



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

TEAM PRECISION 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 : TEAM PRECISION PUBLIC COMPANY LIMITED

Symbol : TEAM

Address : 198 MOO 13, SUWANSORN ROAD, DONG-KHEE-LEK, MUEANG

Province : Prachinburi

Postcode : 25000

Business : The Company develops, designs, and manufactures printed circuit board assemblies (PCBA), box build, and provide supply chain solutions globally in market segments such as medical, industrial, commercial, wireless infrastructure, automotive, telecommunications, and consumer for original equipment manufacturers (OEM).

Registration Number : 0107543000058

Telephone : 0-3740-3336-40

Fax (if applicable) : 0-3740-3345

Website : www.teampcba.com

Email : ir@teampcba.com

Total Shares Sold (shares)

Common Stock : 637,063,385

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	1,866,831.00	2,500,244.00	3,059,928.00
industrial (Thousand baht)	1,486,911.00	2,006,309.00	2,551,856.00
Automotive (Thousand baht)	183,802.00	243,463.00	256,448.00
Medical (Thousand baht)	100,860.00	138,880.00	136,467.00
Other (Thousand baht)	95,258.00	111,592.00	115,157.00
Print Circuit Board Assembly (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
industrial (%)	79.65	80.24	83.40
Automotive (%)	9.85	9.74	8.38
Medical (%)	5.40	5.55	4.46
Other (%)	5.10	4.46	3.76
Print Circuit Board Assembly (%)	0.00	0.00	0.00

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	1,866,831.00	2,500,244.00	3,059,928.00
Domestic (Thousand baht)	68,709.00	58,454.00	35,935.00
International (Thousand baht)	1,798,122.00	2,441,790.00	3,023,993.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	3.68	2.34	1.17
International (%)	96.32	97.66	98.83

*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)

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Reliance on large customers or few customers

Operational Risk

- Reliance on employees in key positions

Financial Risk

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

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy

- Policies or international agreements related to business operations
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

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
- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters

Financial Risk

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

Risk to Securities Holder (2.2.2)

investment of securities holders

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

Risks of investing in foreign securities (In case the issuer is a foreign company)

Risk Management Measures: No

Related Risk Topics

- Investment risk

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, Fuel Management, Renewable/Clean
Energy Management, Water Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Diesel (Litre)	47,250.00	48,475.00	44,605.00
Gasoline (Litre)	7,801.00	6,386.00	6,035.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	5,642,896.00	5,840,229.00	5,956,080.00

Water management

• Water consumption

	2020	2021	2022
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Water consumption (cubic meters)	51,372.00	44,666.00	43,305.00
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Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	61,758.00	79,094.00	164,236.00
Hazardous waste (kg)	6,410.00	8,970.00	10,380.00
Total (kg)	68,168.00	88,064.00	174,616.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	10,000.00
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	134.35
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	3,565.31
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	34.00
Total (Tons of carbon dioxide equivalents)	N/A	N/A	3,733.66

• 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)	317	303	315
Number of female employees (persons)	592	612	613
Total (persons)	909	915	928

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	269,098,491.00	302,818,057.00	306,289,959.00

• Employee development and training

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

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	1	0

• 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 : No

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

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : No

Policy and Guideline related to the Code of Conduct

Company policy and guideline : 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	6	100.00
Number of male directors	5	83.33
Number of female directors	1	16.67
Number of executive directors	3	50.00
Number of non-executive directors	3	50.00
Number of independent directors	3	50.00

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. CHAKKAPHANT MANUTSATHIT Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	8 Nov 2001	Engineering

2.	<p>Mrs. MALIPA MANUTSATHIT</p> <p>Gender: Female</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Information system</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Feb 2000	IT Management, Information & Communication Technology
3.	<p>Mr. CHAI JROONGTANAPIBARN</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	8 Nov 2001	Audit
4.	<p>Mr. PIROM CHAMSAI</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	19 Dec 2013	Engineering
5.	<p>Mr. MONKHOL KITTIPOOMVONG</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	23 Apr 2015	Finance

6.	Mr. SUPACHAK MANUTSATHIT	Director	27 Apr 2018	Engineering
	Gender: Male	(Executive)		
	Age: 37 years old			
	Highest level of education:	Director type: Re-elected		
	Master's degree	as director		
	Major: Management			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information	Position	Tenure	Replacement Director
1. Mr. CHAI JROONGTANAPIBARN Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 8 Nov 2001 Date directorship ended: 24 Apr 2023	No replacement director
2. Mr. SUPACHAK MANUTSATHIT Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)	Date position was assumed: 27 Apr 2018 Date directorship ended: 24 Apr 2023	No replacement director

