



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

TEKA CONSTRUCTION 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 : TEKA CONSTRUCTION PUBLIC COMPANY LIMITED

Symbol : TEKA

Address : 28 Soi Ngamwongwan 6, Bang Khen Sub-District, Muang Nonthaburi District

Province : Nonthaburi

Postcode : 11000

Business : Construction contractor which provides construction services covering structure, architecture and mechanical & electrical (M&E) works.

Registration Number : 0107562000441

Telephone : 0-2965-9995

Website : <https://www.tekacon.com>

Email : ir@tekacon.com

Total Shares Sold (shares)

Common Stock : 300,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	2,474,560.23	1,605,042.22	1,945,832.23
construction revenue (Thousand baht)	2,453,626.88	1,594,366.34	1,933,031.28
Investment income (Thousand baht)	301.04	513.04	2,552.46
Other income (Thousand baht)	20,632.31	10,162.84	10,248.49

	2020	2021	2022
Total (%)	100.00	100.00	100.00
construction revenue (%)	99.15	99.33	99.34
Investment income (%)	0.01	0.03	0.13
Other income (%)	0.83	0.63	0.53

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	2,474,560.23	1,605,042.22	1,945,832.23
Domestic (Thousand baht)	2,474,560.23	1,605,042.22	1,945,832.23
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)

Strategic risk Operational Risk (covering Community, Social and Environmental risks and Corporate Governance) Financial risk
Information Technology Risk Management Risk Compliance risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Reliance on large customers or few customers

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
- Human error in business operations
- Safety, occupational health, and working environment
- Impact on the environment

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Financial Risk

- Other

Risk to Securities Holder (2.2.2)

Shareholders Investment Risk

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://investor.tekacon.com/th/corporate-governance/corporate-governance-policy>

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)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	109,504.00	107,793.00	103,641.00

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)	212	177	157
Number of female employees (persons)	121	115	114
Total (persons)	333	292	271

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	63

• Health, safety and work environment

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

• 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://investor.tekacon.com/th/corporate-governance/corporate-governance-policy>

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	4	57.14

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. VITHOOL JEARKJIRM Gender: Male Age: 76 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	7 Oct 2019	Construction Services, Property Development, Engineering, Strategic Management, Leadership, Construction Materials, Marketing, Corporate Social Responsibility, Human Resource Management, Data Management, Data Analysis, Project Management, Corporate Management, Change Management, Risk Management, Governance/ Compliance

2.	<p>Mr. WIRASAK WANITWAT</p> <p>Gender: Male</p> <p>Age: 69 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Re-elected as director</p>	7 Oct 2019	<p>Construction Services, Property Development, Engineering, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Construction Materials, Marketing, Corporate Social Responsibility, Human Resource Management</p>
3.	<p>Mr. SOMCHAI WANITWAT</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	7 Oct 2019	<p>Construction Materials, Construction Services, Corporate Management, Risk Management, Leadership, Budgeting</p>
4.	<p>Mrs. SIRIWAN SAKSURIYA</p> <p>Gender: Female</p> <p>Age: 36 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	7 Oct 2019	<p>Construction Services, Human Resource Management, IT Management, Corporate Management, Leadership, Risk Management, Budgeting</p>

5.	<p>Mr. PRASERT PATRADHILOK</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: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	7 Oct 2019	<p>Economics, Finance & Securities, Commerce, Professional Services, Finance, Accounting, Corporate Social Responsibility, Fund Management, Data Analysis, Data Management, Statistics, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
6.	<p>Ms. PINMANEE MEKMONTANA</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</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 Dec 2018	<p>Economics, Finance & Securities, Professional Services, Accounting, Finance, Corporate Social Responsibility, Data Management, Data Analysis, Statistics, Corporate Management, Project Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>
7.	<p>Mr. PAIROJ ANAMWATHANA</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: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	7 Oct 2019	<p>Economics, Petrochemicals & Chemicals, Packaging, Construction Services, Corporate Social Responsibility, Human Resource Management, Data Management, Data Analysis, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>

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. PRASERT PATRADHILOK [1] Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	11 Jan 2019	Economics, Finance & Securities, Commerce, Professional Services, Finance, Accounting, Corporate Social Responsibility, Fund Management, Data Analysis, Data Management, Statistics, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
2.	Ms. PINMANEE MEKMONTANA [1] Gender: Female Age: 57 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: Original director	11 Jan 2019	Economics, Finance & Securities, Professional Services, Accounting, Finance, Corporate Social Responsibility, Data Management, Data Analysis, Statistics, Corporate Management, Project Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance

3.	Mr. PAIROJ ANAMWATHANA	Audit committee	11 Jan 2019	Economics, Petrochemicals & Chemicals, Packaging, Construction Services, Corporate Social Responsibility, Human Resource Management, Data Management, Data Analysis, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
	Gender: Male	(Non-executive,		
	Age: 65 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Re-elected		
	Major: Finance	as director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. PAIROJ ANAMWATHANA	Chairman
	Mr. PRASERT PATRADHILOK	Member
	Mrs. SIRIWAN SAKSURIYA	Member
Risk Management Committee	Mr. WIRASAK WANITWAT	Chairman
	Mr. SOMCHAI WANITWAT	Member
	Ms. PINMANEE MEKMONTANA	Member
	Mrs. SIRIWAN SAKSURIYA	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. WIRASAK WANITWAT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration	CEO and Acting Chief Operating Officer	10 Jan 1984	Construction Services, Property Development, Engineering, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Construction Materials, Marketing, Corporate Social Responsibility, Human Resource Management
2. Mr. SOMCHAI WANITWAT Gender: Male Age: 66 years old Highest level of education: Below a bachelor's degree Major: Management	Chief Commercial Officer	7 Oct 2019	Construction Materials, Construction Services, Corporate Management, Risk Management, Leadership, Budgeting
3. Mrs. SIRIWAN SAKSURIYA Gender: Female Age: 36 years old Highest level of education: Master's degree Major: Business Administration	Chief Administrative Officer	7 Oct 2019	Construction Services, Human Resource Management, IT Management, Corporate Management, Leadership, Risk Management, Budgeting

