. YUPIN GARNJANAWIGAI Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	9 Mar 2020	Strategic Management, Data Management, Corporate Management, Budgeting, Finance, Accounting, Property Development, Food & Beverage
7.	Mr. CHAINARONG CHOCHAI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	9 Mar 2020	Law, Corporate Management, IT Management, Audit, Governance/ Compliance

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	: 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. Mr. VEERASAK KOSITPAISAL Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	9 Mar 2020	Human Resource Management, Corporate Management, Audit, Corporate Social Responsibility, Governance/ Compliance, Engineering
2. Mrs. YUPIN GARNJANAWIGAI [1] Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 Mar 2020	Strategic Management, Data Management, Corporate Management, Budgeting, Finance, Accounting, Property Development, Food & Beverage
3. Mr. CHAINARONG CHOCHAI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 Mar 2020	Law, Corporate Management, IT Management, Audit, Governance/ Compliance

[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. PIYADIT ATSAVASIRISUK Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	28 Feb 2020
2. Mr. PHANTHANONT LERTWATTANASASIKUL Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	28 Feb 2020
3. Mr. Anuwat Lertchaiworagul Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	28 Feb 2020
4. Mr. Kittisak Toatalingchan Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 Apr 2022

5.	Ms. Sawittree Phuengrasamee	Member of the	11 Nov 2022
	Gender: Female	executive committee	
	Age: 48 years old		
	Highest level of education: Master's degree		
	Major: Accounting		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit and Risk Mangement Committe	Mr. VEERASAK KOSITPAISAL	Chairman
	Mr. CHAINARONG CHOCHAI	Member
	Mrs. YUPIN GARNJANAWIGAI	Member
Nomination and Remuneration Commiittee	Mr. TANIT TONGTHONG	Chairman
	Mrs. YUPIN GARNJANAWIGAI	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Audit and Risk Mangement Committe
Sub-committees responsible for nomination	: Nomination and Remuneration Commiittee
Sub-committees responsible for remuneration	: Nomination and Remuneration Commiittee
Sub-committees responsible for corporate governance	: Nomination and Remuneration Commiittee
Sub-committees responsible for corporate sustainability development	: Nomination and Remuneration Commiittee

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. PIYADIT ATSAVASIRISUK Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	15 Sep 2011	Construction Services, Energy & Utilities, Construction Materials, 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)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	16,340,000.00	19,730,000.00	19,040,000.00

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)	: 675
Number of female employees (persons)	: 307
Total number of employees (persons)	: 982

Employee Remuneration

Total employee remuneration	: 237,912,939.00
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Provident fund

Total number of employees (persons)	: 982
Number of employees contributing to the PVD (persons)	: 93
Percentage of employees who are members (%)	: 9.47

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. CHAIWAT UTAIWAN Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Computer Science 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: 9 Mar 2020	Data Management, Corporate Management, Budgeting, Data Analysis, Finance, Sustainability, Corporate Social Responsibility, Banking, Governance/ Compliance, Statistics
2. Mr. TANIT TONGTHONG Gender: Male Age: 60 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 9 Mar 2020	Project Management, Construction Services, Property Development, Construction Materials, Engineering
3. Mr. VEERASAK KOSITPAISAL 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: 9 Mar 2020	Human Resource Management, Corporate Management, Audit, Corporate Social Responsibility, Governance/ Compliance, Engineering

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAIWAT UTAIWAN	Chairman of the board	Non-participating
Mr. PIYADIT ATSAVASIRISUK	Director	Non-participating
Mr. PHANTHANONT LERTWATTANASASIKUL	Director	Non-participating
Mr. TANIT TONGTHONG	Director	Participating
Mr. VEERASAK KOSITPAISAL	Director	Non-participating
Mrs. YUPIN GARNJANAWIGAI	Director	Participating
Mr. CHAINARONG CHOCHAI	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) : 6

Date of AGM meeting : 25 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. CHAIWAT UTAIWAN (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. PIYADIT ATSAVASIRISUK (Director)	-	6/6	Participating	Did not hold the meeting

3.	Mr. PHANTHANONT LERTWATTANASASIKUL (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. TANIT TONGTHONG (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. VEERASAK KOSITPAISAL (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mrs. YUPIN GARNJANAWIGAI (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. CHAINARONG CHOCHAI (Director)	-	6/6	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. CHAIWAT UTAIWAN (Chairman of the board)	-	540,000.00	0.00	Yes
2.	Mr. PIYADIT ATSAVASIRISUK (Director)	-	240,000.00	0.00	No
3.	Mr. PHANTHANONT LERTWATTANASASIKUL (Director)	-	240,000.00	0.00	No
4.	Mr. TANIT TONGTHONG (Director)	-	380,000.00	0.00	No
5.	Mr. VEERASAK KOSITPAISAL (Director)	-	460,000.00	0.00	No
6.	Mrs. YUPIN GARNJANAWIGAI (Director)	-	420,000.00	0.00	No
7.	Mr. CHAINARONG CHOCHAI (Director)	-	410,000.00	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. VEERASAK KOSITPAISAL (Chairman of the audit committee)	-	5/5
2.	Mrs. YUPIN GARNJANAWIGAI (Audit committee)	-	5/5
3.	Mr. CHAINARONG CHOCHAI (Audit committee)	-	5/5