



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 : CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED

Symbol : CTW

Address : 589/71 Central City Tower, 12A Floor, Debaratana Road, Bangna-Nua Sub-district, Bangna District

Province : Bangkok

Postcode : 10260

Business : Manufacturer and distributor of aluminium cables, copper cables, high-voltage cables, telephones cables, fibre optic cables, enameled and non - enameled wires. The Company is also an original equipment manufacturer (OEM) which manufactures products for customers.

Registration Number : 0107537000599

Telephone : 0-2745-6118-30

Fax (if applicable) : 0-2745-6131-32

Website : www.ctw.co.th

Email : sales@ctw.co.th

Total Shares Sold (shares)

Common Stock : 397,906,284

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	4,685,829.00	6,404,915.00	6,030,828.00
Power Cable (Thousand baht)	2,552,368.00	2,733,366.00	2,344,658.00
Communication Cable (Thousand baht)	8,896.00	3,650.00	11,234.00
Enameled and non-enameled wire (Thousand baht)	1,998,505.00	3,456,675.00	3,563,226.00
Fiber optic cable (Thousand baht)	104,368.00	21,965.00	41,311.00
Other income (Thousand baht)	21,692.00	189,259.00	70,399.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Power Cable (%)	54.47	42.68	38.88
Communication Cable (%)	0.19	0.06	0.19
Enameled and non-enameled wire (%)	42.65	53.97	59.08
Fiber optic cable (%)	2.23	0.34	0.68
Other income (%)	0.46	2.95	1.17

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	4,685,829.00	6,404,915.00	6,030,828.00
Domestic (Thousand baht)	4,030,119.00	5,480,089.00	5,377,740.00
International (Thousand baht)	655,710.00	924,826.00	653,088.00
Vietnam (Thousand baht)	655,710.00	924,826.00	653,088.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	86.01	85.56	89.17
International (%)	13.99	14.44	10.83
Vietnam (%)	100.00	100.00	100.00

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
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)

Exposure to the cost of key raw materials

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

Risk derived from change in manufacturing technology

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risk derived from foreign currency

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk factors associated with control by major shareholders

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk derived from the shortage of skilled labor

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

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 : Yes

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Jet fuel (Litre)	0.00	0.00	0.00
Diesel (Litre)	143,487.00	135,865.29	129,878.76
Gasoline (Litre)	1,580.00	15,778.92	17,554.39
Fuel oil (liters)	0.00	0.00	0.00
Crude oil (barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	34,057,101.00	50,210,770.08	33,228,078.59
LPG (Kilogram)	34,533.00	35,661.00	29,244.00
Steam (tonnes)	0.00	0.00	0.00
Coal (tonnes)	0.00	0.00	0.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	21,467,495.00	21,156,999.70	19,167,600.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	57,120.00	65,772.00	54,530.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	649,020.00	631,562.00	844,014.00
Hazardous waste (kg)	136,774.00	256,069.00	182,761.00
Total (kg)	785,794.00	887,631.00	1,026,775.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	0.00	3,821.05	2,469.99
Scope 2 (Tons of carbon dioxide equivalents)	0.00	10,576.38	8,968.21
Scope 3 (Tons of carbon dioxide equivalents)	0.00	182,002.64	114,937.90
Total (Tons of carbon dioxide equivalents)	0.00	196,400.07	126,376.10

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : ECEE CO., LTD.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : No

Company human right guideline : Employee Rights, 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

	2020	2021	2022
Number of male employees (persons)	427	425	422
Number of female employees (persons)	82	81	81
Total (persons)	509	506	503

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	432,350,000.00	260,400,000.00	259,099,997.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	11	6	6
Employee development and training expenses (baht)	233,139.00	275,626.00	199,500.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	6	4	6