4.	Mr. Nattawat Pasukulpipat Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Engineering	Chief Quality Officer	18 May 2020	Construction Services, Construction Materials, Marketing, Corporate Social Responsibility, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Engineering, Leadership, Strategic Management, Risk Management, Budgeting
5.	Mr. Sakesun Vipusitwalakul [1] Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Accounting	Acting Chief Financial Officer	3 Oct 2022	Commerce, 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 : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	13,820,000.00	14,470,000.00	16,220,000.00

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) : 157

Number of female employees (persons) : 114

Total (persons) : 271

Provident fund

Total number of employees (persons) : 271

Number of employees contributing to the PVD (persons) : 120

Percentage of employees who are members (%) : 44.28

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Kanchana Pengnoo	kanchana.p@tekacon.com	0987493599

- Company secretary

General information	Email	Telephone
1. Ms. kantawan chairherdsiri	kantawan.c@tekacon.com	094-816-2224

- Head of internal audit

General information	Email	Telephone
1. Mr. Sutee Tanwanichkul	sutee.t@iasignature.co.th	0926295619

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mr. Songchai Wongpiriyaporn Email: Songchai@kpmg.co.th Telephone: -	1,800,000.00	-
	2. Mr. Banthit Tangpakorn Email: Banthit@kpmg.co.th Telephone: -		
	3. Ms. Nawarat Nitikeatipong Email: Nawarat@kpmg.co.th Telephone: -		
	4. Ms. Vilaivan Pholprasert Email: vilaivan@kpmg.co.th Telephone: -		

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. VITHOOL JEARKJIRM Gender: Male Age: 76 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 7 Oct 2019	Construction Services, Property Development, Engineering, Strategic Management, Leadership, Construction Materials, Marketing, Corporate Social Responsibility, Human Resource Management, Data Management, Data Analysis, Project Management, Corporate Management, Change Management, Risk Management, Governance/ Compliance
2. Mr. WIRASAK WANITWAT Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	Date position was assumed: 7 Oct 2019	Construction Services, Property Development, Engineering, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Construction Materials, Marketing, Corporate Social Responsibility, Human Resource Management

3.	<p>Mrs. SIRIWAN SAKSURIYA</p> <p>Gender: Female</p> <p>Age: 36 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 7 Oct 2019</p>	<p>Construction Services, Human Resource Management, IT Management, Corporate Management, Leadership, Risk Management, Budgeting</p>
4.	<p>Mr. PAIROJ ANAMWATHANA</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: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	<p>Date position was assumed: 7 Oct 2019</p>	<p>Economics, Petrochemicals & Chemicals, Packaging, Construction Services, Corporate Social Responsibility, Human Resource Management, Data Management, Data Analysis, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VITHOOL JEARKJIRM	Chairman of the board	N/A
Mr. WIRASAK WANITWAT	Vice Chairman	N/A
Mr. SOMCHAI WANITWAT	Director	N/A
Mrs. SIRIWAN SAKSURIYA	Director	Participating
Mr. PRASERT PATRADHILOK	Director	Participating
Ms. PINMANEE MEKMONTANA	Director	Participating
Mr. PAIROJ ANAMWATHANA	Director	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 : 30 Mar 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. VITHOOL JEARKJIRM (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2. Mr. WIRASAK WANITWAT (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
3. Mr. SOMCHAI WANITWAT (Director)	-	5/5	Participating	Did not hold the meeting
4. Mrs. SIRIWAN SAKSURIYA (Director)	-	5/5	Participating	Did not hold the meeting
5. Mr. PRASERT PATRADHILOK (Director)	-	5/5	Participating	Did not hold the meeting
6. Ms. PINMANEE MEKMONTANA (Director)	-	5/5	Participating	Did not hold the meeting
7. Mr. PAIROJ ANAMWATHANA (Director)	-	5/5	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. VITHOOL JEARKJIRM (Chairman of the board)	-	175,000.00	230,000.00	No
2.	Mr. WIRASAK WANITWAT (Vice Chairman)	-	0.00	N/A	No
3.	Mr. SOMCHAI WANITWAT (Director)	-	0.00	N/A	No
4.	Mrs. SIRIWAN SAKSURIYA (Director)	-	0.00	N/A	No
5.	Mr. PRASERT PATRADHILOK (Director)	-	264,000.00	200,000.00	No
6.	Ms. PINMANEE MEKMONTANA (Director)	-	180,000.00	180,000.00	No
7.	Mr. PAIROJ ANAMWATHANA (Director)	-	237,000.00	200,000.00	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. PRASERT PATRADHILOK (Chairman of the audit committee)	-	4/4
2.	Ms. PINMANEE MEKMONTANA (Audit committee)	-	4/4
3.	Mr. PAIROJ ANAMWATHANA (Audit committee)	-	4/4