



**I.C.C. International Public Company Limited**

## **Annual Registration Statement / Annual Report**

# **2023**

**(Form 56-1 One Report)**



## Dr. Thiam Chokwatana's Philosophy



**Dr. Thiam Chokwatana**  
**Founder & First Chairman**  
**of Saha Group**

**Born :** June 14, 1916 in Bangkok.

**Died :** June 29, 1991 in Chonburi.

### **Honors Received :**

#### **1. Decorations**

- 1963 : The Most Noble Order of the Crown of Thailand (Fifth Class)
- 1978 : The Most Noble Order of the Crown of Thailand (Fourth Class)
- 1979 : The Most Exalted Order of the White Elephant (Fourth Class)
- 1981 : The Most Exalted Order of the White Elephant (Third Class)
- 1982 : The Most Noble Order of the Crown of Thailand (Second Class)
- 1985 : The Third Order of the Sacred Treasure from Japan.

#### **2. Other Honors**

- 1985 : An Honorary doctorate degree in Business Administration from Srinakharinwirot University.
- 1988 : A Thai Marketing Man of The Year Award (Hall of Fame)
- 1989 : An Outstanding Thai Industrialist Award.

### **It is the duty of the executive to foster quality workforce.**

**"The executive must nurture people to have both  
working skills and people skills.**

**They must be united and able to work in harmony as one entity."**

The key to success in one's work does not lie only in nurturing people to become experts in their areas of work, but also in promoting people to coexist in loving unity.

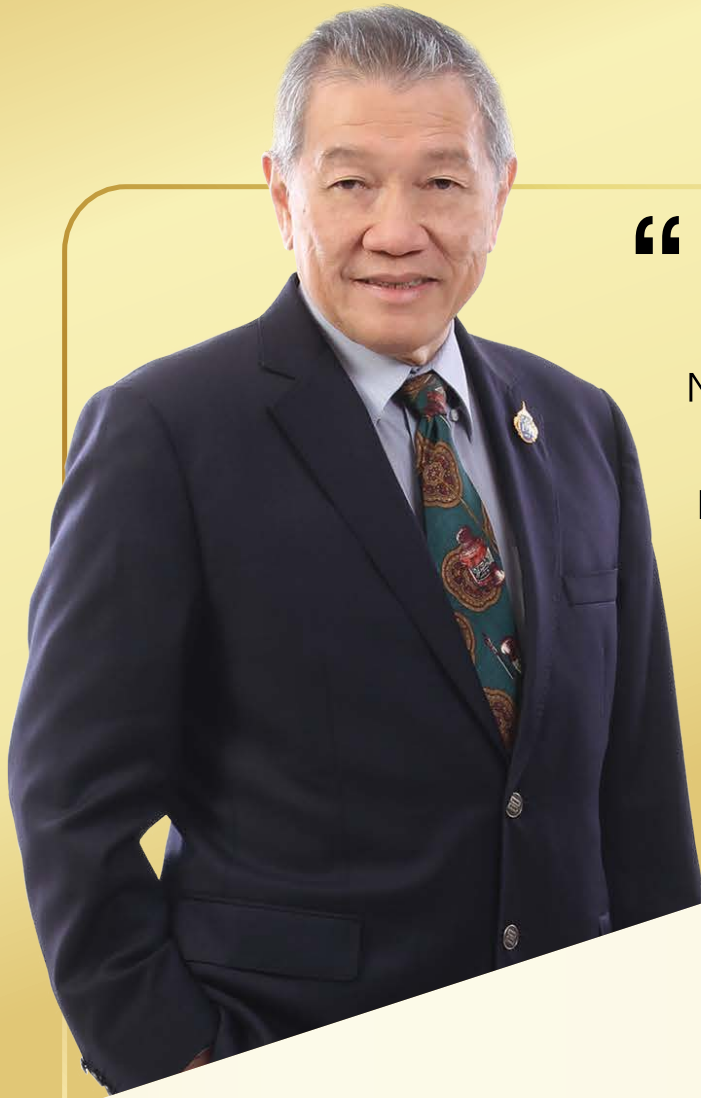
The executive must nurture people to have both working skills and people skills. They are not only experts in planning but must also be united and able to work in harmony as one.

The executive must try to be a role model, instilling the habits of diligence, honesty and love of learning in his staff, in the belief that these attributes are the basis for success.

The executive must promote learning opportunities for his staff. He must delegate work responsibility to them to ensure their expertise. He must encourage them to further their studies, being confident that the knowledge and expertise thus gained will enable them to move up the career ladder and become executives one day.

The executive must emphasize to his staff the importance of coordination, the responsibility of which should not rest with any one department. Every unit must coordinate its work into one and execute its duties to the best of its abilities.

**Such quality staff can exist only by having been mentored by  
successive executives. They will lead to an eventual success of the  
work in hand.**



## “ Message from the Chairman

On the happy occasion of the New Year, I ask for the power of the Triple Gems to bestow everlasting happiness and prosperity to all our shareowners and their families always. ”

## Message from the Chairman

The year 2023, which has just passed, is another period in which I.C.C. International Public Company Limited has followed and analyzed overall changes in the economy, the Company's business and its continuous performance, thereby allowing the Company to adjust its operational plans to support changes in business structure, including changes in customer needs, whether in terms of product development, services and changes in distribution channels in a timely and efficient manner.

In addition, the Company places importance on the impact of the Company's business operations on society as a whole according to the concept of corporate governance, and examines opportunities to invest in other businesses to increase the value of the Company to shareowners. In this regard, the Executive Committee has resolved to install additional solar panels which will make it possible to reduce electric utility costs by up to 7%, and further collaboration with partners to install electric car chargers, etc., will reduce greenhouse gas emissions and lead to a carbon-free society in the future which is consistent with government policy. It is an example of conducting business according to the concept of corporate governance. It also creates an opportunity for the Company to earn income from selling carbon credits in the future.

I am pleased to inform shareowners that the Company's operating profits have increased from THB 627.50 million in 2022 to THB 936.30 million in 2023, representing an increase in profit of 49.21%, which is a concrete reflection of the management efficiency of the Company's management team. I would like to thank the Board of Directors, Executive Committee and all company employees who have cooperated in working together. This has resulted in the continuous development of the Company's business.

On the happy occasion of the New Year, I ask for the power of the Triple Gems to bestow everlasting happiness and prosperity to all our shareowners and their families always.

Mr. Boonkiet Chokwatana  
Chairman

## Board of Directors



**Boonkiet Chokwatana**

Chairman



**Thamarat Chokwatana**

President and Executive Chairman



**Thiraphong Vikitset Ph.D.**

Independent Director and  
Audit Committee Chairman



**Anuchit Anuchitanukul Ph.D.**

Independent Director and  
Audit Committee Member



**Pitak Pruittisarikorn**

Independent Director and  
Audit Committee Member



**Nathporn Chatusripitak**

Independent Director and  
Audit Committee Member





**Nualphan Lamsam**

Director



**Somphol Chaisiroy**

Director



**Munchusa Terapongpipat**

Director



**Kobsuk Sangsawad**

Director



**Surat Wongrattanapassorn Ph.D.**

Director



**Chailada Tantivejakul**

Director

## Executive Committee



**Thamarat Chokwatana**

President and Executive Chairman



**Munchusa Terapongpipat**

Vice President Company Administration Division



**Ramida Russell Maneesatien**

Vice President Division B



**Yothin Suvannakate**

Vice President Business Support Division and  
Second Vice President Information Technology Division



**Supalerk Cheewakoset**

Vice President Division O



**Duangrudee Milintanggul**

Vice President Office of Commission and  
Compliance Division



**Yauwaluk Namakorn**

Vice President Accounting  
& Finance Division

## Honorary Counselor

### Boonsithi Chokwatana

Honorary Counselor



#### Experience

1. Vice Chairman of Saha Pathana Inter-Holding Plc.
2. Honorary Chairman of Thai President Foods Plc.
3. Honorary Chairman of Saha Pathanapibul Plc.
4. Member of the Advisory Committee of Thai Wacoal Plc.
5. Member of the Advisory Committee of Thanulux Plc.
6. Member of the Advisory Committee of TPCS Plc.

## Company Advisor

### Samrerng Manoonpol

Advisor



#### Experience

1. Advisor of Thai Hoover Industry Co., Ltd.
2. Vice Chairman of KingBridge Tower Co., Ltd.
3. Vice Chairman of Saha Pathana Inter-Holding Plc.

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# Part 1

## Business Operation and Operating Results

### 1. Organizational structure and operation of the group of companies

#### 1.1 Policy and business overview

##### Company Milestone

I.C.C. International Public Company Limited originated from the commitment of only 7 employees in 1964 under the name of International Cosmetics (PIAS) Limited Partnership with registered capital of 100,000 Baht as the licensed distributor of PIAS cosmetics.

In 1965, the Company changed its name to International Cosmetics (PIAS) Co., Ltd. and subsequently to International Cosmetics Co., Ltd. in 1973, with a total of 1,200 employees.

In 1994, the Company was listed as a public company with the Commercial Registration Department, Ministry of Commerce.

In 1996, it changed its name from International Cosmetics Public Company Limited to I.C.C. International Public Company Limited along with the change of its logo.

The corporate headquarters is located in more than 80 rais on Sathupradit Road and employs a total of 3,180 staffs, with registered capital of 500 million Baht, 290.63 million Baht of which is paid up, as of 31 December 2023.

##### Responding to Everyone and Every Lifestyle with Quality Products

From its beginnings as the licensed distributor of PIAS cosmetics and the expansion of its business base into other products and brands, namely “WACOAL” lingerie from Japan, including “ARROW” men’s wear, the Company, as a leader in its field, has created innovations, and always presented the market with modern quality goods as well as services. At present, the Company is a distributor of a variety of products more than 80 brands encompassing cosmetics, perfume, lingerie, men’s and women’s apparels, men’s undergarments, sportswear and equipment, children’s clothing, leather goods, watches, consumer products including beverages and dietary supplements etc. All of these products have been created with innovation for both products and services continually launched into the market.

##### Taking Special Care and facilitate customers throughout the Country

The Company has cooperated with its alliances in major provinces to facilitate and render services to its customers more closely.

1977	Chiang Mai	:	Intanin Chiang Mai Co., Ltd.
	Song Khla	:	Inter South Co., Ltd.
	Khon Kaen	:	Can Co., Ltd.
1988	Phuket	:	Sun and Sand Co., Ltd.
1991	Chonburi	:	Eastern I.C.C. Co., Ltd.
1992	Nakhon Ratchasima	:	Koratwatana Co., Ltd,
1995	Nakhonsawan	:	Paknumpawatana Co., Ltd.
1996	Pitsanulok	:	Maharachapruet Co., Ltd.

### 1.1.1 Vision / Mission / Objectives and Working Strategies

The Board of Directors is aware of the significance of the Company's performance, and therefore fully engages in setting the corporate vision/ mission based on ensuring its business operations is in line with the competitive direction of the market.

The Board of Directors and Company executives jointly considered and reviewed the corporate vision, mission, targets and business strategies for the next 3 years 2022-2024 so that the objectives of corporate management and employees may be aligned and in the same direction. These are reviewed annually to ensure that the corporate vision and mission is consistent with the current economic situation.

The Board of Directors' Meeting on December 15, 2023 reviewed the vision and mission of the Company and found them to remain well suited to the corporate business operation and in line with the prevailing economic situation.

## Vision

We aim to be a Thai national company with sustainable management for growth and development through our innovation products and good services in continually delivering happy, beauty and satisfactory experiences to customers.

## Mission

1

To develop new models of business operation in all dimensions in response to the market and consumer changes.

2

To develop and create innovation of high quality products to satisfy the requirements, happiness and beauty of customers.

3

To develop many up-to-date varieties of distribution channels to suit the change in lifestyles and behaviors of consumers in each group.

4

To continually enhance ability and efficiency of personnel in terms of their attitude, thinking system and duties performance with honesty and ethics.

5

To upgrade our organization under the corporate governance, code of ethics and policy with responsibility for the society and environments in order to lead to sustainable growth and development.

The Board of Directors of our Company realizes the importance of markets and competition with competitors in the same line of our business both domestically and internationally in compliance with vision and mission of the Company thereby the 7 values have been stipulated for all management and personnel of our organization to jointly observe and comply under the following business operation principles.

Creating values of good people

Creating values of business

Creating chances for the society

## Value

C

**Customer Focus** : Focus on requirements and satisfactions of customers.

H

**Honesty** : Maintain honesty and transparency of work performance.

A

**Adaptability** : Timely adapt and upgrade to suit the circumstances.

N

**New Creation** : Strive for creating innovative products, markets and services.

G

**Goal** : Closely cooperate in achieving the same goal.

E

**Efficiency** : Encourage the efficiency of work.

S

**Speed** : ensure speed of the effectiveness of work.

Our Company focuses on creating advantages in competition and enhancing values for customers with a wide variety of brands corresponding to all aspects of requirements of our customers, emphasizing development of business networks jointly with our business partners and customers in many distribution channels, developing and adjusting work systems and procedures in compliance with rules, regulations, and change of the customers' needs. To this end, we have applied the data and information technology to create values that suit the prospective customers including efficiency and promptness corresponding with customers and our business partners which jointly strengthen businesses under the business plan as of 2022-2024 for financial and growth purposes, as well as to enhance capability to earn utmost profits to our Company. We intend to achieve all these targets.

### Strategies

In order to achieve the goals set under the preceding vision and missions, we have formulated the following strategies aiming at the sustainable development

- |  |  |
|--|--|
| 1. The strategy for efficient management and effective performance either short-term, medium-term or long-term, designation of personnel suiting their duties including solutions to the root cause to facilitate new work procedures which become more efficient. | 3. The strategy for continually developing modern skill, knowledge and expertise for personnel to be ready to successfully handle the change in markets and distribution channels.   |
| 2. The strategy for upgrading processes to acquire the products and services that are more accurate for the distinctive presentation of products corresponding with the requirements of consumers in every group and suitable to each distribution channel.        | 4. The strategy for deployment of the information technology to enhance speed and accuracy in activities performance including data and information management within the Company and connecting with the business partners or business alliances. |

Additionally, the Board of Directors is monitoring and following-up on implemented business strategies with the Management Team reporting on operational plans and formulation of strategy implementation to the Executive Committee and the Board of Directors respectively on a monthly basis. At such platforms, the reporting is a key agenda to be acknowledged and discussed in the meetings, and a review undertaken of the quarterly strategic plan, so that the Management team may take the comments and advice from the Board of Directors and the Executive Committee to make further improvement.

### 1.1.2 Material changes and developments

I.C.C. International Public Company Limited is the leader in distribution of fashion brands, both domestically and internationally, as well as brands developed by innovation of the Company and its affiliates. The corporate main industries are cosmetics and perfumeries, hair and skin care products, full line of textile and apparel including underwear, outerwear, sportswear, apparel for physical exercise, fabric care and leather goods, etc.

The Company also conducts wholesale business through shops and department stores both in domestic and international markets. Most of our company's products are in the line of fashion and beauty as can be described in our slogan "We make people happy and beautiful".

Moreover, the Company has expanded its business into service industry to meet the need of customers for example

- **His & Her Plus Point card** is a project "Collect happiness, Collect reward points" to invite our customers to join the membership with special privileges by collecting the reward points from purchase of the Company's products at participated sales counters nationwide. Members shall receive one point for every Baht 25 purchase and the collective points can be redeemed for gifts in catalogue or for other privileges especially prepared only for the members.
- **His & Her Shop** is the retail shop that congregates the Company's fashion products focusing on the store decoration in modern and warm atmosphere while providing best services to the customers. By the end of 2023, there are 51 His & Her shops throughout the country.
- **ICC Line Official Account** was set up in response to on-line demand for a channel of communication in the social network system to create awareness and sharing of information, news and promotions of the Company's products, under "Let's Shop ICC"
- **HisHer App** has been developed for members to access His & Her promotional material more easily and conveniently, while being quicker for the Company to get information out. Members can also search and amend their personal data for themselves, without the expense of contacting a call center
- **The partnership with Lazada**, a globally renowned online marketplace, expands online distribution channels with the website [www.lazada.co.th](http://www.lazada.co.th), as we are determined to build on our strength in physical shop-based sale to online platform, in consistency with consumer behavior these days
- **www.iccshopping** is the online shopping mall channel providing all genuine products and renowned brands with affordable price containing various striking promotion of all well-known brands from different categories of Saha Group companies' products. Just at your fingertips, you can browse through all these products at 24 hours, meeting all your needs with high quality merchandises and authenticity guaranteed

### Increasing registered capital

Registered capital is increased to Baht 1.5 million.

Registered capital is increased to Baht 12 million and the Company is listed on the Stock Exchange of Thailand.

Registered capital is increased to Baht 300 million with a paid-up capital of Baht 110 million. Par value of ordinary shares convert from Baht 100 to Baht 10 per share.

Call for more paid-up capital of Baht 26.63 million. Paid-up capital is increased to Baht 147.08 million.

Ordinary share value is split from Baht 10.- to Baht 1.- per share.

1996

1972

Registered capital is increased to Baht 3 million.

1978

1979  
-1987

Registered capital is increased to Baht 82.5 million.

1988

1989

Registered capital is increased to Baht 500 million with a paid-up capital of Baht 120.45 million.

1993  
-1995

1996

Paid-up capital is increased to Baht 290.63 million.

2003

### Securitization

1987

First debentures are issued at the amount of Baht 50 million.

1989

First convertible debentures are issued at the amount of Baht 120 million.

1990

Second convertible debentures are issued at the amount of Baht 200 million.



## Company's Awards received

Company receives "The 2<sup>nd</sup> TOKYO CREATION AWARD" from Japan for outstanding Creativity in South East Asia for the promotion and development of Thai apparel.

1988

The Company receives nationwide ISO 9002 certification for the standard quality management system of all its products nationwide from SGS Yarsley International Certification Services, United Kingdom.

2000

The company is accredited on March 31, 2008 with new version of ISO 9001 : 2008 for the standard quality management system of all its products nationwide from SGS Yarsley International Certification Services, United Kingdom.

2008

- Being awarded the INVESTORS' CHOICE AWARD 2016 from the Thai Investors Association under Rights Protection Volunteer Project in appreciation of the top 100 score for quality assessment of the Annual General Meeting arrangement for 8 consecutive years.
- Being certified a Member of Private Sector Collective Action Coalition Against Corruption Council (CAC).
- On 17 June 2016, received a Certificate for greenhouse gas reduction from Thailand Greenhouse Gas Management Organization (a public organization) and Thailand Textile Institute in appreciation of using CoolMode clothing.

2016

- Being certified the Private Sector Collective Action Against Corruption (CAC) membership renewal for the second time by the CAC Committee.

2022

1999

The Company is accredited with ISO 9002 for its standard of quality management system in Bangkok Metropolitan area by SGS Yarsley International Certification Services, United Kingdom.

2003

The company is accredited on January 21, 2003 with ISO 9001 : 2000 for the standard quality management system of all its products nationwide from SGS Yarsley International Certification Services, United Kingdom.

2012

ICC won INVESTORS' CHOICE AWARD, thanks to the top 100 score for quality assessment of Annual General Meeting arrangement for 4 consecutive years (2009-2012), by the Thai Investors Association, under the Right Protection Volunteer Project.

2019

- BOARD OF THE YEAR AWARDS 2018 from the Thai Institute of Directors. This is awarded to the boards of companies registered in Thailand with significant performance in oversight of the business and demonstrating leadership in the efficient conduct of its duties.
- Certification from the Certification Committee of the Private Sector Collective Action against Corruption (CAC) for continued membership of the CAC.
- Award for outstanding exemplary company in the payment of Social Security contributions, showing responsibility in making contributions on schedule and cooperating with the program of contributions by e-payment.

2023

- Corporate Governance Report of Thai Listed Companies Award granted by the Thai Institute of Directors Association under the support of the Securities and Exchange Commission and Stock Exchange of Thailand, classified at the level of "Excellence" (Five Stars) for the seventh consecutive year. 🏆🏆🏆🏆🏆
- The assessment results of the quality of the Annual General Meeting 2023 by the Thai Investors Association classified at the level of "Full score of 100 points, excellent" for the fourth consecutive year.

## Major changes and activities in 2023

### • BSC Cosmetology :

Established: October 2005

BSC Cosmetology has modified its strategies aiming to attract new target customers in the Gen Z group whereby it has adjusted the marketing guidelines based on new concepts and the ways to impressively communicate in order to satisfy the requirements of Gen Z under the significant campaign launched in 2023, under the concept 'BSC Powder, the Trustworthiness of Real Beauty' thereby it released the latest product 'BSC Expert White Series' as the solution for the skin care consumer group by the Genius Aura Technology for the first time in Thailand with genius skin nourishing products of 7 items, namely the full ranges of skin care products from cleaning, healing, nourishing, rehabilitating and protecting skin. It is attested by the user who is really using the product that the product is efficient to enhance the fresh and healthy skin after having used it for 3 days. The product is simply packed in a minimal modern package which satisfies lifestyle of new generation customers. In this connection, the Company introduced the latest presenter as the 'Friend of BSC Expert White', namely Khun Krist Perawat Sangpotirat, a star who acts in Yaoi series, a capable singer and a master of ceremonies, under the campaign 'Bringing White on Kristi' as the attracting concept for the target customers presented by the wordings in modern trend aimed to impressing the new target group, Gen Z.

Last year, BSC Cosmetology has adjusted the strategies of marketing communication by expanding into the new consumer group of Gen Z aiming to enlarging its existing customers base. In that connection, the Brand becomes younger and more modern character responding to the needs and providing solutions for customers, so the customers are impressed and accept to try the products. In order to increase sales in the future, the Company has found new concept and the ways to communicate with customers, the attractive promotion campaign and activities were launched. This increases new customer bases in every sale channel either online or offline sale channels thereby new customers are attracted to try the products. Additionally, the Company also communicates via Social Media and Live Chat and its salespersons at sale outlets in each area, including to use up-to-date technologies in its service which has gradually played more role that can excite customers. Digital technology is applied to enhance efficiency both in upgrading the products and presenting the products more corresponding to the needs of consumers, 'Beauty Tech'. The significant target to serve as solution to the problems of modern consumers better than previously, the 'Artificial Intelligence (AI)', the 'Augmented Reality and Virtual Reality (AR and VR)', and Big Data including the software which is used for the purpose of beauty. It emphasizes to develop the better quality of the products more exactly corresponding with the needs of consumers and solving problems that may be faced by consumers when selecting to buy the products online, trying the products, testing their skin condition and accessing the counseling on skin care especially the dermatoscope which can take only 3-5 minutes to analyze skin condition in detail. This device ensures the Brand's trustworthiness making the consumers think worthwhile to spend money for purchasing the products as they are exactly responding to the needs of all age groups of consumer. In addition, it also interests new groups of customers to purchase the products and repeat their purchase of our products.

• **Sheené** : Presented the Concept "Everyone Can Shine" to make everyone shines in their own style. This new image corresponds to the significant change of Gen Z, who are grown-up with positive attitude, opening up idea and accept difference among people, being more gender neutral. It is the cosmetic designed for everyone who likes facial makeup and desires to have good image at all times. This product emphasizes its being simple for customers to use, durably coated, light and comfortable on skin when putting makeup. The product of 'Airy Collection' provides the skin makeup in minimal style enabling the customers to search the color shades of powder and foundation that most suit the customers' skin, so everyone is ready to shine for a whole day.

• **Pure Care BSC** : Presented the skin care product collection, "Skin Kindness", the cosmetic with the natural compound which is safe and gentle suiting all condition of skin, even sensitive skin. The Pure Care BSC cosmetic has deliberately been developed for safety to skin by selection of nutrients from the nature. The perfume of the non-irritant grade will not cause an allergy proved by experiment on allergy and irritation under the Hypo Allergenic and Clinically tested Standard in each time prior to distribution. Therefore, it is reliable that the Pure Care BSC product is the cosmetic trusted to be applied to skin of all condition.

• **BSC Honei V** : The "Honei V Home" product, by the Sweet Home of the Bear presented the latest collection such as facial cleaning foam with smooth and soft mousse cell. The special pressing head lid immediately makes the soft thick foam. It is the new innovation of facial cleansing to thoroughly wash out all cosmetics. The skin will look fresh and bright with 3x Brightening Agents. Additionally, the skin will retain more moisture and become delicate, soft and healthy with 3x Moisturizing Honey consisting of 3 types of dense honey and Hyaluronic Complex.

• **Wacoal Lingerie** The year 2023 was a year when women lingerie market has continually been impacted by COVID-19 for a long time, causing change in the living and behavior of consumers either their lifestyle or behavior of selection of goods purchasing. To this end, Wacoal has considerably adjusted its marketing strategies to suit such changing behavior where the brand image is modified as more cheerful and modern girls to approach the teenagers and the younger generation. In the meantime, Wacoal also approaches a new customer group, i.e. children with 'Wacoal Bloom', and maintains its existing customers in every Sub-Brand, either Wacoal Mood, Wacoal Curve Diva, Wacoal Motion Wear, Wacoal Shape Beautifier, Maternity, or Wacoal Gold. Wacoal has additionally expanded the customer base to the LGBTQ+ group by releasing 'Freedom' collection specifically designed to satisfy the requirements of the LGBTQ+ group.

The Company focuses on the sustainable growth where it realizes the importance thereof so attempts to return profit to the community, the society by having launched the concept of 'BCG Model' in the Saha Group Fair of 2022 and 2023. In the first half of the year, the eco-friendly bra collection, 'Wacoal Love Earth' was released to continue as the eco-friendly product, while the last half of the year, Wacoal Indin was then released having the teenager singer 'BOWKYLION' as the Presenter. Apart from the lingerie beauty, it has been increased the value in customers wearing by being produced from natural fabric and recycled materials such as cotton and its breast mold with 10% of palm oil mixture to substitute for crude oil, and the fabric cloth is made from plastic bottles and recycled nylon cloth. Wacoal Indin is available of many bras of multi-function; they are designed to suit all cup sizes up to plus size and sports bras to support each activity of wearers including exercise, over-head-put-on bras of free cut type, shapewear pants, loosely-fit and comfortable pajamas, padded sleeveless shirts to be simply mixed and matched with customers' clothes in their own styles, by Dr. Khajornsak Nakpan, a Design Award Winner in Textile, Fabric, Textures, Patterns and Cloth Design Category, granted by the A' Design Award and Competition, Italy, jointly in creating the concept of 'Wacoal Indin'.

In this connection, Wacoal is the first brand of lingerie in the textile industry which is certified under the Green Label by Thailand Environment Institute as the quality and safety brand which is perfectly eco-friendly in every manufacturing process. The environment preservation is the global trend leading to Wacoal's significant initiation into launching the campaign 'Eco Product'. Wacoal Indin was released by Wacoal as eco-friendly bras with natural beauty of the soil layer colors in Saha Group Fair at Bangkok International Trade & Exhibition Centre (BITEC), Bangna, to reiterate the strong intention of joining the environment preservation with the sustainable growth goal. There were the product show under the concept 'BCG Model', the annual fashion show 'Wacoal Love Earth, "Not a Collection. It's Our Mission", because Wacoal is not collections of lingerie but being the sustainable earth save mission, which received so much positive responses.

In addition, Wacoal has brought world-class knowledge and technology to develop its products and management to facilitate customers online for their convenience in shopping which responds to the customers' behavior at present where there has been increase in purchase of goods online. In this connection, Wacoal has its own channels, i.e. E-Marketplace, Website/Facebook FanPage/Line/Instagram/TikTok including other online channels. The E-Marketplace as the trade partners can efficiently support the sale outlets of Wacoal such as Lazada/ Shopee/ JD Central/ Bento and many additional channels. To this end, Wacoal Online is developing and building relationship with new alliances aiming at consecutive growth of sales at present and in the future.

For the distribution channels in 2023, the Company distributed goods through the main channel, the Wacoal lingerie counter in leading department stores, provincial department stores and discount stores nationwide, including Wacoal Shop with the total 75 branches. In 2023 the Company plans to increase additional 2 branches of the Shop making the total of 77 branches taking account of efficiency, proper location and their number of customers profitable to the Company.

• **Arrow : Super Nature (Cooling Shirt)** developed from a natural raw material, bamboo fabric with the following special properties:

1. Soft and smooth, comfortable to wear, and does not irritate the skin
2. Inhibit the accumulation of unwanted odor and makes the clothes smell clean at all time
3. Breathable, without damp
4. Well-absorbent fabrics as it evaporates fast.
5. UV Protection
6. Prevent the occurrence and accumulation of mold and other kinds of bacteria
7. Easy to be ironed, hard to be wrinkled

• **Arrow : NO.5 Plus Upcycling Arrow** is produced in consideration of the global warming where seasons vary wildly every year. Therefore, Arrow developed the products made of fabric from plastic bottles and became the only menswear brand granted with the Energy Efficiency Label No.5 and approved by the Electricity Generating Authority of Thailand. The fabric had the following special features:

1. Easy to be ironed, hard to be wrinkled (wash, dry, wear) / handsome look, no iron needed
2. Sweat absorbing and breathable fabric (heat reduction)
3. Cool Mode Test certified
4. Durable after being washed and colorfade proof either caused by light or sweat (strong fabric)
5. Under safe manufacturing process with safe dyes free from carcinogen and heavy metals (safe for wearers)

• **Arrow : 4 Ways Stretch Easy Move Trousers** able to be stretched in 4 ways and the waist adjustable, comfortable to wear, not tight, simply maintained, with the following special properties:

1. Stretchable, able to respond with every movement of wearers
2. Comfortable waist
3. Resuming former size and shape
4. Light and comfortable to wear
5. Breathable
6. Easy to be ironed

- **Lacoste: Creative Innovation**

**Combination of Sports Fashion with Global Trends**

- **Lacoste X Netflix**

It is a new phenomenon of the fashion sector in cooperation between the world-class 2 brands, namely Lacoste and Netflix, where Lacoste has released the special collection of clothing and accessories 'Lacoste X Netflix' in collaboration with the world-class Platform 'Netflix'; the designs are inspired by the 8 top hit series, i.e. Stranger Things, Bridgerton, Lupin, Money Heist, The Witcher, Sex Education, Shadow & Bone and Elite and reflected in ready-to-wear clothes which can be worn by all either men, women or children, available at pop-up stores and 'Lacoste X Netflix' at Fashion gallery, M floor, Siam Center, since April 2023.

- **L003 Neo**

L003 is the collection of shoes in L003 family. It looks like that the design of these shoes is modified from runway to street way; however, L003 shoes are actually inspired from a tennis ball which bounces back again and again between the line and time with ceaseless move on the court in any match. Additionally, the shoes are made of Nubuck that is more similar to a tennis ball, but still kept the design of partial uncovered foam with big cord decorated at the heel together with the wording graphic and range at the shoes' sides, 'N48° 51' 11.0", E2° 51' 47.0" which are the location of the Office of the Brand in Paris, France. This collection of shoes is inspired by sports and modern design innovation with the aim of presenting the unique differentiation of Lacoste from others in combination of Sports & Fashion where it is brought varieties of mixture to be modified either the upper sole from large net cloth along with the outer cover from nylon, Nubuck and smooth leather, all of which reflect the modern and new specific style able to be simply mixed and matched with the wearers' dressing. In addition, the shoes are in both male and female styles.

- **Lacoste X Sporty & Rich**

In cooperation with the sportswear Brand 'Sporty & Rich' to present the collection that is inspired by tennis produced in the limited edition of 22 models in order to celebrate for French Riviera in imagination through silhouette of the original tennis in soft tones of colors that is inspired by the famous iconic work piece of Lacoste between 1970s and 1980s. The result thereof is a part decorated with the original logo reminding of a supreme private tennis club. This collection is available from two-tones tracksuits, oversized sweaters, loose polo shirts, pleated skirts, singlets, jumpsuits and crop tops distributed in May 2023 at Exclusive only Lacoste Le Club Flagship Store, 2nd floor, Central World Shopping Center and website: [www.lacoste.co.th](http://www.lacoste.co.th).



**1.1.3 The Company has already spent the raised fund to serve the objectives declared in the registration statement for securities offering**

- None -

**1.1.4 The Company has committed in the registration statement for securities offering and/or the approval conditions of the SEC Office and/or the conditions for the Stock Exchange of Thailand's acceptance of securities, including the compliance with such obligations or conditions**

- None -

**1.1.5 Name, Head office address**

Name, Head office address, Telephone, Website, E-mail, Registered No., Type of business, Number and type of total paid-up shares of the company

Name : I.C.C. International Public Company Limited  
 Head office address : 530 Soi Sathupradit 58, Bangpongpan, Yannawa, Bangkok 10120  
 Tel. (662) 293-9000, (662) 293-9300  
 Website : <http://www.icc.co.th>  
 E-mail : [webmaster@icc.co.th](mailto:webmaster@icc.co.th)  
 Registered No. : 0107537001374  
 Type of business : Commercial

Number and type of total paid-up shares

Type	Number of Shares	Par value
Common Stock	290,633,730	1 Baht

## 1.2 Nature of Business

### 1.2.1 Revenue Structure

Product/Service	Operated by	% Share-holding	2023		2022		2021	
			Amount (million baht)	%	Amount (million baht)	%	Amount (million baht)	%
1.Cosmetics, toiletries & perfumeries	I.C.C. International Plc.		638.17	6.36	559.46	5.91	535.86	7.19
	WBRE Co., Ltd.	99.99	-	-	-	-	-	-
	Canchana International Co., Ltd.	60.00	-	-	-	-	-	-
	Thai Itokin Co., Ltd.	58.16	-	-	-	-	-	-
	Tiger Distribution & Logistic Co., Ltd.	51.00	-	-	-	-	-	-
Total Cosmetics, toiletries & perfumeries			638.17	6.36	559.46	5.91	535.86	7.19
2.Women's apparel	I.C.C. International Plc.		2,502.79	24.95	2,429.62	25.65	1,916.72	25.70
	WBRE Co., Ltd.	99.99	-	-	-	-	-	-
	Canchana International Co., Ltd.	60.00	-	-	13.65	0.15	12.75	0.17
	Thai Itokin Co., Ltd.	58.16	172.36	1.72	96.94	1.02	143.45	1.92
	Tiger Distribution & Logistic Co., Ltd.	51.00	-	-	-	-	-	-
Total Women's apparel			2,675.15	26.67	2,540.21	26.82	2,072.92	27.79
3.Men's apparel	I.C.C. International Plc.		2,726.80	27.19	2,732.84	28.85	1,866.83	25.03
	WBRE Co., Ltd.	99.99	-	-	-	-	-	-
	Canchana International Co., Ltd.	60.00	14.78	0.15	-	-	-	-
	Thai Itokin Co., Ltd.	58.16	2.97	0.03	4.85	0.05	10.25	0.14
	Tiger Distribution & Logistic Co., Ltd.	51.00	-	-	-	-	-	-
Total Men's apparel			2,744.55	27.36	2,737.69	28.90	1,877.08	25.17
4.Household products	I.C.C. International Plc.		1,349.26	13.45	1,350.14	14.26	1,368.25	18.35
	WBRE Co., Ltd.	99.99	-	-	-	-	-	-
	Canchana International Co., Ltd.	60.00	-	-	-	-	-	-
	Thai Itokin Co., Ltd.	58.16	-	-	-	-	-	-
	Tiger Distribution & Logistic Co., Ltd.	51.00	-	-	-	-	-	-
Total Household products			1,349.26	13.45	1,350.14	14.26	1,368.25	18.35
5.Others	I.C.C. International Plc.		1,268.30	12.65	1,230.26	12.99	910.68	12.21
	WBRE Co., Ltd.	99.99	5.73	0.06	16.89	0.18	29.84	0.40
	Canchana International Co., Ltd.	60.00	-	-	-	-	-	-
	Thai Itokin Co., Ltd.	58.16	5.98	0.06	10.07	0.11	7.94	0.11
	Tiger Distribution & Logistic Co., Ltd.	51.00	155.56	1.55	34.40	0.36	-	-
Total Others			1,435.57	14.31	1,291.62	13.64	948.46	12.72
Total Revenue from sale			8,842.70	88.16	8,479.12	89.53	6,802.57	91.22
6.Other income								
6.1. Dividend income			921.03	9.72	340.39	3.59	379.65	5.09
6.2. Gain on disposal of land			-	-	392.65	4.15	-	-
6.3. Others			268.25	2.83	243.92	2.57	260.50	3.49
Total Others income			1,189.28	12.56	976.96	10.31	640.15	8.58
7. Share of profit (loss) investment in associates			(2.03)	(0.02)	14.99	0.16	14.81	0.20
Total Revenue			10,029.96	100.00	9,471.07	100.00	7,457.53	100.00

## 1.2.2 Information about Products

### - Nature of Corporate Business

I.C.C. International Public Company Limited is the leader in distribution of fashion brands, both domestically and internationally, as well as brands developed by innovation of the Company and its affiliates. The corporate main industries are cosmetics and perfumeries, hair and skin care products, full line of textile and apparel including underwear, outerwear, sportswear, apparel for physical exercise, fabric care and leather goods, etc.

The Company also conducts wholesale business through shops and department stores both in domestic and international markets. Most of our company's products are in the line of fashion and beauty as can be described in our slogan "We make people happy and beautiful".

### 1. Cosmetics and Perfumeries Industry

#### (1) Features of the Products

From its incorporation in 1964, the Company has been in the sale of cosmetics under the Japanese brand name PIAS. Since then, the Company has expanded our cosmetic business by continuously introducing various other brands where in October 2005, the Company introduced a new cosmetic brand - BSC Cosmetology, under Sahapat Group brand for international marketing. Compact powder is the main product for advertising to create brand awareness within the target group. The celebrity and testimonial marketing approaches have been adopted by using celebrities as its presenter to generate trial interest. Consumers have changed their behavior of following up the media. Based on researches on the advertising media, it is found that the major media on TV, people began to watch it in a decreasing number. New generation do not turn on TV to watch it but using their mobile phones as the main equipment to watch the media instead. Consequently, at present the online media cannot be clearly separated from the offline media; the Company has to apply the multi-communication approach by using both online and offline media simultaneously in order to access the consumers as much as possible. Additionally, the certain consumer's behavior has changed where they pay more attention to search for information before buying products. In this connection, our Company has some creditable persons who use our brand products to review the products so as to encourage desire of the consumers to decide to buy our products. We have used KOL and influencers give information and do trial use of the products. This is to enable the customers to buy the products more easily.

#### - The Potential Factors Impacting on Chances or Limitations of Business Operation

#### - Chances and Obstacles of Business Operation

##### Chances (15PT)

1. Expansion to prospective customers in the Gen Z group, the new target group of BSC Cosmetology where BSC Cosmetology is expanding this customer group under the new campaign to encourage use of the skin care serum group, the latest 'BSC Expert White Series' by modifying a new formula and changing the entire new look of the product to be more modern in all white minimal style to become more beautiful and interesting. For this campaign, the Company introduced the latest presenter as the 'Friend of BSC Expert White', namely Khun Krist Perawat Sangpotirat, under the campaign 'Bringing White on Krist' as the attracting concept for the target customers presented by the wordings in modern social trend in order to be more interesting as the presenter selected based on the fan club of the stars of Yaoi series, a much hit in Thailand. This target group is interested and strongly follows the stars, with good purchase power in the Country and abroad. It is a skin care serum product as the solution for the requirements of clear, bright and white skin, where we have to communicate complete information about both chemical & physical to impress and be in mind of the teenagers, Gen Z. To this end, we increase a new customer base by using online media channel which is most preferred by such group of customers. The marketing strategies of cosmetics, therefore, have to be modified according to such circumstance in order to immediately correspond to the consumer's behavior, to increase more varieties of sale channels either sale through platforms, online shopping, live-chat market place, including direct purchase orders by phone to impress customers' experience in several forms of purchase .

