



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**SYNTEC CONSTRUCTION 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 : SYNTEC CONSTRUCTION PUBLIC COMPANY LIMITED

Symbol : SYNTEC

Address : 555/7-11 SUKHUMVIT 63 ROAD, KHLONG TON NUA, WATTHANA

Province : Bangkok

Postcode : 10110

Business : The Company is construction services offering the service for both government and private bureaus. The service ranges from foundation establishment to completion of construction in a manner of one-stop service.

Registration Number : 010735000184

Telephone : 0-2381-6333

Fax (if applicable) : 0-2711-5183

Website : [www.synteccon.com](http://www.synteccon.com)

Email : [companysecretary@synteccon.com](mailto:companysecretary@synteccon.com)

#### Total Shares Sold (shares)

Common Stock : 1,590,957,300

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	7,988,118.00	5,313,900.00	5,156,302.00
☞ Hotel and Resort (Thousand baht)	287,476.00	256,031.00	360,167.00
☞ Hospitality Management (Thousand baht)	2,084.00	1,239.00	2,106.00
Energy Management (Thousand baht)	0.00	0.00	0.00
Construction (Thousand baht)	7,698,558.00	5,056,630.00	4,794,029.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
☞ Hotel and Resort (%)	3.60	4.82	6.98
☞ Hospitality Management (%)	0.03	0.02	0.04
Energy Management (%)	0.00	0.00	0.00
Construction (%)	96.38	95.16	92.97

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	7,988,118.00	5,313,900.00	5,156,302.00
Domestic (Thousand baht)	7,988.12	5,313.90	5,156.30
International (Thousand baht)	7,980,129.88	5,308,586.10	5,151,145.70

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	0.10	0.10	0.10

International (%)	99.90	99.90	99.90
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\*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	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:** Yes

#### Related Risk Topics

##### Strategic Risk

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

##### 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
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact on human rights
- Corruption

##### Compliance Risk

- Change in laws and regulations
- Corporate Governance

##### Financial Risk



- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment

# 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.synteccon.com/data/annual\\_report/2022\\_report\\_path.pdf](https://www.synteccon.com/data/annual_report/2022_report_path.pdf)

### 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, Biodiversity Management, Greenhouse Gas and Climate Change Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	639,893.76	512,627.52	537,957.28

##### Waste management

##### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	1,040.00	6,310.00	4,400.00
Total (kg)	1,040.00	6,310.00	4,400.00

## 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)	707.00	4,291.00	2,992.00
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
<b>Total (Tons of carbon dioxide equivalents)</b>	<b>707.00</b>	<b>4,291.00</b>	<b>2,992.00</b>

### • 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 : Yes

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

	2020	2021	2022
Number of male employees (persons)	828	705	651
Number of female employees (persons)	202	200	216
<b>Total (persons)</b>	<b>1,030</b>	<b>905</b>	<b>867</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	11	11	N/A
Employee development and training expenses (baht)	2,139,274.54	436,012.00	N/A

##### • Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	198	109	64

##### • Employee retention

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	N/A	22.84

• 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, 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	8	100.00
Number of male directors	6	75.00
Number of female directors	2	25.00
Number of executive directors	2	25.00
Number of non-executive directors	6	75.00
Number of independent directors	5	62.50

#### 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 SIRILERTPANICH Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)  Director type: Original director	23 Dec 2004	Leadership, Accounting, Strategic Management, Human Resource Management, Marketing, Corporate Management, Finance, Governance/ Compliance, Negotiation