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : Yes

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. CHAI JROONGTANAPIBARN [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	11 Nov 2003	Audit
2.	Mr. PIROM CHAMSAI Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	19 Dec 2013	Engineering
3.	Mr. MONKHOL KITTIPOOMVONG Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	23 Apr 2015	Finance

[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. CHAKKAPHANT MANUTSATHIT Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	8 Nov 2001
2. Mrs. MALIPA MANUTSATHIT Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Information system Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Feb 2000
3. Mr. SUPACHAK MANUTSATHIT Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	27 Apr 2018

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit committee	Mr. CHAI JROONGTANAPIBARN	Chairman
	Mr. PIROM CHAMSAI	Member
	Mr. MONKHOL KITTIPOOMVONG	Member

Nomination and Remuneration Committee	Mr. PIROM CHAMSAI	Chairman
	Mr. MONKHOL KITTIPOOMVONG	Member
	Mr. CHAKKAPHANT MANUTSATHIT	Member
	Mrs. MALIPA MANUTSATHIT	Member
	Mr. CHAI JROONGTANAPIBARN	Member
Risk Management Committee	Mr. MONKHOL KITTIPOOMVONG	Chairman
	Mr. CHAI JROONGTANAPIBARN	Member
	Mr. PIROM CHAMSAI	Member
	Mr. CHAKKAPHANT MANUTSATHIT	Member
	Mrs. MALIPA MANUTSATHIT	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 : 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. CHAKKAPHANT MANUTSATHIT Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	31 Dec 2009	Engineering
2. Mrs. MALIPA MANUTSATHIT Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Information system	Chief Information Officer	20 Feb 2007	IT Management, Information & Communication Technology
3. Mr. SUPACHAK MANUTSATHIT Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Management	Director	27 Apr 2018	Engineering
4. Mr. Manolo Villaluz Momongan Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Management	Supply Chain Management Director	15 Feb 2009	Engineering
5. Mr. Aviroot Kongcharoen Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Science	Corporate Quality Assurance Director	1 Feb 2015	Data Analysis

[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)	30,478,356.00	34,103,917.00	33,934,759.00

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) : 315

Number of female employees (persons) : 613

Total (persons) : 928

Employee Remuneration

Total employee remuneration : 306,289,959.00

Provident fund

Total number of employees (persons) : 928

Number of employees contributing to the PVD (persons) : 402

Percentage of employees who are members (%) : 43.32

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. CHAI JROONGTANAPIBARN Gender: Male Age: 68 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: Re-elected as director	Date position was assumed: 8 Nov 2001	Audit
2. Mr. SUPACHAK MANUTSATHIT Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Apr 2018	Engineering

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAKKAPHANT MANUTSATHIT	Chairman of the board	Non-participating
Mrs. MALIPA MANUTSATHIT	Director	Non-participating
Mr. CHAI JROONGTANAPIBARN	Director	Non-participating

Mr. PIROM CHAMSAI	Director	Non-participating
Mr. MONKHOL KITTIPOOMVONG	Director	Non-participating
Mr. SUPACHAK MANUTSATHIT	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

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. CHAKKAPHANT MANUTSATHIT (Chairman of the board)	-	N/A	N/A	Did not hold the meeting
2.	Mrs. MALIPA MANUTSATHIT (Director)	-	N/A	N/A	Did not hold the meeting
3.	Mr. CHAI JROONGTANAPIBARN (Director)	-	N/A	N/A	Did not hold the meeting
4.	Mr. PIROM CHAMSAI (Director)	-	N/A	N/A	Did not hold the meeting
5.	Mr. MONKHOL KITTIPOOMVONG (Director)	-	N/A	N/A	Did not hold the meeting
6.	Mr. SUPACHAK MANUTSATHIT (Director)	-	N/A	N/A	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. CHAKKAPHANT MANUTSATHIT (Chairman of the board)	-	390,000.00	200,000.00	No
2.	Mrs. MALIPA MANUTSATHIT (Director)	-	330,000.00	150,000.00	No
3.	Mr. CHAI JROONGTANAPIBARN (Director)	-	490,000.00	200,000.00	No
4.	Mr. PIROM CHAMSAI (Director)	-	430,000.00	150,000.00	No
5.	Mr. MONKHOL KITTIPOOMVONG (Director)	-	430,000.00	150,000.00	No
6.	Mr. SUPACHAK MANUTSATHIT (Director)	-	330,000.00	150,000.00	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. CHAI JROONGTANAPIBARN (Chairman of the audit committee)	-	4/4
2.	Mr. PIROM CHAMSAI (Audit committee)	-	4/4
3.	Mr. MONKHOL KITTIPOOMVONG (Audit committee)	-	4/4