



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SIAM TECHNIC CONCRETE 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 : SIAM TECHNIC CONCRETE PUBLIC COMPANY LIMITED

Symbol : STECH

Address : No. 50 Soi Ngam Wong Wan 47, Intersection 20, Ngam Wong Wan Road,
Thungsohong Sub-district, Laksi District

Province : Bangkok

Postcode : 10210

Business : Manufacturer and distributor of prestressed concrete products under the trademark "STEC", such as piles and power poles including providing product transportation and piling service, and also providing construction services specific to the company's core business.

Registration Number : 0107562000254

Telephone : 0-2589-3888

Fax (if applicable) : 0-2589-8911

Website : www.stec.co.th

Email : panchaporn.ch@stec.co.th (ปณัฏฐ์ชัยพันธ์)

Total Shares Sold (shares)

Common Stock : 725,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	1,550,327.00	1,540,510.00	2,125,484.00
Revenue from Sale and Service (Thousand baht)	1,442,586.00	1,512,565.00	2,000,223.00
Revenue form Construction project (Thousand baht)	90,342.00	3,986.00	116,823.00
Other income (Thousand baht)	17,399.00	23,959.00	8,438.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from Sale and Service (%)	93.05	98.19	94.11
Revenue form Construction project (%)	5.83	0.26	5.50
Other income (%)	1.12	1.56	0.40

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	1,550,327.00	1,540,510.00	2,125,484.00
Domestic (Thousand baht)	1,550,327.00	1,540,510.00	2,125,484.00
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	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)

Risks from new and existing entrepreneurs in the industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risks from changes in investment policies of the public and private sectors

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

The risk of relying on a large customer who is a related company

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Risk of impact from construction delays or interruptions

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk from dependence on suppliers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Risk of inaccurate cost estimates

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk of malfunction or damage to industrial machinery or equipment

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk from fluctuation in raw material prices

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

Risk from dependence on key management

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

The risk of a shortage of skilled workers

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

Risks from Interest Rate Volatility

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk of not receiving payments or receiving late payments

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods

Risk to Securities Holder (2.2.2)

Securities Holder Investment Risks

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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.irplus.in.th/Listed/STECH/pdf/social-responsibility.pdf>

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.irplus.in.th/Listed/STECH/pdf/social-responsibility.pdf>

Company environmental guideline : Electricity Management, Renewable/Clean Energy
Management, Waste Management

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 : Yes

URL of human rights policy : <https://www.irplus.in.th/Listed/STECH/pdf/social-responsibility.pdf>

Company human right guideline : Employee Rights, Migrant Workers, 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)	219	227	234
Number of female employees (persons)	142	146	147
Total (persons)	361	373	381

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	138,232,001.27	140,364,963.72	149,739,563.78

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	8	8	8
Employee development and training expenses (baht)	586,305.81	382,439.84	770,546.10

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	1	2	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	13.57	14.48	17.06

• **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.irplus.in.th/Listed/STECH/pdf/governance_policy.pdf

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	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	6	66.67
Number of non-executive directors	3	33.33
Number of independent directors	3	33.33

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. WEIDT NUCHJALEARN Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	24 Jun 2019	Economics, Accounting, Governance/ Compliance, Banking, Finance

2.	Mr. WATCHAI MONGKOLSRISAWAD Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	24 Jun 2019	Construction Services, Construction Materials, Marketing, Sustainability, Corporate Management, Leadership
3.	Mr. SOPON KAMPAKDEE Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	24 Jun 2019	Construction Materials, Construction Services, Engineering
4.	Ms. PIYAPORN MONGKOLSRISAWAT Gender: Female Age: 44 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	24 Jun 2019	Construction Materials, Construction Services, Human Resource Management, Procurement, Negotiation, Engineering
5.	Mr. SONGSAK PIYAWANNARAT Gender: Male Age: 52 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	24 Jun 2019	Steel, Construction Materials, Sustainability, Corporate Management, Leadership, Risk Management

6.	Mr. JADSKORN MONGKOLSRISAWAD Gender: Male Age: 33 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	24 Jun 2019	Construction Materials, Procurement, Data Management, Data Analysis
7.	Mr. THAN SIRIPOKEE Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	31 Mar 2020	Economics, Banking, Internal Control, Governance/ Compliance, Risk Management, Accounting
8.	Ms. NIDA DHANGWATTANOTAI Gender: Female Age: 33 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	14 Aug 2020	Construction Materials, Accounting, Finance
9.	Pol.Lt.Gen. SUKHUN PROMMAYON Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	14 Aug 2020	Law, Internal Control, Governance/ Compliance

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. THAN SIRIPOKEE [1] Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	31 Mar 2020	Economics, Banking, Internal Control, Governance/ Compliance, Risk Management, Accounting
2. Mr. WEIDT NUCHJALEARN [1] Gender: Male Age: 69 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: Original director	24 Jun 2019	Economics, Accounting, Governance/ Compliance, Banking, Finance

3.	Pol.Lt.Gen. SUKHUN PROMMAYON	Audit committee	14 Aug 2020	Law, Internal Control, Governance/ Compliance
	Gender: Male	(Non-executive, Independent director)		
	Age: 59 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected as director		
	Major: Political Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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. WATCHAI MONGKOLSRISAWAD Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	24 Jun 2019
2.	Mr. SONGSAK PIYAWANNARAT Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	24 Jun 2019
3.	Mr. SOPON KAMPAKDEE Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Jun 2019

4.	Ms. PIYAPORN MONGKOLSRISAWAT Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Jun 2019
5.	Mr. JADSKORN MONGKOLSRISAWAD Gender: Male Age: 33 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Jun 2019
6.	Ms. NIDA DHANGWATTANOTAI Gender: Female Age: 33 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	24 Jun 2019

