



# **Annual Registration Statement / Annual Report**

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

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

**FIRETRADE ENGINEERING 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 : FIRETRADE ENGINEERING PUBLIC COMPANY LIMITED

Symbol : FTE

Address : No. 1198/5 Rama 9 Road, Phatthanakan Sub-district, Suanluang District

Province : Bangkok

Postcode : 10250

Business : Import and Distribute fire protection equipment, fire protection system and fire alarm system as well as offering of design and installation services for fire-fighting system and fire alarm system.

Registration Number : 0107559000397

Telephone : 0-2026-0470-92

Fax (if applicable) : 0-2026-0499

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

Email : [info@firetrade.co.th](mailto:info@firetrade.co.th)

#### Total Shares Sold (shares)

Common Stock : 659,999,924

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	914.16	1,010.91	1,094.33
Revenue from sales (Thousand baht)	569.36	560.29	703.21
Revenue from project works and services (Thousand baht)	337.84	445.17	385.88
Other income (Thousand baht)	6.96	5.45	5.24

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from sales (%)	62.28	55.42	64.26
Revenue from project works and services (%)	36.96	44.04	35.26
Other income (%)	0.76	0.54	0.48

#### By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	914.16	1,010.91	1,094.33
Domestic (Thousand baht)	914.16	1,010.91	1,094.33
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	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)	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)**

**Risk of product stock that may be outdated, obsolete, and deteriorated**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Product obsolescence

**Risk of default**

**Risk Management Measures:** Yes

**Related Risk Topics**

Financial Risk

- Default on payment or exchange of goods

**Risk from exchange rate**

**Risk Management Measures:** Yes

**Related Risk Topics**

Financial Risk

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

**Risk from employing subcontractors to install products**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Loss or damage from non-compliance of partners or counterparties



#### **The risk from incomplete project cost estimation**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Human error in business operations

#### **Risk from major shareholder influent to set administrative policy**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

# 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 : No

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

##### 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	N/A	N/A
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>	N/A	N/A	N/A

###### • 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, 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)	133	137	138
Number of female employees (persons)	77	79	83
<b>Total (persons)</b>	<b>210</b>	<b>216</b>	<b>221</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	117,782,054.39	122,662,368.82	124,031,257.17

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	922	26	793
Employee development and training expenses (baht)	93,890.00	9,061.00	60,455.00

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

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

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	10.00	9.72	11.31

• **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	7	100.00
Number of male directors	4	57.14
Number of female directors	3	42.86
Number of executive directors	3	42.86
Number of non-executive directors	4	57.14
Number of independent directors	3	42.86

#### 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. PORNSAK LIMBOONYAPRASERT Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	29 Apr 2016	

2.	Mr. TAKSIN TANTIPIJIT Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)  Director type: Original director	2 Nov 1999
3.	Mrs. PATTAMAPORN TANTIPIJIT Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	7 Nov 2007
4.	Mr. WORAPON LOPANSRI Gender: Male Age: 58 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	29 Apr 2016
5.	Mr. SIRICHAJ TOWIRIYAWATE Gender: Male Age: 59 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	29 Apr 2016

6.	Ms. PEN YODKLIANG	Director	29 Apr 2016
	Gender: Female	(Executive)	
	Age: 45 years old		
	Highest level of education:	Director type: Re-elected	
	Bachelor's degree	as director	
	Major: Accounting		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
7.	Ms. NATHIRA CHEEWASUTHO	Director	6 Apr 2021
	Gender: Female	(Executive)	
	Age: 48 years old		
	Highest level of education:	Director type: Newly	
	Bachelor's degree	appointed director to	
	Major: Humanities	replace ex-director	
	Thai nationality: Yes		
	Residing in Thailand: Yes		

#### 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	: 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. PORNSAK LIMBOONYAPRASERT [1] Gender: Male Age: 65 years old Highest level of education: Bachelor'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	29 Apr 2016	
2. Mr. WORAPON LOPANSRI [1] Gender: Male Age: 58 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: Re-elected as director	29 Apr 2016	
3. Mr. SIRICHAJ TOWIRIYAWATE Gender: Male Age: 59 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: Re-elected as director	29 Apr 2016	

[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. TAKSIN TANTIPIJIT Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	2 Nov 1999
2. Mr. PRAPAN CHITRCHAROENCHAI Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2016
3. Ms. KHANITA KHETARUN Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2016
4. Ms. PEN YODKLIANG Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	29 Apr 2016

5.	Ms. NATHIRA CHEEWASUTHO Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Humanities Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	6 Apr 2021
6.	Mr. PRIN BURIKAM Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 May 2022

**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
1. Mr. BOONLERT SANTIWORANART Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 11 Aug 2016 Date directorship ended: 1 May 2022	Mr. PRIN BURIKAM Date position was assumed: 17 May 2022