2. Presently, the marketing trend seems to realize significance of consumers. For facial health care, the consumers are interested in the products made of natural raw materials and denying tests on animals, while the products have to provide uses to skin health. Any cosmetic brands that can rapidly adjust corresponding with the trend and preference of consumers, will have more chance to gain both satisfactory sales and image.

3. The quality of products is one of main factors. Not a few consumers are prompt to spend money for cosmetics both skin care and makeup even in expensive price so as to obtain quality products and real effectiveness as alleged in advertisement.

4. The image of brands plays the important role and influences the consumer's behavior at present because the consumers trust in the image of the brand, where there is chance for them to decide to purchase more products with positive image and being well known.

5. Deployment of technologies in the manufacturing process and development of cosmetic products to become up to date are useful to consumers, 'Beauty Tech' such as the 'Augmented Reality application for testing the cosmetic colors or the AI (Artificial Intelligence to introduce the products to customers have significant aim to satisfy the requirements of consumers better than previously. Regarding the digital technologies to facilitate the cosmetics industry either Virtual Reality (VR)', and Big Data including the software which is used for the purpose of beauty, all emphasize to develop the better quality of the products more exactly corresponding with the needs of consumers and solving problems that may be faced by consumers when selecting to buy the products online, trying the products, testing their skin condition and accessing the counseling on skin care especially the dermatoscope which can ensure the Brand's trustworthiness making the consumers think worthwhile to spend money for purchasing the products.

6. The consumers desire to get online information about products more than before, either the review of products through Bloggers and Influencers so as to ensure their decision to purchase. It is obvious that there still was the demand of cosmetics as previously but more searching for information to encourage purchase of products. We then have to set the strategic plan by correctly deploying KOLs/ Influencers in order to access consumer groups more rapidly as well as to understand the requirements of the consumers, 'which types of beauty products' they require. This is to most suit the target groups.

7. The distinctive products in this year are beauty products for men. Currently, men begin to use beauty products in taking care of themselves as from the basic ones such as facial foam, skin care. This is to enhance their confidence, where they began to try cushion powder, foundation, to apply eyebrow pencils and apply eyeliners since men also desire to look good. At present there are not lots of products for their selection, so it is the chance to increase the products for men to correspond with the market of this group.

### Obstacles

1. The situation in 2023, the war in Europe 'Russia-Ukraine' and Israel-Palestine war, impact on economy worldwide, the petroleum price, the agricultural products price and various industries; all are heavily affected. Consumers are anxious about their expenditure. The consumer's behavior has changed which can be classified into the following 2 groups, the mass market which is the group that is directly affected by the economy. The frequency of their purchase has reduced and they become thrifter, while the middle market up to counter brand and inter-brand markets, although their purchase of products has reduced but they can spend to buy in higher price in case of quality and worthwhile products.

2. During the war situation, there are impacts on production and supply of raw materials whether their importation or availability for production where the production of some cosmetics have to be suspended or decreased the manufactured quantity because of much higher production cost. These affect the consumers as causing more expensive price.

3. To facilitate convenience for consumers to purchase and suit their requirements as much as possible. Presently, the consumer's behavior has changed. The customer groups which are unable to access to buy products in department stores, turn to do their shopping online that is convenient, fast and more inexpensive. A lot of promotion campaigns were launched throughout the year, so we have to increase distribution channels to cover and in a wide variety in each platform.

4. To provide knowledge and training for salespersons to ensure their complete knowledge of the products. Presently, consumers will search information prior to purchase of products. It is not only brief search but the consumers desire more details in order to know information about compounds thereof, such as where the compounds come from, where is the best source to get such raw materials. The products do not cause allergy, can be well used. It is, therefore, very important to adjust attitude and training of salespersons to actually know about the products and able to reply the customers' questions.

### - Development of Business Innovation

In 2023 BSC Cosmetology emphasized the marketing strategies to increase sales of the Brand aimed to access new prospective target groups in Gen Z, and simultaneously modified the marketing approach by adding new concepts, the communication ways to suit the current trend and impress the customers corresponding with their requirements. In 2023, the major campaign was launched therein the Company released the latest product 'BSC Expert White' with development of products to be of better quality and deployment of more technologies to serve as the solution for the skin care consumer group with the Genius Aura Technology for the first time in Thailand with genius skin nourishing products of 7 items in the Series Expert White, namely the full ranges of skin care products from cleaning, healing, nourishing, rehabilitating and protecting skin. The most distinctive item of these series is BSC Expert White Spot Clearly Concentrate Serum, which will enable 5D clear, bright and fresh skin with the extract got from and special properties of Hydro White Technology+, the technology of bright white of the new world for the deeper white skin than previously, clear and bright skin, any blemish faded away, smooth and soft skin, moisturized skin, neither dry nor rough; the product nourishes the skin to be clear and smooth, healthy with additional 10% vitamin C which is 5 times denser than the previous product and has been attested by the real users with confirmation that the product is efficient to enhance the fresh and healthy skin after having been used for 3 days. The product is simply packed in a minimal modern package with comfortable and attractive look which satisfies lifestyle of new generation customers.



## (2) Marketing and Competition

### (A) The Marketing Aspects and Policy

In 2023 after the outbreak of COVID-19, consumers return to their normal life. BSC Cosmetology has modified the marketing strategies to attract the prospective customer group, i.e. Gen Z, of which the Brand realizes the importance and aiming to expand the market from its existing customer base. To this end, BSC Cosmetology has to adjust its image to look younger and more modern accessible to the prospective customer group by means of presenting the products to satisfy their requirements and solve their problems. That encourages the preference of the Gen Z group since they are impressed and accept to try BSC products facilitating the growth of sales in the future. In addition, the Thai cosmetics market has capacity to grow continually, while the cosmetics markets worldwide have rapidly restored corresponding with requirements of consumers, who desire to enhance their better image. Since the purchase power of foreign tourists who have gradually revisited our Country according to the recovery of the Thai tourism sector, the export markets have been expanded. During the forthcoming 1-2 years, the gross figure of the value of cosmetics markets worldwide is likely to achieve their recovery and consecutive growth and the economic activities will be more performed and restored to the normal condition.

BSC Cosmetology has developed quality of its new products and added technologies useful to consumers and environments all the time by bringing natural mixture to make its products suiting the change in the present era corresponding with the requirements claimed by the consumers where BSC Cosmetology has to satisfy the world trend of saving the earth.

It is likely that the Thai consumers significantly purchase products online more than previously as it is the channel where the new generation easily make decision to purchase the products as conveniently, fast and readily to be delivered to their home. Various beauty businesses have to adjust to satisfy such requirements by expanding business online in every platform and simultaneously providing interesting purchase experience for the customers. Several promotion or attractive discounts for the customers to make up their mind to buy our products, using social media as the marketing channels, creating something interest, advertising to make the customers understand the good image of our Brand and building good relationship and loyalty to our Brand. BSC Cosmetology has paid attention at upgrading technology of various products to make the customers recognize the modern according to the current trend of the Brand at all times. Technology of AR/VR for trial has been applied in the sale process at the counter sales more than previously, so that the customers can try the products and get good experience prior to their purchase.

For the skin care products, BSC Cosmetology has continually maintained its position as the leader of markets, emphasizing to strengthen its Brand and products with innovation technologies serving as the significant strategy where many scientific researches and studies have been implemented so as to acquire the innovation of products, packaging, distribution outlets, delivery, marketing and service. We focus on upgrading quality of products and using natural mixture with high effectiveness and quality to interest consumers and encourage their reliability and achieve their decision to purchase our products in proper price where they feel both physical and mental worthwhile cause of their purchase. At present, customers pay attention at where and how the products are produced. If our Company is responsible for the society and good environment, having excellent image, doing sustainable business, these will more impress the customers who pay attention at saving environment and saving the earth.

### (B) Competition Condition in the Industry

#### - Competition Condition

The cosmetics marketing has high and tough competition from new brands available in the market with their ongoing growth in each year, and lots of new factories producing cosmetics are established. Either an individual, celebrity or star can simply produces cosmetics and tries to add value to their products, creates the ideas as options for the consumers to get experience with their brands and enables the consumers to select a wider variety of cosmetics in the competitive cosmetics market in Thailand. The trends and factors that make the competition in cosmetics markets seem interesting to be developed:

1. Innovation and Research: Any cosmetics companies that can present the products with innovation and modern technology will have chance to gain more satisfactions.
2. The Omni Channel marketing plays more important role in the competition of cosmetics markets. Deployment of digital technology, advertisement, monitoring the trustworthiness of social media and doing business through a wide variety of platforms facilitate the growth of sales and accessibility to diverse consumers of all age groups.
3. Quality of products and attention paid at services provided for customers both before and after sale are very important where the customers who are satisfied and impressed by the good service will be likely to make repetition of their purchase and raise the ranking of our Brand in the competition in cosmetics markets.
4. Access to the mass market and understanding of requirements of customers are very important. Any cosmetics brands which can adjust themselves will have chance to be leaders of the market, achieving sustainable sales growth because the mass market and counter sales are rather different. If we can correctly access the requirements, the appropriate price with good quality products, we will be able to immediately impress these groups of customers.

In 2023, we faced with the economic suspension and recession for some time, it seems the start up of various cosmetics brands whether large or small brands, the digital technology then played significant role. Presently, several brands have brought the digital technology to enhance their efficiency either in upgrading or presenting products that suit the consumers' requirements, which is called 'Beauty Tech' with the aim at better solving problems of the new era consumers such as deployment of the dermatoscope which can take only 3-5 minutes to analyze skin condition in detail, so it is an instrument to enhance reliability of our Brand. Nowadays, the counter brand cosmetics have implemented the marketing strategy, finding the ways to create brand loyalty and relation with the brands in mind of customers, also continually emphasizing finding the prospective customers. In this connection, BSC Cosmetology has add the strategy of sales promotion in order to interest the customers' purchase of products by conducting the campaign for promotion of sales of diverse items of make-up and skin care products which satisfy the consumers of all age groups, and simultaneously encourage the prospective customers to do trial of the products attracting their second time purchase.

#### - Number and Size of Competitors

Types	Total number of Competitors
General Cosmetics	183
Sensitive Skin	76
Professional Make Up	85
Self Selection	197
Direct Sales	435
Cosmeceutical	41
<b>Total</b>	<b>1,017</b>

#### - Status and Capability of Competition of the Company

Our Company takes advantages of representing Multi Brands to get chance in competition by means of the products with distinctively different brand characters to cover all groups of customers either their age, lifestyle, convenience in purchase through lots of diverse channels or every price rate that satisfies customers especially the Brands they most prefer, namely BSC Cosmetology, Sheené including Arty Professional, Pure Care, PND by BSC, BSC Honei V and BSC Jean & Jean aiming to accessing all groups of customers and keeping our market share.

#### - The future industry trend and competition

The cosmetics and beauty industries are gradually enlarged with a consecutive growth rate every year, although in 2023 there was suspension and recession some time because customers in the current era either male or female or every age group pay attention at health, beauty and skin as well as taking more care of themselves. They desire to have better look. Several beauty business, skin care clinics and popular brands have been founded in corresponding with high demand in each year.

In the future, the growth of cosmetics industry will directly be useful not only to the key business or the related business such as manufacturers, importers and exporters, distributors of cosmetics and raw materials either natural, synthetic or herbal ones; but also indirectly useful to those related businesses such as Beauty Tech, media, KOLs/KOCs (Influencers, YouTubers, Bloggers, TikTokers and Publishers), marketing consultants, logistics and platforms that provide E-Commerce service as they will have chance to gain advantages from the growth of the cosmetics markets, as well. Based on the findings (data and information) from researches, it appears that the beauty products were the second ranking group which expended monies in advertisements via various media subsequent from the food and beverage products in 2023. The Thai cosmetics markets have explicitly been recovered with probability of continual growth as it is significantly resulted from the domestic customers who return to their normal living and from the foreign tourists who gradually return to visit our Country evidenced by the recovery of the Thai tourism sector. The products in the clean beauty group are one of the interesting cosmetics groups as it is the trend corresponding with saving the earth concept taken into account by consumers worldwide. It additionally satisfies the requirements of consumers under the 'Skinimalism' Trend which is skin care that emphasizes provision of naturally healthy skin. Consequently, if any business doers can produce clean beauty cosmetics which are the cosmetics with probability of distinctive growth in the future, that will enhance expansion of their market and keeping their market shares among the tougher competition.

BSC Cosmetology has adjusted the products along with the marketing strategy by deploying the communication to directly access the customers 'the Direct to Customer Model', in collaboration with our business alliance such as shops and department stores in order to implement the marketing, organize events where to launch activities attracting customers to come to department stores or distribution outlets so as to support the goods distribution channel and to effectively supply the goods, launch various campaigns

directly to the customers through every channel either the main communication channel of the Brand, the communication channel of shops and department stores including the direct communication through sales staff to provincial customers nationwide so as to access all customers. In this connection, BSC Cosmetology has spent rather high budgets for communication with the customers since there is stiff competition in the cosmetics market which is heavier than other categories of products. To render the communication directly to the customers is another adjusted way that quite successfully enhances more sales.

### **(3) Acquisition of Products or Services**

With respect to the production, currently all of our cosmetic products are still produced domestically in the proportion of 90%, mostly from International Laboratories Co., Ltd. and S&J International Enterprise Plc. which are under Sahapat Group with the manufacture standard ISO 9001 and imported in the proportion of 10%.

For the development of products, we implement the Global Sourcing which is to search for the Ingredient formula and appropriate packaging anywhere worldwide.

### **(4) Undelivered Work**

- None -

## **2. Women's Wear Industry**

### **(1) Specifications of the Products**

The Company is the distributor of lingerie products of the 4 major brands, namely Wacoal, BSC, Elle and Kullastri. Each of these brands has different target groups of customers. Last year, all of these 4 brands had adapted and modified their marketing strategies in compliance with the situation of the COVID-19 impacts in order to enhance their marketing competitiveness in terms of product variety options and modern designs adding further features suiting the changing lifestyles of customers. The diversity of brands enables the Company to access every segment of customer groups satisfying all groups either children, teenagers, working aged persons up to the elderly, the customers with high to middle purchase power, as well as to expand to the LGBTQ+ group. For the reasons of their diversity, to attract the target groups does not focus only on age of customers, while to access the target groups according to the lifestyles of customers is deemed very significant by the Company because age is not the limitation of goods purchasing of customers. The availability of products suiting lifestyles of customers will encourage the sales and meet satisfactions of customers.

The COVID-19 crisis has changed the consumer's behavior in many areas either lifestyle, business, public health or education. The women lingerie is also affected by this crisis, but the products are still being further developed where lots of innovations are applied to the designing to make the products attractive, special price strategies are implemented in some collections where there are products with affordable price available aiming to increase new target groups and corresponding with the different purchase power of customers. Additionally, various promotion in form of free gifts for the premium products are provided according to the classification of amount of sales determined by the Company. It is to encourage decision and add vividness of sale. With respect to the offline and online customer, the Company has brought data of sales during the promotion period of premium products to analyze merit and demerit to set the plan of goods models and promotions for most attracting the customers.

Apart from the products, the other important thing which the Company well realizes is the impressive service for customers. The Company, therefore, provides new experience for customers in Wacoal Shop since from the different beautiful and modern decoration ('localization'), self service to enable the customers to select products by themselves facilitated by means of displaying the products easily noticed so as to colorize the sale by designing the sale outlets clearly differently from those of the competitors, with POSM that explicitly provides details of complete data and information about the goods in each shop allowing the customers to freely watch, gain new experience in selecting the goods to purchase without any questions to ask the salespersons in the shops. This satisfies lifestyle of the customers in the digital and next normal era.

With respect to the environment preservation trend under the campaign of the manufacture sector to control emission of the greenhouse gas, of which the Company realizes the significance and attempts to return profit to the society, the community and the environment. Therefore, the relevant campaign has been launched for the manufacture sector for controlling emission of the greenhouse gas where Wacoal is the first leading brand of lingerie in the textile industry which is certified under the Green Label by Thailand Environment Institute as the quality and safety brand which is perfectly eco-friendly in every manufacturing process. The environment preservation is the global trend leading to Wacoal's significant initiation into launching the campaign of Eco Bras as 'Eco Product', to directly suit lifestyles of customers under the concept 'Wacoal Love Earth' 'Not a Collection. It's Our Mission'.

### **- Significant Impacts on Chances or Limitations on Business Operation**

#### **- Chances and Obstacles of Business Operation**

### Chances

1. The Company is the distributor of clothing products of several brands covering all groups of customers comprising the following 4 major brands: Wacoal, BSC, Elle and Kullastri. Each of these brands has different target groups of customers. That is to ensure the explicit marketing structure and entire target groups. Each brand has differently distinctive positioning that can enhance competitiveness. All brands have adapted and modified their marketing strategies in terms of product variety options and modern designs adding further features suiting the changing lifestyles of customers. The diversity of distributed brands enables the Company to access every segment of customer groups satisfying all groups either children, teenagers, working aged persons up to the elderly, the customers with high to middle purchase power. The Company has additionally classified the target groups according to Demographic and Lifestyle of customers because age is not the limitation of goods purchasing of customers. The availability of products suiting lifestyles of customers will encourage the sales and meet satisfactions of customers.

2. Based on the Company having applied the information technology to manage the work where we deploy the Quick Response Management System (QRMS) to directly collect the data of products and the sales outlets. The updating of those data is done in real time facilitating the Company to access the accurate data taken in account for formulating the goods distribution plan and managing inventory suiting the rapid change of the market. Therefore, the Company has promptness to provide the consumers with the most satisfactions.

3. The consumer's behavior in selecting lingerie has changed from focusing on the function of the product into focusing on the fashionable design or 'In to Out' where the design should look beautiful and modern proper for wearing daily. It appears more diversity of use of products causing more frequency of purchase. In the meantime, for the functionality focusing customers the products have been developed to suit their requirements; for example, whichever your cup size is, it enhances your beauty, or products for the specific groups such as the underwear for the customers aged 60 years and more with the texture mixed with moisturizer emphasizing the body contour and comfort in wearing as well as health care, the sanitary underpants of good absorbency type for menstruation, the underwear for exercise to enhance self-confidence. This is to specifically attract the relevant groups of customers.

4. Every piece of Wacoal products is eco-friendly thereby Wacoal is the first leading brand of lingerie in the textile industry which is certified under the Green Label by Thailand Environment Institute as the quality and safety brand which is perfectly eco-friendly in every manufacturing process.

5. The year 2023 was the recovery year from the outbreak of COVID-19 where it is likely to return to normal situation not for long, so more Chinese and other foreign tourists are taking a trip to Thailand. It increases chance to expand to new markets in AEC such as Myanmar, Cambodia and Laos enhances more customer base in AEC.

6. The acceptance of sex diversity provides new market for the Company. The Company has opened a new market in the LGBTQ+ group for Wacoal brand. Although it is a small market with only 4 million consumers in Thailand, it is the market with chance of expanding the prospective customer base which has the particular pain point, inter alia, this market is the blue ocean as it accepts LGBTQ which presently is nearly with no competitors in Thailand.

### Obstacles

1. The whole economy is impacted by the pandemic of COVID-19 and subsequently results in the consumer's behavior thereby they spend their money more carefully by preferring to expending for foods to the other items of consumer goods. The economy has then begun to stabilize resulted in the purchase power and the purchase behavior in order to reduce expenses such as reduction of purchase frequency or waiting for the activities launched for discount sale or being interested in inexpensive goods or ordering the discounted products online, etc.

2. Although the Country has been reopened, the foreign tourists still return to take a trip to our Country in the lower number than expected. Moreover, the Chinese tourists, the main foreign tourists visiting Thailand have come to Thailand not in a large number because the government of China is launching the campaign for their people to travel within China instead of taking a trip out of the country causing in 2023 foreign tourists especially the Chinese ones do not turn to visit our Country as normally. It shall take 3 years from now to restore the normal level of 40 million persons. The recovery of the tourist sector that takes time obstructs some part of business being normally run, and some groups of labor still being unemployed or unemployed for some period of time.

3. The Digital Wallet is still waiting for approval in the process of promulgation of the Act of 5 Hundred Thousand Million Baht Loan. Such project shall be passed several steps which will take certain time where we have to wait and follow up details of the measure on expenditure encouragement to be launched by the new government.

4. The women lingerie market has continual tough competition especially the middle and the low segments where the price strategy is mostly implemented in competition along with the quick change in lifestyle of consumers, demand and decision to purchase in short time or 'Micro Moment' with immediate response to the requirement of products make the lingerie market to always modify timely strategies in compliance with the changes. The consumers have more options in purchasing goods offered by both large manufacturers and small manufacturers through the online channels with tough price competition in order to encourage the decision to purchase.

5. Free Trade Agreement (FTA) causes the inflow of goods from foreign countries especially the inexpensive products that are simply and rapidly available in the market. The Company has to compete with the domestic business doers and simultaneously to stipulate the strategies to compete with the imported goods for gaining the market share.

## **(2) Marketing and Competition**

### **(A) The Marketing Aspects and Policy**

In 2023 the Company implemented the following competition strategies:-

#### **- Research and Development of Innovative Lingerie Production**

Our Company paid attention to the policy of making the products to suit the requirements of consumers. In 2023 the survey of requirement of goods was carried out prior to manufacture of the products so as to actually satisfy the requirements of customers. The findings from the survey have been taken into account in modifying the marketing strategies such as upgrading the models of products to be modern in the collaboration with new generation designers, adjusting to discount the price to be affordable, but with standard quality of Wacoal aimed at getting good feedback from the teenage customers.

In addition, our Company has also carried out the Brand Health Check and taken the findings to develop the products to exactly satisfy the requirements. In that connection, our Company takes and focuses on the customers' satisfactions in using the products whereby we often survey the customers' satisfactions either from the customer database of His & Her Application and the customer database from the activities organized and from the Focus Group.

In 2023 our Company still brought the customers' data to analyze and develop through the Big Data system in stipulating the products manufacturing plan that suits the customers' requirements and with sufficient supply to their demand, as well as developing the products to better suit the target groups as the guidance to produce new products. That is to work jointly as One Body by collectively planning, positively recommending and designing the products and then releasing the products onto the market satisfying the needs of consumers of each lifestyle in terms of either function or fashion features based on the good quality products. In the meantime, we have applied the Quick Response Management System (QRMS) to efficiently manage the products at the sale outlets enabling the availability of products in proper quantity corresponding with the needs of the customers, which satisfies the customers and lessens the loss of chance of sales. It facilitates fast logistics and distribution of products to the shops and the efficient and effective administration of the inventory which enables to shorten the duration of transportation and lessen the loss of chance of sales.

With respect to Wacoal Online, we have enhanced its efficiency by the Application Programming Interface (API) for supporting the internal management where work can be faster performed and ensuring delivery of products to the customers within 24 hours after receiving the orders. Additionally, our Company has developed the logistics system to be more effective as the intelligent warehouse where to provide fast delivery as a way to create the sales chance and impress the customers.

#### **- Maintain Existing Consumers and Access Prospective Consumers**

Our Company pays attention to systematically retain existing customer base ('Customer Retention'), by launching activities or various sale forms to increase the chance where those customers who previously bought the products would repeat their purchase or continually use our service not changing their mind to another company. Our Company focused on giving customers continuing satisfaction through a variety of activities that impressed its existing customers of all ages ranging from promotion activities at counter sales, special sites either within and outside department stores or giving special privileges in various festivals where we launch promotions and premium products attractive for the customers such as the promotion for His & Her Plus Point members, etc. In addition, the Company has implemented efficient administration of existing customer base through His & Her Plus Point card, in order to build up good relationships with customers. Varied activities along with interesting and exclusive promotions are created so as to encourage participation of customers and render good impressions of the brand, as well as introduction of good service standard system in Customer Relationship Management (CRM), whereby customers are provided with several benefits either discount in purchase of products or premium.

For other target groups which are loyalty customers, communication under the concept 'Wacoal For All' has been implemented in every platform where to provide recognition of people by presentation of both function and fashion for satisfying either beauty or comfortable wear to everyone, all ages, all sizes, all cups with the distinctiveness of Wacoal, i.e. the innovation that has been acceptable by the target groups for a long time using offline and online media communication continually to emphasize this merit of all Wacoal product groups.

Our Company creates relationship with customers in many ways through the qualified salespersons at the shops who pay attention to service and provide professional counseling about products in order to ensure the customers being valuable customers and being important persons of the Brand. Maintaining the existing customers is also to reduce the rate of loss of the existing customer base leading to sustainably generating of income by providing satisfactions and good experience of customers towards our Brand. That encourages the existing customers who previously purchased the products or used the service to repeat their purchase. It does not only allow one or two times purchase but also to maintain the existing customers with their increasing the frequency of purchase as the value adding or their frequency of using service throughout being our customers as deemed the Customer Lifetime Value of the Brand.



## New Customer Acquisition Strategies have been mapped out in 3 parts:

### 1. Maintaining existing customer groups and expanding to potential new customer groups

In 2023 Wacoal has extended activities to found a new customer base of teenagers via Below the Line activities where to release Wacoal Mood Brand in modern design corresponding with the lifestyle of the younger generation. It is the key item accessible to such customer group. The Company has implemented this strategy by joining to support activities launched in educational institutes, universities, joining to support musical activities with several record label owners either in Bangkok or other provinces, as well as notifying the good quality of products from one group to another group of customers. In that connection, we build the new customer database of pubescent persons by focusing on activities for 'Wacoal Bloom' products through multiform advertisements on multimedia with joyful and easy understanding image for the juvenile group thereby new groups of customers are continually attained. Furthermore, sale promotion activities are launched and researches are undertaken on the requirements of both mothers and young daughters so as to provide the exact favorite premium for customers and finally achieve purchase and notification of products by social media idols or influencers. Last year, the Company has made collaboration to expand to the new customers jointly with Yoon-Phannapast Taychamaythakool, the designer of contemporary arts with her unique lines in her world-class arts work to produce Wacoal X Phannapast in the 'Candy Wrapper' collection in order to expand from the existing customers to the new customer groups.

Additionally, the Company has opened the new market in the LGBTQ+ group. Although it is a small market, it is the market with chance of expanding the prospective customer base which has the particular pain point, inter alia, this market is the blue ocean nearly with no competitors in Thailand. Production of the products and implementation of the marketing accessible to present consumers, there is only the lingerie market with imported expensive preorders and the small brands produced to be distributed particularly to the LGBTQ+ group, Wacoal has intentionally initiated the LGBTQ+ market and presented the collection for this group 'Wacoal Freedom' collection, it represents the freedom without definition through the Company's opening the Pop Up Store at Siam Center Shopping Mall in the end of last year. However, for the LGBTQ+ market even though providing competitive chance, there is still challenge of communication. Based on the survey of requirements of this group, the communication shall be clear but without discrimination.

### 2. General customers, having never used the Company's product

Presently, the consumers pay less attention to the brand loyalty but pay more attention to the product price. Consequently, our Company turns to increase the products in affordable price for this teenager group in compliance with the demand of the market together with to use quality of products as the merit of our Brand, so that this customer group can try the products and by their comparison of the product quality, that will lead to additional purchase of other collections. Women lingerie has the rapid rate of growth evidenced by domestic competitors and importation of several brands. Consequently, the Company focused on communication with the customers who have never used Wacoal lingerie through activities 'dare to try' to encourage trial of wearing until customers feel satisfied and finally purchase our products emphasizing the diversity of products both models and innovations that enable more comfortably and well-fitting wearing of the very good quality lingerie apart from its fashionable styles. This is the unique feature of Wacoal that cannot be found from any other brands. It is to provide chance for the customers to try, feel satisfied and make the decision to buy the products finally.

### 3. Consumers with Cross Product Experience

Based on the change in purchase behavior of customers in accordance with lifestyle in the new normal time there is also the change in the customer journey. The Company has applied the Upselling and the Cross-selling strategy along with encouraging purchasing at the sale outlets, so that the salespersons can immediately close their process of sale as sometimes 'prices' are not the most important cause but it is the 'mood and feeling' that encourages the decision to purchase, as the current purchase behavior of the customers mostly begins from searching the information first in order to compare and find the products or services most suiting their requirements. Among a lot of products with similar feature, the Company has distinctive and good quality products, by the idea 'just add a few amount' perhaps leading to the customers' purchase decision even the actual purchase amount being more than firstly expected by the customers. The Company, therefore, performs both promotion and impressive premium products to facilitate the immediate purchase decision and the relevant closing of sale. In addition, the Company also carries out the Cross-selling to increase other products, granting special right to customers in buying some recommended items in special prices the introduced goods. For example, buying lingerie will allow the customers to buy pajamas in a special price. That is to ensure the customers the 'worthwhileness' of purchase and provide chance to sell for the salespersons who present the relevant products, or providing the service likely to further interest the customers, implementing the strategy to encourage the brand awareness and enhancing the customers' desire to try other groups of products of the Company, such as matching the product items within the affiliates of the Company to launch special price promotion (Cross-Promotion), i.e. buying lingerie of mothers, get one children clothes washing product. Apart from this, the Company also implements the marketing strategy through the influencers and the social pages deploying affiliated marketing with the aim of encouraging the brand awareness and sales enhancement simultaneously.



### - Omni Channel Marketing

Nowadays, fierce competition in ladies lingerie is found in various distribution channels, starting from traditional channels such as department stores, discount stores, the Company's shops, necessitating the extension of sales to multiple online channels or TV Shopping. Growth in these new channels is expected to increase yearly due to its easy access and ability to meet customers' demand more rapidly and completely. As such, the Company has partnered with famous online sales websites, TV shopping channels or catalogue sales as the channels are those whereby producers can communicate their product innovations more completely while allowing consumers to be familiarized about the innovation of products before connecting them to visit the points of sale at Department Stores to see the real products. Such are components of Omni Channel marketing is expected to post further growth in line with the changing consumers' behavior in this modern age.

## (B) Competition Condition in the Industry

### - Competition Condition and Competitiveness of the Company

The overall market in 2023, the recovery of the tourism sector and the revocation of the COVID-19 outbreak control measure are positive proof that the situation turns normal, just only the economy recovery still being not explicit and full of uncertainty and of some risk from time to time. The kinds of shops which have much clearly been recovered are department stores, fashion and beauty, lifestyle, health and beauty shops, supermarkets located in shopping centers, department stores and convenience stores in the tourism regions including the service sector such as restaurants, canteens. Those businesses are likely to grow in accordance with the trend of the country reopening. The tourism and relaxation of the COVID-19 outbreak control measure and the recovery of the preceding businesses enable the Company to immediately manage the products distributed in each channel to be prompt for the return of customers' expenditure. The inventory fulfilling system has efficiently facilitated the product management of the Company. Additionally, the Company focuses on the communication with customers to enable the target customers to continually obtain information in the same direction by encouraging the customers to change behavior and the format of marketing communication by the following diverse methods either mass, above the line below the line, events and social media to stimulate the purchase of products under the 360 degrees marketing strategies, namely

- Advertising in a wide variety of formats accessible to all target groups especially outdoor and indoor advertising signage in the LED monitors both inside and outside department stores, the mass transit system, i.e. MRT up to the sale outlets. It is to modify the contents as fast as the quick change of the markets. The advertising on television focuses on children who will be the prospective customers in the future. Last year the Company has modified the guideline on presentation of contents more attractive to the target customers, where the online media are in collaboration with leading influencers who affect the target customers' decision to purchase such as Bowkylion, 4EVE, who are the artists acceptable by both the younger customers and the LGBTQ+ group through content reviews, short clips including broadcast of Ads in the following channels: Facebook, Instagram, TikTok. It is to enhance watching and awareness of the target teenager group and the LGBTQ+ group, which are deemed the new target groups focused by Wacoal on expand the marketing channel.

- Personal selling is still very important. The main channel of the Company is the offline customers group either the sale counters in the leading department stores or Wacoal Shops including other outlets. Those customers still need explanation for models, cup size suitable to the body shape, cloth texture, color, function and other details. In that connection, the salespersons will provide suggestion about how to select the proper products for the customers. The Company realizes the significance of providing education for salespersons about new knowledge either sales technique, products display arrangement, learning particulars of products as well as training them to have good personality, so that they gain expertise in body shapes and can professionally provide reliable suggestion and explanation.

- Sale Promotion: The interesting sale activities and promotions are for the purposes of maintaining the existing customers or attracting the prospective customers or promoting the current customers to buy products in more quantity or increasing the rate of using the products or encouraging the customers to buy more expensive products or attracting the customers to immediately decide to buy the products such as making premium sets offered to those customers of department stores and Wacoal Shops, arranging Pop Up Stores in special areas for new collections, decorating sale outlets to attract the customers to come to select the products.

- Public relations to create the good image of the Brand and the Organization by disseminating news to the public, so that the Organization is widely recognized. To this end, the Company has continually built the positive relationship with either customers, allied media or influencers through projects of social contribution such as Wacoal Bras Day, We Request Your Old Bras or Wacoal Pink Ribbon VS. Breast Cancer. In that connection, Wacoal Pink Ribbon VS. Breast Cancer launched in 2023, HRH Princess Sirivannavari gracefully designed the Balancing Bra, the lingerie for those women who have got the operation of breast cancer in collaboration with Wacoal products, namely 'Wacoal X Sirivannavari' "Princess Collection". Her Royal Highness the Princess designed and took photos of the advertising campaign of this special collection by herself under the concept "Empowering Women with Love". It is to share love to all women of every race, every appearance to encourage them to provide positive power, power of love and morale among their group, which is the main concept of this project. The partial income gained from distribution of the "Princess Collection" has been contributed as donation fund to the organizations assisting the breast cancer patients, i.e. Kanjanabaramee Foundation and the National

Cancer Institute. This is the cooperation in doing some good deeds to contribute to a charity fund started by His Majesty the King on the great occasion of Her Majesty Queen Sirikit The Queen Mother's 91<sup>st</sup> Birthday, the 12<sup>th</sup> August 2023.

- Expansion of E-Marketplace both belonging to Wacoal in several platforms, namely Website/ Facebook Fanpage/ Line/ Instagram/ TikTok and the online channels of other E-Marketplace which are business partners of the Company to increase the sales of Wacoal products to achieve the goal, namely Lazada/ Shopee/ JD Central/ Bento and other further channels that Wacoal Online moves ahead to develop and make new alliances to continually enhance the growth of such channels at present and in the future.

#### **- Number and Size of Competitors**

After the COVID-19 outbreak has decreased, the high purchase power customers return to expend in purchasing the products. This group of customers which is loyalty customers still select to buy goods in the traditional channels, namely department stores, Wacoal shops and discount stores. These channels are deemed the main channels with the sales as of 2023 having gradually increased. At the meantime, competitors in the market have still been competing in allowing considerable discount for both the direct competitive products and the low end products from China. It causes the Company intending to select products, decorate and differentiate the shops from those of the competitors, upgrade to modernity emphasizing the reliable brand of quality. Nonetheless, the change of technology and the spilling of counterfeit products, the imitations of low quality have reduced the trustworthiness of the online purchase. In that connection, the consumers then pay more attention to those business organizations by thinking about the impact on society, environment with corporate governance (Environment, Social and Governance: ESG). Last year, our Company has continually communicated to every group of customers about the counterfeit products to encourage carefulness of the consumers in ordering the products.

#### **- Industrial Trend and Future Competition**

Kasikorn Research Center Company Limited has assessed that in 2024, the sales of retailer shops are likely to grow about 4.0 — 5.0% in comparison with 2023. This still excludes the outcome of those purchase power stimulation projects such as the Digital Wallet which is waiting for approval under the process of promulgation of the Act of 5 Hundred Thousand Baht Loan since such project has to pass many steps of formality taking considerable time where we have to wait and follow up details of the measure on expenditure encouragement to be launched by the new government, where many parties expect that the digital wallet can encourage the economy of the Country. Nonetheless, the expenditure and the purchase power depend on the behavior and financial status of each consumer which differ from one another, including the conditions set forth in each dimension either in terms of specifying the areas or the types of shops, all these will affect different sales of each retailer shop.

The overview of overall trends for the textiles and garment industry shows possible growth in both production and export sectors. Most of the production is for ASEAN markets, due to the advent of the ASEAN Economic Community. In 2023 the sales of wholesaling and retailing and services will continually grow in compliance with the economic direction and the purchase power of consumers which will restore to normal condition. The Tourism Authority of Thailand has forecast that in 2023 there will be approximately 27 million foreign tourists visiting Thailand. Although the sales are likely to grow, the business doers still face with tough competition especially the low end products from China which are consecutively spilled in Thailand and the higher cost in case of the minimum labor cost being increased. These challenge the capability in generating profits of the retailing business. Thailand Textile Institute suggests the textile entrepreneurs to modify the format of production and deploy the materials in trend of saving the environment, as well as to create the memorable experience about the textile products which adds value thereof and making the products competitive in the international markets. It is to propose to the government to encourage the soft power of textile by strengthening the textile market and providing prompt assistance for the entrepreneurs. In this connection, the Ministry of Commerce has recommended the textile manufacturing and exporting entrepreneurs to produce the products by taking account of impact on the environment whether directly or indirectly aiming to strengthen competitiveness and to access the business chance suiting the BCG Model Trend where the clothing markets of recycled materials worldwide achieve the consecutive growth about 10.7% per annum.

In the future, technology and sustainability will be the significant vision of the wholesaling, retailing and service sectors. It is necessary to expedite to adjust to comply with the online trade through various platforms because the present and the future wholesaling, retailing and service markets will be the markets of consumers where they can rapidly select to purchase goods encouraging the fast turnover of products and services. Speed will be the answer to satisfy the requirements of consumers. The collaboration business model should be implemented jointly with the business alliances for sustainability as there will be tough competition both directly and indirectly. The BCG economy will be the business trend which the business doers shall be aware of and put into practice including to set the target for expanding the business together with protecting the environment and lessening the global warming. This will enhance the sustainable growth of business. The Metaverse Technology will support to enhance the markets under the idea when the customers do not come to shops, we should visit them at home. In addition, the AI Technology will assist the wholesaling and retailing business in assessment of the market requirements and sales with more correctness and accuracy.

### **(3) Acquisition of Products or Services**

ICC is currently carrying four lingerie brands, produced by two major manufacturers:

- 1) Thai Wacoal Plc., manufacturer of Wacoal.
- 2) Pattaya Manufacturing Co., Ltd., manufacturer of Kullastri, BSC, Elle.

Both companies have the raw materials suppliers, namely A Tech Textile Co., Ltd., G Tech Material Co., Ltd., Champ Kabin Co., Ltd., Thai Gunze Co., Ltd., Erawan Textile Co., Ltd., TPCS Plc., Thai Naxis Co., Ltd., Thai Takeda Lace Co., Ltd., Thai Sakae Lace Co., Ltd., and Fujix International Co., Ltd., which are certified the manufacturing standards under the conditions and criteria to select manufacturers as stipulated by our Company, i.e. usually carrying out research, study and development of new raw materials. This causes lots of advantages to our Company in terms of raw materials and lower cost in competing with our business rivals.

#### **(4) Undelivered Work**

- None -

### **3. Men's Wear Industry**

#### **(1) Features of the Products**

The Company is the distributor of men's wear under such brands as Lacoste, Arrow, Excellency, Daks, Guy Laroche, Elle Homme, Getaway, BSC Cool Metropolis, Hornbill, Le Coq Sportif, Maximus and Felix Buhler. The main distribution channels are department stores in Bangkok and upcountry, with regular sales personnel providing product advice and after-sales service. A new distribution channel has also been opened in discount stores, as well as in shops that have opened in shopping malls, TV channel and E-Commerce.

