



# **Annual Registration Statement / Annual Report**

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

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

**CAL-COMP ELECTRONICS (THAILAND) PUBLIC CO., LTD.**

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 : CAL-COMP ELECTRONICS (THAILAND) PUBLIC CO., LTD.

Symbol : CCET

Address : CTI TOWER, FLOOR 18, 191/54,57 RATCHADAPISEK ROAD, KHLONG TOEI

Province : Bangkok

Postcode : 10110

Business : The manufacturer for the electronics products. Main products are computer peripheral and telecommunication products.

Registration Number : 0107543000023

Telephone : 0-2261-5033-36

Fax (if applicable) : 0-2661-9396

Website : [www.calcomp.co.th](http://www.calcomp.co.th)

Email : [ir@calcomp.com.tw](mailto:ir@calcomp.com.tw)

#### Total Shares Sold (shares)

Common Stock : 5,400,006,254

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

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

	2020	2021	2022
Total (Thousand baht)	105,454.00	126,894.00	172,365.00
Computer Peripheral (Thousand baht)	80,360.00	99,387.00	140,527.00
Telecommunication Products (Thousand baht)	23,947.00	26,859.00	30,965.00
Other revenue (Thousand baht)	1,147.00	648.00	873.00

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Computer Peripheral (%)	76.20	78.32	81.53
Telecommunication Products (%)	22.71	21.17	17.96
Other revenue (%)	1.09	0.51	0.51

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	105,454.00	126,894.00	172,365.00
Domestic (Thousand baht)	1,613.00	1,433.00	461.00
International (Thousand baht)	103,841.00	125,461.00	171,904.00

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	1.53	1.13	0.27
International (%)	98.47	98.87	99.73

\*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

# 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.calcomp.co.th/th-TH/en-US/investor/annual-reports>

### 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.calcomp.co.th/th-TH/corporate-social-responsibility/sustainable-operations>

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste 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)	N/A	126,637,339.00	154,337,440.00

##### Water management

##### • Water consumption

	2020	2021	2022
Water consumption (cubic meters)	N/A	495,162.00	636,504.00

## Waste management

### • Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	4,545,110.00	3,049,340.00	5,159,450.00
Hazardous waste (kg)	159,400.00	182,740.00	156,540.00
<b>Total (kg)</b>	<b>4,704,510.00</b>	<b>3,232,080.00</b>	<b>5,315,990.00</b>

## 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)	N/A	1,068.00	1,254.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	63,303.00	77,208.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	407,010.00	392.00
<b>Total (Tons of carbon dioxide equivalents)</b>	<b>N/A</b>	<b>471,381.00</b>	<b>78,854.00</b>

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

Third-party verification : Yes

Name of verifying organization : BSI Group (Thailand)Ltd.

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.calcomp.co.th/th-TH/en-US/investor/annual-reports>

Company human right guideline : Employee Rights, Child Labor, Community and Environment Rights, Safety and Occupational Health at Work

### 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)	7,388	12,327	12,804
Number of female employees (persons)	9,310	13,039	14,012
<b>Total (persons)</b>	<b>16,698</b>	<b>25,366</b>	<b>26,816</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	12	7

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

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	N/A	0	N/A

##### • 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

Company website on corporate governance policy : <https://www.calcomp.co.th/th-TH/en-US/investor/annual-reports>

#### 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, 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	11	100.00
Number of male directors	11	100.00
Number of female directors	0	0.00
Number of executive directors	2	18.18
Number of non-executive directors	9	81.82
Number of independent directors	4	36.36

#### 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. SHENG-HSIUNG HSU Gender: Male Age: 79 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive)  Director type: Original director	15 Jul 2000	Electronic Components, Leadership

2.	Mr. CHIEH-LI HSU Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Vice Chairman (Non-executive)  Director type: Re-elected as director	13 Aug 2020	Electronic Components
3.	Mr. SHENG-CHIEH HSU Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive)  Director type: Original director	15 Jul 2000	Electronic Components
4.	Mr. ALAN CHI YIM KAM Gender: Male Age: 66 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	3 Oct 2000	Audit, Finance
5.	Mr. KHONGSIT CHOUKITCHAROEN Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	25 Mar 2002	Negotiation, Leadership, Electronic Components

6.	<p>Mr. HANG MAN WILLIAM CHAO</p> <p>Gender: Male</p> <p>Age: 65 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: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	19 Mar 2003	Audit, Marketing, Finance
7.	<p>Mr. THANASAK CHANYAPOON</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master'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>	14 Nov 2011	Law
8.	<p>Mr. TAI-CHANG CHIANG</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	26 Apr 2019	Electronic Components
9.	<p>Mr. WEI-CHANG CHEN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	3 Aug 2020	Electronic Components

10.	Mr. HUNG-MAO TIEN Gender: Male Age: 84 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director)  Director type: Re-elected as director	13 Aug 2020	Electronic Components
11.	Mr. YEE-CHANG CHEN Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Non-executive)  Director type: Additional and newly-appointed directors	29 Apr 2022	Law, Sustainability, Corporate Social Responsibility

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

General information	Position	Tenure	Replacement Director
1. Mr. SHYH-YONG SHEN Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 13 Aug 2020 Date directorship ended: 29 Apr 2022	No replacement director

