

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THAI MUI CORPORATION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022

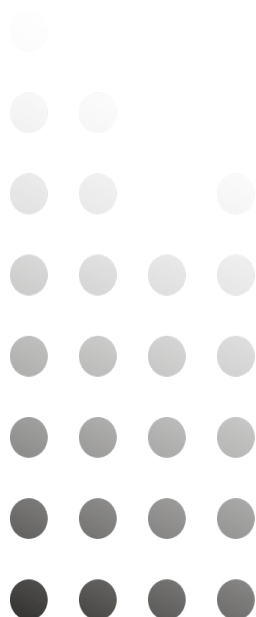


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THAI MUI CORPORATION PUBLIC COMPANY LIMITED

Symbol : THMUI

Address : 759 Chareonkrung Road, Taladnoi, Sumphantawong

Province : Bangkok

Postcode : 10100

Business : The company distributes wire rope and sling, webbing sling, chain, lifting tools, and other products. The company also provides wire rope replacement, load testing, crane and wire rope maintenance, product consulting, wire rope installation and repair, and safety instruction seminar.

Registration Number : 0107560000281

Telephone : 0-2235-2940-9

Fax (if applicable) : 0-2236-8336, 0-2639-4022

Website : www.thaimui.co.th

Email : info@thaimui.co.th

Total Shares Sold (shares)

Common Stock : 340,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	329,061.79	354,147.63	379,954.86
Wire rope and equipment (Thousand baht)	315,031.22	332,604.01	351,609.64
Other income (Thousand baht)	14,030.57	21,543.62	28,345.22

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Wire rope and equipment (%)	95.74	93.92	92.54
Other income (%)	4.26	6.08	7.46

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	329,061.79	354,147.63	379,954.86
Domestic (Thousand baht)	329,061.79	354,147.63	379,954.86
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

*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)

The risk of relying on personnel with specific expertise

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Exchange Rate Fluctuation Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

The risk of relying on executives

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

The risk of not being able to extend the contract to be a product distributor

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

The risk of entering the market of foreign manufacturers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk from Product Price Fluctuation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk from Inventory Storage

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk from competition in the industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk from major shareholders holding more than 50% of total shares

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

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://thaimui.co.th/ir_index.php

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
Total (Tons of carbon dioxide equivalents)	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 : No

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)	108	118	119
Number of female employees (persons)	72	69	77
Total (persons)	180	187	196

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	73,123,183.91	72,076,783.08	75,498,333.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	2	1	5
Employee development and training expenses (baht)	40,000.00	25,038.00	145,811.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	3	2	2

• Employee retention

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	22.22	23.53	16.84

• 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

Company website on corporate governance policy : https://thaimui.co.th/ir_index.php

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	5	71.43
Number of female directors	2	28.57
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. PITIPAT THITASIRINANT Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Liberal Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	24 Dec 2015	

2.	Mr. TCHAKORN LEELAPRACHAKUL	Director (Executive)	25 May 2017
	Gender: Male		
	Age: 43 years old		
	Highest level of education:	Director type: Re-elected	
	Master's degree	as director	
	Major: Master of Science, Logistic		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mr. KULAWACHARA BHURICHAYAWARODOM	Director (Non-executive, Independent director)	24 Dec 2015
	Gender: Male		
	Age: 42 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Economics		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
4.	Ms. DUENPUN LILAVIVAT	Director (Non-executive)	1 Feb 2017
	Gender: Female		
	Age: 47 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
5.	Mr. SUPANATCHARAN PONGSINNATCHAPOL	Director (Executive)	28 Jun 2017
	Gender: Male		
	Age: 40 years old	Director type: Re-elected	
	Highest level of education:	as director	
	Bachelor's degree		
	Major: Science		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

6.	Mr. EKBORDIN LEELAPRACHAKUL	Director	28 Jun 2017
	Gender: Male	(Executive)	
	Age: 35 years old		
	Highest level of education:	Director type: Original	
	Bachelor's degree	director	
	Major: Liberal Arts		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
7.	Mrs. SMORN TERDTHAMPIBOON	Director	27 Feb 2020
	Gender: Female	(Non-executive,	
	Age: 62 years old	Independent director)	
	Highest level of education:		
	Master's degree	Director type: Re-elected	
	Major: Business Administration	as 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. PITIPAT THITASIRINANT [1] Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Liberal Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	24 Dec 2015	
2. Mr. KULAWACHARA BHURICHAYAWARODOM [1] Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Dec 2015	
3. Mrs. SMORN TERDTHAMPIBOON [1] Gender: Female Age: 62 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	27 Feb 2020	

[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. TCHAKORN LEELAPRACHAKUL Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Master of Science, Logistic Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	30 Jun 2017
2. Mrs. SARINRATH LEELAPRACHAKUL Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Master of Science, Logistics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	30 Jun 2017
3. Mrs. SUNEE JANTAROTORN Gender: Female Age: 51 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	30 Jun 2017

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. PITIPAT THITASIRINANT	Chairman
	Ms. DUENPUN LILAVIVAT	Member
	Mr. TCHAKORN LEELAPRACHAKUL	Member