#### **- The Potential Factors Impacting on Chances or Limitations of Business Operation**

##### **- Chances and Obstacles of Business Operation**

##### **Chances**

1. The target market still focuses on the image, price and how worthwhile the products are.
2. Due to the tougher competition, many competitors which fail to gain the advantage of their cost cannot survive in the market resulted from the higher labor cost, termination of employment, move the manufacture base to another place, dissolution of business.
3. Recognition of the customers' requirements and enhancement of close relation between the consumers and the products is the significant factor of impressing the consumers especially the marketing activities with social and charitable contribution.
4. Most of the competitors in the market have not set any different and attractive communication procedure, but only deployed the price strategy as the key one thereby they mostly stress the reduction of stocks and have not implemented the interesting marketing.
5. There was increase of the distribution channels from expansion of branches of several provincial shops and increase of the direct sales channels accessible to the consumers such as the TV sales and E-Commerce.
6. The economic growth of the CLMV countries has provided chance for the men's wear products to extend the markets in these countries.

##### **Obstacles**

1. The target market has less brand loyalty, so deciding to purchase mostly through the marketing activities and the sales promotion programs.
2. The strategy of price is still important in competition. Any manufacturer which fails to enhance effectiveness of lessen the cost will be disadvantageous in competition and finally leave the market.
3. The Policy of the Free-Trade Zone resulted in the setting up of a measure on reduction of import duties of the ready-made products where there were explicitly increase of competitors in the market last year whether branded products or inexpensive products from China.
4. From lifestyle and purchase power of the young generation consumers where they pay attention to their dressing more than in the past causing the business entrepreneurs which are the international leading Fast Fashion Retailers have orientated to making more investments in this region.

#### **(2) Marketing and Competition**

##### **(A) The Marketing Aspects and Policy**

Our Company has the policy to emphasize the procedure of providing satisfactions for the customers by stressing importance of the Market Oriented and the Customer Relation Management.

##### **- The Competition Strategies**

1. The product strategy: We emphasize development of products with high quality whether sewing, wearing, innovation of good quality raw materials so as to facilitate comfort or convenience of use and maintenance which satisfies the requirements of customers and simultaneously complies with the favorite fashion trend of the target market.

2. The price strategy: We focus on keeping the proportions of price and quality to be at the proper level. To implement the policy of competitive price shall mostly be done to the out-of-date products only so as to ensure the customers' confidence in purchasing our products.

3. The distribution strategy: The products are available to be purchased in leading department stores nationwide with the aim of fully access to the target group by means of presentation of the value of products with innovation, modern fashion, good quality, reasonable price. The products are beautifully displayed under the concept of distinctive presentation different from those of the competitors and attracting the customers' interest. The well trained sales staff on our products and services will perform their duty at the sales outlets to properly provide suggestion about our products and render both during sale and after sale service.

4. The sales promotion strategy: We emphasize advertisement, public relations and dissemination of new products in each season by launching contents of sales promotion in accordance with the need and interest of customers different from the competitors by offering innovations and marketing campaigns to assist the society in which the target group is interested and continually make them known via various media at the sales outlets emphasizing fame, quality and reliability of products.

5. Provision of satisfactory service for customers, our Company focuses on the service rendered at the sales outlets starting from the customers walking in the shop until leaving the shop with the aim of the customers' most satisfactions and impressions.

6. The warranty for the customers' satisfactions, our Company focuses on the after sale service to be rapidly and impressively provided with willingness to replace any item of products unsatisfying the customers.

#### **- Qualifications of the Target Customers**

Our Company distributes a variety of brands of men's wear in different marketing positions. In distributing to various segments of the market, there are the strong brands which can dominate the market shares and successfully diversify the potential risks.

The target group customers of our products have several segments depending on the positioning of the products. All products of our Company cover the target group customers which are gentle men aged 25-50 of high middle class (level C and more), mostly are the business owners, company officers, students with quite contemporary fashion taste and preference of dressing.

#### **- Distribution and Distribution Channels**

Our Company deploys the distribution channels through middlemen, namely department stores, discount stores where we are entitled to negotiate because most of men's wear distributed by our Company are well known and accepted by the consumers. In addition, we usually conduct the marketing activities. We also increase the distribution channels outside department stores to supply the increasing number of consumers through the Company's shops, television-base sales outlets and E-Commerce. However, we have the policy of development of business jointly with our trade partners for the mutual interests and best advantages of the consumers.

### **(B) Competition Condition in the Industry**

#### **- Competition Condition**

Last year menswear sales in department stores have decreased approximately 5% in comparison with the previous year. The consumption and purchase of clothing products as of 2023 have decreased due to the economic recession, even though the COVID-19 outbreak has continually decreased until the situation has restored to normal enabling department stores in almost every province nationwide to be reopened throughout the year and the number of foreign tourists are increasing although there is still no sign of China's reopening. However, most consumers were still careful of their expenditure in coincidence of the recession in economy worldwide where the consumers were deliberately more selective to choose good quality products than previously, and continued taking into account the ongoing innovation of goods.

In addition, most producers emphasized pricing methods whether offering discounts, redemptions, giveaways and distribution of premium goods to stimulate sales and minimize products in their stocks, but rarely conducted new marketing campaigns. Many had to develop their production efficiency to achieve lower costs, and to ensure flexibility in management for higher competitiveness. In addition, they have to set aside budget for marketing activities for competitive advantages in the long run.

#### **- Number and Size of Competitors**

We have men's wear products of medium level onwards in the markets about 65 brands but substituted by the imported foreign brands for the domestic brands which are not competitive in the markets.

#### **- Industrial Trend and Future Competition**

As far as the state of competition is concerned, some advantages still prevailed, namely:

1. The Company's menswear has created a wide range of product lines (portfolio) which can cover the whole target market in many various segments, resulting in wide distribution and a strong market share as well as the balance of negotiating power in distribution.

2. The Company's products are well-known and well-accepted for their reputation and high quality.

3. The Company's products have undergone development and it had successfully and consistently launched

innovations into the market owing to support from major suppliers (belonging to the Saha Group). There is an expansion of factories to cater for this growth, from the thread-spinning factory, dyeing factory, cloth decoration factory to ready-made shirts manufacturing factories, to support the Company in its potential to create a constantly growing market share.

4. The Company has strong personnel with good habits of thought and the determination to achieve corporate targets and they are consistently ready to learn and improve.

5. The Company has a Big Data policy to analyze relevant data and customer behavior (Descriptive Analysis) and to make projections into future trends of customer demand (Predictive Analysis) in order to be able to better respond to consumers' needs.

### **- Industrial Trend and Future Competition**

Although the purchase power remains sluggish in 2022, the industry at large tends to remain stable and continue growing because of the gradual recovery situation from the COVID-19 and the consumers still continue to pay more attention to buy clothing products of quality, and number of foreign tourists is likely to increase. However, fierce market competition still exists not less than last year due to foreign rivals including influx of cheap products from the People's Republic of China. Local producers will have to analyze the market and consumer behavior in each area, create innovations in various forms in terms of products, communication, marketing including develop strengths of each product for each target group of buyers in order to survive in the market amid the more intense competition.

### **(3) Product Acquisition**

The Company has acquired products from 3 major suppliers, namely:

1. TNLX Co., Ltd., manufacturer of shirts, T-shirts, suits, bags and leather goods.
2. People's Garment Plc., manufacturer of T-shirts and trousers.
3. Bangkok Tokyo Socks Co.Ltd., manufacturer of socks.

Manufacturing technology used is medium-ranged, with a fair number of workers and the modern use of automated machinery for higher production efficiency.

Moreover, the manufacturing group has established factories within a BOI-promoted Industrial area (Zone 3), resulting in a decisive advantage in production costs.

Our Company emphasizes research and development of products with the aim of most satisfying the consumers' requirements, whereby the attractive forms of the development have continually been implemented corresponding with the fashionable trend of the costume industry. In this connection, we have collected data and information either from Europe, USA or Japan as the guidelines of development to suit the Thai consumers. In addition, our Company further stresses the creating of innovations in many fields to provide convenience for the consumers in using our products.

### **(4) Undelivered Work**

- None -

## **1.2.3 Assets Used in Business Operations**

### **1. Assets Used in Business Operation**

Appears in Attachment 4 : Assets Used in Business Operations and Details about Property Appraisal Items

### **2. Policies on Investment in Subsidiaries and Associates**

The Company has invested in other several companies with a purpose of long-term enhancement of values for the Company. The enterprises in which the Company has jointly invested will be running a business supplementing the businesses being operated by the Group Companies or the businesses where the Company is expected to operate further as it has been envisioned in the potential for profit making whereby the Company will obtain payoffs/compensations in form of dividends.

The enterprises invested by the Company comprise 3 main business branches: the production business, the distribution business, and others; in this regard, on 31 December, 2023, the Company invested in a number of 4 Subsidiaries and 10 Associates.

The policies and practices on providing the Company's Executives to officiate as the Directors in the Subsidiaries, who plays a major role in regulating and administering the affairs of the Subsidiaries, provided that the accounting policies issued by Holding Companies shall be applied, and in carrying out any activities, these shall be applied in accordance with the terms issued by the Holding Companies which are listed on the Stock Exchange of Thailand.

In addition, the Company has imposed that whoever has been appointed by the Company is obliged to regulate the Subsidiaries to implement and disclose significant information according to the several criteria in the same way the Company has implemented the criteria such as making a connected transaction, acquisition or disposal of assets, or making other significant transactions.

On the other hand, the investment in the Associates has been jointly done in the enterprises of the Affiliates and other Companies - the Company has no power to regulate the affairs of the Investment Companies. The administration of such Companies relies on the Board of Directors of each Company.

With respect to the policies and practices on providing the Company's persons to officiate as the Directors or the Executives in the Associates or the Investment Companies, there has been a consideration made by the Chief Executives of Affiliated Companies regarding which sort of business operated by other Companies would be, and whether it would be necessary for the Company's Directors or the Executives from one of the Companies to represent on behalf of co-investors under the joint venture contract; if so, a team with knowledge, ability, and expertise in particular businesses chosen from the Company's Directors or the Executives would be considered.

The Company has the measures on hedging investment risks by appointing persons from the Associates or from the Companies operating business regarding the affairs invested as the Investment Supervisor who pursues and examines financial statements and situational information to recognize the difficulties arisen for further acknowledgment of the Company's and the shareholders within the group annually via reports which shall be made immediately after unusual events or crises to help find a solution. Moreover, the Meeting of the Board of Directors and the Meeting of the Management Committee have been regularly held to consider matters pertaining to the performance of the businesses invested by the Company, emphasizing the affairs of the businesses that encountered a loss and seeking for the approaches to make free from the mentioned loss of such Companies for sustainable profits of the particular businesses.



## 1.3 Conglomerate Structure

### 1.3.1 Conglomerate Structure

(1) The Company has four subsidiary companies and acquiring ten affiliated companies. Namely:

Name of companies	Type of business	Shares held by ICC (%)	
		Subsidiary companies	Affiliated companies
1. WBRE Co., Ltd.	Properties development	99.9997	-
2. Canchana International Co., Ltd. (Kingdom of Cambodia)	Distribution of products	60.00	-
3. Thai Itokin Co., Ltd.	Manufacturing and distributing women's wear	58.16	-
4. Tiger Distribution & Logistics Co., Ltd.	Operates a warehouse management, warehouse rental	51.00	-
5. Nanan Cambo Solution Co., Ltd. (Kingdom of Cambodia)	Real Estate Investment	-	49.00
6. King Square Co., Ltd.	Properties development	-	45.00
7. King Square Sweet Co., Ltd.	Properties development	-	36.00
8. Boon Capitalholding Co., Ltd.	Operating investment business	-	32.00
9. PTZ E-Commerce SEP Co., Ltd.	Selling products via electronic media	-	30.00
10. International Leather Fashion Co., Ltd.	Manufacturing genuine and artificial fashion leather goods	-	28.00
11. Thai Secom Security Co., Ltd.	Security	-	25.50
12. Worldclass Rent a Car Co., Ltd.	Operating car rental business	-	25.00
13. Issara United Co., Ltd.	Properties development	-	25.00
14. Issara United Development Co., Ltd.	Hotel	-	25.00

(2) Information about related ,subsidiary and affiliated companies that operate the similar or related business and cross share owning as of December 31, 2023 is as following:

Name of companies	Shares held by ICC (%)	The company's shares held in ICC (%)	Similar or related business	Cross-Shareowning	Subsidiary companies	Affiliated companies
1. Saha Pathana Inter-holding Plc.	9.97	24.81	-	√	-	-
2. Sahapathanapibul Plc.	10.55	8.53	√	√	-	-
3. Thai Wacoal Plc.	5.18	3.90	√	√	-	-
4. Thanulux Plc.	6.28	-	√	-	-	-
5. O.C.C. Plc.	19.73	0.55	√	√	-	-
6. S & J International Enterprises Plc.	14.61	0.35	√	√	-	-
7. TPCS Plc.	10.43	0.43	√	√	-	-
8. People's Garment Plc.	5.25	0.60	√	√	-	-
9. Far East Fame Line DDB Plc.	10.64	0.29	√	√	-	-
10. First United Industry Co., Ltd.	9.12	0.35	-	√	-	-
11. I.D.F. Co., Ltd.	9.00	10.23	-	√	-	-
12. Tiger Distribution & Logistics Co., Ltd.	51.00	-	√	-	√	-
13. International Laboratories Corp., Ltd.	19.56	1.10	√	√	-	-
14. Thai Arusu Co., Ltd.	4.17	0.04	√	√	-	-
15. Pattaya Manufacturing Co., Ltd.	5.33	0.07	√	√	-	-

## Organizational structure and operation of the group of companies

Name of companies	Shares held by ICC (%)	The company's shares held in ICC (%)	Similar or related business	Cross Share-owning	Subsidiary companies	Affiliated companies
16. Lion Corporation (Thailand) Co., Ltd.	12.00	0.07	√	√	-	-
17. Kai I.T. Service Co., Ltd.	10.00	-	√	-	-	-
18. Thai Itokin Co., Ltd.	58.16	-	√	-	√	-
19. International Leather Fashion Co., Ltd.	28.00	-	√	-	-	√
20. Shop Global (Thailand) Co., Ltd.	17.42	-	√	-	-	-
21. Canchana International Co., Ltd. (Kingdom of Cambodia)	60.00	-	√	-	√	-
22. PTZ E-Commerce SEP Co., Ltd.	30.00	-	√	-	-	√

Remark : The Company has adopted the cross shareowning structure or pyramid type due to the Company's original business operation characteristic before being listed in the Stock Exchange of Thailand. However, such cross shareowning structure is not contrary to the Article No.14 of the Notification of Capital Market Supervisory Board No. TorChor 28/2551 on Application for and Approval of Offer for Sale of Newly Issued Shares.

(3) Name, location, type of business, issue and paid-up shares capital of companies with the company holding more than 10 % of the total paid-up shares.

No.	Companies	Location	Type of Business	Type of Shares	No. of Total Paid-up Shares	No. of Shares Held	Investment amount (฿)	Percentage of Shares holding
<b>Distribution Companies</b>								
1.	SAHAPATHANAPIBUL	Bangkok	Consumer Products	Common Share	330,000,000	34,830,158 (market price as of Dec 31, 2023)	2,150,762,256.50	10.55
2.	O.C.C.	Bangkok	Distributor	Common Share	60,000,000	11,839,980 (market price as of Dec 31, 2023)	116,623,803.00	19.73
3.	BETTER WAY (THAILAND)	Bangkok	Direct Sale	Common Share	10,000,000	1,648,375	104,314,361.65	16.48
4.	FAIRYLAND DEPARTMENT STORE	Nakhon Sawan	Department Store	Common Share	1,000,000	106,200	15,930,000.00	10.62
5.	E.P.F.	Bangkok	Distributor, Retailer	Common Share	65,000	6,500	390,000.00	10.00
6.	KAI I.T. SERVICE	Bangkok	Assembling and Selling	Common Share	400,000	40,000	1,125,600.00	10.00
7.	MORGAN DE TOI (THAILAND)	Bangkok	Distributor of men's and women's apparels and leather products under the brand "MORGAN"	Common Share	400,000	48,000	4,800,000.00	12.00
8.	DAISO SANGYO (THAILAND)	Bangkok	One-price retail business of consumer products	Common Share	28,000,000	3,249,474	32,494,740.00	11.61
9.	SHOP GLOBAL (THAILAND)	Bangkok	TV Shopping (sale products via Satellite TV)	Common Share	10,850,000	1,890,000	189,000,000.00	17.42
*10.	CANCHANA INTERNATIONAL	Cambodia	Distribution of products	Common Share	1,000	600	13,825,570.00	60.00
*11.	PTZ E-COMMERCE SEP	Bangkok	Sales products via electronic media	Common Share	10,000	3,000	274,440.00	30.00
<b>Total</b>					<b>440,726,000</b>	<b>53,662,287</b>	<b>2,629,540,771.15</b>	

No.	Companies	Location	Type of Business	Type of Shares	No. of Total Paid-up Shares	No. of Shares Held	Investment amount (฿)	Percentage of Shares holding
<b>Manufacturing Companies</b>								
1.	TPCS	Bangkok	Embroidered Lace, Sponge	Common Share	108,000,000	11,261,720 (market price as of Dec 31, 2023)	188,070,724.00	10.43
2.	S & J INTERNATIONAL ENTERPRISES	Bangkok	Cosmetics	Common Share	149,930,828	21,897,781 (market price as of Dec 31, 2023)	1,138,684,612.00	14.61
3.	LION CORPORATION (THAILAND)	Bangkok	Detergent	Common Share	5,000,000	600,000	60,000,000.00	12.00
4.	RAJA UCHINO	Bangkok	Towels	Common Share	1,215,000	165,150	16,322,496.00	13.59
5.	CHAMP ACE	Bangkok	Garment	Common Share	400,000	50,000	5,000,000.00	12.50
6.	H & B INTERTEX	Bangkok	Soft and Plush Toys	Common Share	400,000	76,000	7,600,000.00	19.00
7.	INTERNATIONAL LEATHER FASHION	Bangkok	Leather Shoes	Common Share	500,000	140,000	21,727,300.00	28.00
8.	TOTAL WAY IMAGE	Bangkok	Leather Goods	Common Share	80,000	8,000	800,000.00	10.00
9.	TOP TREND MANUFACTURING	Chonburi	Plastic Packaging	Common Share	1,200,000	216,000	43,200,000.00	18.00
10.	SSDC (TIGERTEX)	Prachin-buri	Bleaching & Dyeing	Common Share	3,240,000	634,552	33,135,122.78	19.58
11.	THAI ARAI	Chonburi	Automobile Parts	Common Share	1,260,000	135,450	14,162,504.36	10.75
12.	THAI SPORTS GARMENT	Bangkok	Garment	Common Share	100,000	12,000	1,200,000.00	12.00
13.	THAI GUNZE	Prachin-buri	Knit Wear	Common Share	1,800,000	288,000	28,800,000.00	16.00
14.	THAI CUBIC TECHNOLOGY	Chonburi	Surface Decorating Service	Common Share	400,000	76,000	7,600,000.00	19.00
15.	KEWPIE (THAILAND)	Bangkok	Food	Common Share	2,630,000	283,231	27,596,500.00	10.77
16.	THAI TAKEDA LACE	Bangkok	Lace	Common Share	1,270,000	162,000	20,482,860.00	12.76
17.	THAI SUN FOODS	Bangkok	Producing and Trading Fruit Juice "Greenmate" and Distribution of "Homey" Biscuits	Common Share	5,000,000	950,000	9,500,000.00	19.00
18.	INTERNATIONAL LABORATORIES	Bangkok	Cosmetics	Common Share	24,000,000	4,694,400	336,561,800.00	19.56
19.	BANGKOK TOKYO SOCKS	Chonburi	Socks Manufacturing and Export	Common Share	1,617,800	280,000	24,250,000.00	17.31
20.	ERAWAN TEXTILE	Samutprakan	Producing and weaving threads from cotton and polyester T/C	Common Share	6,214,634	1,019,978	115,714,662.91	16.41
21.	THAI ITOKIN	Bangkok	Ladies' wear	Common Share	1,400,000	814,250	96,957,402.00	58.16
<b>Total</b>					<b>315,658,262</b>	<b>43,764,512</b>	<b>2,197,365,984.05</b>	

No.	Companies	Location	Type of Business	Type of Shares	No. of Total Paid-up Shares	No. of Shares Held	Investment amount (฿)	Percentage of Shares holding
<b>Service Companies and Others</b>								
1.	FAR EAST FAME LINE DDB	Bangkok	Advertising	Common Share	7,870,000	797,800 (market price as of Dec 31, 2023)	147,593,000.00	10.14
2.	PAN ASIA FOOTWEAR	Chonburi	Investment	Common Share	540,000,000	102,112,778 (market price as of Dec 31, 2023)	115,387,439.14	18.91
3.	SAHA RATTANANAKORN	Bangkok	Industrial Estate	Common Share	1,800,000	225,000	22,500,000.00	12.50
4.	SAHA UBOLNAKORN	Bangkok	Industrial Park	Common Share	1,250,000	237,500	1,484,375.00	19.00
5.	K. COMMERCIAL AND CONSTRUCTION	Bangkok	Construction	Common Share	500,000	72,500	25,344,590.25	14.50
6.	SAHAPAT REAL ESTATE	Bangkok	Real Estate Development	Common Share	36,000,000	7,164,000	140,295,000.00	19.90
7.	WORLDCLASS RENT A CAR	Bangkok	Car Rent	Common Share Preferred Share	1,000,000 2,800,000	211,111 738,889	19,792,935.73 73,888,900.00	25.00
8.	D F INTER	Bangkok	Made-to-Order Furniture	Common Share	50,000	9,500	1,060,200.00	19.00
9.	THAI FLYING MAINTENANCE	Bangkok	Aircraft and Helicopter Maintenance Service	Common Share	20,000	3,000	300,000.00	15.00
10.	UNITED UTILITIES	Bangkok	Real Estate	Common Share	3,500,000	649,457	72,315,002.82	18.56
11.	TREASURE HILL	Chonburi	Golf Course	Common Share	2,000,000	240,000	16,178,000.00	12.00
12.	PAN LAND	Chonburi	Land Development	Common Share	3,000,000	500,000	49,367,900.00	16.67
13.	TIGER DISTRIBUTION & LOGISTICS	Bangkok	Distribution and Logistics	Common Share	8,000,000	4,080,000	51,553,310.00	51.00
14.	WASEDA EDUCATION (THAILAND)	Bangkok	Institute of Japanese Language and Cultural Studies	Common Share	100,000	10,714	1,071,400.00	10.71
15.	THAI SECOM SECURITY	Bangkok	Security	Common Share Preferred Share	3,788,572 766	966,282 -	196,982,375.50 -	25.50
16.	ISSARA UNITED	Bangkok	Property Development	Common Share	4,200,000	1,049,997	104,999,700.00	25.00
17.	BOON CAPITALHOLDING	Bangkok	Investment	Common Share	70,000,000	22,399,999	223,999,990	32.00

No.	Companies	Location	Type of Business	Type of Shares	No. of Total Paid-up Shares	No. of Shares Held	Investment amount (฿)	Percentage of Shares holding
18.	WBRE	Bangkok	Real Estate	Common Share	500,000	499,997	49,999,700.00	100.00
19.	BNC REAL ESTATE	Bangkok	Real Estate	Common Share	2,400,000	400,000	40,000,000.00	16.67
*20.	NANAN CAMBO SOLUTION	Cambo-dia	Real Estate Investment	Common Share	1,000	490	6,475,840.00	49.00
21.	SAHA TOKYU CORPORATION	Chonburi	Real Estate	Common Share	792,000	95,040	95,040,000.00	12.00
*22.	TIGER MK LOGISTICS (MYANMAR)	Myanmar	Logistics Service	Common Share	30,000	5,400	1,786,320.00	18.00
23.	ISSARA UNITED DEVELOPMENT	Bangkok	Hotel	Common Share	5,600,000	1,399,997	139,999,700.00	25.00
24.	WORLDBEST CORPORATION	Bangkok	Car Rent	Common Share	500,000	50,000	5,000,000.00	10.00
25.	Kingbridge Tower (Formerly; Saha Capital Tower)	Bangkok	Property Development	Common Share	50,000,000	5,000,000	425,000,000.00	10.00
26.	KING SQUARE DEVELOPMENT	Bangkok	Property Development	Common Share	800,000	120,000	120,000,000.00	15.00
27.	KINGBRIDGE ASSET	Bangkok	Property Development	Common Share	24,000,000	4,560,000	456,000,000.00	19.00
28.	King Square	Bangkok	Property Development	Common Share	800,000	360,000	36,000,000.00	45.00
29.	King Square Suites	Bangkok	Property Development	Common Share	520,000	187,200	46,800,000.00	36.00
Total					771,822,338	154,146,651	2,686,215,678.44	
Grand Total					1,528,206,600	251,573,450	7,513,122,433.64	
Less : Provision for loss from impairment of investment							162,273,039.40	
Add : Gain(loss)from change in fair value of long term investment							6,887,716,582.17	
Net					1,528,206,600	251,573,450	14,238,565,976.41	

Remarks : \* Investment in other countries

### 1.3.2 A person with a potential conflict of interest holds shares of a subsidiary or associated company at an amount exceeding 10 percent of the voting shares of such company

The Company has invested in other several companies with a purpose of long-term enhancement of values for the Company. The enterprises in which the Company has jointly invested will be running a business supplementing the businesses being operated by the Group Companies or the businesses where the Company is expected to operate further as it has been envisioned in the potential for profit making whereby the Company will obtain payoffs / compensations in form of dividends.

On 31 December, 2023, the Company invested in a number of 4 Subsidiaries and 10 Associates, the enterprises invested by the Company comprise 3 main business branches: the production business, the distribution business, and others; in this regard.

Although the above investment pertains to subsidiaries and associates with potential conflicts of interest with the Company, the Board of Directors believes that its shareholding structure is appropriate, consistent with the Company's investment policy and strategy, and is in the best interest of the Company's business.

As a shareholder, the Company has the right to independently manage the Company's investments in accordance with the percentage of shares that the Company has in each companies. As a listed company in the Stock Exchange of Thailand, the Company is committed to treating all shareholders equally and fairly, taking into account benefits pertaining to the company and its shareholders. In complying with regulatory measures and practicing good internal control, the Company is vigilant about entering into transactions with potential conflicts of interest. Such transactions must be approved by the Board of Directors and reviewed by the Audit Committee. This ensures compliance with the rules and regulations of the Stock Exchange, reasonable transactions, and alignment with general terms of trade, so that transactions are not unlike those made with third parties for the Company's best interests. In addition, these stipulations promote transparency and fairness in current and future transactions. Stakeholders do not have voting rights, both as Company directors and shareholders, in transactions with potential conflicts of interest

### 1.3.3 Relationship with major shareowners' business

The Company operates as a distributor of consumer products and the expansion of its business base into other products and brands, such as BSC Cosmetology, Wacoal lingerie, men's apparels : Arrow, Lacoste, Guy Laroche encompassing cosmetics, perfume, lingerie, men's and women's apparels and sportswear equipment, children's clothing, leather ware, watches, consumer products including beverages various flavored of soybean milk and dietary supplements etc.

The Company's major shareholder is Saha Pathana Inter-Holding PLC. with ones of Saha Group, invests in consumer goods businesses, food and beverage businesses, and industrial park development and others.

The company is engaged in joint business activities with Saha Group. Most joint activities were normal business transactions to further strengthen the company's business operations, from Upstream - Midstream - Downstream Throughout Supply Chain for Sustainable Development.

The Company strictly complies with rules and regulations regarding transactions, including transactions with prices and business conditions that are not beneficial.



### 1.3.4 Shareowners

#### Shareowners

Top ten major shareowners as of the closing date on March 27<sup>th</sup> 2023 (shareowner categories being sorted in accordance with in Section 258)

No.	Name	No. of Shares	%
1.	*Saha Pathana Inter-Holding Plc.	72,092,990	24.81
2.	*I.D.F. Co., Ltd.	27,724,910	9.54
3.	Mr. Weerapat Punsak-udomsin	25,937,940	8.93
4.	*Saha Pathanapibul Plc.	24,777,100	8.53
5.	*Thai Wacoal Plc.	11,097,070	3.82
6.	U.B. Chemical Industries Co., Ltd.	10,667,400	3.67
7.	Uniwealth Co., Ltd.	10,154,550	3.49
8.	BTS Group Holdings Plc.	10,006,070	3.44
9.	Universe Beauty Co., Ltd.	9,953,920	3.43
10.	*Mr. Boonsithi Chokwatana	6,558,940	2.26
Total		208,970,890	71.90

- Notes :
- Investors can view the top ten major shareowners' information on the closing date from the company website (<http://www.icc.co.th>) before the annual general meeting.
  - \*Shareowners of Saha Group
  - Major Shareowners of I.D.F.Co.,Ltd. As follows.

No.	Name	No. of Shares	%
1.	Sinparadorn Co., Ltd.	43,150	47.95
2.	Saha Pathanapibul Plc.	17,644	19.60
3.	Yi Tong Tian Tai BSC Co., Ltd.	11,250	12.50
4.	I.C.C. International Plc.	8,100	9.00
Total		80,144	89.05
Other shareowners'		9,856	10.95
Total		90,000	100.00

#### Distribution of Shareownership

Based on the number of shares held in succeeding periods

Period	2023		2022	
	No. of shareowners	%	No. of shareowners	%
1 - 100	486	37.10	486	36.60
101 - 500	375	28.63	383	28.84
501 - 1,000	83	6.33	83	6.25
1,001 - 3,000	108	8.24	113	8.51
3,001 - 5,000	47	3.59	47	3.54
5,001 - Upward	211	16.11	216	16.26
Total	1,310	100.00	1,328	100.00

## Distribution of Shareownership

Based on different categories of shareowners

Categories	2023		2022	
	No. of shares	%	No. of shares	%
Limited companies and limited public companies	46,596,430	16.03	49,453,330	17.01
Commercial banks and financial institutions	15,980	0.01	15,980	0.01
General public	21,601,419	7.43	18,471,244	6.35
Company employees	11,998,150	4.13	13,567,555	4.67
Thailand Securities Depository Company Limited				
- For local depositors	207,984,531	71.56	206,688,401	71.12
- For foreign depositors	2,437,220	0.84	2,437,220	0.84
<b>Total</b>	<b>290,633,730</b>	<b>100.00</b>	<b>290,633,730</b>	<b>100.00</b>

### 1.4 The Company Registered capital and Paid Up Capital

#### Securities of the Company Registered Shares / Total paid-up Shares / Number of Shares

- The Company Registered capital 500,000,000.- Baht Paid-up capital 290,633,730.- Baht  
Common Stock 290,633,730 Shares Preferred Shares - Shares Par value 1.- Baht  
As of April 28, 2003, change in par value of ordinary shares From 10 Baht per share to 1.- Baht per share
- Other types of shares with different rights or conditions than ordinary shares  
- None -

### 1.5 Other Securities

- None -

### 1.6 Dividend Payment Policy

#### - Company

The company has determined to maintain the dividend payment to shareowners at the ratio of 0.20 Baht per share per annum (equivalent to 20% of per value), depending mainly on corporate performance and current economy.

#### - Subsidiaries

- None -

#### Data of Dividend Payment

	* Year 2023 pay Year 2024	Year 2022 pay Year 2023	Year 2021 pay Year 2022	Year 2020 pay Year 2021	Year 2019 The Payment of the interim dividends pay Year 2020
Earning per share (baht)	3.15	2.02	0.36	0.01	2.39
Dividend per share (baht)	1.40	1.00	0.35	0.25	0.70
- Annual Dividend: Cash	1.14412374641				
- Annual Dividend: Dividend shares	0.25587625359				
Ratio of 3.9081391335 existing ordinary shares per 1 dividend share					
Payout ratio (%)	44.45	49.44	96.87	3,865.13	29.26

Remark : \*The Board of directors' Meeting has resolved to pay dividend Baht 1.40 per share and to submit this agenda for approval at the Annual General Meeting to be held on April 22, 2024

## 2. Risk Management

### 2.1 Internal Control and Risk Management Policy

I.C.C. International Public Company Limited realizes the importance of effective and efficient risk management that has enabled. The Company towards sustainable growth amidst the changes of external factors; such as, risks from domestic and global economic conditions, politics, financial volatility, laws and regulations, e.g. Personal Data Protection Act, B.E.2562 (2019) (PDPA), epidemics, more intense competitions, rapid changes of key information technologies, and climate changes, e.g. flood and air pollution. The Company not only has to cope with the changes of the external factors, but of the internal factors; such as, operational risk management, internal information management, and cyber security risks, as well.

The Company believes that enterprise risk management is a process that builds confidence in achieving goals amidst changes, prevents and mitigates obstacles and the impact of risks, responds to the needs of all stakeholders, and is able to create business value. The Board of Directors, therefore, appointed an Internal Control and Risk Management Policy.

1. To constantly identify present as well as for foreseeable business risk, operation risks, logistics risks, financial risks (including returns as well as justifications on investments), technologies risks as well as Human Resources risks.
2. To recommend to the Board of Directors available optimum short term and long term solutions.
3. To recommend to the Board of Directors to recruit a small number of permanent staffs internally or externally dedicated to this Risk Evaluation Support Unit as needed to conduct useful and constant evaluations of all assets. This unit is subject to oversight by the Risk Management Committee.
4. The Risk Management Committee meets at least once a month. The Committee Chairman may meet as often as needed time the Risk Evaluation Support Unit, he may request any member of the committee and or other senior executive to attend relevant meetings.
5. The Risk Management Committee submit report to the Board of Directors on quarterly basis.

## 2.2 Risk factors on business operation

### 1. Production Risks

In terms of the potential risk factors which may impact on business operation, the Company recognizes the importance of closely monitoring and systematically formulating and implementing risk management plans to cover the following aspects:

Risks relating to production to ensure the quality of products and production timeline, as well as due management of the cost of products as set by the Company.

#### - Preventive Measures

The Company selects suppliers with operation management which have attained ISO 9001 accreditation to be confident that our business partners have the required management systems, capabilities and ability to comply with the production policy set by the Company to ensure that the manufactured goods achieve all set targets. These companies were all established with the objective to mutually support one another under the umbrella of the Saha Group, thereby strengthening each other's business operations and enhancing their potential and competitiveness, as well as collaborating immediately to resolve any problems or challenges which may arise.

### 2. Product Management Risks in Stores

These are risks pertaining to the imbalance of stock management not being in line with the demand of customers such as the condition of either overstocking or shortage of stock or fluctuation of purchasing power affected by the economic recession and the war situation in Europe that result in the product management and subsequently the effects on sales targets and market opportunity, exacerbated by the rapid change in online marketing, has required the production planning to be more flexible so as to always be prepared to meet the variant challenges both in terms of fashion and production volume.

#### - Preventive Measures

1. The Company introduced the Quick Response Management System or QRMS to enhance its potential in stock management efficiency, resulting in more effective monitoring and management of stocks on a daily basis in every store and rendering effective data analysis, more precise picture of market demand and product movement in order to mitigate opportunity loss. It also helped with the preparation and the update of the latest news to make sure that only the most accurate and up-to-date information was used for analysis with the product management plan, in order to ensure availability of products in market demand, as well as the ability to modify production plan for optimum efficiency.

2. The Company has created an Auto Replenishment system, by adapting the QRMS to effectively and efficiently manage stocks at all stores to ensure that stocks can be replenished in accordance with customer demand in terms of desired products and their volume to ensure that stocks at all stores coincide with sales to avoid the loss of sales opportunity when there was customer demand, but no desired products available.

### 3. Risks Relating to Sales Channels

The Company's business is conducted through main sales channels which have limitations in terms of area size and number of branches.

#### - Preventive Measures

1. The Company policy is to further accelerate expansion of sales in Discount Stores, including modification of its sales and order placement systems especially for this sales channel in accordance with the demand and purchasing power of target clients of Discount Stores. This strategy is applied to all product categories through selection of products with both quality and pricing that appeal to target clients, especially for apparel with the main emphasis on fashionable design and colors.

2. The Company policy is to accelerate the increase of sales channels, especially in E-Commerce of which online customers have rapidly increased. In the past year, the Company cooperated with various market places for online sales and simultaneously expanded its outlets under ICC direct management in the Specialty Store model, to enhance sales potential in addition to the sales channel in major department stores nationwide.

### 4. Risks Relating to Changing Customer Behavior

#### 4.1 Changing of Technology

The current technologies have rapidly changed at all times. The need behavior of consumers has simultaneously rapidly changed. That causes dead stock. Consequently, the Company has to set the plan to release the products including to sufficiently distribute the products to timely suit the circumstances, as well as to utilize the technologies corresponding with the requirements and convenience of consumers in their ordering to purchase the products online on every platform where the Company can encourage the behavior of consumers to utilize social

media more than previously such as Facebook, Line, YouTube, Instagram, TikTok and others; therefore, it resulted in the fast increase of the online customers group.

#### 4.2 Taking Care of the Environment and Saving the Earth

At present, the consumers turn environmentally conscious and join to save the Earth more than previously. Therefore, products and manufacturing processes shall consist of natural composition obtained from the traceable sources with no chemicals not harmful to skin and other health issues (the Non-Toxic Beauty), including not harmful to the Earth. Additionally, the compounds shall also be effective and necessary to consumers. Apart from the raw materials and compounds must be clean, of good quality and safe, the products shall also pass the eco-friendly manufacturing process and have eco-friendly packaging, which are the trend of understanding and caring for consumers under the global trend toward the Earth Saving, which the consumers worldwide pay attention to.

##### - Preventive Measures

1. To strengthen digital technology in manufacturing industry and selling goods as a key factor. Presently, business does in various industries have brought the digital technology to enhance efficiency both in products development and presentation of products to most satisfy requirements of the consumers. The significant target to better suit requirements of the consumers in the new era regarding the digital technology takes part to further the industry, namely the Artificial Intelligence (AI) Machine Learning, Augmented Reality (AR) and Virtual Reality (VR) and Big Data including software used in various work to facilitate upgrading the products to be of high quality and exactly satisfying the requirements of the consumers, solving their problems concerning purchase of products online, trying of products, inspecting condition of the products and immediately and timely providing counseling for the customers.

2. The Company is dedicated to creating quality products at appropriate pricing in more targeted response to specific consumer groups, thus building positive impressions in their hearts and minds. At the same time, the Company also continuously generated measures to stimulate the market by capturing the interest and attention of target consumer groups in its effort to maintain and expand its customer base, including adoption of a strong Customer Relationship Management system in the form of His and Her Membership.

3. The Company has focused on improvement and development of its modernization systems including its E-Commerce website [www.iccshopping.com](http://www.iccshopping.com) to facilitate easier access and transaction. Furthermore, its partnership with Tiger Distribution and Logistics Co., Ltd., whose long experience in warehousing and timely delivery of goods nationwide through its efficient distribution mechanism, provides consumer confidence to online customers that they will get safe and fast service.

4. To adjust strategies to cope with the fast change, the Company has developed strategic models along with modifying the marketing corresponding with change and competition and strengthening the Company's Brands on social media, as well as linking its working systems with those of its online partners on each platform so as to connect both online and offline for readily and appropriately upgrading the products in all channels.

#### 5. Risk from the Online Sale Which Changes Rapidly

Currently, it is no need to have agents to import goods any more as the customers can immediately order goods from manufacturers directly only at their fingertips through the online channels. These changes caused by the developed technology make the selling of products different from previously. The consumers need not purchase through any representative company to import the products, hence facilitating more growth of the small traders with not so much capital. The Company has to adapt itself corresponding with the online sale condition that changes at all times. If understanding, paying attention and properly adjusting, we will be impacted not so much; on the contrary, if we fail to adjust ourselves in time, we may get loss at once.

#### 6. Risks from reduction in the number of tourists

The products for which the Company is import and distribution agent are products in demand among Chinese, Russian and Middle Eastern tourists. The reduction in the number of tourists from the COVID-19 pandemic situation inevitably impacts on the sales of the Company especially in those provinces which are tourist destinations.

##### - Preventive Measures

1. Adjust sales promotion plans to focus on domestic customers because there is still risk of resurgence of COVID-19 whereby it is important and necessary to pay attention to the Thai tourists.