**Other sub-committees**

**Sub-committees information**

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. TAKSIN TANTIPIJIT Mr. PRAPAN CHITRCHAROENCHAI Ms. NATHIRA CHEEWASUTHO Mr. PRIN BURIKAM	Chairman Member Member Member

Nomination and Remuneration Committee	Mr. SIRICHAJ TOWIRIYAWATE	Chairman
	Mr. PORNSAK LIMBOONYAPRASERT	Member
	Mr. TAKSIN TANTIPIJIT	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. TAKSIN TANTIPIJIT Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	2 Nov 1999	
2. Ms. PEN YODKLIANG [1][2] Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting	ACTING FOR THE POSITION OF THE CHIEF FINANCIAL OFFICER	29 Apr 2016	
3. Ms. NATHIRA CHEEWASUTHO Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Humanities	PURCHASING MANAGER	6 Apr 2021	
4. Mr. PRIN BURIKAM Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Engineering	SALE MANAGER OF FIRE PROTECTION SYSTEM	17 May 2022	
5. Mr. AKKACHAI NOPPASENEE Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Engineering	SALE MANAGER OF FIRE PROTECTION EQUIPMENT	1 Jan 2021	



6.	Mr. PRAPAN CHITRCHAROENCHAI	SALE MANAGER OF FIRE	11 Aug 2016
	Gender: Male	PROTECTION	
	Age: 46 years old	EQUIPMETN	
	Highest level of education: Bachelor's degree		
	Major: 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

	2020	2021	2022
Total executive remuneration (baht)	22,469,317.76	19,197,384.78	16,324,784.22

### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : Yes

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 138

Number of female employees (persons) : 83

Total (persons) : 221

#### Employee Remuneration

Total employee remuneration : 124,031,257.17

#### Provident fund

Total number of employees (persons) : 221

Number of employees contributing to the PVD (persons) : 140

Percentage of employees who are members (%) : 63.35

# 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. SIRICHAJ TOWIRIYAWATE Gender: Male Age: 59 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: 29 Apr 2016	
2. Ms. PEN YODKLIANG Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 29 Apr 2016	

###### • List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
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1.	Ms. NATHIRA CHEEWASUTHO	Director	Date position was
	Gender: Female	(Executive)	assumed:
	Age: 48 years old		6 Apr 2021
	Highest level of education:	Director type: Newly	
	Bachelor's degree	appointed director to	
	Major: Humanities	replace ex-director	
	Thai nationality: Yes		
	Residing in Thailand: Yes		

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PORNSAK LIMBOONYAPRASERT	Chairman of the board	Non-participating
Mr. TAKSIN TANTIPIJIT	Vice Chairman	Non-participating
Mrs. PATTAMAPORN TANTIPIJIT	Director	Non-participating
Mr. WORAPON LOPANSRI	Director	Non-participating
Mr. SIRICHAJ TOWIRIYAWATE	Director	Non-participating
Ms. PEN YODKLIANG	Director	Participating
Ms. NATHIRA CHEEWASUTHO	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 : 20 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PORNSAK LIMBOONYAPRASERT (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mr. TAKSIN TANTIPIJIT (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
3.	Mrs. PATTAMAPORN TANTIPIJIT (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. WORAPON LOPANSRI (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. SIRICHAJ TOWIRIYAWATE (Director)	-	5/5	Participating	Did not hold the meeting
6.	Ms. PEN YODKLIANG (Director)	-	5/5	Participating	Did not hold the meeting
7.	Ms. NATHIRA CHEEWASUTHO (Director)	-	5/5	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. PORNSAK LIMBOONYAPRASERT (Chairman of the board)	-	75,000.00	120,000.00	N/A
2.	Mr. TAKSIN TANTIPIJIT (Vice Chairman)	-	50,000.00	120,000.00	N/A
3.	Mrs. PATTAMAPORN TANTIPIJIT (Director)	-	50,000.00	120,000.00	N/A
4.	Mr. WORAPON LOPANSRI (Director)	-	50,000.00	120,000.00	N/A
5.	Mr. SIRICHAJ TOWIRIYAWATE (Director)	-	50,000.00	120,000.00	N/A
6.	Ms. PEN YODKLIANG (Director)	-	50,000.00	120,000.00	N/A
7.	Ms. NATHIRA CHEEWASUTHO (Director)	-	50,000.00	120,000.00	N/A

## 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. PORNSAK LIMBOONYAPRASERT (Chairman of the audit committee)	-	5/5
2.	Mr. WORAPON LOPANSRI (Audit committee)	-	5/5
3.	Mr. SIRICHAJ TOWIRIYAWATE (Audit committee)	-	5/5