Risk Management Committee	Mr. KULAWACHARA	Chairman
	BHURICHAYAWARODOM	Member
	Ms. DUENPUN LILAVIVAT	Member
	Mr. TCHAKORN LEELAPRACHAKUL	

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. TCHAKORN LEELAPRACHAKUL Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Master of Science, Logistic	CHIEF EXECUTIVE OFFICER	30 Jun 2017	
2. Mrs. SARINRATH LEELAPRACHAKUL [1] Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Master of Science, Logistics	Chief Financial Officer	30 Jun 2017	
3. Mrs. SUNEE JANTAROTORN [2] Gender: Female Age: 51 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Operating Officer	13 May 2021	
4. Mr. SUPANATCHARAN PONGSINNATCHAPOL Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Science	Vice President of Bangkok Sales & Marketing Department	30 Jun 2017	
5. Ms. NARIDA LEELAPRACHAKUL Gender: Female Age: 42 years old Highest level of education: Bachelor's degree Major: liberal arts	Vice President of Finance Department	25 Feb 2019	

6.	Mr. THANAPONG SAKULPIPAT Gender: Male Age: 42 years old Highest level of education: Master's degree Major: International Business	Vice President of Purchasing Department	30 Jun 2017
7.	Mr. ROENGSAK KAEWSA-ARD Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Engineering	Vice President of Sattahip Sales Department	30 Jun 2017

[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)	19,590,464.57	17,724,470.07	17,584,176.50

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) : 119

Number of female employees (persons) : 77

Total (persons) : 196

Employee Remuneration

Total employee remuneration : 75,498,333.00

Provident fund

Total number of employees (persons) : 196

Number of employees contributing to the PVD (persons) : 165

Percentage of employees who are members (%) : 84.18

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. SUNEI JANTAROTORN	sunee@thaimui.co.th	022352940

- Company secretary

General information	Email	Telephone
1. Ms. PAILIN SRIWILAI	pailin@thaimui.co.th	022352940

- Head of internal audit

General information	Email	Telephone
1. Ms. Patchira Mingkwan	patchira@dir.co.th	025960500

- Head of compliance unit

General information	Email	Telephone
1. Ms. Sarinrath Leelaprachakul	sarinrath@thaimui.co.th	022352940

• Head of investor relations

General information	Email	Telephone
1. Mrs. Sunee Jantarotorn	sunee@thaimui.co.th	022352940

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Ms. Siriwan Suratepin Email: siriwan.suratepin@th.ey.com Telephone: 022640777	2,730,000.00	-

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. TCHAKORN LEELAPRACHAKUL Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Master of Science, Logistic Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 25 May 2017	
2. Mr. SUPANATCHARAN PONGSINNATCHAPOL Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 28 Jun 2017	
3. Mrs. SMORN TERDTHAMPIBOON Gender: Female Age: 62 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: 27 Feb 2020	

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PITIPAT THITASIRINANT	Chairman of the board	Non-participating
Mr. TCHAKORN LEELAPRACHAKUL	Director	Non-participating
Mr. KULAWACHARA BHURICHAYAWARODOM	Director	Non-participating
Ms. DUENPUN LILAVIVAT	Director	Non-participating
Mr. SUPANATCHARAN PONGSINNATCHAPOL	Director	Non-participating
Mr. EKBORDIN LEELAPRACHAKUL	Director	Non-participating
Mrs. SMORN TERDTHAMPIBOON	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) : 4

Date of AGM meeting : 25 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PITIPAT THITASIRINANT (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2. Mr. TCHAKORN LEELAPRACHAKUL (Director)	-	4/4	Participating	Did not hold the meeting

3.	Mr. KULAWACHARA BHURICHAYAWARODOM (Director)	-	4/4	Participating	Did not hold the meeting
4.	Ms. DUENPUN LILAVIVAT (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. SUPANATCHARAN PONGSINNATCHAPOL (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. EKBORDIN LEELAPRACHAKUL (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mrs. SMORN TERDTHAMPIBOON (Director)	-	4/4	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. PITIPAT THITASIRINANT (Chairman of the board)	-	165,000.00	165,000.00	No
2.	Mr. TCHAKORN LEELAPRACHAKUL (Director)	-	0.00	0.00	No
3.	Mr. KULAWACHARA BHURICHAYAWARODOM (Director)	-	105,000.00	105,000.00	No
4.	Ms. DUENPUN LILAVIVAT (Director)	-	80,000.00	80,000.00	No
5.	Mr. SUPANATCHARAN PONGSINNATCHAPOL (Director)	-	0.00	0.00	No
6.	Mr. EKBORDIN LEELAPRACHAKUL (Director)	-	0.00	0.00	No
7.	Mrs. SMORN TERDTHAMPIBOON (Director)	-	90,000.00	90,000.00	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. PITIPAT THITASIRINANT (Chairman of the audit committee)	-	4/4
2.	Mr. KULAWACHARA BHURICHAYAWARODOM (Audit committee)	-	4/4
3.	Mrs. SMORN TERDTHAMPIBOON (Audit committee)	-	4/4