2.	Ms. BENJAWAN SINKUNAKORN Gender: Female 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: Original director	26 Aug 2003	Corporate Management, Finance, Accounting, Law, Strategic Management, Leadership, Audit
3.	Mr. CHAIWAT ATSAWINTARANGKUN Gender: Male Age: 70 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	30 Oct 2003	Corporate Management, Finance, Accounting, Law, Strategic Management, Human Resource Management, Leadership, Governance/ Compliance, Marketing, Audit
4.	Mr. ARICHAIRACTHAM Gender: Male Age: 55 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	15 May 2007	Corporate Management, Finance, Accounting, Strategic Management, Human Resource Management, Leadership, Marketing, Audit
5.	Mrs. ANGSANA MANKONGCHAROEN Gender: Female Age: 71 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	27 Apr 2012	Corporate Management, Accounting, Law, Strategic Management, Human Resource Management, Leadership, Sustainability, Corporate Social Responsibility

6.	Mr. JIRAMOTE PHAHUSUTR Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	29 Apr 2013	Corporate Management, Strategic Management, Human Resource Management, Leadership, Governance/ Compliance, Marketing, Fund Management
7.	Mr. TAWEE KULLERTPRASERT Gender: Male Age: 49 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	24 Jun 2016	Corporate Management, Finance, Accounting, Law, Leadership
8.	Mr. PAISARN TANGYUENYONG Gender: Male Age: 57 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	30 Jun 2016	Corporate Management, Leadership, Property Development, Engineering

#### Other Information pertaining to committees

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. CHAIWAT ATSAWINTARANGKUN [1] Gender: Male Age: 70 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	14 Nov 2003	Corporate Management, Finance, Accounting, Law, Strategic Management, Human Resource Management, Leadership, Governance/ Compliance, Marketing, Audit
2. Ms. BENJAWAN SINKUNAKORN [1] Gender: Female 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: Original director	14 Nov 2003	Corporate Management, Finance, Accounting, Law, Strategic Management, Leadership, Audit
3. Mr. ARICHAIR RACTHAM [1] Gender: Male Age: 55 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	15 May 2007	Corporate Management, Finance, Accounting, Strategic Management, Human Resource Management, Leadership, Marketing, 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. JIRAMOTE PHAHUSUTR Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Apr 2013
2. Mr. SOMCHAI SIRILERTPANICH Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Dec 2004
3. Mrs. ANGSAÑA MANKONGCHAROEN Gender: Female Age: 71 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Apr 2004

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
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Nomination and Remuneration Committee	Mr. CHAIWAT ATSAWINTARANGKUN	Chairman
	Mr. SOMCHAI SIRILERTPANICH	Member
	Ms. BENJAWAN SINKUNAKORN	Vice chairman
	Mr. ARICHA RACTHAM	Member
	Mrs. ANGSA MANKONGCHAROEN	Member
Audit Committee	Mr. CHAIWAT ATSAWINTARANGKUN	Chairman
	Ms. BENJAWAN SINKUNAKORN	Vice chairman
	Mr. ARICHA RACTHAM	Member
Risk Management Committee	Mr. ARICHA RACTHAM	Chairman
	Mr. Yotin Trirattanaphan	Member
	Mr. Piboon ChedChotirot	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	: Audit Committee
Sub-committees responsible for corporate sustainability development	: Risk Management Committee

## 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. SOMCHAI SIRILERTPANICH [1][2] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Management	CHIEF EXECUTIVE OFFICE	16 Mar 2018	Leadership, Accounting, Strategic Management, Human Resource Management, Marketing, Corporate Management, Finance, Governance/ Compliance, Negotiation
2. Mr. JIRAMOTE PHAHUSUTR [1][2] Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Science	MANAGING DIRECTOR	16 Mar 2018	Corporate Management, Strategic Management, Human Resource Management, Leadership, Governance/ Compliance, Marketing, Fund Management

[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

	2020	2021	2022
Total executive remuneration (baht)	30,753,100.00	30,696,500.00	27,505,587.00



## 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) : 651

Number of female employees (persons) : 216

Total (persons) : 867

#### Provident fund

Total number of employees (persons) : 867

Number of employees contributing to the PVD (persons) : 592

Percentage of employees who are members (%) : 68.28

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Natida Loetprachyakorn	natidal@synteccon.com	