2. Collaborate with department stores in jointly setting plans to attract higher numbers of tourists or the foreign tourists who are staying in Thailand or the foreign tourists who are citizens of the countries permissible to take a trip to Thailand by encouraging them to the shops through various privilege jointly made with those shops.

3. Seek for an occasion to use new products, for example, it must be a souvenir by attracting the tourists to take the products on periodic or special occasion. It is to get chance in new consumption for increasing use of products.

4. Use various online media accessible to tourists to remind of the Brand to always be in their mind when the Country has fully been reopened and they are able to come back to travel in our Country again, they will memorize the brands of products and purchase such brands in their mind.

5. Develop the products to suit the requirements of customers in the groups of the Middle East, India or other tourism markets to reduce the dependence on the tourists of only a single country such as of China, etc.

## 7. Risks to environmental impact

Having realized the ongoing potential problems that may affect the environment, the Company therefore considerably develops its manufacturing process and extends conservation and sustenance of the environment all the time.

### - Preventive Measures

1. Reduction of use of plastic in packaging, reduction of wastes and control to decrease number of plastic in every year. For example, the Company selected to produce giant size powder where to reduce using of plastic in packaging from previously 3 pieces used, now only 1 piece used. In addition, the Company also launches the campaign for reduction of using plastic by means of a refill; it is to reuse its previous package.

2. Development and manufacture of eco-friendly products thereby the formula of sunscreen has been modified to become with no any chemicals that are harmful to coral reefs aiming for prevention of coral bleaching and not destroying the environment under the sea. Currently, there is publication to encourage people's awareness of data and information about sunscreen which indirectly damages coral reefs with some chemical mixture. Additionally, the vegan formula nourishing skin cream has not been tested on animals but only tested on plants. In that connection, neither animals nor ecology are destroyed. The Company always continually develops its products and protects the environment simultaneously.

3. The Company realizes the importance and intends to return profits to the society, the community and the environment. Based on the trend of environment preservation, Wacoal lingerie is the first brand in the textile industrial business sector that is awarded the Green Label by Thailand Environment Institute as the quality and safety brand which is perfectly eco-friendly in every manufacturing process. 'Wacoal Love Earth' is the declaration of the strong intention in jointly preserving the environment with the sustainable growth goal.

## 8. Outdated Products

The Company is a major distributor of fashion products, the popularity of which changes rather quickly. In 2023, the Company has inventories in the amount of THB 2,686.33 million or 39.72 percent of current assets and 7.72 percent of total assets, with inventory turnover rate of 2.47 times, bring the Company's average sales times to 148 days, which may be at risk of products becoming obsolete if not sold in a timely manner, rendering an increase in management costs and requiring the setting of allowance for obsolete or inferior products which causes a decrease in net profit and liquidity. However, the Company has a management policy to prevent long-term inventories by improving the whole merchandising process: from purchasing, managing seasonal merchandising by increasing success rates of new products, and managing slow-moving products by expediting promotional activities for such products clearance.

## 9. Investment

The Company invests in businesses of a total of 139 affiliated and other companies in the proportion of shares held no more than 50 percent of such company's registered capital and in four companies with share held more than 50 percent of the registered capital, which are considered subsidiaries of the Company. Investment is in the form of cross or reverse shareholding between affiliated companies, with the Company having no control over the invested company and their management is completely under the direction of the respective board of directors of each company.

The management and decision making regarding the Company's investment is in the form of joint investment in related businesses, businesses with mutual benefits, and investments to diversify risks.

The Company receives a return on investment in the form of dividends. If any invested company suffers a loss, the Company will record an allowance for loss on impairment of investment in the income statement of the Company. The said shareholding structure does not affect the recognition of the Company's revenue sharing and does not make any difference to the financial statements.

The Company has measures to prevent investment risks by appointing a person who is in a joint venture company or is in a company that does business related to the invested business, investment management center to monitor the financial statements and information regarding the invested company's situation to know if there are problems and report to the Company and the shareholders in the group once a year, as well as to immediately report any unusual or critical events so that solutions may be collectively found. In addition, the Board of Directors and Executive Committee meetings are regularly convened to review the operating results in which the Company invests, with a focus on businesses which are suffering from losses, and to find remedies for such businesses to manage losing transactions in order to obtain sustainable profit.



## 10. Loans and guarantees

As of December 31, 2023, the Company had granted loans to three joint venture companies amounting to THB 619.00 million compared to THB 119 million in the year 2022, in the amount of 500.00 million baht due to a related party borrowing from the Company.

As of December 31, 2023, the Company had guarantee obligations to 12 companies, amount to THB 254.07 million compared to THB 247.94 million in the year 2022. A decrease of THB 6.13 million baht, Such guarantees were under the joint venture agreement and are proportionate to the Company's share-owning.

## 11. Fluctuations from exchange rates

Exchange rates have both positive and negative effects on the Thai economy. And it is something that the company as an exporter/importer have to face. Changes in exchange rates will cause the Company's income stream or expenses in baht terms to be uncertain. Which may lead to increased profits or loss, however, exchange rate fluctuations It is something that is difficult to predict. Because various factors affect the trend of exchange rates. Domestic economic fundamentals, monetary and fiscal policies, world economic situation, forecasts and speculation. Political situation in the country and abroad, market psychology and various rumors. Although the Company can't control exchange rate fluctuations, but it can manage exchange rate risk. Using various tools appropriate to prevent risks in advance. Such as entering into foreign exchange contracts in advance, in order to manage the benefits and costs more effectively.

## 12. External market competition

As today technologies have advanced rapidly, entrepreneurs aim to approach individual customers in order to establish direct business without middleman; the Company, therefore, has plans for future operations as follows:

1. Entering supply chain structure to lower the costs and to gain more competitive advantages
2. Focusing on the Company's ability improvement to reach "Deep Customer Insight" to better respond to the change of customer's behavior.
3. Restructuring the organization structures to become more concise, effective, and quick to respond to customer's needs, along with continuously developing more efficiency in various aspects.

## 13. Risks from uncertainty of returns that investors expected to receive

Prices of the Company's shares may fluctuate depending on the various factors, some of which may be uncontrollable, for instance:

- Changing of policies, rules, regulations, or conditions that have an effect on the manufacturer's industry;
- Economic conditions, crises, and unusual situations such as inflation, the oil price war, Russo-Ukrainian war etc.

These factors may cause the share prices to become lower than the prices purchased and/or higher than the prices sold by the investors; thus, the investors may be at risk of the uncertainty of returns as expected by the investors.

## 14. Risks of incapability to pay dividends as investors expected

The Company's ability to make dividend payment depends on various factors; such as, investment budgets and capital reserves for business expansion, payment for investments in investment funds, and cash flows obtained from work operations. In case the mentioned factors affect the Company's ability to pay annual dividends and/or interim dividends, the Company may be at risk of paying dividends at a lower rate than investors expected. Nevertheless, the Company still treats the shareholders as an important group of persons, as if they are the owners of the Company or the investment's owners of the business.

The company has a policy to pay dividends at 0.20 baht per share per year (equal to 20% of the PAR price), depending mainly on the company's operating results and economic conditions.

## 15. Regulation, laws, rules, and relevant laws Risk

Due to changes in state policy which attaches importance to the development of the economy parallel to the development of society, communities and the environment, such changes could have an impact on business operations. For instance, the Personal Data Protection Act B.E. 2562 (2019) provided rules, mechanisms, or measures for oversight in relation to the protection of personal data as regards rules for the collection, compilation, use, disclosure and transfer of personal information. Any violation or non-compliance would be punishable by civil, criminal and administrative sanctions.

The Company therefore regularly monitors changes in regulations, laws, rules, and relevant laws including to the laws related to business operation which may be changed or amended, also will disseminate and create the understanding among the personnel regularly for preparations in response to any change. The Company exercises oversight of business activities and company operations to secure compliance with laws, regulations and directives, to ensure that the Company's business activities are consistent with the provisions of the law. The Company also builds an awareness of the importance of legal compliance amongst Company Directors, executive officers and employees through various activities, such as communication of knowledge and advice to Company personnel.

## 16. Aging Society Risk

Thailand is now entering into an aging society. Both public and private sectors have continuously launched policies, strategies, and tactics to serve this age group such as The Twelfth National Economic and Social Development Plan (2017-2021), The National Plan for Older Persons, and Elderly Person Act. Senior citizens are likely to continue working even after their retirement. ICC realizes that our personnel is the heart of our company. Thus, we support and promote the work of the senior citizens based on the concepts of flexibility and willingness. We give job opportunities to the senior citizens who are competent and physically capable of working so that they feel worthy. They can also constantly develop their skills, strengthen their physical and mental health, as well as earn a living for themselves.

In 2023 Number of Retired Employees who Continue calculated in percentage score is 37.25. Details are available in the Company's Sustainability Report 2023 and posted on the Company's website (<http://www.icc.co.th>)

## 17. Risk from Corruption

The Company is well aware that corruption is the significant obstacle to sustainable business, economic and social development. Corruption may happen in different forms and with various violence, the Board of Directors and the executives of the Company, therefore, pay attention to eliminating fraud and corruption by stipulating the policy and guidelines against corruption and communicating to its directors, executives, officers and all groups of stakeholders. Moreover, sufficient review and assessment of the procedure of elimination of corruption are always undertaken in order to ensure all groups of stakeholders that the Company runs the business with transparency, fairness, verifiability to enhance competitiveness and sustainable growth.

In addition, the Company also assesses the risk of non-compliance with laws, rules, regulations and corporate governance including following up on the grievance which may be made under the grievance procedure and notifying and planning to improve and upgrade various measures and presenting the outcome of performances to the Corporate Governance Committee with the aim of sustainable development, and providing recommendations and/or determining the relevant guidelines for practice so as to always prevent from the aforementioned risk. To this end, the Company has joined in the Thailand Private Sector Collective Action Coalition against Corruption where the Company is certified as CAC Certified Company first time in 2016 with the term of 3 years each time and the Company is renewed this certification continuously second time in 2022. In 2023 the Company is Compliance with the policy and guidelines against corruption and monitor the result continuously.

## 18. Risk in Human Rights

The human rights issue is the interesting issue in all parts and sectors which the Company pays attention to responsibility for the society and all groups of stakeholders in protection of right which is the basic right for sustainably working and living together. The Company has, therefore, stipulated policy and practice guidelines involving human rights ('Human Rights Policy'). This is to prevent from infringement of human rights in the business sector throughout the supply chain which relates to all stakeholders both directly and indirectly, Labour Aspects of Social Responsibility, with regard to forced labour, remuneration for work, working and rest hours, holidays and leave days, discrimination, discipline and punishment, sexual harassment, violence, child labour, women labour, liberty to form an association and negotiate, safety, occupational hygiene and working environment and labour welfare, including the publication of working terms, and has communicated those policy and practice guidelines on Human Rights to the Company's directors, executives and officers and has strictly observed to comply with, thereby the Company has also communicated to the external stakeholders through its website.

The Company provides mechanisms for filing complaints of human rights violations and protection for persons giving notice of human rights violations through channel for filing complaints of corruption. In the past year, no incident of human rights violation from the Company's operations was found. Nonetheless, the Company appreciates the possibilities and risks of potential incidents and prepares measures to appropriately remedy and mitigate the impact of human rights violation victims on case by case basis.

## 19. Risk in Personal Information Protection

Our Company has still realized and paid attention to management of personal data in compliance with the Personal Data Protection Act, B.E. 2562 (2019). Apart from stipulating the personal data protection, our Company has set a working group and simultaneously set up their policy and framework to enable them to administer to save data and information about various activities and secure those data and information pursuant to the aforementioned Act. Additionally, we have developed the efficient searching and finding process, monitoring and upgrading and modifying the right under the transparency principle concerning the personal data either the data of the internal staff, members or customers including the processing agreements that we have entered into with partners; for example, the administration system of inventory, business partners, financial institutes and external stakeholders.

In previous year, our Company upgraded the Record of Process Activity (RoPA) in each work sector to comply with the newly enacted acts and legislation as well as to comply with the current situation where the personal data are more deployed. In that connection, such data and information shall be accurate and precise suiting administration and management of the internal business of our organization but not affecting the right exercising of right by customers, staff including stakeholders.

## 20. Risk in the Cyber Safety

In the business operation of the Company, the Company has used data and information in management for more than 20 years (Data-Driven-Organization) especially at the present which is the digital and new model business world. To function the digital systems shall deploy the information technology to connect a lot of data in all parts and sectors of the organization between the information system and the supply chain network from manufacturers to consumers, including the functioning of the digital systems of the consumers through several formats of communication such as the social media communication, the expenditure through the Internet and etc., which may cause risk and threaten the cyber safety at the higher rate and with double variety of models.

The Company has realized the risk which affects its internal operation and the connecting of the information technology to the supply chain and other ecosystems; therefore, the Company sets the measures to lessen such risk as from improving the policy of cyber security pursuant to the global standard of the National Institute of Standards and Technology (NIST) including upgrading the information technology both hardware and software. Having realized the importance of developing the cyber security personnel, so the Company increases the measures involving information where to develop the capability of the personnel in security of data and information systems and being prompt to review and upgrade the information system and various procedures thereof to be correct, accurate and speedy. In the meantime, the Company normally prepares the plan of rehearsal for the system retrieval and the backup plan for emergency each year. It is to ensure safety of the systems and readiness to solve the risk which may happen from time to time. The Company also follows up on any change of laws, rules and regulations on the information technology and privacy so as to modify its policy and procedure for immediate consistency of those laws, rules and regulations. The training is organized to provide knowledge of the cyber hazard and the relevant information technology laws aiming to encourage awareness of security of data and information systems in staff members of all divisions.

### 3. Business Sustainability Development

#### Policy of Sustainability Development

ICC's mission that states our determination to advance our organization with Good Governance, to make our business grow continuously and to provide great and sustainable benefits for all stakeholders, we identify our operation framework that covers all economic, social and environmental aspects under the policy of social responsibility for sustainable development that includes three areas: good people, good products, good society to achieve the sustainable development goals (UNSDGs) We are also ready to expand into new business areas and to continuously develop our personnel and organization with Good Governance in order to increase our potential and readiness to deal with the changes in competitions.



#### 1. Policy and objectives of sustainable management

##### Strategies for Sustainability

- The company is determined to create value and to develop sustainability in every situation in every business as well as to the company and our stakeholders.
- The company designs the business code of conduct to be a guideline that is aligned with the Good Governance principle.
- The company treats customers, partners, stockholders, and stakeholders equally and fairly.

##### Sustainability Goals

- The company provides good quality of life to consumers by adhering to the company's core principle "Good People, Good Products, Good Society."
- The company conducts the business based on the foundations of accountability, honesty, ethics, and morals bringing about the business operation with transparency, efficiency, effectiveness, and security as well as sustainable growth.

#### 2. Management of economic sustainability



##### Economic Policy and guidelines

The company emphasizes on doing business with fairness and in good morality and ethics. We are determined to deal and compete in business in a fair and straightforward manner. Moreover, we are strongly against any misconduct such as spying on competitors' secrets or briberies.

The company is determined to create a competitive edge by development of employees to be "Capable People" while creating value for customers with many brands to meet customers' needs in every way. This is done by developing a Business Network with suppliers and customers through many channels, as well as transforming systems and work processes to increase efficiency and effectiveness sustainably.

##### Create good quality products under the Value Chain Management Principle

Value Chain Development As an important strategy in business operations, the Company therefore focuses on every step and every process to create sustainability in the supply chain starting from upstream - midstream - downstream for sustainable development.



### 3. Social sustainability management

#### Social Policy and guidelines

The Company is determined to develop the potential and skills of its employees as well as the society to be equipped with knowledge and abilities, and to instill the awareness of “Giving” which is the basis of “Good People” in order to drive a sustainable quality society.

##### Personnel Management and Development

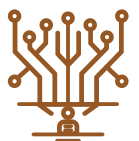
The Company is committed to developing “employees” to realise their potential for excellence in every way, not just with the knowledge and skills required for work, but an awareness of values and striving to be a sustainable “giver” in every aspect by determining policies for systematic workforce development at all levels, from training for new employees on corporate governance and corruption policies, orientation, internal-external training and performance evaluation to measure productivity to the Company’s standards. Establishing employee remuneration policy is one of ICC’s strategies to retain capable employees with The Company and cares strictly about employee health by continually providing annual health checks for employees.

##### Respect of Human Rights

From the concept that “Everyone is us”, with a determination to give knowledge and understanding about the principles of human rights, with no limits to freedom, differences of opinion, physical condition (being disabled), gender, race, religion, political view or any other matter, as well as avoiding expressing opinions which may cause conflict and disunity.

##### Community and Social Development

In addition to striving to develop skills and potential of employees in the organization, the company is aware of our duties and full responsibilities to the country, community, and society as well as the local culture and tradition. Cultivate awareness in social responsibilities and set measurements to prevent and correct any social problems and impacts as a result of the company’s business. We support all kinds of community service activities.



### 4. Management of environmental sustainability

#### Environmental Policy and guidelines

The Company, we recognize the importance of environmental management, especially to stakeholders. We are committed to implementing sustainable environmental management and management frameworks to reflect our responsibilities to society, from end-to-end, in partner selection, raw material procurement, the manufacturing process, delivery and after-sales service.

For more details please see the Company’s Sustainability Report 2023 and Published via the company’s website: <http://www.icc.co.th>

## 4. Management Discussion and Analysis

### 4.1 Analysis of Financial Position and Operating Results

#### Operation Overview

In 2023, the Thai economy expanded by 1.9 percent, decelerating from a 2.5 percent expansion in 2022 this follows a continued decline in merchandise exports, as well as a decline in government spending and public investment. Meanwhile, private consumption and investment, as well as service exports, continued to expand favorably.

In 2023, the Company and its subsidiaries had sales revenue amounting to THB 8,842.68 million, an increase of THB 363.56 million representing 4.29 percent from the year 2022, following the continued recovery of economic activity, domestic consumption and tourism sector. among whom tourists from ASEAN, South Asia and European countries dominated the majority. In addition, private consumption in the tourism and service sectors improved as a result from increased employment rates and consumer confidence. Economic activities. but the Company's was affected from department stores. This causes sales to decrease due to the behavior of customer groups which sales didn't grow according in the target. Gross profit was THB 2,545.44 million, to decrease of THB 7.03 million representing 0.28 percent from restructuring selling products some groups according to new guidelines. Other revenue of THB 1,189.28 million, an increase of THB 212.33 million representing 21.73 percent from the year 2022, An increase was mainly due to dividend income, interest income from financial institutions in the country and rental income. Distribution costs and administrative expenses was THB 2,783.04 million decreased by THB 96.78 million representing 3.36 percent. Distribution costs were reported at THB 1,731.92 million, decreased by 7.86 percent from the year 2022 and administrative expenses was reported at Baht 1,051.12 million, which was an increase of 5.08 percent from the year 2022. As a result of the aforementioned factors, the Company's net profit of THB 899.45 million, an increase of THB 287.35 million compared to the previous year, representing 46.95 percent.

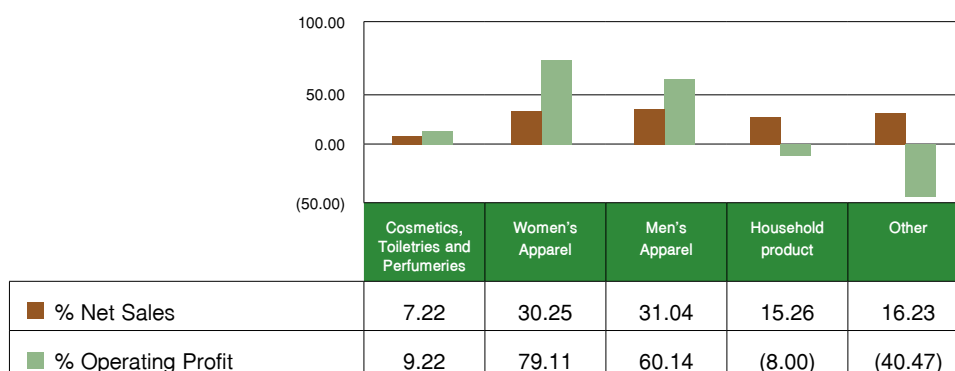
In 2023, each business unit still control expenses strictly in order to maintain business operation, the Company focuses on cost reduction and management efficiency, such as adjusting advertising through online channels or social commerce to reduce marketing costs, and managing obsolete goods to be more efficient.

In the year 2023, the Company invested in four subsidiaries as follows:

1. WBRE Company Limited which engages in real estate business by developing a housing project in Sriracha near the Saha Group Industrial Park in order to expand new business channels for the Company.
2. Thai Itokin Company Limited is a manufacturer and distributor of ready-made garments and is an important supply chain for the Company for the production of apparel products for distribution under the name of ICC International Public Company Limited. Thai Itokin Company Limited is the licensee of the brands sold by the Company, including producing uniforms and goods for domestic sales and export. It produces quality products.
3. Canchana International Co., Ltd. is a distributor of ICC International Public Company Limited's products in the Kingdom of Cambodia in order to expand the market to the CLMV region.
4. Tiger Distribution & Logistics Co., Ltd is a company that provides Fulfillment and Warehouse Management Services, serving as a primary partner to the Company, its affiliates and external companies.

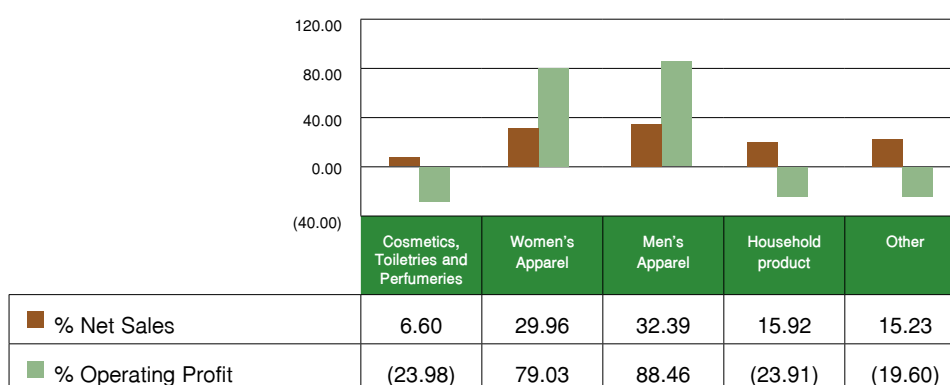
#### Performance and Profitability

Proportion of revenue from sale of goods and operating profit by segment 2023





### Proportion of revenue from sale of goods and operating profit by segment 2022



### Revenue from sale of goods

In the year 2023, the Company and its subsidiaries had sales revenue of THB 8,842.68 million, an increase of THB 363.56 million or 4.29 percent from year 2022 which sales revenue amounted to THB 8,479.12 million.

The revenue of the Company and its subsidiaries comprise four main product lines, namely cosmetics and perfumeries, women's apparel, men's apparel and household products. Comparison of the details of income and profit for each product line between year 2023 and 2022 is as follows:

(Unit : Million Baht)

Product Line	Net Sales		%	Profit from Sale		%
	2023	2022		2023	2022	
Cosmetic's and Perfumeries	638.17	559.46	14.07	31.11	(70.65)	144.04
Women's Apparel	2,675.15	2,540.21	5.31	266.87	232.78	14.64
Men's Apparel	2,744.55	2,737.69	0.25	202.86	260.58	(22.15)
Householdproduct	1,349.26	1,350.14	(0.06)	(26.98)	(70.42)	61.69
Other	1,435.55	1,291.62	11.14	(136.52)	(57.73)	(136.46)
<b>Total</b>	<b>8,842.68</b>	<b>8,479.12</b>	<b>4.29</b>	<b>337.34</b>	<b>294.56</b>	<b>14.52</b>

#### Cosmetics and Perfumeries

In year 2023, the Company had revenue from cosmetics and perfumeries amounting to THB 638.17 million, an increase of THB 78.71 million or 14.07 percent from year 2022, with operating loss an increase from year 2022 by THB 101.76 million or 144.04 percent due to BCS Cosmetology then has to prepare readiness in such channel where to modify the distribution channels adding the online sale covering every platform and distributes in convenience stores and beauty stores include 7-Eleven, Lawson108, EVEANDBOY and Tsuruha etc.

#### Women's Apparel

In the year 2023, the Company and its subsidiaries had revenue in the women's apparel group of THB 2,675.15 million, an increase of THB 134.94 million or 5.31 percent from the year 2022, with operating profit of in the year 2023 at THB 266.87 million, an increase of THB 34.09 million or 14.64 percent from the year 2022, mainly due to fashion products accomplished advertising and marketing due to we can respond the needs of consumers and target groups. Show outstanding points about high quality products.

#### Men's Apparel

In the year 2023, the company had revenue in the men's apparel group of THB 2,744.55 million, an increase of THB 6.86 million or 0.25 percent from year 2022, with operating profit amounting to THB 202.86 million, an decrease of THB 57.72 million or 22.15 percent from year 2022, mainly from

- Men's apparel has been adjusted to penetrate new target groups for Gen Y in order to meet the needs of new customers. From now on, products in the Gen X group are prohibited to reduce the wearer's age below.

- Fashion products accomplished advertising and marketing due to we can respond the needs of consumers and target groups. Show outstanding points about high quality products.

### Household products

In the year 2023, the company had revenue in the household products group of THB 1,349.26 million, a decrease of THB 0.87 million or 0.06 percent from year 2022, with operating loss amounting to THB 26.98 million, a decrease of THB 43.44 million or 61.69 percent from year 2022.

### Others

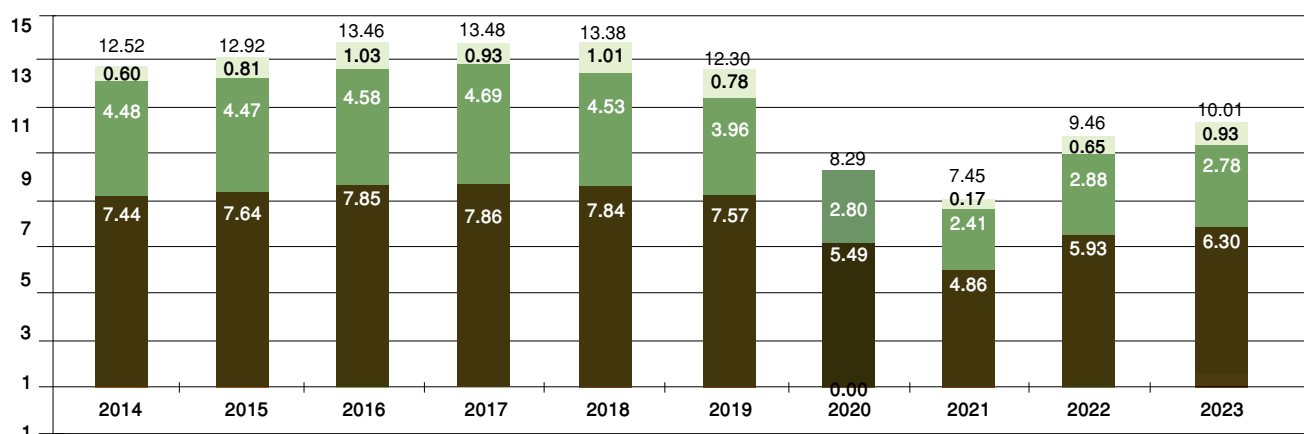
The main income of other product's groups is from children's wear, workout apparel, sportswear and leather goods. In year 2023, the Company had revenue in other product's groups of THB 1,435.55 million, an increase of THB 143.93 million from year 2022 or 11.14 percent, with operating loss of THB 136.52 million, an increase of THB 78.79 million or 136.46 percent from year 2022, mainly from

- The children's wear group has launched new innovative products that have received a lot of feedback from consumers. It is a product related to children's healthcare
- The company has developed the products to be according with the situation. New products are being developed that help strengthen safety, body protection and clothes to be free from more viruses.

### Other Income

In year 2023, the Company and its subsidiaries had other income totaling THB 1,189.28 million, an increase of THB 212.33 million or 21.73 percent from the year 2022, an increase was mainly due to dividend income, interest income from financial institutions in the country and rental income

### Proportion of Revenue and Net Profit (Loss)



TOTAL REVENUE AND NET PROFIT

EARNINGS BEFORE TAX TOTAL EXPENSES COST OF SALES

Division Proportion of revenue and Net Profit (billion Baht)

### Cost of sales

In year 2023, the Company and its subsidiaries had the cost of sales of THB 6,297.24 million, an increase of THB 370.58 million or 6.25 percent from year 2022. In the year 2023 and 2022, the ratio of cost of sales to sales was 71.21 percent and 69.90 percent respectively, representing an increase of 1.32 percent from restructuring selling products some groups according to new guidelines.

### Distribution costs and administrative expenses

In the year 2023, the Company and its subsidiaries had total distribution costs and administrative expenses of THB 2,783.04 million, an decrease from year 2022 by THB 96.78 million or 3.36 percent, equivalent to expenses to sales ratio of 31.47 percent compared to 2.49 percent in year 2022, Distribution costs were reported at THB 1,731.92 million, decreased by 7.86 percent from the year 2022 and administrative expenses was reported at Baht 1,051.12 million, which was an increase of 5.08 percent from the year 2022, each business unit still control expenses strictly in order to maintain business operation, the Company focuses on cost reduction and management

efficiency, such as adjusting advertising through online channels or social commerce to reduce marketing costs, and managing obsolete goods to be more efficient.

### Income tax expense

In year 2023, the Company's income tax amounted to THB 34.12 million compared to THB 41.01 million in year 2022, decreasing by THB 6.88 million, due to in year 2023 the Company has tax losses but has income tax expense from deferred tax expense, according to TAS 12 Income Taxes (TAS12).

### Net profit

In year 2023, the Company and its subsidiaries recorded a net profit of THB 899.45 million, an increase of THB 287.35 million or 46.95 percent compared to the previous year with net profit due to improved operating results, sales with higher margins. Other income increasing THB 212.33 million from dividend income, interest income from financial institutions in the country and rental income and each business unit still control expenses strictly in order to maintain business operation, the Company focuses on cost reduction and management efficiency,

## Analysis of Financial Status

### Assets

As of 31 December 2023, the Company and its subsidiaries had total assets of THB 34,816.31 million, increased by THB 561.38 million from 31 December 2022, representing 1.64 percent, of which details of the significant changes are as follows:

Current assets as of 31 December 2023 in amount of THB 6,762.43 million or equivalent to 19.42 percent of total assets, decreased by THB 738.69 million or 9.85 percent from Year 2022, with the following significant changes:

- Current investments decreased by THB 1,101.20 million due to the management of deposits with a term of more than 3 months for decreased by take the money to investment and loans it to get the highest returns.
- Account receivables and Other receivables increased by THB 86.46 million due to increased revenue from sales.
- Cash and cash equivalents increased by THB 197.55 million due to received more money from account receivable trade.
- Net inventory increased by THB 278.60 million due to the company had increase goods in transit on the way imported from abroad. By ordering products appropriately according to the season.
- Real estate projects under development decreased by THB 4.01 million owing to 3 houses were sold.

Non-current assets as of 31 December 2023 in amount of THB 28,053.88 million or equivalent to 80.58 percent of total assets, increased by THB 1,300.08 million from Year 2022, with the following significant changes:

- Other non-current financial assets increased by THB 755.00 million owing to the enforcement of the new Thai Financial Reporting Standards No.9: Financial Instruments (TFRS 9) regard to fairness value appraisal of general investment amount that increased the Company's general investment value and there is also an increase in long-term investment in the country, both related companies and outside companies.
- Long-term loans to related companies increased by THB 500.00 million due to loans to Thanulux Public Company Limited.
- Investments in associates increased by THB 89.28 million due to the addition of 3 associated companies as follows: King Square Co.,Ltd., King Square Suites Co.,Ltd. and PTZ E-Commerce SEP Co.,Ltd.

### Liabilities

As of 31 December 2023, the Company and its subsidiaries had total liabilities of THB 5,564.74 million, decreased by THB 113.60 million from Year 2022, representing 2.00 percent. Details of the significant changes are as follows

Total current liabilities in amount of THB 1,880.32 million or equivalent to 33.79 percent of total liabilities, decreased by THB 82.41 million from Year 2022, representing 4.20 percent due to decrease by THB 79.60 million current portion of lease liabilities, according to Thai Financial Reporting Standards No.16: Leases (TFRS 16) and decreased THB 32.42 million of other payables.

Total non-current liabilities in amount of THB 3,684.42 million or equivalent to 66.21 percent of total liabilities, decreased from Year 2022, by THB 31.19 million owing to decreased lease liabilities in amount of THB 87.79 million according to Thai Financial Reporting Standards No.16: Leases (TFRS 16) and increased from deferred income tax liabilities in amount of THB 49.69 million according to Thai Financial Reporting Standards No.9 : Financial Instruments (TFRS 9).

## Shareholders' Equity

As of 31 December 2023, the Company and its subsidiaries had total shareholders' equity in amount of THB 29,251.58 million, increased by THB 674.99 million or equivalent to 2.36 percent from Year 2022 owing to retained earnings increased by THB 534.53 million and other components of shareholders' equity increased by THB 87.95 million in accordance with Thai Financial Reporting Standards No. 9 : Financial Instruments (TFRS 9).

## Analysis of Statements of Cash Flows, Liquidity and Sources of Funds

Liquidity of the Company and its subsidiaries for the Year Ended December 31, 2023 net cash flow increased by THB 197.55 million. Details of cash flows for each activity are as follows:

Unit : Million baht

	Consolidated
Net cash from operating activities	141.06
Net cash used in investing activities	766.03
Net cash used in financing activities	(710.39)
Effect of exchange rate changes on cash and cash equivalents	0.82
Net increase in cash and cash equivalents	197.55
Cash and cash equivalents at 1 January	702.60
Cash and cash equivalents at 31 December	900.15

## Cash Flow from Operating Activities

In 2023, the Company and its subsidiaries had net cash flow from operating activities totaled THB 141.06 million, decrease 70.41 percent from the period of last year, mainly due to decrease in sales proceeds.

## Cash Flow in Investing Activities

In 2023, the Company and its subsidiaries had net cash flow used in investing activities amounted to THB 766.03 million. The main activity was cash outflow on current investments, acquisition of investments in associates, acquisition of equity securities, loan to related party, proceeds from sale of assets, acquisition of assets, dividends received and interest income.

## Cash Flow in Financing Activities

In 2023, the Company and its subsidiaries had net cash flow used in financing activities amounted to THB 710.39 million. The main activity was payment of lease liabilities and dividend payment.

## 4.2 Factors or situations which may significantly impact Operating Results and Financial Status of the Company and its Subsidiaries in the Future

The Company may still be affected by factors affecting future operations as follows:

### 1. Fluctuations from exchange rates

Exchange rates have both positive and negative effects on the Thai economy. And it is something that the company as an exporter/importer have to face. Changes in exchange rates will cause the Company's income stream or expenses in baht terms to be uncertain. Which may lead to increased profits or loss, however, exchange rate fluctuations It is something that is difficult to predict. Because various factors affect the trend of exchange rates. Domestic economic fundamentals, monetary and fiscal policies, world economic situation, forecasts and speculation. Political situation in the country and abroad, market psychology and various rumors. Although the Company can't control exchange rate fluctuations, but it can manage exchange rate risk. Using various tools appropriate to prevent risks in advance. Such as entering into foreign exchange contracts in advance, in order to manage the benefits and costs more effectively.

### 2. External market competition

According to the revolution of technology, the enterprises aim to approach customer in each individual for establishing a direct business to customer not connecting through an intermediary. The significant factors which may affect to the future business operations as follows:

- 2.1 Supply Chain Structure reduces the cost of goods sold competitive points.
- 2.2 The changing in customers behavior that Company has to know about the Deep Customers Insight.
- 2.3 The restructuring of organization to be more agile, effective and readiness for customers requesting.

### 3. Geopolitical Tensions

Thailand's exports are still expanding, but the risk of geopolitical issues is greater. The upcoming elections in many countries may trigger major policy adjustments. The impact of widespread war, especially Israel Hamas, has led to an increase in shipping costs and an impact on energy prices. Unrest in neighboring countries. And competition with Chinese products in neighboring countries.

### 4. Factors, Trends, and Impacts on Environmental Aspect, Social Aspect Encompassing Respect of Human Rights, and Aspect of Good Corporate Governance

Important issues pertaining to sustainability which is a fundamental principle of ESG, consist of 3 principal dimensions specified as follows:

- 4.1 Environmental Dimension (E) which encompasses the management of energy, water, wastes, rejects, pollutions, as well as greenhouse gases - including but not limited to installation of solar cells and management and separation of wastes sorted by types;
- 4.2 Social Dimension (S) which consists of treatment to staff members, responsibility to clients, and social and community development - including but not limited to occupational health, advancement of potentials, and development of local clients; and
- 4.3 Governance Dimension (G) which acknowledges importance of good corporate governance, sustainability-based risk management, supply chain management, and organizational innovation - including but not limited to fair conduct of business and anti-corruption policies.

### 5. Guidelines for promoting the potential and ability of sustainable business operations

The Company is aware of the impact on people and the planet. Including guidelines for creating benefits according to the principles of good governance. And building relationships that rely on communities, society, helping to take care of surrounding communities and most importantly, people who are customers or consumers. along with adhering to the sustainable development goals of the organization as part of the development strategy to drive the organization to operate with social responsibility, environment and all stakeholders by promoting the potential and ability to conduct business ADEQUACY AND REASONABLENESS, POTENTIAL, financial discipline There is an assessment of reasons for all stakeholders. There are indicators to create sustainability related to financial and stability of the company.