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Pol.Lt.Gen. SUKHUN PROMMAYON	Chairman
	Mr. SONGSAK PIYAWANNARAT	Member
	Mr. JADSKORN MONGKOLSRISAWAD	Member
Risk Management Committee	Mr. THAN SIRIPOKEE	Chairman
	Mr. WATCHAI MONGKOLSRISAWAD	Member
	Mr. SONGSAK PIYAWANNARAT	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. WATCHAI MONGKOLSRISAWAD Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	24 Jun 2019	Construction Services, Construction Materials, Marketing, Sustainability, Corporate Management, Leadership
2. Mr. SONGSAK PIYAWANNARAT Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer	24 Jun 2019	Steel, Construction Materials, Sustainability, Corporate Management, Leadership, Risk Management
3. Mr. SOPON KAMPAKDEE Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Engineering	Managing Director Operation	24 Jun 2019	Construction Materials, Construction Services, Engineering
4. Ms. PIYAPORN MONGKOLSRISAWAT Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Business Administration	Managing Director Management	24 Jun 2019	Construction Materials, Construction Services, Human Resource Management, Procurement, Negotiation, Engineering
5. Mr. JADSKORN MONGKOLSRISAWAD Gender: Male Age: 33 years old Highest level of education: Master's degree Major: Business Administration	Managing Director Marketing & Sales	24 Jun 2019	Construction Materials, Procurement, Data Management, Data Analysis

6.	Ms. NIDA DHANGWATTANOTAI Gender: Female Age: 33 years old Highest level of education: Master's degree Major: Business Administration	Deputy Managing Director Accounting & Financial	14 Aug 2020	Construction Materials, Accounting, Finance
7.	Mr. Monthon Jaruvanaporn [1] Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Economics	Managing Director Accounting & Financial	24 Jun 2019	Economics, Banking, Construction Materials, Accounting, Finance, Data Management, Data Analysis, Statistics
8.	Mrs. Patcharawan Puoon [2] Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Accounting	Accounting and Finance Department Manager	24 Jun 2019	Accounting

[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)	31,407,822.50	33,682,159.79	35,137,336.00

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) : 234

Number of female employees (persons) : 147

Total (persons) : 381

Employee Remuneration

Total employee remuneration : 149,739,563.78

Provident fund

Total number of employees (persons) : 381

Number of employees contributing to the PVD (persons) : 260

Percentage of employees who are members (%) : 68.24

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. WATCHAI MONGKOLSRISAWAD Gender: Male Age: 67 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	Date position was assumed: 24 Jun 2019	Construction Services, Construction Materials, Marketing, Sustainability, Corporate Management, Leadership
2. Ms. NIDA DHANGWATTANOTAI Gender: Female Age: 33 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 14 Aug 2020	Construction Materials, Accounting, Finance
3. Pol.Lt.Gen. SUKHUN PROMMAYON Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 14 Aug 2020	Law, Internal Control, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. WEIDT NUCHJALEARN	Chairman of the board	Non-participating
Mr. WATCHAI MONGKOLSRISAWAD	Vice Chairman	Participating
Mr. SOPON KAMPAKDEE	Director	Participating
Ms. PIYAPORN MONGKOLSRISAWAT	Director	Non-participating
Mr. SONGSAK PIYAWANNARAT	Director	Participating
Mr. JADSKORN MONGKOLSRISAWAD	Director	Non-participating
Mr. THAN SIRIPOKEE	Director	Non-participating
Ms. NIDA DHANGWATTANOTAI	Director	Participating
Pol.Lt.Gen. SUKHUN PROMMAYON	Director	Non-participating

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 : 22 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. WEIDT NUCHJALEARN (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2. Mr. WATCHAI MONGKOLSRISAWAD (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
3. Mr. SOPON KAMPAKDEE (Director)	-	4/4	Participating	Did not hold the meeting

4.	Ms. PIYAPORN MONGKOLSRISAWAT (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. SONGSAK PIYAWANNARAT (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. JADSKORN MONGKOLSRISAWAD (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. THAN SIRIPOKEE (Director)	-	4/4	Participating	Did not hold the meeting
8.	Ms. NIDA DHANGWATTANOTAI (Director)	-	4/4	Participating	Did not hold the meeting
9.	Pol.Lt.Gen. SUKHUN PROMMAYON (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. WEIDT NUCHJALEARN (Chairman of the board)	-	80,000.00	384,000.00	No
2.	Mr. WATCHAI MONGKOLSRISAWAD (Vice Chairman)	-	40,000.00	210,000.00	No
3.	Mr. SOPON KAMPAKDEE (Director)	-	40,000.00	210,000.00	No
4.	Ms. PIYAPORN MONGKOLSRISAWAT (Director)	-	40,000.00	210,000.00	No
5.	Mr. SONGSAK PIYAWANNARAT (Director)	-	40,000.00	210,000.00	No
6.	Mr. JADSKORN MONGKOLSRISAWAD (Director)	-	40,000.00	210,000.00	No
7.	Mr. THAN SIRIPOKEE (Director)	-	80,000.00	330,000.00	No
8.	Ms. NIDA DHANGWATTANOTAI (Director)	-	40,000.00	210,000.00	No
9.	Pol.Lt.Gen. SUKHUN PROMMAYON (Director)	-	80,000.00	336,000.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. THAN SIRIPOKEE (Chairman of the audit committee)	-	5/5
2.	Mr. WEIDT NUCHJALEARN (Audit committee)	-	5/5
3.	Pol.Lt.Gen. SUKHUN PROMMAYON (Audit committee)	-	5/5