#### 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. ALAN CHI YIM KAM [1] Gender: Male Age: 66 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	19 Mar 2003	Audit, Finance
2. Mr. HANG MAN WILLIAM CHAO [1] Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	19 Mar 2003	Audit, Marketing, Finance
3. Mr. THANASAK CHANYAPOON [1] Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	14 Nov 2011	Law

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

#### Other sub-committees

## **Roles of Sub-committees**

Sub-committees responsible for risk management : None

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. KHONGSIT CHOUKITCHAROEN Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	19 Apr 2006	Negotiation, Leadership, Electronic Components

[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)	16,380,000.00	16,380,000.00	29,250,000.00

#### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 12,804

Number of female employees (persons) : 14,012

Total (persons) : 26,816

#### Provident fund

Total number of employees (persons) : 26,816

Number of employees contributing to the PVD (persons) : 906

Percentage of employees who are members (%) : 3.38

# 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. CHIEH-LI HSU Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Vice Chairman (Non-executive)  Director type: Re-elected as director	Date position was assumed: 13 Aug 2020	Electronic Components
2. Mr. HANG MAN WILLIAM CHAO Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 19 Mar 2003	Audit, Marketing, Finance
3. Mr. HUNG-MAO TIEN Gender: Male Age: 84 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 13 Aug 2020	Electronic Components

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. YEE-CHANG CHEN Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: No Residing in Thailand: No	Director (Non-executive)  Director type: Additional and newly-appointed directors	Date position was assumed: 29 Apr 2022	Law, Sustainability, Corporate Social Responsibility

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SHENG-HSIUNG HSU	Chairman of the board	N/A
Mr. CHIEH-LI HSU	Vice Chairman	N/A
Mr. SHENG-CHIEH HSU	Director	N/A
Mr. ALAN CHI YIM KAM	Director	N/A
Mr. KHONGSIT CHOUKITCHAROEN	Director	N/A
Mr. HANG MAN WILLIAM CHAO	Director	N/A
Mr. THANASAK CHANYAPOON	Director	N/A
Mr. TAI-CHANG CHIANG	Director	N/A
Mr. WEI-CHANG CHEN	Director	N/A
Mr. HUNG-MAO TIEN	Director	N/A
Mr. YEE-CHANG CHEN	Director	N/A
Mr. SHYH-YONG SHEN	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

Number of board meetings (times) : 6

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. SHENG-HSIUNG HSU (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. Mr. CHIEH-LI HSU (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
3. Mr. SHENG-CHIEH HSU (Director)	-	5/6	Non-participating	Did not hold the meeting
4. Mr. ALAN CHI YIM KAM (Director)	-	5/6	Participating	Did not hold the meeting
5. Mr. KHONGSIT CHOUKITCHAROEN (Director)	-	6/6	Participating	Did not hold the meeting
6. Mr. HANG MAN WILLIAM CHAO (Director)	-	6/6	Participating	Did not hold the meeting
7. Mr. THANASAK CHANYAPOON (Director)	-	6/6	Participating	Did not hold the meeting
8. Mr. TAI-CHANG CHIANG (Director)	-	6/6	Participating	Did not hold the meeting
9. Mr. WEI-CHANG CHEN (Director)	-	6/6	Participating	Did not hold the meeting

10.	Mr. HUNG-MAO TIEN (Director)	-	6/6	Non-participating	Did not hold the meeting
11.	Mr. YEE-CHANG CHEN (Director)	-	4/4	Non-participating	Did not hold the meeting
12.	Mr. SHYH-YONG SHEN (Director)	29 Apr 2022	2/2	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. SHENG-HSIUNG HSU (Chairman of the board)	-	480,000.00	6,000,000.00	No
2.	Mr. CHIEH-LI HSU (Vice Chairman)	-	180,000.00	1,500,000.00	No
3.	Mr. SHENG-CHIEH HSU (Director)	-	180,000.00	1,500,000.00	No
4.	Mr. ALAN CHI YIM KAM (Director)	-	180,000.00	1,500,000.00	No
5.	Mr. KHONGSIT CHOUKITCHAROEN (Director)	-	180,000.00	3,000,000.00	No
6.	Mr. HANG MAN WILLIAM CHAO (Director)	-	180,000.00	1,500,000.00	No
7.	Mr. THANASAK CHANYAPOON (Director)	-	180,000.00	1,500,000.00	No
8.	Mr. TAI-CHANG CHIANG (Director)	-	180,000.00	1,500,000.00	No
9.	Mr. WEI-CHANG CHEN (Director)	-	180,000.00	1,500,000.00	No
10.	Mr. HUNG-MAO TIEN (Director)	-	180,000.00	1,500,000.00	No
11.	Mr. YEE-CHANG CHEN (Director)	-	120,000.00	1,000,000.00	No
12.	Mr. SHYH-YONG SHEN (Director)	29 Apr 2022	60,000.00	500,000.00	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. ALAN CHI YIM KAM (Chairman of the audit committee)	-	4/4
2.	Mr. HANG MAN WILLIAM CHAO (Audit committee)	-	4/4
3.	Mr. THANASAK CHANYAPOON (Audit committee)	-	4/4