- Business mix or property
- Proportion of total investment assets (including owned and managed assets) by type asset

Details in full can be conferred from the 2023 Sustainable Development Report of the Company

### 4.3 Important Financial Information And Financial Ratios

#### Statement of financial position

(Unit : thousand baht)

Detail	Consolidated financial statements			Separate financial statements		
	2023	2022	2021	2023	2022	2021
<b>Assets</b>						
<b>Current assets</b>						
Cash and cash equivalents	900,151	702,598	1,651,217	851,455	655,762	1,636,260
Current investments	1,479,204	2,580,402	1,291,392	1,479,204	2,580,401	1,291,392
Trade receivables	1,193,470	1,122,833	1,096,012	1,163,007	1,098,240	1,068,876
Other receivables	218,099	202,280	128,787	185,438	175,248	126,855
Short-term loans to related parties	20,000	20,000	20,000	119,000	119,000	126,500
Current portion of long-term loan	3,550	-	3,550	3,550	-	3,550
Inventories	2,686,330	2,407,728	2,673,423	2,662,878	2,391,704	2,671,241
Real estate projects under development	65,692	69,706	81,881	-	-	-
Out put VAT on consignment sales of inventories	184,270	186,646	206,539	184,270	186,646	206,539
Other current assets	11,664	208,927	23,881	9,224	203,506	21,909
<b>Total current assets</b>	<b>6,762,430</b>	<b>7,501,120</b>	<b>7,176,682</b>	<b>6,658,026</b>	<b>7,410,507</b>	<b>7,153,122</b>
<b>Non-current assets</b>						
Restricted deposits at financial institution	37,949	37,949	2,949	-	-	-
Other non-current financial assets	21,855,871	21,100,868	20,550,406	21,849,479	21,097,323	20,550,406
Investments in associates	1,043,083	953,800	951,765	855,383	752,309	752,309
Investments in subsidiaries	-	-	-	65,621	69,767	21,731
Long-term loans from related parties	500,000	-	-	500,000	-	-
Long-term loan	-	3,550	-	-	3,550	-
Investment properties	1,214,179	1,220,699	1,227,763	1,277,319	1,283,839	1,290,903
Property, plant and equipment	2,295,960	2,360,264	2,512,424	2,187,316	2,241,602	2,446,559
Right-of-use assets	536,942	705,896	708,757	454,452	541,306	705,436
Other intangible assets	73,216	83,833	90,825	60,704	66,654	83,803
Other non-current assets	496,681	286,947	245,697	478,386	268,503	241,717
<b>Total non-current assets</b>	<b>28,053,881</b>	<b>26,753,806</b>	<b>26,290,586</b>	<b>27,728,660</b>	<b>26,324,853</b>	<b>26,092,864</b>
<b>Total assets</b>	<b>34,816,311</b>	<b>34,254,926</b>	<b>33,467,268</b>	<b>34,386,686</b>	<b>33,735,360</b>	<b>33,245,986</b>



(Unit : thousand baht)

Detail	Consolidated financial statements			Separate financial statements		
	2023	2022	2021	2023	2022	2021
<b>Liabilities and equity</b>						
<b>Current liabilities</b>						
Bank overdrafts and short-term loans from financial institutions	16,651	25,869	12,164	-	-	-
Trade payables	1,070,475	1,025,707	992,965	1,045,603	980,477	972,966
Other payables	421,655	454,071	425,279	425,249	483,463	413,980
Current portion of lease liabilities	319,858	399,461	306,845	238,124	314,901	305,028
Short-term loans from related parties	45,000	25,000	27,000	-	-	-
Current portion of advance received from rental income	6,681	6,662	6,662	6,681	6,662	6,662
Other non-current financial liabilities	-	25,964	-	-	25,964	-
<b>Total current liabilities</b>	<b>1,880,320</b>	<b>1,962,734</b>	<b>1,770,915</b>	<b>1,715,657</b>	<b>1,811,467</b>	<b>1,698,636</b>
<b>Non-current liabilities</b>						
Lease liabilities	221,782	309,571	401,824	220,030	229,359	400,287
Deferred tax liabilities	2,800,113	2,750,427	2,681,899	2,783,735	2,735,212	2,667,987
Provisions for employee benefits	408,412	382,941	482,270	360,551	337,937	455,687
Advance received from rental income	171,269	177,950	184,613	171,270	177,950	184,613
Other non-current liabilities	82,839	94,714	84,730	79,638	90,217	82,107
<b>Total non-current liabilities</b>	<b>3,684,415</b>	<b>3,715,603</b>	<b>3,835,336</b>	<b>3,615,224</b>	<b>3,570,675</b>	<b>3,790,681</b>
<b>Total liabilities</b>	<b>5,564,735</b>	<b>5,678,337</b>	<b>5,606,251</b>	<b>5,330,881</b>	<b>5,382,142</b>	<b>5,489,317</b>
<b>Equity</b>						
<b>Share capital:</b>						
Authorised share capital	500,000	500,000	500,000	500,000	500,000	500,000
Issued and paid-up share capital	290,634	290,634	290,634	290,634	290,634	290,634
<b>Share premium:</b>						
Share premium on ordinary shares	1,487,144	1,487,144	1,487,144	1,487,144	1,487,144	1,487,144
Share premium on treasury shares	51,433	51,433	51,433	51,433	51,433	51,433
<b>Retained earnings</b>						
<b>Appropriated</b>						
Legal reserve	50,000	50,000	50,000	50,000	50,000	50,000
General reserve	2,100,010	2,041,222	2,030,721	2,100,010	2,041,222	2,030,721
Unappropriated	12,873,434	12,338,901	11,713,390	12,751,399	12,195,752	11,599,866
Other components of equity	12,327,701	12,239,755	12,244,920	12,325,185	12,237,032	12,246,871
<b>Equity attributable to owners of the parent</b>	<b>29,180,356</b>	<b>28,499,089</b>	<b>27,868,242</b>	<b>29,055,805</b>	<b>28,353,217</b>	<b>27,756,669</b>
Non-controlling interests	71,220	77,500	(7,225)	-	-	-
<b>Total equity</b>	<b>29,251,576</b>	<b>28,576,589</b>	<b>27,861,017</b>	<b>29,055,805</b>	<b>28,353,217</b>	<b>27,756,669</b>
<b>Total liabilities and equity</b>	<b>34,816,311</b>	<b>34,254,926</b>	<b>33,467,268</b>	<b>34,386,686</b>	<b>33,735,359</b>	<b>33,245,986</b>

## Statement of comprehensive income

(Unit : thousand baht)

Detail	Consolidated financial statements			Separate financial statements		
	2023	2022	2021	2023	2022	2021
Revenue from sale of goods	8,842,677	8,479,122	6,802,565	8,485,307	8,302,329	6,598,339
Cost of sales of goods	6,297,240	5,926,659	4,861,009	5,954,994	5,780,127	4,715,529
Gross profit	2,545,437	2,552,463	1,941,556	2,530,313	2,522,202	1,882,810
Other income						
Dividend income	921,033	340,394	379,650	944,763	351,989	395,594
Gain on disposal of land	-	392,651	-	-	392,651	-
Gain on transfer other non-current financial asset to investment in associate	-	28,144	-	-	-	-
Gain on bargain purchase	-	11,475	-	-	-	-
Other income	268,248	204,292	260,507	275,804	211,070	265,838
Total other income	1,189,281	976,956	640,157	1,220,567	955,710	661,432
Profit before expenses	3,734,718	3,529,419	2,581,713	3,750,880	3,477,912	2,544,242
Expenses						
Distribution costs	1,731,923	1,879,569	1,496,240	1,855,467	1,901,200	1,486,722
Administrative expenses	1,051,115	1,000,254	918,702	949,877	939,740	899,307
Total expenses	2,783,038	2,879,823	2,414,942	2,805,344	2,840,940	2,386,029
Profit from operating activities	951,680	649,596	166,771	945,536	636,972	158,213
Finance costs	16,075	11,479	10,015	10,777	9,458	8,436
Share of profit (loss) of associates accounted for using equity method	(2,034)	14,989	14,806	-	-	-
Profit (loss) before income tax expense	933,571	653,106	171,562	934,759	627,514	149,777
Tax expense	34,122	41,007	57,522	19,428	39,629	44,769
Profit (loss) for the year	899,449	612,099	114,040	915,331	587,885	105,008

(Unit : thousand baht)

Detail	Consolidated financial statements			Separate financial statements		
	2023	2022	2021	2023	2022	2021
Other comprehensive income						
<i>Items that will be reclassified subsequently to profit or loss</i>						
Exchange differences on translating financial statements	(1,344)	7,210	139	-	-	-
Total items that will be reclassified subsequently to profit or loss	(1,344)	7,210	139	-	-	-
<i>Items that will not be reclassified to profit or loss</i>						
Gain on investments in equity instruments designated at FVOCI	118,979	7,242	863,551	117,247	7,242	863,551
Gain on remeasurements of defined benefit plans	-	128,485	-	-	130,740	-
Income tax relating to items that will not be reclassified	(23,796)	(27,596)	(172,710)	(23,450)	(27,597)	(172,710)
“Total items that will not be reclassified to profit or loss”	95,183	108,131	690,841	93,797	110,385	690,841
Other comprehensive income (expense) for the year, net of tax	93,839	115,341	690,980	93,797	110,385	690,841
Total comprehensive income for the year	993,288	727,440	805,020	1,009,128	698,270	795,849
Profit (loss) attributable to:						
Owners of parent	894,217	618,821	121,544	915,331	587,885	105,008
Non-controlling interests	5,232	(6,722)	(7,504)	-	-	-
Profit (loss) for the year	899,449	612,099	114,040	915,331	587,885	105,008
Total comprehensive income (expense) attributable to:						
Owners of parent	987,808	732,569	812,734	1,009,129	698,270	795,849
Non-controlling interests	5,480	(5,129)	(7,714)	-	-	-
Total comprehensive income (expense) for the year	993,288	727,440	805,020	1,009,129	698,270	795,849
Basic earnings (loss) per share (Baht)	3.08	2.13	0.42	3.15	2.02	0.36

## Statement of cash flows

(Unit : thousand baht)

Detail	Consolidated financial statements			Separate financial statements		
	2023	2022	2021	2023	2022	2021
<b>Cash flows from operating activities</b>						
Profit (loss) for the year	899,449	612,099	114,040	915,331	587,885	105,008
<i>Adjustments to reconcile profit (loss) to cash receipts (payments)</i>						
Tax expense	34,122	41,007	57,522	19,428	39,629	44,769
Finance costs	16,075	11,479	10,015	10,777	9,458	8,436
Depreciation and amortisation	561,447	499,233	437,292	458,010	485,043	430,071
Impairment loss of investment in associates and subsidiaries	-	-	-	4,146	3,517	36,493
Reversal of impairment loss on trade and \ other receivables	1,104	(2,800)	(7,266)	1,104	(2,763)	(7,303)
Loss (gain) on derivative	(26,354)	25,225	(6,095)	(26,355)	25,225	(6,095)
Share of (profit) loss of investments in associates accounted for using equity method	2,034	(14,989)	(14,806)	-	-	-
(Reversal of) losses on inventories devaluation	(17,070)	6,617	(8,127)	(13,344)	9,352	(2,699)
(Reversal of) loss on impairment real estate projects under development	-	(471)	(1,613)	-	-	-
Reversal of impairment loss on investment properties	-	-	(83,290)	-	-	(83,290)
(Gain) loss on disposal of assets	(5,015)	(390,549)	9,953	(5,026)	(391,445)	9,959
Gain on transfer other non-current financial asset to investment in associate	-	(28,144)	-	-	-	-
Gain on bargain purchase	-	(11,475)	-	-	-	-
Gain on disposal of investments	-	-	-	-	-	-
Realised unearned lease income	(6,662)	(6,662)	(6,662)	(6,662)	(6,662)	(6,662)
Expenses for employee benefits	52,544	59,665	63,070	46,932	43,771	60,998
Dividends income	(921,034)	(340,394)	(379,650)	(944,763)	(351,989)	(395,594)
Interest income	(51,524)	(12,768)	(10,204)	(53,189)	(13,346)	(11,027)
	539,116	447,073	174,179	406,389	437,675	183,064

(Unit : thousand baht)

Detail	Consolidated financial statements			Separate financial statements		
	2023	2022	2021	2023	2022	2021
<b>Changes in operating assets and liabilities</b>						
Trade receivables	(73,121)	45,696	(12,066)	(67,251)	(21,677)	8,182
Other receivables	(9,409)	(76,356)	117,894	(3,798)	(51,260)	120,311
Inventories	(261,532)	259,104	334,483	(257,830)	270,185	317,784
Real estate projects under development	4,014	12,645	17,783	-	-	-
Other current assets	7,509	(155,899)	31,761	4,529	(161,705)	30,298
Other non-current assets	(523)	(9,541)	3,105	4,090	(8,912)	4,014
Trade payables	44,767	(20,463)	(12,442)	65,125	7,512	(13,509)
Other payables	(38,219)	19,430	15,427	(64,046)	70,389	10,060
Advance received from rental income	-	-	-	-	-	-
Other non-current liabilities	(11,874)	3,733	(8,337)	(10,579)	3,975	(9,307)
<b>Net cash generated from operating activities</b>	<b>200,728</b>	<b>525,422</b>	<b>661,787</b>	<b>76,629</b>	<b>546,182</b>	<b>650,897</b>
Provisions for employee benefits paid	(27,073)	(30,669)	(78,241)	(24,317)	(26,646)	(72,929)
Taxes paid	(33,124)	(32,268)	(30,953)	(21,749)	(30,740)	(29,415)
Taxes received	530	14,253	24,378	-	13,577	23,622
<b>Net cash from operating activities</b>	<b>141,061</b>	<b>476,738</b>	<b>576,971</b>	<b>30,563</b>	<b>502,373</b>	<b>572,175</b>
<b>Cash flows from investing activities</b>						
Proceeds from acquisition of subsidiaries, net of cash acquired	-	52,646	-	-	-	-
Increase in current investments	(1,479,204)	(2,580,402)	(1,291,392)	(1,479,204)	(2,580,402)	(1,291,393)
Decrease in current investments	2,580,401	1,291,392	576,541	2,580,401	1,291,392	576,541
Proceeds from sale of equity securities	-	34,602	317,703	-	34,602	317,703
Proceeds from return of capital	9,754	-	-	8,609	-	-
Acquisition of equity securities	(656,040)	(487,597)	(318,003)	(653,780)	(487,597)	(318,003)
Acquisition of debt securities	-	(90,000)	-	-	(90,000)	-
Acquisition of investments in associates	(103,074)	(15,412)	(60,000)	(103,074)	(15,412)	(60,000)
Payment for increase in share capital of investment in associate	-	(23,940)	-	-	(23,940)	-
Acquisition of investment in subsidiary	-	-	-	-	(8,880)	(16,856)
Cash receipt from dissolution of the subsidiary	-	-	-	-	-	-
Proceeds from sale of assets	29,262	601,789	380	29,262	612,350	373
Acquisition of assets	(94,091)	(159,801)	(69,766)	(93,238)	(157,819)	(67,764)

(Unit : thousand baht)

Detail	Consolidated financial statements			Separate financial statements		
	2023	2022	2021	2023	2022	2021
Proceeds from repayment of loans to related parties and employees	-	3,550	37,500	-	11,050	53,000
Loan to related parties	(500,000)	(3,550)	-	(500,000)	(3,550)	(3,500)
Loan to other party	-	-	-	-	-	-
Dividends received	932,522	351,989	395,594	944,763	351,989	395,594
Interest received	46,495	10,707	9,866	48,177	11,288	10,689
<b>Net cash from (used in) investing activities</b>	<b>766,025</b>	<b>(1,014,027)</b>	<b>(401,577)</b>	<b>781,916</b>	<b>(1,054,929)</b>	<b>(403,616)</b>
<b>Cash flows from financing activities</b>						
Increase (decrease) in bank overdrafts and short-term borrowings from financial institutions	(9,218)	13,705	(18,886)	-	-	-
Proceeds from short-term borrowings from related parties	20,000	-	20,000	-	-	-
Repayment of short-term borrowings from related parties	-	(2,000)	(15,000)	-	-	-
Decrease in restricted deposits at financial institution	-	10,000	-	-	-	-
Payment of lease liabilities	(402,635)	(326,193)	(233,989)	(315,375)	(316,762)	(232,178)
Proceeds from call-up of share capital from subsidiary- non-controlling interests	-	-	11,894	-	-	-
Dividends paid to owners of the Company	(290,634)	(101,722)	(72,658)	(290,634)	(101,722)	(72,658)
Dividends paid to non-controlling interests	(11,760)	-	-	-	-	-
Interest paid	(16,102)	(11,459)	(10,176)	(10,777)	(9,458)	(8,436)
<b>Net cash used in financing activities</b>	<b>(710,349)</b>	<b>(417,669)</b>	<b>(318,815)</b>	<b>(616,786)</b>	<b>(427,942)</b>	<b>(313,272)</b>
<b>Net decrease in cash and cash equivalents, before effect of exchange rate changes</b>	<b>196,737</b>	<b>(954,958)</b>	<b>(143,421)</b>	<b>195,693</b>	<b>(980,498)</b>	<b>(144,713)</b>
Effect of exchange rate changes on cash and cash equivalents	816	6,339	(525)	-	-	-
<b>Net increase (decrease) in cash and cash equivalents</b>	<b>197,553</b>	<b>(948,619)</b>	<b>(143,946)</b>	<b>195,693</b>	<b>(980,498)</b>	<b>(144,713)</b>
Cash and cash equivalents at 1 January	702,598	1,651,217	1,795,163	655,762	1,636,260	1,780,973
<b>Cash and cash equivalents at 31 December</b>	<b>900,151</b>	<b>702,598</b>	<b>1,651,217</b>	<b>851,455</b>	<b>655,762</b>	<b>1,636,260</b>



## Financial Ratios

Detail	Note	Consolidated financial statements			Separate financial statements		
		2023	2022	2021	2023	2022	2021
LIQUIDITY RATIOS							
Current ratio	(time)	3.60	3.82	4.05	3.88	4.09	4.21
Quick ratio	(time)	1.90	2.24	2.28	2.04	2.39	2.35
Cash flows from operating activities	(time)	0.07	0.26	0.34	0.02	0.29	0.35
Accounts receivable turnover	(time)	7.63	7.59	6.17	7.50	7.61	6.07
Collection period	(day)	47.85	48.07	59.20	48.68	47.94	60.09
Inventory turnover	(time)	2.47	2.33	1.71	2.36	2.28	1.67
Inventory coverage	(day)	147.63	156.46	212.99	154.91	159.86	218.96
Accounts payable turnover	(time)	6.01	5.87	4.86	5.88	5.92	4.81
Payment period	(day)	60.75	62.16	75.03	62.09	61.68	75.83
Cash Cycle	(day)	134.73	142.37	197.16	141.50	146.13	203.22
PROFITABILITY RATIOS							
Profit margin before interest, tax expense, depreciation and amortisation	(%)	15.06	12.31	8.32	14.46	12.12	8.10
Gross profit margin	(%)	28.79	30.10	28.54	29.82	30.38	28.53
Operating profit margin	(%)	10.56	7.70	2.52	11.02	7.56	2.27
Net profit margin	(%)	8.91	6.54	1.63	9.43	6.35	1.45
Return on equity	(%)	3.10	2.20	0.44	3.19	2.10	0.38
Fixed Asset Turnover	(time)	3.45	3.00	2.25	3.59	3.25	2.24
Cash to profit margin	(%)	15.11	73.00	336.30	3.27	80.06	382.02
EFFICIENCY RATIOS							
Asset turnover	(time)	0.29	0.28	0.23	0.28	0.28	0.22
Return on assets	(%)	2.59	1.83	0.37	2.69	1.76	0.32
Return on fixed assets	(%)	34.29	25.10	12.69	33.85	24.78	12.19
FINANCIAL POLICY RATIOS							
Interest coverage ratio	(time)	58.75	58.48	18.88	87.74	67.34	18.75
Debt Service Coverage Ratio	(time)	0.12	0.55	1.04	-	-	-
Debt to equity ratio	(time)	0.19	0.20	0.20	0.18	0.19	0.20
Dividend Per Share	(Baht/Share)	1.00	0.35	0.25	1.00	0.35	0.25
Dividend Payout Ratio	(%)	32.31	16.62	63.71	31.75	17.30	69.19
Dividend Yield	(%)	2.38	1.04	0.83	2.38	1.04	0.83

## 5. The Company's General and other Significant Information

### 5.1 The Company's General

Name, Office address, Telephone and Fax of other reference persons

Registrar : Thailand Securities Depository Co., Ltd.  
93, Ratchadaphisek Road, Dindaeng, Dindaeng, Bangkok 10400  
Tel. (662) 009-9000

Certified Public : 1. Mr. Krit Dhammathatto

Accountant : 2. Mr. Ekkasit Chuthamsatid  
3. Mr. Bunyarit Thanormcharoen  
4. Mr. Watchara Pattarapitak  
C.P.A. (THAILAND) Reg. No. 11915, 4195, 7900 and 6669  
KPMG Phoomchai Audit Ltd.  
Empire Tower, 50<sup>th</sup> Floors, 1 South Sathorn Road,  
Yannawa, Sathorn, Bangkok 10120  
Tel. (662) 677-2000 Fax. (662) 677-2222

Legal Advisor : Vira Law Office Co., Ltd.  
548/14-15 Soi Sathupradit 58 Yaek 18, Bangpongpan,  
Yannawa, Bangkok 10120  
Tel. (662) 683-8023

5.2 Other Significant Information : - None -

5.3 Legal Disputes : - None -

5.4 Secondary Market : The Company has not listed its security in other country.

5.5 Financial Institution With Regular Contact : The Company no bond issue.

# Part

# 2

## Corporate Governance

### 6. Corporate Governance Policy

#### 6.1 Overview of the Policy and Guidelines

The Board of Directors is committed to sustainable business operation, based on sufficiency economy which emphasizes modesty, reasonableness and possession of immunity by utilizing knowledge, prudence and due diligence in business operation while adhering to good corporate governance and placing importance on building good corporate governance systems.

In the belief that having effective management systems requires transparency, accountability and an internal control system which is adequate and appropriate, together with a determined respect for the rights and equality of shareowners and responsibility towards all stakeholders, being free from corruption in all forms whether directly or indirectly. These are the key factors which contribute to the strengthening of the organization's immune system, enhancing its integrity and promoting balanced and sustainable growth in the long run.

#### Code of Conduct under Good Corporate Governance

In pursuit of the above-mentioned aspirations, the Board of Directors has prescribed corporate governance policies based on the Corporate Governance Report of Thai Listed Companies (CGR) issued by the Thai Institute of Directors and is in line with the ASEAN CG Scorecard criteria, as a Code of Conduct for the Company's Directors, Executives and all its employees as follows:

1. Company Directors, Executives and all employees are fully committed to the application of corporate governance principles, business ethics and Codes of Conduct for Company Directors, executives and employees to Company operations.
2. Company Directors, Executives and all employees must perform their duties responsibly, prudently, earnestly and honestly in accordance with the relevant laws, Company Articles of Association and Notifications.
3. Actions shall be taken to ensure that the Company management structure contains clear prescriptions of powers, duties and responsibilities of each Company Committees and Executives.
4. An internal control system shall be installed and risk management shall be implemented at suitable levels, including an accounting system and financial statement reports which are accurate and reliable.
5. Information shall be disclosed in a sufficient, reliable and timely manner to the extent that the legitimate interests of the Company are not prejudiced.
6. The ownership rights of shareowners shall be appreciated and respected. Shareowners shall be treated equitably.
7. Any undertaking must take into account the Company's responsibility towards shareowners, stakeholders, communities, society and the environment.
8. Pursuit of business excellence shall be based on the commitment to creating customer satisfaction by being receptive to comments and self review in order to enhance management potential and continual creativity.
9. Virtue, ethics and good values shall be instilled. Employees shall be treated fairly with firm commitment to their capacity building and professional development.
10. Misconduct, corruption and intellectual property violations shall be countered. Laws and human rights shall be respected.
11. Conflicts of interests shall be dealt with prudently and reasonably with due regard for the Company's best interests.

#### 6.1.1 Policy and guidelines related to the Board of Directors

The Board shall determine the Policy and guidelines related to the Board of Director and place a great deal of importance on its awareness of its roles and responsibilities as leaders of the Company and as caretakers of shareowners' and stakeholders' interests. To this end, the Board shall establish both present and long-term business strategies and directions. The Board shall also ensure the transparency of the Company's operations as added value on the road towards sustainability

## Good Corporate Governance Practice

The Board of Directors realizes the importance of good corporate governance, along with business ethics, a Code of Conduct, the 8 Good Corporate Governance Principles for Company Directors, Executives and Employees in written as well as handbook forms both Thai and English. Evaluation of implementation results and review are conducted on an annual basis at least once a year. The manuals are distributed to the Company directors, members of each subcommittee, executives, and employees at all levels as the same guidelines for working operation. It is publicized via the Company's intranet system and on the company website, and includes an animation video to promote a better understanding of good corporate governance among corporate management and employees. For new employees, business ethics and morality are included as topics in their orientation.

The Board of Directors has assigned the Corporate Governance and Sustainable Development Committee to supervise and promote the Company's operations in accordance with the good corporate governance policy, business ethics and the code of conduct of directors, executives and staff as well as providing monitoring and performance evaluation in order to ensure effective and efficient implementation in work processes.

The Board of Directors focused on raising the level of corporate governance principles in accordance with the Corporate Governance Code for listed companies 2017 prescribed by the Securities and Exchange Commission, the "Corporate Governance Code" (revised version) has been prepared to replace the current version, with was approved by the Board of Directors on April 12, 2019 and to prescribe a process of reviewing the application of the CG Code to suit the Company's business operations and targets, as well as its annual budget, taking into account socio-economic and environmental conditions, to be acknowledged and implemented as the operational guidelines by company directors, executives and all employees.

And in 2023, the Company has already reviewed the principles of good corporate governance and it was found to be in line with the Company's business operations and suitable for the current situation, consisting of

- The Good Corporate Governance Policy
- The 8 Good Corporate Governance Principles
 

Principle 1	The Board of Directors shall be aware of its leadership role and responsibilities in the creation of the Company's sustainable prosperity.
Principle 2	The Board of Directors shall define the Company's objectives to ensure sustainability.
Principle 3	The Board of Directors shall strengthen its effectiveness.
Principle 4	The Board of Directors shall nominate and develop senior executive officers and ensure good people management.
Principle 5	The Board of Directors shall nurture innovations and responsible business practices.
Principle 6	The Board of Directors shall provide an adequate system of risk management and internal control.
Principle 7	The Board of Directors shall ensure information disclosure and financial integrity.
Principle 8	The Board shall encourage engagement and communication with shareowners.
- Business Ethics
- Code of Conduct for Directors, Executive Officers, and Employees

The CG Code is adapted to suit the Company's business operations and required to be annually reviewed, at least once a year

Complete details of the Good Corporate Governance (revised version) are available on the Company's website, <http://www.icc.co.th>.

### 6.1.2 Policy and Guidelines for Shareowners and Stakeholders

The Board of Directors is mindful of its role and responsibility as leader of the organization, with full understanding of the benefits and the principles of Corporate Governance Code for listed companies 2017 in creating sustainable value to the business.

In 2023 the Board of Directors stipulated that the 8 Good Corporate Governance Principles shall be appropriately applied in business operations, covering 5 categories comprising the following:

## 1. Shareowners Rights and equitable treatment of shareowners

### 1.1 Protecting the rights of shareowners

Realizing the importance of shareowners and in respect to their ownership rights, the Company's Board of Directors has set a policy to ensure protection of shareowners' equitable basic rights and equal and fair treatment as specified in the Company's Articles of Association and business ethics code in conducting its business operation, taking into consideration shareowners' legal rights, without encroaching or lessening it, and providing support and promotion of all shareowner groups, especially institutional investors, to attend shareowners' meetings so as to vote and express their opinions fully. The basic rights of the shareowners are as follows:

- The right to own, trade and transfer the shares.
- The right to attend the shareowners' meetings.

- The right to appoint a proxy to attend the meeting and to vote on one's behalf.
- The right to vote and jointly make decision on crucial matters
- The right to receive dividends on an equal basis.
- The right to elect the Company's board of directors, and determine their remuneration.
- The right to appoint auditors and determine their remuneration.
- The right to provide comments and questions during the Shareowners' meetings, as well as to receive sufficient, timely and equitable information.
- Equal repurchase rights of the Company's shares to all shareowners.

Aside from the shareowners' basic rights, the Board of Directors have emphasized an importance on suitably, correctly, completely, timely and transparently disclosing of information and news with a view on benefit for shareowners to receive all information equally and thoroughly. Additionally, some other measures have been executed to promote the rights of shareowners and facilitate for exercise of their rights as follows:

#### 1. Right to receive information

All shareowners have the right to equally receive the Company's information which the Company publishes in Thai and English via communication channel of the SET and company website (<http://www.icc.co.th>) to ensure all shareowners will be informed.

#### 2. Right to attend shareowners' meetings

The Board of Directors considers as its important responsibility arrangement of the annual AGM within 120 days after the end of the Company's fiscal year at a convenient and proper date, time and venue, as well as ensuring its readiness to facilitate and encourage all groups of shareowners to attend the meeting, in order to participate in monitoring and supervising the Company's operation.

##### Before the Annual General Meeting

In 2023, in the aftermath of the COVID-19 pandemic, although the government unlocked and relaxed COVID-19 control measures, including lifting restrictions on various activities that involve the gathering of many people, the Company still organized the 2023 Annual General Meeting of shareowners with care in regards to hygiene in various aspects, including maintaining appropriate distancing and asking for cooperation from attendees in wearing facial masks to prevent infection.

The Company organized the 58<sup>th</sup> Annual General Meeting 2023 on April 24, 2023 at the Montien Riverside Hotel, Bangkok.

1. The agenda and details of the meeting in both Thai and English was publicized in advance to all shareowners via the channel of the Stock Exchange of Thailand since March 13, 2023, approximately 42 days prior the meeting in order that shareowners can arrange their availability to attend the meeting. The information was also published on the Company's website (<http://www.icc.co.th>).

2. The Company publicized the invitation letter to the meeting and supplementary documentation, having identical content to the counterpart sent to shareowners in both Thai and English version on the company website 29 days prior to the meeting date. The disclosure was made on March 27, 2023 to enable quick and convenient access among Thai and foreign shareowners in order to have more time for consideration of all the information.

3. The Company sent out in advance the invitation letter and supplementary documentation with sufficient details containing facts with explanation and reasons clearly defined whether it is for acknowledgement or for approval including the Board of Directors' comments for each agenda as well as accompanying documents such as the Annual Report (in the form of QR Code), financial statements, Proxy Form B, information on eligible candidates for the Board and a map of the meeting venue along with explanatory notes regarding list of necessary documents required to be presented to the meeting, the attendance procedure to enable shareowners to maintain their rights, and regulations concerning the AGM all of which were sufficient to allow informed consideration and voting on each agenda. The aforementioned letter and information was sent out 22 days prior to the meeting date, better than the required timeline standard, on April 3, 2023 in order to allow shareowners to consider the information. The invitation letter was also announced in Thai newspapers for 3 consecutive days during April 5 - 7, 2023.

For foreign investors or institutional investors, the Company sent out the invitation and supplementary documentation in both English and Thai as to encourage their attendance. They were also able to see more details relating to the meeting on our website [www.icc.co.th](http://www.icc.co.th).

In 2023, 2 foreign shareowners and institutional investors assigned proxy to the Audit Committee.

Furthermore, the shareowners were able to download from the website authorized proxy forms which have been prepared and complied with the announcement of the Ministry of Commerce in three options: types A, B, and C. Any one of the three available formats can be chosen to suit individual needs.

4. The Company provided the opportunity for shareowners to fully participate in the meeting in terms of providing comment and posing questions pertaining to the Company, including allowing minor shareowners to propose any agenda to the AGM and to nominate any person to be elected as a member of the board of directors.

In the 2023 AGM, the Company additionally allowed shareowners to propose agenda items for inclusion in the 58<sup>th</sup> AGM of 2023 and nominate persons to be elected to the Board of Directors in advance during December 1 – 31, 2022. This process was publicized in both English and Thai language via the channels of the Stock Exchange of Thailand and the Company's website. However after the due date, no additional agenda nor candidates had been proposed.

In addition, the Company provided the opportunity for shareowners to pose questions regarding the AGM over 30 days in advance of the meeting via email to [iccset@icc.co.th](mailto:iccset@icc.co.th) as stated in the invitation letter along with being published on the company website (<http://www.icc.co.th>). However, in 2023, shareowners did not pose any questions in advance.

### Attendance at AGM

1. The Board of Directors has a responsibility to shareowners and recognizes the importance of their participation in the shareowners' meetings. It is regarded as the duty of the Board of Directors, members of every committee and every executive to attend every such meeting, if they are not ill or otherwise engaged in another mission, in order to allow all shareowners to ask about the company's information and respond to their questions.

The AGM of 2023 was attended by all 12 members of the Board of Directors, equivalent to 100.00 percent, including the Chairman of the Board and the Chairman of the six Subcommittees, the Executive Committee and corporate management, including the Chief Financial Officer and the Company's auditors, in order that shareowners may pose questions directly to the relevant responsible officers. In addition, independent financial advisors also attended the meeting to give opinions about connected transactions. The name list with title of all Company Board and committee members and executives who attended the AGM can be found in the minutes published on the Company's website (<http://www.icc.co.th>).

2. The Company extends fair treatment to all shareowners. Prior to commencement of the meeting, the Company Secretary announces the number /proportion of shareowners in attendance and the Chairman of the meeting clarifies the procedural rules.

- Method of voting and vote counting which according to article 43 of the Articles of Association, is that the vote of one share is equivalent to one vote.
- Voting on each agenda is done openly with ballots handed out to shareowners to record their vote.  
Only ballots indicating disapproval and abstention are collected, except for the Election of Directors agenda whereby the ballots of every shareowner are collected.
- In vote counting, only disapproval and/or abstention votes, including votes on bad ballots, are deducted from the total number of votes of shareowners in attendance. The remaining number of votes is regarded as votes of approval of the respective agenda.
- The Barcode system is used in the vote counting. Voting results on each agenda are displayed on a projector for shareowners attending the meeting.
- Shareowners have the right to pose questions and express their opinion on each agenda. Should they have any questions regarding matters not on the agenda, they can pose these during the agenda 'Other Matters'.
- In cases where shareowners arrive for registration after the meeting has commenced, they are entitled to vote only on agenda items which had not yet been considered or voted upon, and their attendance will only be counted from the agenda on which they voted.

In addition, all shareowners attending the meeting are fully allowed the opportunity to ask questions, express opinions and propose recommendations on each agenda. All questions shall receive clear and succinct response to be duly recorded in the Minutes of Meeting. The Minutes of the Meeting also includes details of the voting method and summary of voting results on each agenda using the Barcode system to clearly record votes of approval, disapproval and abstention.

In the past year, the Company has provided such opportunity with shareowners posing questions, including asking about the agenda regarding directors' remuneration and other agenda items regarding the Company's marketing promotions, which the President and Executive Chairman explained and answered questions as well as readily received suggestions from shareowners for consideration and action. The questions, answers, and first and last names of the enquirers and respondents were duly recorded for the minutes of the meeting as well, which can be viewed from the minutes of the AGM published through the Company's website (<http://www.icc.co.th>).

3. The Board of Directors promotes applying the use of technology in shareowners' meetings, in order to enhance accuracy and speed, by using the Barcode system for registration and vote counting to facilitate shareowners participation.

In counting votes for each item of the agenda by using the barcode system, officers from Vira Law Office, as the Company's independent legal adviser, witnessed and participated in the vote counting and cross-checked the voting result on every item of the agenda for accuracy, transparency and compliance with legal and regulatory requirements as well as the Company's Articles of Association. Company's Auditors also observe the vote counting and the results are disclosed to the meeting and recorded in the minutes of the meeting. In case that any shareowners question or contradict the voting result, they are able to double-check after the meeting.

In addition, prior to the start of consideration of each agenda, the registration officials shall re-announce the number of shareowners in attendance.



Following are the results of voting on each agenda at the 2023 AGM.

Agenda	Approval			Disapproval			Abstention		
	No. of persons	No. of shares	%	No. of persons	No. of shares	%	No. of persons	No. of shares	%
1 - 2	117	268,029,037	100.00	-	-	-	-	-	-
3 - 8	118	268,030,037	100.00	-	-	-	-	-	-
9	114	183,822,977	98.86	2	2,118,400	1.14	-	-	-

(Prior to commencing Agenda 1, 2 additional shareowners arrived; prior to commencing Agenda 3, 1 additional shareowner arrived and prior to commencing Agenda 9, 1 additional shareowner arrived and Agenda 9 there was 3 shareowners with conflict of interest who not voted at the meeting) Details are stated in the Minutes of the AGM published on the company website.

4. The important agenda of the AGM were the following:

- **Dividend Payment** : the Company provided details of the profit appropriation, the proposed dividend payment ratio with rationale and related documents to comply with the dividend payment policy of the Company and provided dividend payment comparison between the current and previous years, as well as indicating the record date for eligible shareowners to receive dividend and the dividend payment date.

- **Appointment of the Board of Directors** : Shareowners are entitled to elect individual directors and to propose candidates for directorship. The proposed candidate shall be approved by Nomination Committee. In case of independent director, he/she must possess the qualifications as stipulated by the Company and the notification of the Market Advisory Board. The list of candidate(s) shall be included in the invitation letter, having names, brief biography, age, position, education, work background, number of previous companies he/she had held directorship/executive position in listed and other companies, position(s) in any competing entity/any entity related to the Company's business, shareowning in the Company, criteria and method of nomination, type of director being proposed (according to the information sent in the invitation letter and as disclosed on the company website).

In the re-election of retiring directors, the company also provides attendance record at past meetings of the directors, as well as terms / years of their directorship.

In 2023, the Company still entitles shareowners to nominate candidate(s) to be elected as the Company's directors prior to the 59<sup>th</sup> Annual General Meeting of 2024. Details are as per item 1. Before the Annual General Meeting (Right of Shareowners) on page 64-66 in this Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report).

- **Remuneration of Directors** : The Board of Directors has granted shareowners the right to approve the remuneration of Company Directors on a yearly basis as well as to determine the criteria for remuneration payment to each member of the Company committees and the value of all forms of remuneration for approval by shareowners at the AGM. The proposal for consideration and approval is scrutinized by the Remuneration Committee based on the Company's operational results, director's performance, appropriation value of remuneration approved by the AGM, the previous year's remuneration and comparable remuneration in other companies engaged in the same type of business, as well as the director's authority, duties and responsibilities. The remuneration policy and criteria are set forth for each director position, divided in terms of their role(s) on the Board of Directors, Audit Committee, Nomination Committee, Remuneration Committee, Corporate Governance and Sustainable Development Committee, and Risk Management Committee. The approved budget is summarized in terms of actual amounts being paid and form of payment to individual members of each committee, namely the Board of Directors, Audit Committee, Nomination Committee, Remuneration Committee, Corporate Governance and Sustainable Development Committee, and Risk Management Committee as specified in form 56-1 and in pages 115-116 of this Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report).

- **Appointment of the Company's auditor and setting of audit fee** : The Company provides all relevant details pertaining to the auditors such as auditor's name, company affiliation, names of the auditors nominated for appointment, experience, capabilities, independence, past performance, number of years on duty, reasons for change of auditor, and auditor's fee, including comparable information on the auditing fee between the previous and current years along with any other service fees charged by the auditor's company, in comparative proportion to the amount of work and audit fees paid by other listed companies of the same level. All information included in the submission to the AGM has passed the consideration of the Audit Committee.

#### After the AGM

1. The Company discloses resolutions of the Annual General Meeting with voting results of each agenda in Thai and English versions via the channel of the Stock Exchange of Thailand on the day following the AGM and publicized through the Company's website.

2. The Company provides the Minutes of the Annual General Meeting both in Thai and English versions with sufficient, clear, accurate and complete factual details. Included in this are records of the names and titles of all directors who attended, questions raised by shareowners during the meeting and the answers, voting and vote counting methods, including the number of votes counted as Approval, Disapproval and Abstention on each agenda. Minutes of the meeting are submitted to the Stock Exchange of Thailand and all regulatory agencies concerned within 14 days after the AGM. The Minutes of the meeting in both Thai and English versions were publicized on the company's website so as to allow shareowners to check the data without having to wait until the next AGM, and also sent to the Department of Business Development, Ministry of Commerce within the time stipulated by law.

3. The Company also does a visual recording of the AGM and all proceedings throughout the meeting which is publicized on the company website (<http://www.icc.co.th>).

## 1.2 Equal protection of fundamental rights

### 1. Shareowning Structure

The Company has not developed a mechanism to prevent domination of business, which may be exploited by management or authorized persons in case of inefficiency or mismanagement. In 2023, the Company disclosed the structure of related businesses in the business group with similar or related natures, or having cross-shareowning structures on page 31-32 of this Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report). Similar information was also posted on the Company's website.

In 2023, the Company did not repurchase company shares or made any agreement between the shareowners which may have a material impact on the Company or other shareowners. Moreover, it did not prevent or create obstacles to the opportunity for shareowners to communicate with each other.

In 2023, the Board of Directors and executives, including their spouses and minor children and related companies, held shares in the Company totaling 4.97% which does not exceed 25 % of the Company's issued shares, and the proportion of free float shareowning is at 27.96%, which is higher than 25 % of the Company's issued shares.

### 2. Meeting of shareowners

1. The Company fully respects the equity rights of shareowners, recognizes their importance and treats all shareowners on equal basis. The Company has no policy to provide unequitable benefits to any specific party whether they be major, minor or foreign shareowners. All shareowners are able to fully exercise their own rights in terms of voting on any matter as the business owner and are secured that their rights shall be protected on fair basis with proper provision of sufficient facility.

2. The Board of Directors treats all shareowners with equality and fairness. Owner of the same type of share have identical right to vote, whereby one share represents one vote.

3. The Board of Directors supports shareowners who cannot attend the meeting to assign a proxy to attend and vote on their behalf, by using the proxy form to direct their voting preference and assign at least one independent director as their proxy.