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	5.70	5.93	8.55

• **Significant labor dispute**

	2020	2021	2022
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

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	12	100.00
Number of male directors	10	83.33
Number of female directors	2	16.67
Number of executive directors	2	16.67
Number of non-executive directors	10	83.33
Number of independent directors	5	41.67

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. CHAI SOPHONPANICH Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	4 Sep 2018	Insurance

2.	Mr. PREMCHAI KARNASUTA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	27 Mar 2009	Construction Services
3.	Mr. TAO-HENG SUN Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	14 Jun 1993	Corporate Management
4.	Mr. PORNWUT SARASIN 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	20 Oct 1999	Food & Beverage
5.	Mrs. SUNUNTHA PHAENGSOOK Gender: Female Age: 81 years old Highest level of education: Below a bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	9 Mar 2000	Finance

6.	<p>Mrs. NIJAPORN CHARANACHITTA</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	26 Apr 2002	Finance
7.	<p>Mr. SAI WAH SIMON SUEN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	25 Aug 2009	Finance
8.	<p>Mr. STEVEN SUEY KU</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Textile Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	17 Nov 2009	Corporate Management
9.	<p>Mr. SURACHAI SIRIVALLOP</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	12 Mar 2010	Law

10.	Mr. KASEM KULARBKEO Gender: Male Age: 90 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	3 Sep 2018	Engineering
11.	Mr. MICHAEL CHAO-CHUN LEE Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	12 Mar 2021	Corporate Management
12.	Mr. CHEN YOU CHENG Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	11 Mar 2022	Finance

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

General information	Position	Tenure	Replacement Director
1. Mr. YUAN CHUN-TANG Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Applied Science Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 28 Apr 2020 Date directorship ended: 11 Mar 2022	Mr. CHEN YOU CHENG Date position was assumed: 11 Mar 2022

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. Mr. PORNWUT SARASIN Gender: Male Age: 63 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: Original director	10 Sep 2001	Food & Beverage
2. Mr. SAI WAH SIMON SUEN Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: No	Audit committee (Non-executive, Independent director) Director type: Original director	25 Aug 2009	Finance
3. Mr. STEVEN SUEY KU Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Textile Engineering Thai nationality: No Residing in Thailand: No	Audit committee (Non-executive, Independent director) Director type: Original director	17 Nov 2009	Corporate Management

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Compensation Committee	Mr. SAI WAH SIMON SUEN	Chairman
	Mrs. NIJAPORN CHARANACHITTA	Member
	Mr. KASEM KULARBKEO	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination and Compensation Committee

Sub-committees responsible for remuneration : Nomination and Compensation 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. TAO-HENG SUN Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	1 Nov 1994	Corporate Management
2. Mr. Tanasit Aungkassit Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Plant	Deputy Managing Director (Sales and Marketing)	1 Jan 2018	Marketing
3. Mr. Suvit Veerapong Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Engineering	Deputy Managing Director (Production and Engineering)	1 Jan 2018	Engineering
4. Mr. Sathit Tabpech Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration	Deputy Managing Director (Quality Assurance)	1 Jan 2018	Engineering
5. Mr. Chang Hsiao-Chun Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Accounting	Deputy Managing Director (Office of Managing Director)	1 Jan 2018	Corporate Management

6.	Mr. Shih-Hao Chiu Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Business Administration	Deputy Managing Director (MD. Office 2)	5 May 2023	Corporate Management
7.	Mrs. SUNUNTHA PHAENGSOOK [1] Gender: Female Age: 81 years old Highest level of education: Below a bachelor's degree Major: Management	Deputy Managing Director, Finance	1 Jan 2018	Finance

[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

	2020	2021	2022
Total executive remuneration (baht)	36,610,000.00	35,080,000.00	41,330,000.00