- Company secretary

General information	Email	Telephone
1. Ms. Rattapawee Lapnan	rattapaweel@synteccon.com	

- Head of internal audit

General information	Email	Telephone
1. Mr. Pornanan Vongnipon	Pornananv@synteccon.com	02-026-2288 ต่อ 1841

- Head of compliance unit

General information	Email	Telephone
1. Mr. Watjakorn Sanpor	watjakorns@synteccon.com	

• Head of investor relations

General information	Email	Telephone
1. Ms. Suchanya Vittayakun	ir@synteccon.com	

# 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 ATSAWINTARANGKUN Gender: Male Age: 70 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: 30 Oct 2003	Corporate Management, Finance, Accounting, Law, Strategic Management, Human Resource Management, Leadership, Governance/ Compliance, Marketing, Audit
2. Mrs. ANGSAÑA MANKONGCHAROEN Gender: Female Age: 71 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 27 Apr 2012	Corporate Management, Accounting, Law, Strategic Management, Human Resource Management, Leadership, Sustainability, Corporate Social Responsibility
3. Mr. JIRAMOTE PHAHUSUTR Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 29 Apr 2013	Corporate Management, Strategic Management, Human Resource Management, Leadership, Governance/ Compliance, Marketing, Fund Management

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMCHAI SIRILERTPANICH	Vice Chairman	N/A
Ms. BENJAWAN SINKUNAKORN	Director	N/A
Mr. CHAIWAT ATSAWINTARANGKUN	Director	N/A
Mr. ARICHAIR RACTHAM	Director	N/A
Mrs. ANGSA NA MANKONGCHAROEN	Director	N/A
Mr. JIRAMOTE PHAHUSUTR	Director	N/A
Mr. TAWEE KULLERTPRASERT	Director	N/A
Mr. PAISARN TANGYUENYONG	Director	N/A

## 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

Date of AGM meeting : 29 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SOMCHAI SIRILERTPANICH (Vice Chairman)	-	12/12	Participating	Did not hold the meeting
2. Ms. BENJAWAN SINKUNAKORN (Director)	-	12/12	Participating	Did not hold the meeting

3.	Mr. CHAIWAT ATSAWINTARANGKUN (Director)	-	12/12	Participating	Did not hold the meeting
4.	Mr. ARICHAIRACTHAM (Director)	-	12/12	Participating	Did not hold the meeting
5.	Mrs. ANGSA MANKONGCHAROEN (Director)	-	12/12	Participating	Did not hold the meeting
6.	Mr. JIRAMOTE PHAHUSUTR (Director)	-	12/12	Participating	Did not hold the meeting
7.	Mr. TAWEE KULLERTPRASERT (Director)	-	12/12	Participating	Did not hold the meeting
8.	Mr. PAISARN TANGYUENYONG (Director)	-	12/12	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 SIRILERTPANICH (Vice Chairman)	-	216,000.00	N/A	No
2.	Ms. BENJAWAN SINKUNAKORN (Director)	-	216,000.00	300,000.00	No
3.	Mr. CHAIWAT ATSAWINTARANGKUN (Director)	-	216,000.00	300,000.00	No
4.	Mr. ARICHAIRACTHAM (Director)	-	216,000.00	300,000.00	No
5.	Mrs. ANGSA MANKONGCHAROEN (Director)	-	216,000.00	N/A	No
6.	Mr. JIRAMOTE PHAHUSUTR (Director)	-	216,000.00	N/A	No
7.	Mr. TAWEE KULLERTPRASERT (Director)	-	216,000.00	N/A	No
8.	Mr. PAISARN TANGYUENYONG (Director)	-	216,000.00	N/A	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. CHAIWAT ATSAWINTARANGKUN (Chairman of the audit committee)	-	5/5
2.	Ms. BENJAWAN SINKUNAKORN (Audit committee)	-	5/5
3.	Mr. ARICHAIR RACTHAM (Audit committee)	-	5/5