4. The Board of Directors supports all shareowners to exercise their right as a shareowner. The invitation letter to the meeting and supplementary documentation are sent out for consideration in advance including the English version for foreign shareowners.

5. In the case of foreign shareowners, the Company prepares the invitation letter to the meeting as well as supplementary documentation and the minutes of the meeting in English which is sent out together with the Thai version. These can also be viewed on the company website, which provides both the Thai and English versions.

6. The right to vote in the meeting is in accordance with the number of shares owned by shareowners. One share is equivalent to one vote and the Company has only ordinary shares.

7. The Board of Directors allows minor shareowners to propose a candidate as a director in the Annual General Meeting, the Company has a procedure and channel in place so as to provide the opportunity for minor shareowners to propose qualified candidates to be considered and elected as a director. The shareowners were required to submit their proposed candidates prior to the AGM meeting date as prescribed in the set criteria, which included the channel and timing of the submission during 1-31 December 2022. Such information, both in Thai and English versions, was distributed through channels of the SET and the company's website.

Shareowners are also allowed to send in their inquiry in advance. However, no proposed candidate for a director position or inquiry was sent in advance.

8. In 2023, the Company held 1 general meeting of shareowners, the Annual General Meeting, on Monday April 24, 2023 and assigned the Depository for Securities (Thailand) Company Limited, the Company's share registrar to send the invitation letter to the meeting to shareowners 22 days in advance on April 3, 2023 and disclosed on the company website 30 days in advance in order to facilitate both local and foreign shareowners and institutional investors to have plenty of time to study details of each agenda item and appoint a proxy to attend and vote on their behalf in case they are unable to attend the meeting.

The Company facilitates foreign shareowners by sending out the invitation letter with relevant documents in English as well as Thai so as to support attendance by all shareowners, including institutional investors.

Furthermore, the details of the invitation letter with all supplementary documentation which present the same written information as that sent to the shareowners in both Thai and English versions are also published via the company website (<http://www.icc.co.th>), 30 days ahead of the meeting date, since March 24, 2023, allowing Thai and foreign shareowners to access the information conveniently and rapidly, including having more time for consideration.

For the 59<sup>th</sup> AGM of 2024 on April 22, 2024, the Company will provide shareowners the opportunity to attend the AGM remotely via electronic means whereby the Company organizes the AGM in the form of a Hybrid Meeting (Physical and E-AGM) which is also published via videos or podcasts, as well as on the Company's website. The Company will send out an invitation letter with all related documents as enclosure on March 29, 2024 which is 24 days prior to the meeting date. The supplementary documentation comprises the meeting agenda, annual report, financial statement, proxy Form B, proxy procedure, information on eligible candidates for the Board, Process of Registration for participating in an electronic meeting and a map of the meeting venue. These documents will be complete and sufficient to enable shareowners to prepare correct documents and make their decisions in voting on each item of the agenda. The completed invitation letter and related documentation in Thai and in English will be publicized on the Company's website (<http://www.icc.co.th>).

9. The Company supports all shareowners' participation in considering and voting on the significant items on the agenda of the meeting by facilitating shareowners who themselves are unable to attend the meeting to appoint a proxy so as to take part in the consideration and voting process on company activities according to the meeting agenda. For this purpose, a Proxy Form B is attached with the invitation letter providing sufficient information on the proxy appointment procedure, and relevant conditions were simplified to facilitate the process. Shareowners can authorize a proxy to attend the meeting on their behalf and the Proxy rights can be given to an individual or an Audit Committee member who is an independent director. Name list of the four audit committee members together with addresses and details of their stake in each meeting agenda have been provided in the invitation letter, and are also available in the Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report), sent to the shareowners along with the invitation letter. The authorization can be executed by using the Proxy Form B sent out with the invitation letter to set their voting direction or download the form prepared in compliance with regulations of Ministry of Commerce from the Company's website (<http://www.icc.co.th>) which contains three forms: Form A, Form B and Form C (used only in the case that the shareowner is a foreign investor and has appointed a custodian in Thailand). Only one form can be chosen.

In the 58<sup>th</sup> AGM held on April 24, 2023

	Persons	No. of shares	% (shares)
Shareowners as listed in share registration	2,042	290,633,730	100.00
Total number of attendants	119	268,040,437	92.23
Attended in person	43	21,693,079	7.47
Proxy	76	246,347,358	84.76
- Proxy to audit committee	15	20,635,390	7.10
- Proxy to another individual	61	225,711,968	77.66

10. Registration and attendance by proxy are facilitated by the Company providing complimentary excise stamps for affixing on the proxy form.

11. For convenience of registration at the meeting, attendees may register at least two hours prior to the meeting time and also late attendees will be entitled to cast their vote on the remaining yet-to-be-deliberated items on the agenda counted as part of the quorum from the time they cast their votes.

12. In the previous year, the Company conducts the AGM in accordance with the set meeting agenda. No additional agenda items or change of important information are introduced without advance notice to shareowners.

13. To vote in each agenda, which is proceeded openly, the Company distributes ballots to all shareowners/proxy holders during the registration. Shareowner/proxy holder who disagree or abstain shall return the ballot with affixed signature only. The exception is on the agenda involving election of directors whereby the ballot is collected from all shareowners/proxy holders attending. The Company provides adequate personnel and technological support of the registration and voting procedures by using barcode system to enhance convenience, speed and transparency.

### 1.3 Prevention of conflicts of interest

#### 1. Internal Information Management

One of the long-standing admirable characteristics of corporate culture is a conscientious sense of business ethics that the Company belongs to the public at large and not to any individual or group of individuals. Hence, a major duty of all personnel at all levels is to safeguard the use of corporate property and to prevent its misuse for personal or any other purposes. This communal sense of responsibility is ingrained into the conscience of all staff at all levels.

Such sense of responsibility has resulted in the Company management being almost wholly by a collective group of people for many decades through a consultative process with meetings being held at the same levels and across departments at all times. This practice has prevented any one executive from causing material damage to the Company by acting alone without discretion.

In addition to collective management, the Company strictly adheres to the principles of ISO 9001: 2008, which upholds transparency in management and decision-making rendering the Company's good corporate governance in every aspect and resulting in the satisfaction that the Company's system of internal control is fully effective.

#### Preventing the use of internal company information

The Company has measures for internal information management to supervise the use of inside information in accordance with the law and good corporate governance as defined in the business ethics for the Company and shareowners, as well as the Code of Conduct for directors, executives and staff at all levels, which require performance of duty with honesty, responsibility, discipline and integrity towards the public and to oneself and not in pursuit of improper and undue gains or benefit to oneself and/or others, protecting the Company's best interest and assets, not using the Company's information and assets for self-interests or other's benefit, and not making any undertaking that will support others in competition with the Company. The Company has provided the corporate governance policy, business ethics and employee code of conduct to the Board of Directors, executives and staff as a guideline for business operation and work principle. This is distributed through the Company's website (<http://www.icc.co.th>)

The above-mentioned topics have been stipulated in the Company's regulation. The highest disciplinary punishment for violation is dismissal from the Company. This regulation has been followed by all directors, executives and staff at all levels

The Company has developed its IT control system in electronic documents interchange and determining access level (with password for each user), to suit the duties and responsibilities of particular users at every level.

In 2023, there were no cases of directors, executives, employees or related persons of the Company committing any wrongdoing regarding the use of the Company's internal information.

## 2. Trade in Securities of the Company and Report on Related Transactions

The Company has policies and measures in its Code of Conduct to supervise trade in securities of the Company and to report on related transaction of directors and executives, which prohibit directors, executives and employees, having access to inside information, from trading in securities of the Company, one month before and 24 hours following the public disclosure of the Company's financial statements except in cases of normal trading transactions irrelevant to the inside information. Moreover, it is also a set policy for the Company's directors and senior management to notify the Board of Directors through the Company Secretary, about the trading of shares of the company at least 1 day before the trading date.

The Company requires its directors and executives, including spouses and minor children to report the first holding of securities of the Company and any changes thereof to the Office of the Securities and Exchange Commission within 3 days from the date of such change, as well as send a copy to the Company Secretary for further reporting to the Board of Directors in the next meeting of the Board. In addition, the Company includes any item concerning the report on securities holding of directors and executives, including spouses and minor children and related company, in the regular meeting agenda of the Board of Directors.

In addition, at every Board of Directors' meeting, there is to be an agenda for acknowledgement which relates to the report on sales / purchase of properties, possession of Company shares by members of Board of Directors and Executives Board, including their spouses and minor children at all times. In cases of any sale or purchase of Company shares, the Company and the Stock Exchange Commission (SEC) shall be informed of this transaction in accordance with the SEC's regulations.

The Company has provided a summary of the changes in securities holding of company directors and executives, as well as their spouses and minor children and related company on page 119 in this annual registration statement / annual report 2023 (Form 56-1 One Report).

In 2023, the directors and executives have so far strictly followed the policy. There was neither trading of shares in the forbidden period nor trading by using the Company's inside information, nor trading of the Company's securities.

The Company has in place measures to control interest of the Board of Directors and executives. The Board of Directors and executives shall report their interest, or related person's interest as per following circumstances:

1. Holding directorship or executive position for the first time
2. Change of interest information
3. The Board of Directors and Executives are required to report such interest to the Company Secretary who further sends said information to the Chairman and Chairman of the Audit Committee for acknowledgment within 7 working days from the date of receipt of the said report.

In 2023 the Board of Directors and executives have complied with the set criteria strickly.

### 3. Conflict of interest

The Company carefully and reasonably manages conflict of interest based on the highest benefit of the Company. Pricing is based on the same fair trading conditions as trading with external persons. The Company sets operational system with transparency and strict adherence to the regulation of the Stock Exchange of Thailand by incorporating such principle into its good corporate governance policy as well as inclusion into the ethical code of conduct towards the Company and shareowners. Disclosure of information is provided in order to achieve equitable acknowledgment of information to all stakeholders.

Regarding related transactions that may bring about conflict of interest, these would be governed by the process of related transactions with fairness and according to market price as per normal business. The transactions are notified and disclosed to the meeting with specific details which include name and relationship of the related party, pricing policy, value of transaction, parties involved, the need for such transactions, as well as the opinions of the Audit Committee, the Executive Board and the Company's Board of Director as well as differing views (if any) as required by the rules and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. At the Board of Directors' meeting, directors who have a stake in the transaction must leave the conference room and must refrain from voting on this agenda. All transactions are disclosed in Thai and English to the SET and posted on the Company's website (<http://www.icc.co.th>) in both Thai and English as well. In addition, the summary of transactions is also published in the Company's annual registration statement/annual report 2023 (Form 56-1 one report).

Related transactions likely to incur possible conflicts of interest when compared to the total income is equal to 4.27 % or when compared to total expense, is equal to 3.49 %, which is lower than 25 percent.

Furthermore, the Company has measures to control related transactions and limit financial support for non-subsidiary companies. In providing loans or loan guarantees, it is prescribed that these must be according to the proportion of the Company's equity under the joint venture agreement. Related transactions in 2023 have been disclosed on page 126-133 of this annual registration statement/annual report 2023 (Form 56-1 one report) with complete, sufficient and transparent information.

In 2023, the Company has not provided financial support to associated or related companies or companies which are not subsidiaries of the Company, but to certain subsidiaries by renewal of loan agreement and joint loan guarantees to joint venture partners in proportion to the Company's equity and in accordance with the joint venture agreement. There were neither related transactions nor trading of assets that violated and/or contravened the regulations of the SET or the SEC.

### 4. Taking care of asset trading

The Company oversees the purchase and sale of assets in accordance with the SEC's announcement regarding the acquisition or disposition of assets whereby directors with interest do not participate in the decision making in order to achieve transparency and fairness.

#### Providing knowledge to directors, executives and employees about preventing the use of inside information and prevention of conflicts of interest

The Company communicates company policies and practices regarding prevention of the use of inside information and prevention of conflicts of interest which are topics in the business ethics. and code of conduct for company directors, executives and employees so that all company directors, executives and employees must acknowledge, understand and can proceed according to the established guidelines. Moreover, a business ethics manual and code of conduct for company directors, executives and employees has been formalized and communicated through the Company's Intranet, e-mail, and website for all directors, executives and employees to facilitate access and understanding. In addition, training and testing through the e-Learning system have also been organized as well as orientation on said matters for new employees on orientation day under the topic "Business Ethics" which covers the prevention of the use of inside information and prevention of conflicts of interest in order for employees to understand and be informed of the said policy.

In 2023, all 402 new employees of the Company attended the training and signed an acknowledgment of guidelines regarding the prevention of the use of inside information and prevention of conflicts of interest.

In 2023, the Company has implemented a policy regarding the use of inside information and prevention of conflicts of interest as follows:

Name of Training Course	Number of training person (person)	Directors		Executives		Employees	
		person	%	person	%	person	%
1. Understanding the Organization's Work Processes	19	4	100	15	100	-	-
2. The Kick-Off of the Company's Sustainable Development	51	4	100	9	100	38	100
3. Raising Awareness of Information Security	1,093	5	100	8	100	1,080	100
4. Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System	1,071	5	100	12	100	1,054	100

In the past year.

The Company has not had any instance of the following:

- Any case of misconduct relating to the prevention of conflicts of interest;
- Any case of violation or non-compliance with the rules of the SEC or the SET regarding related party transactions or asset

trading.

In the past year.

The Company has not had any instance of the following:

- The Company has related party transactions that must be approved by the Annual General Meeting of Shareowners, the information of which was disclosed in rules of the SEC and SET in advance by the Company according to the specified time period:

- Name
- Relationship of the related parties
- Pricing policy
- Value of consideration
- Opinion of the Board of Directors

According to the minutes of the 58<sup>th</sup> Annual General Meeting of Shareowners of 2023, which was published through the Company's website (<http://www.icc.co.th>).

## 2. Role of Stakeholders and Sustainable Development of the Business

1. The Board of Directors appreciates and is firmly committed to its responsibility and respect for the rights of the various stakeholders whether internal or external, in the public sector and related agencies based on lawful provisions or legal agreements with the Company. In order for stakeholders to be ensured that their rights are protected and that they are treated fairly and equitably, a policy guideline has been prescribed for the treatment of each stakeholder group, which takes into consideration the community, society and the environment, to promote sustainable growth and development as well as mutual benefits which lead to sustainable business, while preventing and suppressing misconduct and corruption, refraining from intellectual property infringement, including giving due respect to human rights. The policy guideline for each stakeholder group is as follows:

- |                  |   |
|------------------|---|
| <b>Employees</b> | <ul style="list-style-type: none"> <li>- Appropriate compensation and welfare</li> <li>- Training and development of knowledge and skills</li> <li>- Equality and opportunity for advancement</li> <li>- Provision of safe work environment and quality of life</li> </ul>  |
| <b>Customers</b> | <ul style="list-style-type: none"> <li>- Access to accurate information regarding products and services</li> <li>- Quality products and services at appropriate pricing</li> <li>- Availability of alternative products which mitigate environmental impacts</li> <li>- Provision of warranty for products and services</li> <li>- Safeguarding the confidentiality of customers' information               <ul style="list-style-type: none"> <li>• There is a system for collecting, collating, using and disclosing customers' personal information according to the Personal Data Protection Act B.E. 2562.</li> <li>• Requiring the customer (distributor) to sign the document acknowledging the authority of the Company's distributor to open a shop with the Company.</li> </ul> </li> </ul> |



	<ul style="list-style-type: none"><li>Publicizing the announcement of Personal Data Protection Policy and declaration on the privacy of customers, partners and external contacts on the Company's website (<a href="http://www.icc.co.th">http://www.icc.co.th</a>)</li></ul>									
	<ul style="list-style-type: none"><li>Establishing the ICC Call Center to provide customer relations services</li><li>Providing channels for customers to give comments, suggestions and complaints</li><li>Establishing credit term policy<ul style="list-style-type: none"><li>Credit trade receivables have a credit term of 75 days.</li><li>Accounts receivable from sales (consignment) which are mainly various department stores nationwide have a credit term of 45 days.</li></ul></li></ul>									
Shareowners	<ul style="list-style-type: none"><li>Continuous provision of high returns</li><li>Continuous good operational results and sustainable growth</li><li>Ensuring effective and transparent corporate management and disclosure of information based on good corporate governance principles</li></ul>									
Trade Partners	<ul style="list-style-type: none"><li>Compliance with the terms and conditions of the trade agreement and provision of accurate information</li><li>Promotion of good cooperation and understanding</li><li>Promotion of knowledge transfer to jointly develop value-added products and services by holding joint meetings with trade partners regularly on an annual basis to promote and clarify direction of operations</li><li>Visit trade partners to listen to their views and suggestions</li><li>Enter into the joint-agreement with business partners to set ethical business conduct framework, included trade competition and prohibition on business conduct with companies that violate human rights and Intellectual Property</li><li>Establish procurement policy and partner selection process</li></ul> <p>Details are available in the Company's Sustainability Report 2023 and posted on the Company's website (<a href="http://www.icc.co.th">http://www.icc.co.th</a>)</p>									
Competition	<ul style="list-style-type: none"><li>Conduct business operation with honesty and transparency based on fair competition framework</li></ul>									
Trade Creditors	<ul style="list-style-type: none"><li>Compliance with the terms and conditions of the trade agreement</li><li>Transparency in business operation by utilizing bank transfer facilities of Media Clearing system with a set billing and payment transfer schedule as follows:</li></ul> <table><tr><td></td><td>Billing Period</td><td>Payment Transfer Date</td></tr><tr><td>• Goods</td><td>everyday</td><td>On 15<sup>th</sup> of the following month</td></tr><tr><td>• Expenses</td><td>everyday</td><td>On 15<sup>th</sup> of the following month</td></tr></table>		Billing Period	Payment Transfer Date	• Goods	everyday	On 15 <sup>th</sup> of the following month	• Expenses	everyday	On 15 <sup>th</sup> of the following month
	Billing Period	Payment Transfer Date								
• Goods	everyday	On 15 <sup>th</sup> of the following month								
• Expenses	everyday	On 15 <sup>th</sup> of the following month								
Lenders	<ul style="list-style-type: none"><li>Compliance with the terms and conditions of the loan agreement with transparency and fairness</li><li>Provide advance notification if unable to meet any obligation under the loan agreement in order to find joint resolution based on reasonableness</li><li>Always repay principle and interests on loans as scheduled.</li></ul>									
Debtors	<ul style="list-style-type: none"><li>Compliance with the terms and conditions of the loan agreement with transparency and fairness</li></ul>									
Community, and Society	<ul style="list-style-type: none"><li>Availability of appropriate products and services for daily living</li><li>Promotion of knowledge and understanding on healthy living</li><li>Conduct business operations mindful to impacts on the community, society and the environment</li></ul>									
Government	<ul style="list-style-type: none"><li>Compliance with all relevant legal and regulatory requirements</li><li>Cooperation and support for development projects and charity activities</li><li>Pay taxes accurately, completely, in time according to the legal requirements.</li><li>Participate in meetings, express views and support state activities regularly and continuously</li><li>Prepare the tax policy so that the Company has a systematic approach to tax operations and with greater clarity. Said tax policy is posted on the Company's website (<a href="http://www.icc.co.th">http://www.icc.co.th</a>)</li></ul>									
Media	<ul style="list-style-type: none"><li>Disclosure of accurate information in a timely manner</li><li>Host visits by members of the media to see various corporate activities or business operations</li><li>Support and participate in activities organized by the media.</li></ul>									

In case of any loss, the company and each group of stakeholders fully cooperate to seek possible resolution and determine the appropriate remediation measure favorable to all parties.

The Company has formulated stakeholders' policies and guidelines into a handbook: 'Business Code of Conduct and Ethics for the Board of Directors, Executives and Employees' published on the company intranet and website (<http://www.icc.co.th>) as the moral and ethical framework for best business practice, based on creating balance and fairness among stakeholders, as well as serving as a code of conduct for company directors, executives and employees in the engagement and interaction with the Company, shareowners, customers, employees, trading partners, trade creditors, lenders, competitors, government sector, society and the environment, as well as to enhance stakeholders' participation in promoting the Company's sustainable operation.

Moreover, the Company has implemented a code of conduct for Company Directors, Executives and Employees as guidelines for the management and all employees in undertaking operations conscientiously. The guidelines are available for directors, executives and staff of all levels via the Company's intranet and Company's website.

The Company has policies and directions regarding the treatment of interested parties, anti-corruption, anti-copyright violation, as well as the observation of human rights. Details of corporate social responsibility can be found in the Sustainability Report 2023 and posted on the Company's website (<http://www.icc.co.th>).

2. The Board of Directors has prescribed channels and procedures by which all groups of stakeholders can file a report or complaint on any matter that may result in damage to the Company, the accuracy of the financial report, defective internal control system or illegal and unethical actions, fraud or misconduct of employees in the company, or in matters where stakeholders are violated or not being fairly treated; employees or interested parties who witness or have evidence or suspect that any employee or person acting on behalf of the Company may be involved in bribes or corruption, whether directly or indirectly, malfeasance or illegal activity, as well as any violation of rules, regulations, and company policies, non-compliance with the Code of Conduct for Company Directors, Executives, and Employees; or unfair treatment, can file a report or complaint through the channels specified by the Company, details of which are available under Whistle Blowing on page 121-122 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

3. The Board of Directors is aware that in order for the organization to achieve sustainable success, the Company must be prepared to adjust and develop work processes to always be in line with the situation, must focus on creating good people, good products, good society, including continuously taking into account the care of the environment and society and adhering to good governance principles to drive sustainable business operation.

The Company has therefore set a policy for sustainable development and sustainability management goals in various dimensions, details of which can be found under Driving Business for Sustainability on page 46-47 in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and the Company's Sustainability Report 2023 publicized on the Company's website (<http://www.icc.co.th>)

4. The Board of Directors supports the publishing of a 2023 Sustainability Report based on the framework of the Global Reporting Initiative (GRI) as a separate publication considered as an integral part of this Annual Registration Statement/ Annual Report 2023 (Form 56-1 One Report) and posted on the Company's website (<http://www.icc.co.th>).

### Environmental management policies and guidelines

The Company recognize the importance of environmental management, especially to stakeholders. We are committed to implementing sustainable environmental management and management frameworks to reflect our responsibilities to society, from end-to-end, in partner selection, raw material procurement, the manufacturing process, delivery and after-sales service, is committed to developing and business according to the framework of sustainable environmental management in all dimensions, based on responsibility under environmental standards, and included as a key policy in the corporate mission statement and set forth in our Corporate Governance Policy and Business Ethics. This is to ensure that the Company's business operation places consideration to the impacts on natural resources and environment.

### Sustainable business practice under environmental standards

The Company has issued code of conduct under management of natural resources and environment, details of which are available in the Sustainability Report 2023.

In 2023, the Company conducted business under environmental standards which applied within and outside the organization. For more details, please see our Sustainability Report 2023.

### Within the organization

- The Company has installed rooftop solar cell panels, a continuation of its Solar Rooftop pilot project implemented since 2016 and still being implemented to this day for its head office in Bangkok to support the use of alternative renewable energy.
- In 2024, there are plans to further install solar panels at the Company's warehouse.
- The Company together with Shell Company of Thailand Limited installed an electric vehicle (EV) charging station under the Shell Recharge brand, which is considered the first charging station in the office of a business sector organization.

## Outside the organization

1. The Company's commitment to environmentally-friendly business operation is reflected in our carefully selected products which being manufactured by a partner company that has been certified for "Green Label" quality standards, certified safe products free from toxins and environmentally friendly.
  - Children's products. 'Enfant' children's apparel is manufactured to the highest standard under Health & Safety concept for your little loves, by a trading partner of ICC, using organic fibers that are gentle on baby's delicate skin and USA standard Cotton fibers combined with Bamboo fibers to help inhibit bacteria. In addition to children's clothing, Enfant baby toiletries and items such as detergent and dish-washing liquid also adopt the concept of "Pure Gentle Safe" that cares about hygiene and safety of baby's skin.
  - Essence washing product uses naturally biodegradable compounds, contains enzymes that increase cleaning efficiency and reduce the use of chemicals. Packaged in a light weight bottle, reducing the use of plastic pellets. Instructions in braille are on the bottle to facilitate the visually impaired. Also promotes reducing the use of plastic with a detergent scoop. produced from paper pulp.
  - BSC Bamboo towels are made from organic bamboo pulp which has unique properties of softness, gentleness, and good ventilation, as well as being naturally bio-degradable and does not cause toxic effects.
  - BSC Enfant children's clothing is made from bamboo raw materials and pure cotton that is a new bio-technology grown using as little water as possible and free of chemicals, going through a fiber bleaching process using safe micro-organisms. The production line is a clean sewing process and a metal detection tunnel is used to check for contamination.
  - BSC Pure Care cosmetics are Vegan cosmetics that do not contain animal ingredients nor test products on animals. Use royal lotus pollen, olive and vetiver grass as product ingredients that are standardized, safe and suitable for sensitive skin.
2. Men's Wear "Arrow" certified by the Electricity Generating Authority of Thailand (EGAT) indicating "no ironing required", the **No. 5 Energy Saving Shirt** label therefore represents the smooth pressed look of fabric and seams, of which Arrow was the first brand to have been certified by EGAT with the label.
3. Arrow Upcycling Innovation, the shirt made from a blend of cotton fibers and recycled polyester fiber from plastic water bottles, is a collaboration between Arrow Products and PTT Global Chemical Public Company Limited through the Upcycling innovation to help reduce plastic bottle wastes in Thailand and add value to the product, as well as being manufactured by a partner company that has been certified for "Green Label" quality standards, certified safe products free from toxins and environmentally friendly.
4. Innovative Arrow shirt made from natural ingredients. Contains bamboo fibers. The fabric is soft, smooth, and has a luster similar to silk fibers. Wear it and feel cool. The unique properties of bamboo fibers inhibit the growth of bacteria that cause odors and protect against UV rays combined with polyester fibers, make the shirts durable and easy to iron. Produced from partner companies that have received product quality standard certification "Green Label" for products that are safe from toxins and environmentally friendly.
5. Absorba children's clothing products are made from 100% organic cotton, a natural raw material, not genetically modified and cultivated without using agricultural chemicals, synthetic fertilizers and pesticides, and are thereby environmentally friendly. The fabric production process is done without using harmful chemicals which cause irritation, and is therefore soft, lightweight and comfortable as well as gentle on children's delicate skin and provides good ventilation. The fabric is produced from partner companies that have received product quality standards certification "Green Label" for products that are safe from toxins and environmentally friendly.

## Environmental management

The Board of Directors is committed to environmental management in accordance with environmental management criteria and standards, including compliance with relevant laws and regulations to preserve the environment, ecosystem and health. The Board of Directors is aware that the amount of greenhouse gas emissions is excessive and has a negative impact on the environment and climate change and, therefore, is committed to and supportive of adopting management systems to reduce greenhouse gas emissions in the organization. Accordingly, it has studied the determination of the scope of greenhouse gas emissions activities from business processes. In 2023, the Company has designated an area within the corporate compound on Rama 3 Road for collection of greenhouse gas emissions data by Splendid Orka Co., Ltd., which assigned Professor Woranat Karikarn as a consultant to collect and conduct analysis of said data and evaluate the amount of greenhouse gas emissions from the Company's business operations, and has engaged BSI Group (Thailand) Co., Ltd., which is registered with the Greenhouse Gas Management Organization (Public Organization) to verify the evaluation and prepare a report on the release and absorption of greenhouse gases, as well as to disclose said information on greenhouse gas emissions in Scope I and Scope II.

Details of which can be found in the Company's 2023 Sustainability Report.

### Human Resource Development Policy

The Board of Directors recognizes the importance of employees as a valuable asset and believe that our human resources are the heart of successful corporate management. The Company, therefore, attaches importance to recruitment, compensation, welfare, rights and privileges as well as continuous development for employees. As such, the Company has formulated policies and procedures pertaining to development of employees' knowledge and potential on the basis of equality, transparency, fairness, protection of human rights and promotion of team building values in order to enhance unity and create a lasting bond between the employees and the organization in the long run. Activities and projects have been initiated in relation to transforming the organization into an innovative organization, as well as empowering employees to search for factual information on the Company from the Intranet system so that employees may have shared understanding, values and ethics, rendering unity and care in the use of electronic devices, enabling them to apply communications technology in driving business operations to successfully achieve set targets.

In addition to professional development, the Company also attaches importance to taking care of all employees in terms of fair treatment, hence our staff remuneration policy, formulated as part of the strategy to retain employees, used to define corporate KPIs as the basis for performance evaluation, including determining remuneration for executives and employees according to their performance, with consideration given to 4 dimensions namely financial, customer, internal process and the dimension of learning and development, and taking into account the success of the organization, consistency with the prevailing economic situation and comparable with similar types of industry and based on equitability.

In addition, the Company provides uniforms for counter sales staff of all brands according to the design specified by the Company for the purpose of enhancing professional appearance and orderly operation at the point of sale.

Furthermore, every year, there is a ceremony to honor and present a memento to employees who have completed 30, 20, and 10 years of service in order to create morale for employees who are dedicated to performing duties for the organization continuously.

Moreover, the Company also has a provident fund for employees, welfare loans, a savings cooperative to promote savings among employees and to provide financial assistance among members, annual health checks, medical personnel stationed at the nursing room as well as a healthy and comfortable workplace conducive to work. In 2023, the Company paid remuneration to its employees in the form of monthly salary, commissions, incentive, transport allowance, allowance, overtime, incentive bonus, and bonus, including short-term and long-term remuneration in the form of retirement package and provident fund.

In addition, the Company became a member of the savings cooperative for employees of the Saha Group Company Limited, established on August 31, 2012, cooperative registration number no. 1010000425551, with a purpose to promote a savings culture, nurture the habit of saving money and help members in the event that a need arises, as of December 31, 2023. There are 1,898 employees who are currently members of the savings cooperative from a total of 3,180 employees, representing 59.69 percent.

The Company is also concerned about safety of life, health and assets of its employees, and has in place appropriate policy and practice guidelines related to safety, hygiene and work environment. For more details please see the Company's Sustainability Report 2023.

In 2023, there were two employees involved in accidents resulting in the loss of 57 days of working time, with the injury frequency rate calculated as 0.0585% and the injury severity rate is calculated as 1.6669%.

Said employees received paid leave for the number of days off work as this was sick leave due to work and the Company is not affected by the employee's absence because the parent agency could find replacement employees.

### Anti-Corruption Policy and Guidelines

'Honesty' is one of the Company's 7 Principles of Thought leading to Success. Realizing the importance of internal organization management and business operation renders a firm commitment to transparency and integrity. The Company has therefore defined its anti-corruption policy and code of conduct, which were approved by the Board of Directors on 31 March 2015 and 15 March 2016 respectively, and serve as the practical guidelines for company directors, executives and employees at all levels by focusing on prevention and anti-corruption of all forms, both directly and indirectly, including non-participation in bribery and corruption to government and private sector officials in order to gain competitive advantages. The Company has communicated its anti-corruption policy and guidelines for the best interest of corporate business to company directors, executives, senior management and managers at all levels, as well as being included in staff orientation for new employees, in engagement with our trading partners and suppliers. The policy and guidelines have been published in print version for distribution to Board members and directors, executives, trading partners and suppliers and posted on the company website.

Details are available under the topic Anti-corruption on page 120-121 in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and the Company's Sustainability Report 2023.

### Policy of Personal Data Protection

Our Company has still realized and paid attention to management of personal data in compliance with the Personal Data Protection Act, B.E. 2562 (2019). Apart from stipulating the personal data protection, our Company has set a working group and simultaneously set up their policy and framework to enable them to administer to save data and information about various activities and secure those data and information pursuant to the aforementioned Act. Additionally, we have developed the efficient searching and finding process, monitoring and upgrading and modifying the right under the transparency principle concerning the personal data either the data of the internal staff, members or customers including the processing agreements that we have entered into with partners; for example, the administration system of inventory, business partners, financial institutes and external stakeholders.

In previous year, our Company upgraded the Record of Process Activity (RoPA) in each work sector to comply with the newly enacted acts and legislation as well as to comply with the current situation where the personal data are more deployed. In that connection, such data and information shall be accurate and precise suiting administration and management of the internal business of our organization but not affecting the right exercising of right by customers, staff including stakeholders.

Further details are available on the Company's website (<http://www.icc.co.th>).

### Cyber and Information Security Policy

Our Company has established the Cyber Security Policy to strengthen the IT Security Policy by observance of the standard of NIST (National Institute of Science and Technology). Apart from stipulating such policy, our Company has implemented the practical guidelines of the standardized quality codes, the continuance business management plan on IT, the auditing of abnormal situations of network systems deployment and the risks of the cyber security consecutively reported to the Risks Management Panel's meetings from time to time so as to improve, upgrade, modify the work process, the relevant equipment, as well as to access and know about news and to provide training for our officers at both the practice level and the cyber security administration executives for the purpose of securing and ensuring safety from attack, hacking from the external Internet, from transmitting and receiving the external emails and from viruses on network clients and servers.

Details are available on the Company's website (<http://www.icc.co.th>).

In 2023, there were no complaints or petitions from stakeholders on possible cases of corruption in any of the channels established by the Company.

## 3. Information Disclosure and Transparency

1. The Board of Directors oversees disclosure of significant information to ensure accuracy, transparency and timeliness as well as compliance with the relevant laws and regulations. These disclosures include reports filed in accordance with accounting periods and reports of events having an impact on shareowners' interests, as well as disclosure of other information pursuant to the principles of good corporate governance prescribed by the Stock Exchange of Thailand. Disclosure is made to the extent that the Company's legitimate interests are not prejudiced. Information is published in both Thai and English on the Company's website, disclosure channels of the Stock Exchange of Thailand and other channels which are comprehensive and equitably accessible.

The Board of Directors has established both English and Thai language websites which are easily and conveniently accessible in order to present and publicize up-to-date corporate information such as vision and mission statements, nature of business, information about the Board of Directors and Executives, current and historical financial statements, publications and news articles. The website is a communication channel between shareowners and investors in addition to being a marketing tool which is constantly updated and current.

2. The Board of Directors is aware of the importance of preparing accurate and reliable financial statements in keeping with the most accredited accounting standard, recording accounting information carefully and accurately using discretion in estimation of the financial statements which reflect the actual performance of the Company and emphasizing the quality of the financial statements through a process of review and cross-checking by qualified and independent auditors approved by the Audit Committee and the Board of Directors. Significant additional information is adequately disclosed in the accompanying notes to the financial statements, together with explanations and analysis for the benefit of shareowners and public investors.

The company auditor is a person with knowledge and expertise, being independent and approved by the SEC. In addition, the Auditor must not be related in anyway to or have any interest in the Company/ subsidiary/ associated companies or with any executive/ major shareowner or related person of those. Thus, the auditor is independent in conducting audits and providing opinions on the Company's financial statements.

3. The Board of Directors assigns a work unit or a person responsible for investor relations to communicate with external parties with equality and fairness.

## Corporate Governance Policy and Principles on 'Information Disclosure and Transparency'

The Board of Directors, recognizing the importance of the quality of information, as well as equitable disclosure of information with transparency and fairness, provides oversight to ensure the disclosure of important corporate information related to the Company, both financial and non-financial information, or information that may affect the Company's securities price to enable shareowners and interested persons to have access to significant corporate information which is accurate, transparent, equitable and timely.

The Company discloses the information through diverse channels that are easy to access, through SET channel and company website in Thai and English versions to ensure confidence among all stakeholders. Our principles are as follows.

### 1. Disclose the important information whether financial or non-financial.

The Company discloses the important information whether it is financial or non-financial according to the regulations of the Stock Exchange of Thailand and Securities and Exchange Commission (SEC). The Company submits financial and non-financial information to the Stock Exchange of Thailand and the SEC within the designated time and discloses information accurately, completely, timely and transparently both in Thai and English versions via channels of the SET and the Company's website (<http://www.icc.co.th>)

#### - Information disclosed in the Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report)

The Company has been providing information clearly and completely according to all regulations of the SEC, the SET and the good corporate governance principles of the 2017 CG Code so as benefit shareowners in their consideration. More information on each item is listed in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) as well as being publicized on the company website (<http://www.icc.co.th>) which is regularly updated.

#### - Annual financial statement and quarterly financial statement

The Company's annual financial statement and quarterly financial statements are prepared and approved by the Auditor, Audit Committee. The Board of Directors discloses such information to shareowners or investors prior the due time, so as to be a supporting factor for investors in making their decision.

#### - Report of quarterly operation results

The corporate operation result is reported on quarterly basis in case the net profit as shown in the latest financial statement exceeds 20% compared to the same period of the previous year. The explanation and analysis of the quarterly report is disclosed via SET disclosure channel and company website.

In 2023, the Company has not been investigated by the SEC or the Stock Exchange of Thailand regarding any non-compliance with disclosure requirements and no case was posted for delay in submitting quarterly and yearly financial reports, and the Company's financial statements have been certified without condition and without any remarks from the Company's auditor and submitted to the SEC and the Stock Exchange of Thailand on time and without any amendment thereof being required by the SEC.

#### - Survey of Customers' Satisfaction to the Service of the Sales Staff

Apart from disclosure of the significant financial data, our Company also pays attention to the non-financial performance as we emphasize satisfactory services provided for the customers and deem giving satisfactions to the service users is the key strategy in competition. Consequently, we encourage the sales staff to strictly provide standard services at the sales outlets where the criteria of the customer's satisfactions of service rendered by the sales staff shall be at 80% and more.

Our Company still reviews the quality management system in order to formulate the plan for upgrading and developing the standard of service to sustainably be more efficient and in concrete terms.

Details are available under the topic the Importance of Customer Satisfaction on the Service of the Salespersons in the Sustainability Report 2023.

2. The Board of Directors is aware of its responsibility for the accuracy and reliability of the financial statements which enable investors or shareowners to make informed decisions. Hence the Company has prepared a Report on the Board of Directors' Responsibilities for the Financial Statements as shown in page 134 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

3. The Company has disclosed the policies on good corporate governance (revised version), the 8 categories of good corporate governance principles, business ethics and code of conduct for company directors, executives and employees in writing and publicized through the company website.

In 2023, results of the implementation of the corporate governance policy were reported to be in conformity with the good corporate governance principles of the 2017 CG Code set by the Securities and Exchange Commission and publicized in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report), and the company website.

4. The Board of Directors has set social and environmental policies, and promoted their continual and consistent implementation as shown in the Sustainability Report of 2023.

5. Regarding disclosure of related transactions, the Company follows the rules and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand by disclosing the name of persons responsible for the transaction, relationship,



transaction type, pricing policy and conditions, transaction value, including setting clear and fair guidelines for execution of the transaction at market price for normal business in order to prevent conflicts of interest reasonably so as to maximize the benefits to the Company and shareowners. For more information on the related transactions, see page 126-133 of this annual registration statement/annual Report 2023 (form 56-1 one report), with data for the past 3 years also available on the company website.

6. Important related transactions must be considered and approved by the Board of Directors.

The Company set its Related Transaction Policy to be aligned with notifications of the Capital Market Supervisory Board and the Stock Exchange of Thailand. Any related transaction must be proposed to the Audit Committee for consideration, prior to submission to the Executive Committee and the Board of Directors. If such transaction is required to be disclosed pursuant to regulations of Stock Exchange of Thailand, the Company shall fully comply to such regulation.

7. The Company has measures in place to safeguard internal information usage together with a policy requiring company directors and executives, as well as their spouse and minor children to report their trading and holding of company securities, and to report any changes thereof to the Board of Directors meeting. Measures to control usage of internal information are described on page 69-72, 118 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report). The measures and practical guidelines are as follows;

- Report when assuming the directorship or executive position for the first time
- Report upon changes of interest.
- Report at the end of every year.
- Directors and executives are required to submit the Report of Interest to the Company Secretary within one month after being elected/appointed and upon any change thereof.
- The Company Secretary will submit the Report of Interest to the Chairman of the Board and Audit Committee within 7 days from the date of receipt such report.