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) : 422

Number of female employees (persons) : 81

Total (persons) : 503

Employee Remuneration

Total employee remuneration : 259,099,997.00

Provident fund

Total number of employees (persons) : 503

Number of employees contributing to the PVD (persons) : 438

Percentage of employees who are members (%) : 87.08

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHEN YOU CHENG Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 11 Mar 2022	Finance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAI SOPHONPANICH	Chairman of the board	Non-participating
Mr. PREMCHAI KARNASUTA	Vice Chairman	Non-participating
Mr. TAO-HENG SUN	Director	Non-participating
Mr. PORNWUT SARASIN	Director	Non-participating
Mrs. SUNUNTHA PHAENGSOOK	Director	Non-participating
Mrs. NIJAPORN CHARANACHITTA	Director	Non-participating
Mr. SAI WAH SIMON SUEN	Director	Non-participating
Mr. STEVEN SUEY KU	Director	Non-participating

Mr. SURACHAI SIRIVALLOP	Director	Non-participating
Mr. KASEM KULARBKEO	Director	Non-participating
Mr. MICHAEL CHAO-CHUN LEE	Director	Non-participating
Mr. CHEN YOU CHENG	Director	Non-participating
Mr. YUAN CHUN-TANG	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) : 5

Date of AGM meeting : 26 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. CHAI SOPHONPANICH (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2. Mr. PREMCHAI KARNASUTA (Vice Chairman)	-	0/5	Non-participating	Did not hold the meeting
3. Mr. TAO-HENG SUN (Director)	-	5/5	Participating	Did not hold the meeting
4. Mr. PORNWUT SARASIN (Director)	-	4/5	Participating	Did not hold the meeting
5. Mrs. SUNUNTHA PHAENGSOOK (Director)	-	5/5	Participating	Did not hold the meeting

6.	Mrs. NIJAPORN CHARANACHITTA (Director)	-	3/5	Participating	Did not hold the meeting
7.	Mr. SAI WAH SIMON SUEN (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mr. STEVEN SUEY KU (Director)	-	5/5	Participating	Did not hold the meeting
9.	Mr. SURACHAI SIRIVALLOP (Director)	-	5/5	Participating	Did not hold the meeting
10.	Mr. KASEM KULARBKEO (Director)	-	5/5	Participating	Did not hold the meeting
11.	Mr. MICHAEL CHAO-CHUN LEE (Director)	-	5/5	Participating	Did not hold the meeting
12.	Mr. CHEN YOU CHENG (Director)	-	3/3	Participating	Did not hold the meeting
13.	Mr. YUAN CHUN-TANG (Director)	11 Mar 2022	1/2	Non-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. CHAI SOPHONPANICH (Chairman of the board)	-	250,000.00	0.00	No
2.	Mr. PREMCHAI KARNASUTA (Vice Chairman)	-	0.00	0.00	No
3.	Mr. TAO-HENG SUN (Director)	-	200,000.00	0.00	No
4.	Mr. PORNWUT SARASIN (Director)	-	160,000.00	0.00	No
5.	Mrs. SUNUNTHA PHAENGSOOK (Director)	-	200,000.00	0.00	No
6.	Mrs. NIJAPORN CHARANACHITTA (Director)	-	200,000.00	0.00	No
7.	Mr. SAI WAH SIMON SUEN (Director)	-	200,000.00	0.00	No
8.	Mr. STEVEN SUEY KU (Director)	-	200,000.00	0.00	No
9.	Mr. SURACHAI SIRIVALLOP (Director)	-	200,000.00	0.00	No

10.	Mr. KASEM KULARBKEO (Director)	-	200,000.00	0.00	No
11.	Mr. MICHAEL CHAO-CHUN LEE (Director)	-	200,000.00	0.00	No
12.	Mr. CHEN YOU CHENG (Director)	-	120,000.00	0.00	No
13.	Mr. YUAN CHUN-TANG (Director)	11 Mar 2022	40,000.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PORNWUT SARASIN (Chairman of the audit committee)	-	4/4
2.	Mr. SAI WAH SIMON SUEN (Audit committee)	-	4/4
3.	Mr. STEVEN SUEY KU (Audit committee)	-	4/4