In 2023, the Company did not receive any warning letter regarding non-compliance from the Office of Securities and Exchange Commission (SEC).

8. Long-term objective/target of the Company

The Company strives to be the leading company in the Fashion & Lifestyle business in Thailand and in the Southeast Asian region, driven by innovation and creativity, with a policy to create new brands and have diverse brands to rapidly meet all the needs of customers, and expand sales in online business and Speciality Shops operated and managed by the Company in response to the current market situation and changing consumer behavior trends among the younger generation. At the same time, the Company is committed to its focus on product development to attract more diverse customer groups, thereby preparing a business plan covering 2022-2024 with financial and corporate growth targets, including targets to enhance its potential to attain highest profitability for the Company, which is reviewed annually to ensure the corporate vision and mission remain in line with the current economic conditions, details of which are under Policy and Business Overview on page 7-15 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

9. Meetings and communication between the Board of Directors, executives, senior management and vice presidents who head all the divisions are held regularly. The Company holds a meeting of senior management and all division heads on a monthly basis in order to acknowledge business targets and strategies which are compulsory to be communicated to all personnel to ensure their understanding and implementation in the same direction as well as to be a practical guideline in performing their duties and responsibilities to achieve the corporate goals.

10. Regarding investor relations, the Company has appointed the Office of the Secretary to the Board of Directors to be responsible for this matter, particularly to provide data and information to investors and concerned parties upon request. Contact address is as follows:

Mrs. Duangrudee Milintanggul  
The Company's Secretary  
Tel. 0-2295-0688  
E-mail : duangm@icc.co.th  
or Mrs. Thanyaluck Wattanakulroj  
Office of the Secretary to the Board of Directors  
Tel. 0-2295-0688  
E-mail : iccset@icc.co.th

The Company also publicized the name of persons as well as convenient communications channel via the Investor Relations Information in the company's website (<http://www.icc.co.th>)

Moreover, the meeting with securities analysts is held annually within the Company's compound to provide them the opportunity for any inquiries. This meeting is also attended by the Company's Executive Board for the purpose of providing further clarification.



In 2023, the Company and other companies of the Saha Group jointly cooperated with the Stock Exchange of Thailand (SET) to organize the “Investors and Analysts Meeting with Saha Group”, for the twelfth consecutive year at the 27<sup>th</sup> Saha Group Fair at Bangkok International Trade and Exhibition Centre (BITEC), Bang Na. At this event the President and Executive Chairman welcomed the group of investors, analysts, press, and provided them with information on corporate business and operating results. ICC also provided a summary report on its company profile and operating results to all investors, analysts, press and their positive responses were publicized via the SET channel of communications and the Company’s website (<http://www.icc.co.th>).

Moreover, in the past year the Company also provided information and responses to questions to shareowners, investors and other related parties via email and telephone.

11. The Company recognizes the importance of transparency in the equitable and comprehensive disclosure of information, which are easily accessible. The Company disseminates news and information to investors and parties concerned for acknowledgement via various channels including the Stock Exchange of Thailand and the Company’s website (<http://www.icc.co.th>). Equity in various companies and press releases in relation to the Company’s financial status are also reported on the company website.

12. Apart from disclosure of the financial statements and other information as strictly required by the SEC and the Stock Exchange of Thailand through various channels in a complete and timely manner, the Company also discloses the following, including continuously updated information, in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and the company website :

1. Name list of the directors, independent directors and subcommittees including profiles, roles and responsibilities thereof, including their record of attendance at meetings as stated on page 208-217 and page 113-114 respectively of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report). The information relating to the Board of Directors and Executive Committee has been publicized on the company’s website (<http://www.icc.co.th>).
2. Remuneration payment policy for the directors and executives including the type, characteristic and the amount of remuneration paid to each details of which are disclosed on page 115-116 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).
3. The share-owning of directors and executives including spouses and minor children are disclosed on page 119 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and through the company website.
4. The share-owning structure: the Company discloses the top ten shareowners as at the closing date for the Share Register Book for the AGM as shown on page 37 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and through the company’s website.
5. The corporate management structure has been disclosed on page 79 of this annual report. Moreover, the Company also discloses the structure of the business group according to equity on page 32-35 together with the structure of its share-owning on page 31-32 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report). This information is also published on the company website.
6. Disclosure of business policy and performance overview on page 7-15 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).
7. The information on nature of the Company’s business together with industry and competitiveness analysis, competitive status and potential of the Company and market share has been clearly disclosed in the Nature of Business on page 16-30 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).
8. The Company’s operational risks, their nature, cause and impacts as well as prevention and mitigation have been disclosed on page 39-45 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and on the company website.
9. Internal control and internal audit systems, assessment results of the internal control system in five major areas based on the Securities and Exchange Commission requirements appear under Internal Control and Risk Management on page 124-125 and the Audit Committee Report on page 232 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and on the company website.
10. The company reports its quarterly and annual financial statements for the last 10 years in both Thai and English versions, also published on the company website which is available for public download as well. Disclosure is also made regarding the audit fee and other expenses paid to the auditor.
11. Disclosure of related transactions and related transactions for the past 3 years through the company website.
12. Annual Reports for the last 10 years, Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) and Sustainability Report 2023, Invitation letter to the AGM in both Thai and English versions are publicized on the company’s website, and also available for public download.

13. Disclosure of the invitation letter and minutes of the shareowners' meeting in both Thai and English through the company's website and can be downloaded.
14. The general public has the opportunity to pose questions to the Company via the Office of the Secretary to the Board of Directors and the Company's Secretary who are responsible for investor relations for the Company. This Q&A is publicized on the company website.
15. Information on attendance of training courses of directors and executives is disclosed on page 107-109 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).
16. Qualifications and experience of the Company's Secretary is also disclosed and disseminated on the Company's website.
17. The Company's Articles of Association, Vision and Mission are publicized on the company website.
18. Charters, duties, responsibilities, qualifications and directorship terms of the Board of Directors and all Committees and their members are publicized on the company website.
19. Disclose the Whistle Blowing policy and publish on the Company website.
20. Disclose the revised version of the Good Corporate Governance Policy, the 8 Good Corporate Governance Principles, Business Ethics, and the Code of Conduct for Directors, Executive Officers and Employees based on the 2017 CG Code for public listed companies on the company website.
21. Disclose the Anti-Corruption Policy and Procedures on the company website.
22. Disclose information about investor relations.
23. Prepare and disseminate the newsletter that presents the Company's operation result and post this on the company website.
24. Disclose Company's information and press releases through the company website.

#### 4. Board of Directors' responsibilities

The Company's Board of Directors has an important role in determining the direction of the Company's business operation, and monitoring the management team as well as setting up corporate governance policy, the principles of corporate governance, business ethics and code of conduct for company directors, executives and employees. Such codes of conduct are published and distributed to company directors, executives and employees. The Board also has responsibility of implementing good corporate governance to ensure the best interest of the Company and shareowners, including supervising that corporate activities are undertaken appropriately and legally.

##### 1. Directors' Positions in Other Companies

The Board of Directors recognizes the value of experience that directors receive from being directors at other agencies, and therefore does not impose a limit on the number of registered companies where each of our directors can hold directorship; however, each company director does not concurrently hold directorship in more than 5 companies because the Board of Directors believe that the capability and expertise in business of each director does not depend on the number of companies they hold office as a director, as long as those directors are capable and intend to perform their duties as reliably designated by the Board of Directors and the shareowners, they may do so. Nevertheless, so that the directors have time to perform their duties fully while serving as a director of another listed company, concurrently holding the position of director in multiple companies must not impair the performance of the duties of the Company's directors.

The Company has disclosed director's name list together with their profiles, experiences, portion of share-owning in the Company, and details of the positions and title held by each Director in other company/companies on page 208-217, 220-222 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

##### 2. Holding the title of director in other companies by the Company's Directors, Top Executives and Executive Directors

The Board of Directors has a policy which requires Company Directors, top executives and Executive Directors holding director positions in other companies to make a disclosure to the Company Chairman and Chairman of the Audit Committee.

Implementation of such policy and established practice to allow the Company directors and the executives to hold titles in other companies, is that the Saha Group of companies by a top management team would consider whether it is necessary to assign any director or executive from which company in the Group to be its representative as a joint-venture partner or in accordance with a joint-venture agreement depending on the type of business and the individual's knowledge, capabilities and expertise in such business.

In addition, the Board of Directors prescribes a policy allowing the President and Executive Chairman (CEO) to hold directorship in subsidiary and associated companies in order to ensure flexibility and consistency in management.

##### 3. Consolidation or Segregation of Office

Due to the difference in the duties and responsibilities between the Chairman and the Board of Directors and top corporate management, the Company determined that the Chairman must not be the same person as the President of the Company, in

order to clearly separate the monitoring of corporate governance from the executive management duties, rendering checks and balance in business operation. Furthermore, the Board of Directors determined the written scope of duties and responsibilities of the Board of Directors and sub-committees, Chairman of the Board of Directors and President of the Company for further accountability and transparency of business management, and disclosed on the Company's website.

The Chairman of the Board of Directors is not an Independent Director, however, it is firmly believed that he has always performed his duties with an understanding of good corporate governance principles and performs the role with independence, allowing all Directors the opportunity to express opinions and provide suggestions for the best interest of the Company. Consideration and decision on any important matter requires the prior approval of relevant committee(s) to ensure checks and balance and appropriate due process, a prerequisite which is strictly supported and implemented.

Although the chairman of the Company is not be an independent director but to ensure the operation of the Board of Directors to be conducive to the use of independent discretion, the Board of Directors therefore appointed the Chairman of the Audit Committee and Independent Director (Thiraphong Vikitset Ph.D.) as Lead Independent Director to jointly set the Board of Directors' meeting agenda.

## 4. Roles, Duties, and Responsibilities of the Board of Directors

### 4.1 Leadership and Vision

The Board of Directors comprises individuals who have knowledge, expertise and experience beneficial to the Company, as well as having leadership, independence and discretion in decision making, and qualities which enable them to ensure good corporate governance in accordance with the set objectives and targets for the highest benefit to the Company and shareowners.

The Board of Directors plays a crucial role in defining corporate vision and mission, as well as setting business targets and annual budgets to achieve the highest value increase for the business and security for shareowners. The Board also considers and approves important corporate policies and strategies especially financial targets and business plans which are part of the Key Performance Indicators (KPI). Targets and KPIs are established and approved at the beginning of each year and monitored regularly.

Corporate vision and mission are reviewed at least once a year. In the past year the Board of Directors' meeting held on December 15, 2023 reviewed the vision, mission and strategy of the Company currently in use and saw that it was still appropriate for the Company's business operation and consistent with current economic conditions, suitable to be adapted according to the context of the Company. Business Policy can be found on page 7-15 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

Moreover, the Board of Directors also monitors the operation results of management and presides over the application of corporate strategies. Corporate management reports operational plans and formulation of strategic plans to the Executive Committee and the Board of Directors for acknowledgment on a monthly basis as a compulsory agenda of the respective meetings (of the Executive Committee and the Board) in reviewing the Company's performance each month. The strategic plans are reviewed on a quarterly basis and the Executive Committee and the Board of Directors would give their views and suggestions to corporate management for further development and improvement.

### 4.2 Good Corporate Governance

The Board of Directors realizes the importance of good corporate governance, along with business ethics, a Code of Conduct, the 8 Good Corporate Governance Principles for Company Directors, Executives and Employees in written as well as handbook forms both Thai and English. Evaluation of implementation results and review are conducted on an annual basis at least once a year. The manuals are distributed to the Company directors, members of each sub-committee, executives, and employees at all levels as the same guidelines for working operation. It is publicized via the Company's intranet system and on the company website, and includes an animation video to promote a better understanding of good corporate governance among corporate management and employees. For new employees, business ethics and morality are included as topics in their orientation.

The Board of Directors also follows up the implementation of its corporate governance principles in order to promote good management systems which are transparent and effective in business operations. Those who do not adhere to such policy and principles may face disciplinary action as appropriate and may also face legal action in cases where any laws are violated. In cases where an employee is doubtful or unable to follow an instruction or make a decision, he/she may raise the issue with the supervisor up the chain of command. Should there be any dispute, a directive by the President, Executive Committee and the Board of Directors should prevail as a final judgment.

The Board of Directors has established the Corporate Governance Committee in order to monitor and assess corporate governance of the Company, to support the work of the Executive Committee and the Board of Directors in corporate governance so as to achieve success as set in the objectives and targets.

### 4.3 Conflict of Interests

The Board of Directors has judiciously considered the issue of conflict of interests and has defined a clear related policy and guidelines as part of the Policy on Good Corporate Governance and Business Ethics in order to eliminate conflict of interest. Such policy includes clear guidelines and procedures, formulated with care and reason for the best interest of the Company and shareowners and in compliance with the regulatory requirements of the SEC and the Stock Exchange of Thailand, of which details are published on the company website.

In 2023 had a related transaction which required approval of shareowners which the Company has complied with rules of the SEC and SET, and disclosed transactions in advance within the specified period which may have possible conflicts of interest in Related Transactions on page 126-133 of this Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report).

The Board of Directors has set a policy to prohibit Company Directors and executives from trading company securities during the one-month period prior to, and within 24 hours following the public disclosure of the Company's financial statements.

The Board of Directors has directed Company Directors and Executives as well as their spouses and minor children to have the duty to disclose share-owning and changes in share-owning of the Company shares to the Office of the Securities and Exchange Commission, and to submit a copy to the Company Secretary for reporting to the Board of Directors in the subsequent Board Meeting.

In addition, it is prescribed that Company Directors and senior Executives must disclose trading of company securities to the Chairman of the Board of Directors at least 1 day in advance of trading.

The Board of Directors has directed Company Directors and Executives to disclose their personal stakes, as well as those of persons related to them in accordance with the prescribed criteria. More information as stated in Control of Internal Information Usage on page 69-72, 118 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

### 4.4 Internal Control and Internal Audit

The Board of Directors recognizes the significance of company's internal control systems in monitoring its operation, finance and corporate governance. The company's internal auditing unit checks, evaluates and follows up on those systems which also include the computer system, providing consultation to ensure efficiency and independence in their full capacity as auditors. Details are presented in Internal Audit and Risk Management on page 124-125 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

The company has established an Internal Audit Unit, reporting directly to the Audit Committee, and is supervised by the Secretary of the Audit Committee. The Company has hired Dharmniti Internal Audit Co., Ltd., as an advisor on quality of internal audit work and internal control systems by working closely with the Secretary of the Audit Committee, and then reporting the findings to the Audit Committee continuously on a monthly basis. In the Board of Directors' Meeting No.11/2566, which was held on February 26, 2024 and attended by all members of the Audit Committee, it was assessed that the internal control and risk management systems of the Company are appropriate and sufficient.

In 2023, the Audit Committee appointed Ms. Somcharee Kawkomdee, a Director of Dharmniti Internal Audit Co., Ltd. as the Company's internal auditor. Her resume and qualifications can be found on page 224 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

### 4.5 Risk Management

The Board of Directors prioritized risk management which might impact on business targets, and established a systematic risk management process which is aligned with the Company's policy. Board of Director appointed The Risk Management Committee, with members comprising of Mr. Thamarat Chokwatana as a Chairman, and Ms. Munchusa Terapongpipat, Surat Wongrat-tanapassorn Ph.D., Mr. Yothin Suvannakate, Ms. Yauwaluk Namakorn, and Mrs. Duangrudee Milintanggul as member. The Management Committee monitors risk management to ensure that it is effective and aligned with the necessary standard, provides risk assessment, follow-up plan and provide a report on the Company's risk management in 2023 to Audit Committee for further acknowledgement.

In 2023, the management proceeded with modification of the organization structure along with the improvement and development of the work processes to increase efficiency and productivity in both business and back-office sections; namely, merging work units, restructuring all supervising levels from corporate level, division level, to the others, utilizing Information Technology to replace traditional works and reducing redundant work steps, under the guidelines of the Company's risk assessment which covered strategic, operational, fraud and corruption, cybersecurity, and personal data breach according to Personal Data Protection Act (PDPA) AD2019. The Company has assessed its cyber security status to make sure that the Company had work processes and systems that were consistent with the cybersecurity framework according to the appropriate Information Technology's system management standards. In addition, the Company has hired consultants to prepare a carbon footprint report of the organization (CFO) to lead to the determination of management guidelines to effectively reduce greenhouse gas emissions. These undertakings are aimed at compliance with the Company's policies, Anti-Corruption Policy, and to enhance the Company's preparedness in the face of changing internal and external situations, as well as in the line with shifting competitive and marketing trends, with the objectives to bolster sustainability of its business.

## 6.2 Business Code of Conduct

Our Company has formalized a handbook: Business Code of Conduct and Ethics for the Board of Directors, Executives and Employees as part of the manual on principles of good corporate governance which was approved by the Board of Directors' meeting and published on the company intranet and website (<http://www.icc.co.th>) to serve as a guideline for company directors, executives, and employees as follow:

1. Ethics on Responsibility to Shareowners
2. Ethics on Responsibility to relationships with customers
3. Ethics on Responsibility towards competitors
4. Ethics on Responsibility to Partners, Trade Creditors and Debtors
5. Ethics on Responsibility to Employees
6. Ethics on Responsibility to Social
7. Ethics on Responsibility to Environment
8. Ethics on Responsibility to the Government and the Media

In 2023, there was no infraction and occurrence of misconduct concerning the Company's ethics and code of conduct.

## 6.3 Material Changes and Developments Regarding Policy, Guidelines and Corporate Governance System in the Preceding Year

### 6.3.1 The information on material changes and developments related to the review on the policy, guidelines and corporate governance system or the Board of Directors' charter during the past year

1. Having reviewed the handbook of the Company's Good Corporate Governance Principles annually by improving and formulating good corporate governance principles (Revised Version) in line with the Principles of Good Corporate Governance for Listed Companies of 2017 (CG Code) of the Securities and Exchange Commission. The revised handbook was approved by the Board of Directors meeting on April 12, 2019 and serves as the guideline for all directors, executives and employees to adhere to in their operations.
2. Having reviewed the Board of Directors Charter and the charters of all sub-committees to be in line with the current practice.
3. Having reviewed approval authority regulations to be consistent with current work processes.
4. Having reviewed the Anti-Corruption Policy and related regulations of the Company.
5. Having reviewed the designation of the personal data protection committee to perform the duties in protecting personal data in accordance with the Personal Data Protection Act, 2019.
6. Having reviewed a policy for maintaining confidentiality of customer information to comply with the Personal Data Protection Act 2019.
7. Having reviewed cyber security and information security policies for the Company whereby effective management of security and cyber risks are in line with international standard practices ensuring prevention of cyber threats and attacks, destruction of information systems and cyber espionage.
8. Having reviewed the policy of governance and administration of subsidiaries and affiliates.
9. Having reviewed the policy and plan of risks management.
10. Having organized the training and test relating to the policy of anti-corruption and the code of conduct thereof as well as the ethics with sustainability of our organization through ICC e-Learning system.
11. Having Arrange Raising Awareness of Information Security and The Kick-Off of the Company's Sustainable Development training courses and continuous basis by testing via ICC e-Learning system.
12. Having set up the process for Carbon Footprint for Organization (CFO) to lead to the determination of management guidelines to effectively reduce greenhouse gas emissions, as well as conducting a verification review and preparing a corporate carbon footprint (CFO) report for organizations registered with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO).

### 6.3.2 Good Corporate Governance 2017 (CG Code) Policy and Resulting Implementation

In 2023, the Board of Directors has considered the SEC's newly-revised CG Code for listed companies 2017 and reviewed the Company's Good Corporate Governance Principles accordingly, as well as adapting them as appropriate to corporate business operations and assigning the Corporate Governance and Sustainable Development Committee to oversee that implementation is in compliance with the CG Code, ensuring that the processes are well suited to the Company's business operations and will lead to creating sustainable business value. As for components not yet adopted, these will be used as guidelines for further application where appropriate.

Not in practice	Reasons
1. The Board of Directors has specified as a policy a limitation on the tenure of an Independent Director at not more than 9 years.	The Board of Directors has no policy to limit the tenure of an Independent Directors because such directors continue to carry out their duties and responsibilities with complete independence, with no personal interests which may be in conflict with the interest of the Company, and their decisions are based on the best interest of the Company with complete independence from the management or from major shareowners of the Company.
2. The Chairman of the Nomination Committee and Chairman of the Remuneration Committee are Independent Directors, as are most of the members of such committees.	Although the Chairman of both Committees, the Nomination Committee and Chairman of the Remuneration Committee, are not Independent Directors, similarly with the members of such committees, but all are qualified and have relevant expertise and long experience, as well as having carried out their responsibilities with honesty and integrity, never voting on any agenda which they may have interest.

### 6.3.3 Other matters in accordance with the corporate governance principles in preparation for assessments

The Board of Directors is mindful of its role and responsibility as leader of the organization, with full understanding of the benefits and the principles of Corporate Governance Code for listed companies 2017 in creating sustainable value to the business.

Based on the continuous development of the good corporate governance principle in response with the good corporate governance principle for the registered companies 2019 (CG Code) of the Securities and Securities Exchange Commission in compliance with the regulations of the ASEAN CG Scorecard, Corporate Governance Report (CGR), as well as the assessment project of quality of organizing shareowners' meetings and change in environments.

It's resulted the corporate got the pride awards as following;

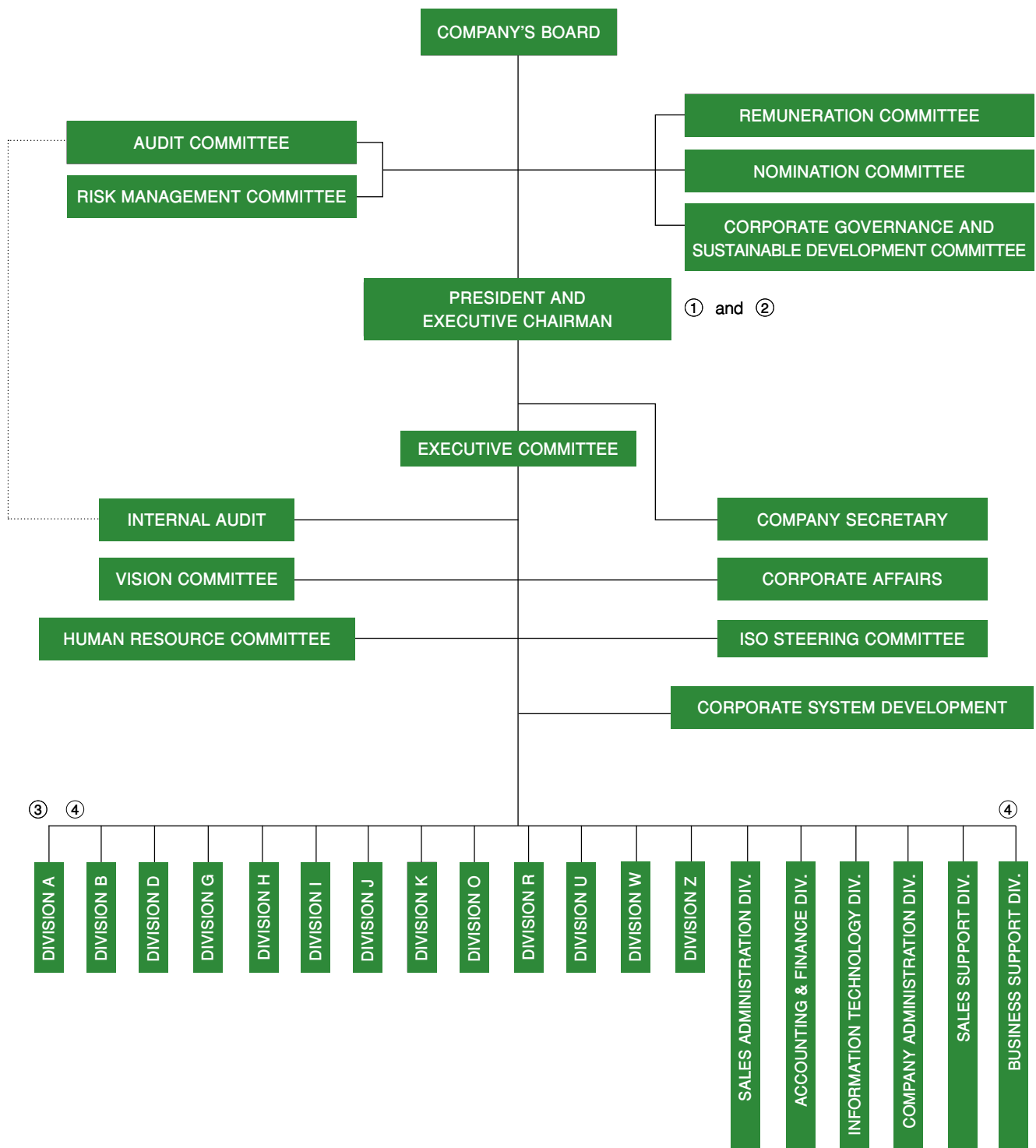
1. Corporate Governance Report of Thai Listed Companies Award granted by the Thai Institute of Directors Association under the support of the Securities and Exchange Commission and Stock Exchange of Thailand, classified at the level of "Excellence" (Five Stars) for the seventh consecutive year.     
2. The assessment results of the quality of the Annual General Meeting 2023 by the Thai Investors Association classified at the level of "Full score of 100 points, excellent" for the fourth consecutive year.



## 7. Corporate Governance Structure and Significant Information Related to the Board of Directors, Subcommittees, Executives, Employees and Others

### 7.1 Corporate Governance Structure

The Company strives for sustainable development in all dimensions by assigning duties and responsibilities based on the corporate organizational structure of December 31, 2023 which is publicized on the company website <http://www.icc.co.th>



①-④ Company's executives as announced by The Securities and Exchange Commission (SEC)



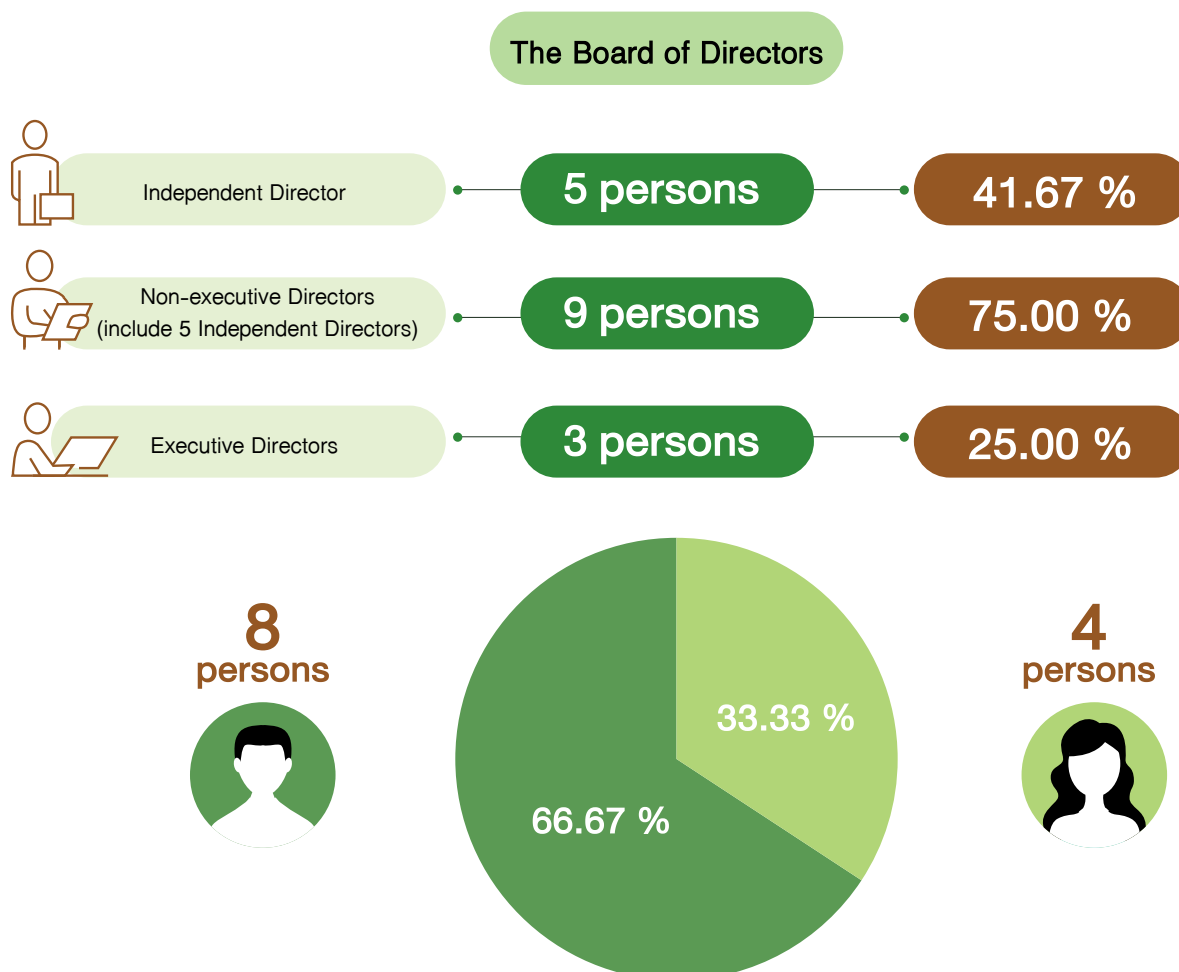
## 7.2 Information on the Board of Directors

### 7.2.1 The Board of Directors and the total number of directors

The Company appoints no less than 5 Directors (in compliance with the Public Company Act) to be on the Board with the following qualifications:

1. Is a natural person (non-juristic person)
2. Has attained legal age
3. Not being bankrupt, incompetent or quasi-incompetent
4. Has never served any prison term by a final judgment of a court for misconduct from fraudulent acquisition
5. Has never been expelled or dismissed from the civil service or from government organizations or agencies for fraud.

The Company's Board of Directors, as of December 30, 2023, consists of 12 members as follows:



The Directors of the Company are appointed and must possess the complete qualifications as well as do not possess any disqualifications as specified by the Public Company Act and the Stock Exchange of Thailand. Directors must possess the knowledge, capabilities, extensive expertise, and experience that will be genuinely beneficial for the Company. They must also possess the dedication and be able to devote much time in genuinely discharging their required duties in accordance with their assigned responsibilities together with leadership skills and wide vision. They must also be a person with good moral and ethical standards and have a good track record.

The Board of Directors has prescribed the Board Diversity policy of its structure for those who will serve as directors based on the necessary skills that are currently lacking in the composition of the Board, including professional specialization, diversity of gender, age, nationality or ethnicity. The Board of Directors also encourages women to play a more prominent and active role on the Board of Directors.

The Board of Directors consists of 5 independent directors, or 41.67% of the entire Board which is more than the stipulated standard (one third or 33.33%) by the Capital Market Supervisory Board.

The Board of Directors consists of 4 independent audit directors with duties and responsibilities as stipulated by regulations of the Stock Exchange of Thailand with knowledge and experience in auditing the credibility of financial statement, including other duties as being concurrently on the Audit Committee.

## Corporate Governance Structure and Significant Information Related to the Board of Directors

The structure of Board of Directors and corporate administration has been established with an audit practice and appropriate balance of power of non-executive directors. There are non-executive directors, or 75% of the entire Board which is more than the stipulated standard (more than 66%) by the Capital Market Supervisory Board.

The Board of Directors consists of 4 female directors, or 33.33% of the entire Board which is more than the stipulated standard (at least 30%) by the Capital Market Supervisory Board.

Furthermore, there are 4 directors on the Board who are non-executive directors with related business experience.

The Chairman of the Board of the Company is not an executive and is not the same person as the President and Executive Chairman (CEO), whereby there is a clear separation of power and roles between Board of Directors and the Management. Additionally, the Chairman of the Board also encourages every Director to debate and discuss as well as freely and fully express their opinions in Board Meetings by allowing adequate time.

In this regard, all the directors recruited in the past year possess qualifications consistent with the Company's business operations, including educational qualifications, skills, professions, knowledge and expertise, characteristics which meet the needs of vacant positions.

### 7.2.2 The information on each director and controlling person

The structure of Board of Directors consists of 7 Committees as follow:

	Name	Office period of company's Directors (end Dec 30, 23) (Year)	Board of Directors (BOD)	Audit Committee (AC)	Remuneration Committee (RC)	Nomination Committee (NC)	Risk Management Committee (RMC)	Corporate Governance and Sustainable Development Committee (CG)	Executive Committee (EC)
1.	Boonsithi Chokwatana					√			
2.	Manu Leelanuwatana					√			
3.	Boonkiet Chokwatana	50	Chairman		Chairman	√			
4.	Thamarat Chokwatana	24	President and Executive Chairman		√	Chairman	Chairman		President and Executive Chairman
5.	Thiraphong Vikitset Ph.D.	24	√	Chairman					
6.	Anuchit Anuchitanukul Ph.D. *	4	√	√				Chairman	
7.	Pitak Pruittisarikorn	8 Months	√	√					
8.	Nathporn Chatusripitak	7 Months	√	√					
9.	Somphol Chaisiriroj	15	√						
10.	Munchusa Terapongpipat	8	√		√	√	√	√	Vice President Company Administration Div.
11.	Kobsuk Sangsawad	8	√						
12.	Surat Wongrattanapassorn Ph.D.	7	√				√		
13.	Chailada Tantivejakul	5	√					√	
14.	Ramida Russell Maneesatien								Vice President Div. B
15.	Yothin Suvannakate						√		Vice President Business Support Division and Second Vice President Information Technology Division
16.	Supalerk Cheewakoset								Vice President Div. O
17.	Duangrudee Milintangul						√	√	Vice President Office of Commission and Compliance Division

	Name	Office period of company's Directors (end Dec 30, 23) (Year)	Board of Directors (BOD)	Audit Committee (AC)	Remuneration Committee (RC)	Nomination Committee (NC)	Risk Management Committee (RMC)	Corporate Governance and Sustainable Development Committee (CG)	Executive Committee (EC)
18.	Yauwaluk Namakorn						√	√	Vice President Accounting & Finance Division
19.	Amorn Asvanunt								
20.	Nophorn Bhongsvej								
21.	Nualphan Lamsam	1 Year 3 Months	√						
22.	Viritpol Chaithavornsathien								
23.	Nonglaks Techaboonanek								
24.	Nattapat Petchratanaporn								
Total			12	4	3	5	6	5	7

Note : 1. Directors and executives are no record of illegal offense and no record of criminal offense

2. \* Independent audit directors with knowledge and experience in auditing the credibility of financial statement

# 7	was promoted to be a Director and Audit Committee Member	24 April 2023	and 5 May 2023
# 8	was promoted to be a Director and Audit Committee Member	5 May 2023	
# 16	was promoted to be Vice President Div. O and Executive Committee	1 April 2023	and 18 August 2023
# 17	was promoted to be an Executive Committee and Vice President Office of Commission and Compliance Division	18 August 2023	
# 18	was promoted to be an Executive Committee	1 November 2023	
# 19	is no longer a Director nor Audit Committee Member	18 August 2023	
# 20	is no longer a Director nor Audit Committee Member	24 April 2023	
# 21	is no longer a Director	4 May 2023	
# 22	is no longer Vice President Div. I nor Executive Committee	31 December 2023	
# 23	is no longer Vice President Div. O nor Executive Committee	11 May 2023	and 18 August 2023
# 24	is no longer Vice President Sales Administration nor Executive Committee	1 April 2023	and 5 May 2023
		17 July 2023	and 18 August 2023

### The Authority of Board of Directors

Two out of the following six directors shall co-sign and affix the company's common seal :

1. Mr. Boonkiet Chokwatana
2. Mr. Thamarat Chokwatana
3. Mr. Somphol Chaisiroj
4. Ms. Munchusa Terapongpipat
5. Mrs. Kobsuk Sangsawad
6. Surat Wongrattanapassorn Ph.D.

All directors and management have no disqualified characteristics and no criminal records.

Company Secretary: Mrs. Duangrudee Milintangul

### Selection Process of Directors

The Board of Directors appoints the Nomination Committee to recruit and scrutinize qualified candidates through a clear and transparent selection process. The Nomination Committee would base their consideration on the Board Diversity Policy, including educational qualifications, professional skills, gender, age, and experience according to the Board Skill Matrix as the criteria in considering the qualifications required skillset, and giving due attention to knowledge and expertise, ability, and appropriate experiences of the individual candidates. The nomination list is then submitted to the Board of Directors' for consideration.

### Term for company directors

The term for company directors is in accordance with company articles of association and Charter for The Board of Directors as follows:

1. At each annual shareholders' general meeting, one-third of the sitting directors are required to retire from directors, whereas if the number of directors cannot be divided into 3 equal portions, the closet to such number shall apply. Retiring directors are eligible for re-election. At present, The Board of Directors had 12 members, therefore each director shall have a 3-year term.

2. Apart from retiring upon term completion, the company director shall also relieved of his/her position upon resignation or death or having disqualifications as prohibited by laws or the resolution adopted by the shareholders' meeting to remove that person from the position, or court ruling remove that person from the position.
3. In the case where the position of Board member is left vacant due to reasons other than term completion, with such remaining term not less than 2 months, The Board of Directors are required to appoint other persons having full qualifications to succeed in that position. In such case, the newly-appointed Board member may only serve out the term remaining for the person he/she succeeds.
4. The company director resigning from the position before term completion is required to submit his/her resignation letter to the company, with such resignation coming into effect on the date of said submission.
5. The shareholders' meeting may vote for any of director to be out before retiring upon term completion, by a vote of not less than three-fourths of the number of shareholders attending the meeting and having the right to vote and the total number of shares being not less than half of the number of shares held by the shareholders attending the meeting and having the right to vote.

### 7.2.3 Information related to the roles and duties of the Board of Directors to ensure control

The Board of Directors, consisting of knowledgeable, capable, and diversely-experienced individuals, with expertise that benefit the Company. The Board possesses full understanding of their role, obligations, responsibility and leadership, including in terms of defining a clear vision for the company. They have complete independence in expressing their opinions and decision-making, so as to ensure business is conducted in order to achieve company objectives which optimize benefits to the company and shareowners. The Board of Director administrates the company by defining corporate Vision / Mission, Objectives, Strategies, Execution plans including annual financial plans in order to achieve the set targets. Good corporate governance is also used as a business management tool to increase added value to the business and shareowners.

The Company's Board of Directors monitors administrative performance of the Management team through a policy that assesses progress of work and the Company's business performance, as well as the share ownership of Directors and executives, all of which is to be reported to the Board meeting on a monthly basis. At the same time, it is also incumbent on the Board of Directors to approve the following year's corporate vision/mission, targets, strategies, plans and budget.

The Board and corporate management have performed their duties in the best interests of the company and shareowners under the current well-defined, balanced and auditable administrative structure.

The Board of Directors has clearly determined duties and responsibility of all subcommittees. The Chief Officer and Chairman of the Executive Committee as a head of the Management are appointed by the Board of Directors to supervise business operation and administration and performance of the Company to accomplish corporate objectives, targets and to conform with the policy set forth by the Board of Directors.

In the past year, there was no record stating that the Company :

- Not commit an offense or violate the law.
- An act which is severely against the regulation.
- Committed an offense or being accused or proceeded for civil offense by SEC or SET or NACC for corruption offense.
- Committed an ethical offense.
- An Independent Director or Non-Executive Director resigned due to the corporate governance issue, or the entire board of the Audit Committee or Independent Committee resigned.
- There is a case concerning negative reputation of the Company due to the failure to supervise and oversee of the Board of Directors.
- Violation of rules and regulations of the regulatory authorities

### Duties and Responsibilities of Board of Directors

#### - Operational Authority

1. To consider and appoint the Executive Committee, the Audit Committee, the Remuneration Committee, the Nomination Committee, the Risk Management Committee, the Corporate Governance and Sustainable Development Committee and determine their authorization.

2. To appoint, remove, and delegate authority to the advisors of the Board of Directors, committees and other parties for further actions.

3. To approve borrowing of more than Baht 50 million and issuance of debentures for use as the company's working capital.

4. To approve the granting / revoking of loans of more than Baht 50 million.

5. To approve the purchase / revocation / sale of assets, investment capitals and expenditure in the amount of more than Baht 50 million.

6. To approve the granting / revoking of liability guaranty to individuals / companies for the amount of more than Baht 50 million.

7. To approve investment policies for investing in other companies for the amount of more than Baht 50 million.

8. To approve the renovation, demolition, retirement of fixed and intangible assets which are no longer in use, defective, lost, destroyed, deteriorated or so outdated as to be useless of which the total book value exceeds Baht 50 million.

9. To approve price adjustment and destruction of raw materials and/or deteriorated or outdated stock rendering reduced book value of the amount exceeding Baht 50 million.

10. To consider entering into any connected transactions.

11. To initiate civil or criminal litigation, submit a request for judicial arbitration of disputes, to petition an inquiry by competent authorities, to file charges against an offender of the company for legal proceedings under the Criminal Code, and to delegate power of attorney to any party to act on behalf of the company, which shall include the power to revoke the petitions, to settle any dispute, and to accept compensation for the company, as well as to appoint legal counsel to pursue litigation or submit testimony in all courts on behalf of the company until the final court proceedings for any cases, both in the regular and irregular courses of business.

In the event that is necessary to take urgent action, the Managing Director is authorized to approve such matter; and report to the next meeting of the Board of Directors.

12. All power of the Company's Board of Directors relating to acquisition or disposition of assets and entering into connected transactions must be in compliance with the notifications of the Capital Market Supervisory Board.

13. To propose a capital increase / decrease, change in share value, amendment of the Memorandum of Association, Articles of Association, and / or objectives of the company to the General Shareowners' Meeting.

14. To approve the establishment, merger or liquidation of subsidiary companies.

15. To approve the non-financial legal act of more than Baht 50 million.

16. To approve the obtaining or canceling of credit limits of more than Baht 50 million.

17. To delegate authority to the Management, executives of the company or any other party to act on behalf of the Board.

18. To invite the Management, executives and employees of the company involved in any particular issues to provide explanation and comments, or to attend the Meeting, or to provide any relevant documents as necessary.

19. To seek advice and consultation from experts or advisors of the company (if any), or to commission an external advisor or expert as necessary at the expenses of the company.

20. To appoint and remove the Secretary of the company.

#### **- Duties and Responsibilities**

1. To carry out corporate operation in accordance and compliance with the law and regulations of the Securities and Exchange Commission and of the Stock Exchange of Thailand, the company's objectives and Articles of Association, and with the resolutions of the shareowners' meetings.

2. To act responsibly and consistently on behalf of the shareowners.

- To run the business for the best interest of the shareowners.

- To disclose accurate, complete, up-to-standard and reliable information.

- To report company's operation with correct, complete and up-to-date content.

- To allocate appropriate and worthwhile returns on investment for shareowners.

3. To set corporate policies and direction, to supervise and control corporate operation efficiently and effectively in accordance with the set policies so as to optimize economic value to the business and wealth to the shareowners.

4. To control corporate operation on a consistent and continuous basis, as well as follow up on related contract obligation and liability.

5. To approve the annual business plan and budget, and to supervise efficient and effective actions by the Management in compliance with the regulatory requirements, policies and plans as specified.

6. To promote the formulation of a corporate governance policy, code of conduct, and code of business conduct in writing, for pursuance by the Board of Directors, executives and employees of the company in any business undertakings; and to supervise subsequent actions closely.

7. To set up policy and system that encourage effective anti-corruption in order to ensure that the management is well-aware of the importance of the anti-corruption, and to instill them until they become corporate culture.

8. To adopt the sufficient and appropriate internal control system for assuring that all transactions have been conducted under legitimate approval authority, to review and prepare the right accounting procedures, as well as any systems to prevent misuse of the company's assets.

9. To adopt a prudent and clear consideration procedure of any transaction likely to create conflicts of interest in order to protect the benefits of the company and shareowners, by disallowing any related parties from participation in the decision-making process in compliance with the regulatory requirements governing related transaction procedures and disclosure of related transactions.

10. To review and approving the financial statements and financial reports as approved or reviewed by auditors, as well as approved by the Audit Committee.

11. To acknowledge administrative reports from the executive committee.

12. To call meetings of shareowners by announcing the date, time, venue of such meetings including the set agenda as well as determination of the dividend rate (if any) and opinions of the Board of Directors regarding matters to be proposed for consideration by the shareowners in a 21-day period before each shareowners' meeting. The company may set the date for suspension of share transfers registration, which shall be announced for acknowledgement by the shareowners at the Head Office and branch offices of the company for not fewer than 14 days before the suspension of transfer registration; or to set a record date (RD) of eligible shareowners' participation and dividend payment of not more than two months in advance before the meeting schedule.

13. To prepare a report on the "Board of Directors' Responsibility for the Financial Reports", for disclosure in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

14. To supervise the submission of documents to regulatory agencies to ascertain that there are statements and entries of transaction in accordance with the data as shown in the book of account, registration or other documents of the company.

15. To approve Charters of the Board of Directors and / or other committees.

16. Other businesses as required in the Board of Directors' meeting.

The entire Charter of the Board of Directors is disclosed on the Company website (<http://www.icc.co.th>).

### Duties and Responsibilities of Chairman of the Board of Directors

The Board of Directors stipulated the role, duties and responsibilities of the Chairman of the Board of Directors as follows :

1. Lead the Board of Directors to oversee the performance of the Board of Directors and Subsidiary Boards, in order to achieve the objectives and work plan as required.

2. Supervise, monitor and oversee to ensure efficiency of the Board of Directors' performance.

3. Convene the Board of Directors' meetings.

4. Chair the Board of Directors' Meetings and cast the deciding vote in the case that voting in the meeting is deadlocked.

5. Chair the Shareowners' Meeting and effectively guide the Meeting.

6. Supervise to ensure that all directors participate in promoting corporate culture, ethics and good corporate governance.

7. Allocate time adequately for the Management to present matters and for the Board of Directors to discuss important issues prudently. Encourage the Board of Directors for cautious discretion, and giving opinions freely.

8. Promote good relations between the Board of Directors and the Management, support operation of the Management, but not participate in day-to-day management.

9. Promote good relationships among company shareowners.

10. Conduct other matters assigned by the Board of Directors.

### Duties and Responsibilities of Management

The Board of Directors has stipulated the role, duties and responsibilities of the Management as follows :

1. To undertake and / or manage daily operations according to policies, target and planning, and corporate rules and regulations.

2. To conduct business management according to the meeting's resolutions of the Executive Board and the Company Board within the approved budget strictly, honestly and judiciously in the best interests of the Company and shareowners.

3. To carry out the operations of the Company according to good governance as stipulated in the guidelines by the Company Board.

4. To report the monthly progress of operations according to resolutions from the meetings and any significant corporate performance to the Company Board.

5. To enhance and develop business management according to code of conduct, rules and regulations, moral and good culture.

6. To carry out other matters assigned by the Board of Directors and the Executive Board.

## 7.3 Information on Subcommittees

### 7.3.1 Information on each appointed subcommittee

Management structure consists of the following:

1. Board of Directors
2. Audit Committee
3. Remuneration Committee
4. Nomination Committee
5. Risk Management Committee
6. Corporate Governance and Sustainable Development Committee
7. Executive Committee

Name list of each set of directors are shown on page 88-89 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

To give confidence to shareowners that the Company's operation is transparent, with due diligence and sufficient s-checks and balance as well as discreet consultations.

The Board of Directors has appointed other sub-committees to be in charge and report to the Board at all times. At present, the Sub-committees comprise the Executive Committee, the Audit Committee, the Remuneration Committee, the Nomination Committee, the Risk Management Committee and the Corporate Governance and Sustainable Development Committee.

The Structure of the Board and the company's administration provides sufficient checks and balance. The scope of power and responsibilities of each committee are separate and not interdependent to promote corporate governance with the Chairman of each sub-committee providing direction in the discharge of the committee's duties in accordance with corporate policy. The committees are required to report their outcomes and findings to the Board of Directors' meetings.

The Board of Directors has issued a charter for each of the Sub-committees to prescribe the tenure and scope of their respective powers and duties to clearly define their roles and responsibilities which are differentiated from the Board of Directors, the Chairman and corporate management. These are disclosed on the company website. (<http://www.icc.co.th>)

### 7.3.2 The information of each subcommittee

**1. Audit Committee** The Board of Directors consists of 4 of Independent Directors, all of whom are fully qualified to hold the position of Independent Directors under the Company's Articles and Association, equivalent to 33.33% of the total number of members of Board of Directors, which is stipulated standard of Capital Market Supervisory Board which specifies the proportion of total number of members of Board of Directors. There are no independent directors who hold the position of director in more than 5 registered companies, the Committee Member have two years term of office. The Audit committee has set their meeting at least once per quarter. An extraordinary meeting is available for considering any related transaction or other special issues which must be reported to the Board of Directors as well as a joint meeting with the Company's Auditor and the Chief Financial Officer on a quarterly basis. Member of the Auditor Committee must not own any company shares.

The Company has specified definitions and qualifications for independent directors, which are stricter than minimum requirements of the Securities Exchange Commissions stated on page 105-106 in this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

The Company has not set a limitation terms to be as a successor of Audit Committee Member at present, it would depend on consideration of the Nomination Committee together with the Board of Directors based on their past performance in the previous year.

In 2023, (according to the year of service from April 2022 to April 2023) the Audit Committee has arranged eighteen meetings. The attendance of each Audit Committee Member is shown in the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

#### **Duties and Responsibilities of Company's Audit Committee**

##### **- Operational Authority**

1. To coordinate between the auditor, Board of Directors, and internal audit unit for mutual understanding in the same direction.
2. To invite the executives, management, internal auditors or employees of the company involved in any particular issues to provide information and/or explanation, to give comments and to participate in the Meeting, or to provide documentation as necessary and to provide access to information of the company at all levels.
3. To investigate any person(s) involved in any particular issues within its authority and responsibilities of the Audit Committee.
4. To seek advice and consultation by experts or advisors of the company (if any), or to commission an external advisor or expert in any necessary cases under expenses of the Company.



**- Duties and Responsibilities**

1. To review and ensure that the Company has accurate and adequate financial reporting by verifying the Company's important Accounting Policy including Financial Report disclosure according to the standard.

2. To review and ensure that the Company has suitable and effective internal control system, risk management system and internal audit system.

3. To verify implementation complies with the Anti-corruption policy.

4. To consider and ascertain the independence of the internal audit unit, as well as to evaluate, approve the appointment and termination of the head of the internal audit unit or other related units responsible for the internal audit. The Audit Committee is also required to ensure that the head of the internal audit unit is adequately trained, qualified and experienced to carry out the duties of this position.

5. To approve internal audit plan and monitor internal audit unit's performance.

6. To review the Company's compliance with laws concerning securities and exchange, regulations of the Stock Exchange of Thailand, and other laws related to the Company's business.

7. To consider, select, nominate or remove independent persons to be the Company's auditor, and propose such persons' remuneration fees, for the approval of the Annual General Meeting, as well as to attend a non-management meeting with the auditor at least once a year.

8. To consider that the related transactions or transactions which may have conflicts of interests are in compliance with the laws and the regulations of the Stock Exchange of Thailand and Capital Market Supervisory Board in order to ensure that they are reasonable and for the optimal benefit of the Company.

9. To prepare the Audit Committee's Report and have it disclosed in Annual Registration Statement / Annual Report (Form 56-1 One Report), whereby it must be signed by the Audit Committee's Chairperson and consisting of at least the following information:

- a. an opinion on the accuracy, completeness and reliability of the Company's financial report;
- b. an opinion on the adequacy of the Company's internal control system, risk management and anti-corruption policy and procedures;
- c. an opinion on compliance with the laws concerning securities and exchange, the regulations of the Stock Exchange of Thailand, or other laws related to the Company's business;
- d. an opinion on the suitability of the auditor and the head of the internal audit unit;
- e. an opinion on transactions that may have conflicts of interests;
- f. the number of the Audit Committee meetings, and its attendance record of each committee member;
- g. an opinion or overview comment by the Audit Committee perceived from its performance under the charter;
- h. other transactions that the shareowners and general investors should know under its scope of duties and responsibilities assigned by the Board of Directors.

10. In carrying out the Audit Committee's duties, if it finds or suspects that there are the following transactions or actions which may have a considerable impact on the Company's financial status and performance; it should report them to the Board of Directors in order to correct them within a suitable time frame set by the Audit Committee:

- a. transactions causing conflicts of interests;
- b. fraud, corruption or irregularity or a possible key deficiency in the internal control system;
- c. breach of laws concerning securities and exchange, regulations of the Stock Exchange of Thailand, or other laws related to the Company's business.

If the Board of Directors or its executives failed to arrange to have them corrected within due course, any member of the Audit Committee may report such transactions or actions to the Securities and Exchange Commission or the Stock Exchange of Thailand

11. To support and follow up to ensure that the Company has an effective risk management system, including supervising risks and internal control relating to Anti-Corruption, and regularly report the auditing results to the Board of Directors.

12. To ensure that the Company has channels to receive complaints and information regarding inappropriate items in the financial statements, corruption and malfeasance, or other issues, along with an adequate protection and confidentiality process for the complainant or informant (whistleblower), as well as an independent investigation process and suitable monitoring and follow-up procedures.

13. To ensure that the company management comply with good governance principle.

14. To review, improve and correct the Charter of the Audit Committee annually and present it to the Board of Directors for approval.

15. To perform self-evaluation at least once a year.

16. To perform any other matters as assigned by the Board of Directors with the Audit Committee's approval under the Company's Articles of Association and relevant laws.

Regarding the above duties, the Audit Committee is accountable directly to the Board of Directors whereas the Board of Directors remains responsible to third parties for the operations of the Company.

The entire Charter of the Audit Committee is disclosed on the Company website (<http://www.icc.co.th>).

**2. Remuneration Committee** consists of three members of the Board of Directors whose term of office is one year. This committee arranges their meeting annually, and an extraordinary one is also available as required.

In 2023, (according to the year of service from April 2022 to April 2023) the Remuneration Committee arranged four meetings. The attendance of the Remuneration Committee is shown on the chart on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report), which also shows his position, share-owning and attendance to the meetings.

### The Authority and Responsibilities of the Remuneration Committee

#### - Operational Authority

1. To invite the Management or employees of the Company involved in any particular issues to provide explanation or comments and to attend meetings, or to provide any documents as necessary.

2. To seek advice and consultation by experts or advisors of the Company (if any), or to commission an external advisor or expert in any necessary cases at the expense of the Company.

#### - Duties and Responsibilities

1. To consider and formulate policies and criteria relating to remuneration for the Company's directors and senior executives.

2. To propose policy and criteria for consideration of remuneration payment for the Company's Directors and top management.

3. To evaluate the performance of the Board of Directors on a yearly basis.

4. To determine the limit of remuneration for the Company's Directors (with consideration on its business performance and being compared with the same industry), the amount approved by the general shareowners' meeting, as well as the amount paid in the previous year to be submitted for consideration to the Company's Board of Directors and the annual general meeting of shareowners.

5. To consider appropriation of remuneration to the Company's Directors and members of other committees (who are not concurrently on the Board of Directors) on individual basis, by taking into account the authority and scope of responsibilities, as well as performance, within the amount approved by the shareowners' meeting.

6. To prepare a Report of the Remuneration Committee for publication in the Company's Annual Report. The Chairman of the Remuneration Committee is required to sign such report.

7. To review, improve and amend the Charter of the Remuneration Committee and present it to the Board of Directors for approval.

8. To conduct self-assessment at least once a year.

9. To carry out other matters assigned by the Board of Directors.

The entire Charter of the Remuneration Committee is disclosed on the Company website (<http://www.icc.co.th>).

**3. Nomination Committee** consists of three Directors, one honorary consultant and one consultant to the Company's Board whose term of office is one year. This committee arranges their meeting on a yearly basis, and an extraordinary one is also available as required.

In 2023, (according to the year of service from April 2022 to April 2023) the Nomination Committee arranged four meetings. The attendance of the Nomination Committee is shown on the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

### The Authority and Responsibilities of The Nomination Committee

#### - Operational Authority

1. To invite the Management or employees of the Company involved in any particular issue to provide explanation or comments, attend meetings, or to provide any documents as necessary.

2. To seek advice and consultation by experts or advisors of the Company (if any), or to commission an external adviser or expert in any necessary case at the Company's expense.

#### - Duties and Responsibilities

1. To consider and define the criteria and procedures relating to the selection of company directors and senior management.

2. To verify the personal record and data of the nominated persons by taking into account their knowledge, abilities, experience, professional expertise, proper qualifications in accordance with the Company's Regulations and related laws.

3. To consider the selection of suitably qualified persons to be appointed company directors for nomination to the meeting of the Board of Directors for consideration and approval, except in cases where a company director completes his term of office, whereby such nomination shall be made to the shareowners' meeting for consideration and approval.

4. To consider the selection of suitably qualified persons to be appointed to senior executive positions for nomination to the meeting of the Board of Directors for consideration and approval.
5. To give comments or recommendations for further consideration.
6. To propose the nominated persons to the Board of Directors for consideration.
7. To prepare a Report of the Nomination Committee for publication in the Company's Annual Report. The Chairman of the Nomination Committee is required to sign such report.
8. To review, improve and amend the Charter of the Nomination Committee and present it to the Board of Directors for approval.
9. To conduct self-assessment at least once a year.
10. To carry out other matters assigned by the Board of Directors.

The entire Charter of the Nomination Committee is disclosed on the Company website (<http://www.icc.co.th>).

**4. Risk Management Committee** consists of three Directors and three Management staffs with two years term of office. This committee arranges their meeting once per quarter at least, and an extraordinary one is also available as required.

In 2023, (according to the year of service from April 2022 to April 2023), the Risk Management Committee arranged twelve meetings. The attendance of the Risk Management Committee is shown on the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

#### **The Authority and Responsibilities of The Risk Management Committee**

##### **- Operational Authority**

1. To seek advice and consultation by experts or advisors of the Company (if any), or to commission an external advisor or expert in any necessary cases at the expense of the Company.
2. To appoint a working group, evaluate and follow-up risk factors throughout the Company.

##### **- Duties and Responsibilities**

1. To determine policies, targets, and to plan and organize the corporate risk management systems clearly and consistently, as well as to ensure that the internal control system is adequate for major risk management; and to report to the Audit Committee.
2. To encourage and stimulate cooperation in company risk management at all levels.
3. To supervise corporate risk management appropriately and effectively, and to give priority to the warning signs and all irregular transactions.
4. To diligently oversee that the Company and its agencies fully comply with all relevant legal and regulatory requirements governing the conduct of its business operations.
5. To develop corporate risk management systems with efficiency and consistency.
6. To prepare a Report of the Risk Management Committee for publication in the Annual Registration Statement / Annual Report 2023. The Chairman of the Risk Management Committee is required to sign such report.
7. To review, improve and amend the Charter of the Risk Management Committee and present it to the Board of Directors for approval.
8. To conduct self-assessment at least once a year.
9. To carry out other matters assigned by the Board of Directors.

The entire Charter of the Risk Management is disclosed on the Company website (<http://www.icc.co.th>).

**5. Corporate Governance and Sustainable Development Committee** consists of one Audit Committee member, two Directors and two Management staffs with one year term of office. This committee arranges their meeting twice per year at least, and an extraordinary one is also available as required.

In 2023, (according to the year of service from April 2022 to April 2023), the Corporate Governance and Sustainable Development Committee arranged five meetings. The attendance of the Corporate Governance and Sustainable Development Committee is shown on the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

#### **The Authority and Responsibilities of The Corporate Governance and Sustainable Development Committee**

##### **- Operational Authority**

1. Has the authority to invite related Company management or employees to give their opinion, participate in meetings or submit documents as deemed necessary.
2. Can ask for advice from experts or consultants (if any) of the Company or, if necessary, employ external consultants or experts at the expense of the Company.

3. Has the authority to appoint Working Committee to implement corporate governance and sustainable development policy throughout the organization.

- **Duties and Responsibilities**

**Corporate Governance**

1. Stipulate, review and improve Good Corporate Governance Policy, Good Corporate Governance Principles, Business Ethics and Code of Conduct for Company directors, executives and employees, Anti-corruption Policy and other regulations to conform with changes in business, related rules & regulations, announcements and relevant laws, on a continuous basis.

2. Formulate guidelines and procedures in accordance with the principles of good corporate governance and anti-corruption policies, as well as monitor and provide counsel, advice and evaluation of their performance, in order to develop and enhance the Company's corporate governance systems continuously.

3. Promote and support Company Directors, management and employees to conform to Good Corporate Governance Guidelines and Anti - Corruption Policy.

4. Prepare a Report of the Corporate Governance and Sustainable Development, signed by the Committee's Chairman, for publication in the Company's Form 56-1 One Report.

5. Review, improve and amend the Charter of the Corporate Governance and Sustainable Development Committee and present it to the Board of Directors for approval.

6. Conduct self-assessment at least once a year.

7. Carry out other tasks as assigned by the Board of Directors.

**Sustainable Development**

1. Consider and review policies, goals and strategies toward sustainability that cover economic, social and environmental aspects in a balanced manner under the good corporate governance code.

2. Promote, support and monitor the operations of sustainable development (SD).

3. Promote, support and monitor the operations of the Corporate Social Responsibility (CSR).

4. Report sustainability progress and performance to The Board of Directors.

5. Prepare a Report of the Corporate Governance and Sustainable Development, signed by the Committee's Chairman, for publication in the Company's Form 56-1 One Report.

6. Review, improve and amend the Charter of the Corporate Governance and Sustainable Development Committee and present it to the Board of Directors for approval.

7. Conduct self-assessment at least once a year.

8. Carry out other tasks as assigned by the Board of Directors.

The entire Charter of the Corporate Governance and Sustainable Development Committee is disclosed on the Company website (<http://www.icc.co.th>).

**6. The Company's Executive Board** a group of seven people who is assigned and authorized by the Board of Directors, consists of two Directors and five executives. The Executive Board of Directors is responsible for the company administration with designated status as executive company staff or permanent employee. The meeting schedule for the Board of Directors is set on a weekly basis.

In 2023, (according to the year of service from April 2022 to April 2023), the Executive Board of Directors arranged the meeting on a weekly basis. The attendance of each director is shown in the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

**The Authority and Responsibilities of the Company's Executive Board**

- **Operational Authority**

1. In accordance with the authority assigned by the Board of Directors.

2. To appoint, recall, transfer, accredit as well as determining remuneration included welfare for executive management.

3. All power of the Executive Committee relating to acquisition or disposition of assets and entering into connected transactions must be in compliance with the notifications of the Capital Market Supervisory Board. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

4. To consider and scrutinize the process for entering into all connected transactions regardless of the amount as well as to summarize and propose the results of the transaction to the Board of Directors for approval.

5. To consider and scrutinize the process of borrowing, repayment and debenture issuance in any amounts for use as working capital of the company as well as concluding the result and propose the transactions to the Board of Directors for approval.

6. To consider and approve the loan granting / revoking within the limit set by the Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

7. To consider and approve the purchase / revocation / sales of assets, investment and expenditures within the limit set by the company's Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval such as making the contracts relating to rent, sublease of movable and immovable properties, registration of lease assignment and / or sublease and its cancellation of registration with any persons, companies, partnerships, government agencies, state enterprises and juristic persons in accordance with the company's objectives and regulations. Additionally, the Executive Board has been authorized to agree upon any conditions and sign on any contracts as well as other related documents.

8. To consider and scrutinize the process of guaranteeing / revoking, taking liabilities / revoking with any persons / companies under the limit set by the Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

9. To consider and approve the investment policy in any companies within the limit set by the Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

10. To approve the opening and closing of bank accounts under the limit set by the Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

11. To approve the receiving and revoking of bank loan under the limit set by the Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

12. To amend the authorization of payment and approval of goods request and borrowing slips.

13. To approve the renovation, demolition, retirement of fixed and intangible assets which are no longer in use, defective, lost, destroyed, deteriorated or so outdated as to be useless of which the total book value under the limit set by the Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

14. To approve price adjustment and destruction of raw materials and/or deteriorated or outdated stock rendering reduced book value under the limit set by the Board of Directors. For the overauthorized limit, it will be considered and proposed its results to the Board of Directors for consideration and approval.

15. To be responsible for setting up marketing policies.

16. To be responsible for management of sales, outlets, debt undertaking and sale collateral mortgaging.

17. To be responsible for Human Resource Management such as recruitment, termination, punishment, promotion, relocation of employee and to command the employee including making the employment contracts as well as to agree upon any conditions and sign on any contract and documents relating to Human Resource Management with Labour Department, Social Security Office, government agencies and state enterprises in accordance with the company's objectives and regulations.

18. To claim to the inquiry official against the criminal of a company for proceeding with the criminal case, appoint the subagent to handle this process, revoke the claim, make a reconciliation agreement, receive money on behalf of the company and appoint the lawyer to file the statement to every court on behalf of the company until final.

19. To invite the Executives and employees of the company involved in any particular issues to provide explanation and comments, or to attend the Meeting, or to provide any relevant documents as necessary.

20. To seek advice and consultation from experts or advisors of the company (if any), or to commission an external advisor or expert as necessary at the expenses of the company.

21. To issue other operational regulations as appropriate.

#### **- Duties and Responsibilities**

1. In accordance with the authority assigned by the Board of Directors.

2. To propose targets, policies, plans and annual budget to the Board of Directors.

3. To be responsible for managing the Company's businesses to comply with its directions, goals and business policies.

4. To be responsible for enhancing the Company's competitiveness and encouraging constant innovation.

5. To be responsible for ensuring that the Company's operation complies with the law, objectives, Articles of Associations, resolutions of the Shareowner's Meeting, resolutions of the Board of Directors Meeting, as well as other related regulations.

6. To be consistently accountable for the Board of Directors and / or the Executive Board.

- To report on corporate movement and performance continually and promptly.

- To reveal accurate, complete, up-to-the-standard and reliable information.

7. To acknowledge and comply with the company's policies and business operation strategies set by the Board of Directors and / or the Executive Board such as claim, demand, debt repayment or claim on any assets including benefits or rights from any persons, companies, partnerships, government agencies, state enterprises and juristic persons in accordance with company's objectives and regulations. In addition, the Executive Board has been authorized to agree upon any conditions and sign on any contracts as well as other related documents.

8. To supervise, review and approve policies, major strategies, plans and annual budget.

9. To be responsible for preparation of financial statement, financial reports audited by external auditor and proposing it to the Executive Board, the Audit Committee and the Board of Directors for approval, respectively. In addition, the Executive Board is authorized to sign on cheques within the limit set by the Board of Directors for deposit and withdrawal.

10. To review matters to be proposed to the Board of Directors for approval.

11. To improve the Charter of the Executive Board and present it to the Board of Directors for approvals.

12. To carry out other matters assigned by the Board of Directors.

The entire Charter of the Executive Board is disclosed on the Company website (<http://www.icc.co.th>).

## 7.4 Information on Executives

### 7.4.1 Executives

As of 31 December 2023, the Company has 11 executives as follow;

Name			Position*
1.	Thamarat	Chokwatana	President and Executive Chairman
2.	Munchusa	Terapongpipat	Vice President Company Administration Div.
3.	Surat	Wongrattanapassorn Ph.D.	Vice President Information and Technology Div.
4.	Ramida Russell	Maneesatiean	Vice President Div. B
5.	Yothin	Suvannakate	Vice President Business Support Div. and Second Vice President Information Technology Div.
6.	Supalerk	Cheewakoset	Vice President Div. O
7.	Duangrudee	Milintanggul	Vice President Office of Commission and Compliance Division
8.	Yauwaluk	Namakorn	Vice President Accounting & Finance Div.
9.	Wanlaya	Chongkaona	Vice President Div. G
10.	Sawat	Posinsomwong	Vice President Div. W
11.	Kityaporn	Chaithavornsathien	Vice President Div. D

Remark : \* Company's executives as announced by The Securities and Exchange Commission (SEC)

Details of directors, executives are shown on page 208-217 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

### 7.4.2 Remuneration policy for executive directors and executives

The Board of Directors oversees and determines the payment of appropriate remuneration to each committee member pursuant to the powers, duties and responsibilities and draws comparison to the operation levels in the same business sector.

The Remuneration Committee is responsible for considering reasonable amount of remuneration of directors. Criteria for consideration are based on the experiences, duties, scope of work, roles, participation, and responsibilities of each individual director and executive. The amount shall be proposed to the Board of Directors for consideration before submission to the Annual General Meeting of shareowners for approval.

Remuneration of corporate management is determined in accordance with criteria and policies stipulated by the Remuneration Committee, which correspond to the performance of each executive individually.

The President and Executive Chairman (CEO) remuneration is in accordance with the criteria and policy set by the Remuneration Committee, in the short term such as salary and bonus and in the long term, based on the company operation and performance and the President and Executive Chairman's (CEO) annual performance evaluation.

In 2023, the President and Executive Chairman (CEO) remuneration for Year 2022 consists of salary, bonus, pension and attendance fee amounting to a total of 8,690,000.- Baht.



### 7.4.3 Total amount of the remunerations of executive directors and executives as received from the Company and subsidiaries

#### 1. Remuneration

- In 2023 Remuneration for the executive directors and the first 4 directors of the executive board ranking from the Managing Director and all other executives equivalent in rank to the 4<sup>th</sup> executive, totaling 11 persons amounted to Baht 55,485,229.- including salary, gratuity, allowance and conference allowance.

#### 2. Other Remuneration

- Provident Fund payout

The Company and employees have jointly set up a Provident Fund according to the Provident Fund Act of 1987 on June 3, 1996 with the registration No. 41/2539. The Company has authorized a certified fund manager to manage the Fund by withholding from the employees' payroll and Company contribution. Employees will receive their eligible portions upon legitimate separation from the Company.

- As for the Employee Stock Option Program (ESOP), is not a factor in retaining executives and staff loyalty to the Company, also it is considered as a burden to employees who gain share allocation and must pay tax from shares transfer, since there is no law in Thailand facilitating this policy, the Company then disregards its implementation.

## 7.5 Information on Employees

### Number of employees and remuneration

As of 31 December 2023, the Company has 3,180 employees and made payments of 1,035,959,112.- Baht in annual salary, commission, including short and long term remuneration in the form of retirement bonus and Provident Fund payout.

Description	Number of employees (Persons)		Total (Persons)	Remuneration (Baht)		Total (Baht)
	Male	Female		Male	Female	
Office Staffs	234	850	1,084	122,048,140	443,337,260	565,385,400
Sales persons	193	1,903	2,096	43,330,499	427,243,213	470,573,712
<b>Total</b>	<b>427</b>	<b>2,753</b>	<b>3,180</b>	<b>165,378,639</b>	<b>870,580,473</b>	<b>1,035,959,112</b>

- The 19 disabled employees mentioned above included 3 men and 16 women. The concession for products was allocated to 16 disabled persons. Therefore, there were total 35 disabled persons under our care. The Company has fully complied with the Disabled Person Life Quality Promotion and Development B.E. 2540 and the amendment.
- Significant change of number of employees or significant labor dispute in the past 3 years - None-

#### Provident Fund

The Company and employees jointly set up I.C.C. Provident Fund and has been registered under the Provident Fund Act B.E. 2530 on 3 June 1996, Registration No. 41/2539 and assigned the manager as a Fund Manager. The contribution is deducted from employee salary, and from the Company. The fund is paid when an employee resigns under the required conditions. As at 31 December 2023, there are 2,620 employees who joined the Provident Fund from total 3,180 persons or 82.39%.

## 7.6 Other Informations

### 7.6.1 The person taking the highest responsibility in finance and accounting and The person supervising accounting, Company Secretary and Head of the Office of Corporate Audit

#### 1. The person taking the highest responsibility in finance and accounting and The person supervising accounting

##### 1.1 The person taking the highest responsibility in finance and accounting

In order to comply with the regulations of the Stock Exchange of Thailand and allow the company to have quality financial reports continuously. The Board of Directors' meeting held on August 20, 2021 approved to Miss Yauwaluk Namakorn of Vice President Accounting & Finance Division, as the highest responsibility in accounting and finance (CFO), since the person has good quality of knowledge, abilities and experiences in such work and has fully qualified according to the SEC's rules.



Details of the person responsible for the highest accountability in accounting and finance (CFO) educational level, training course, and working experience under the heading as per attachment 1 on page 218 in this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report)

### 1.2 The person supervising accounting

The Board of Directors' meeting held on November 16, 2018 approved to Miss Yauwaluk Namakorn, as the person supervising accounting. (Which has qualifications and conditions for being an accountant with criteria specified by Department of Business Development)

Details of the person who supervising accounting educational level, training course, and working experience under the heading as per attachment 1 on page 218 in this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report)

## 2. Company's Secretary

In order to provide efficient administration in accordance with the policy on good corporate governance, the Company has appointed Mrs. Duangrudee Milintanggul, who possesses the required qualifications and appropriate experience, to be responsible as Company Secretary as of September 1, 2009.

### The Company Secretary has duties and responsibilities as follows:

1. To provide primary advice to the Board of Directors concerning legal matters, Company's rules and regulation including monitoring its operation to ensure compliance. In addition, she would report significant changes (if any) to directors as well.
2. To coordinate between the Board of Directors and management, provide supervision and coordination on legal matters including relevant rules & regulations, as well as to monitor and ensure that appropriate actions are taken according to the Board's resolutions.
3. To hold Shareowners' and the Board of Directors' meetings in compliance with the relevant laws, Company's Articles of Association and other normal practices.
4. To record the minutes of Shareowners' and the Board of Directors' meetings and monitor the implementation of such resolutions.
5. To coordinate with responsible agencies in charge of the SEC and SET, and take charge of disclosure and reporting of information to the public, in so far as regulations of the SEC and SET are concerned and legally binding.
6. To provide and keep the following documents;
  - Directors registration
  - Invitation letter and Minutes of the Board of Directors' meeting
  - Invitation letter and Minutes of Shareowners' meeting
  - Report on the trading of Company shares by Directors and Executives
  - Annual Registration Statement / Annual Report (Form 56-1 One Report)
7. To keep and maintain reports of interests submitted by the Directors or Executives, as well as send copies to the President and Chairman of the Audit Committee within 7 days from the day of receipt.
8. To organize orientation and provide guidance to newly-appointed board members.
9. To communicate with general shareowners to ensure that shareowners have complete and continual knowledge and understanding of their rights including access to the Company's news and information.
10. To undertake other responsibilities as regulated by SEC and assigned by the Company.

Detail of Company's Secretary as attachment 1 is shown on page 219 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

## 3. Chief of Internal Auditor

Since 2004, the company has appointed an outside party, Dharmniti Internal Audit Co., Ltd., as consultant to oversee the quality of internal auditing and control, in the interests of self-improvement and in response to the ever-changing internal and external environment. Dharmniti Internal Audit Co., Ltd. has assigned Miss Somcharee Kawkomdee as an internal auditor.

The Audit Committee has scrutinized the qualifications of Dharmniti Internal Audit Co., Ltd. and Miss Somcharee Kawkomdee and found that they are suitably qualified for this task because of their independent standing and 13 years of experience in internal auditing of businesses with the same nature as the company's.

For better efficiency in auditing, the company has mandated that the internal auditor coordinate with the Secretary of the Audit Committee who is responsible for the Internal Audit Unit, reporting directly to the Audit Committee on a quarterly basis.

Detail of Chief of Internal Auditor as attachment 3 is shown on page 224 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

## 4. Compliance

The Company Secretary Office is responsible for supervising the Company operation to ensure compliance with the relevant law and regulation.

1. Support the policy and objectives of the Company to ensure the appropriate performance at work.
2. Oversee compliance to the relevant law and regulation to ensure conformity to the Company's policy and efficiency and effective operation.
3. Communicate and publicize to the Board, executives and employees for their acknowledgment and compliance to the relevant law and regulations.
4. Study and review the new law and regulations, including the amendments.

### 7.6.2 Investor Relations Chief

Regarding investor relations, the Company has appointed the Office of the Secretary to the Board of Directors to be responsible for this matter, particularly to provide data and information to investors and concerned parties upon request. Contact address is as follows:

Mrs. Duangrudee Milintanggul

The Company's Secretary

Tel. 0-2295-0688

E-mail : duangm@icc.co.th

or Mrs. Thanyaluck Wattanakulroj

Office of the Secretary to the Board of Directors

Tel. 0-2295-0688

E-mail : iccset@icc.co.th

The Company also publicized the name of persons as well as convenient communications channel via the Investor Relations Information in the company's website (<http://www.icc.co.th>)

Moreover, the meeting with securities analysts is held annually within the Company's compound to provide them the opportunity for any inquiries. This meeting is also attended by the Company's Executive Board for the purpose of providing further clarification.

In 2023, the Company and other companies of the Saha Group jointly cooperated with the Stock Exchange of Thailand (SET) to organize the "Investors and Analysts Meeting with Saha Group", for the twelfth consecutive year at the 27<sup>th</sup> Saha Group Fair at Bangkok International Trade and Exhibition Centre (BITEC), Bang Na. At this event the President and Executive Chairman welcomed the group of investors, analysts, press, and provided them with information on corporate business and operating results. ICC also provided a summary report on its company profile and operating results to all investors, analysts, press and their positive responses were publicized via the SET channel of communications and the Company's website (<http://www.icc.co.th>).

Moreover, in the past year the Company also provided information and responses to questions to shareowners, investors and other related parties via email and telephone.

### 7.6.3 Remuneration of Auditor

1. Remuneration for auditing serve

The Company and its subsidiaries( 4 Company) received approval from the Annual General Meeting to pay the remuneration auditors of each company, The Company and WBRE Co., Ltd.(subsidiaries) to pay the remuneration to KPMG Phoomchai Audit Co., Ltd.

The 3 subsidiaries company is Canchana International Co., Ltd., Thai Itokin Co., Ltd., and Tiger Distribution & Logistic Co., Ltd., do not use the same auditor as the parent company due to:

1. Thai Itokin Co., Ltd. although the audit fee will increase, but compare the increased for audit fees with other auditors. The audit fee of the same auditor still cheaper than other.
2. Canchana International Co.,Ltd. The company is a foreign subsidiary. Even though the audit fee of the auditor is still cheaper than others. It is more convenient and flexible than using the same auditor as a company based in Thailand.
3. Tiger Distribution & Logistic Co.,Ltd. Changed to a subsidiary of the company in the 4<sup>th</sup> quarter of 2022. As a result, in 2023 the auditor was not changed in time. Therefore, the same auditor is still working.

Detail the remuneration of Auditor as follow :

(in Baht)

Remuneration for auditing service	2023	2022
I.C.C. International Public Co., Ltd.	2,795,000	2,695,000
The Company's subsidiaries	793,057	731,900
<b>Total</b>	<b>3,588,057</b>	<b>3,426,900</b>

Although certain subsidiaries do not use the same auditor as the parent company but the Company oversees and follows up to ensure that preparation of their financial statements are on time.

2. Non-Audit fees

In the year 2023, the Company and its subsidiaries did not pay any compensation to the auditors of the Company and subsidiaries, the auditing firm of the external auditors, parties or business related to auditors or their auditing firm for other services.

**7.6.4 In case of a foreign company**

- None -

## 8. Report on key operating results on corporate governance

### 8.1 Summary of duty performance of the Board of Directors in the past year

The Company's Board of Directors has an important role in determining the Company's policies together with the Executive Committee and other senior Executives, in defining the Company's vision, mission, business goal, financial policy, risk management policy, strategy, business plans, and annual budgets. They also oversee the operations activities so as to ensure that the defined strategies and annual business plans correspond to the established core corporate objectives and goals; whereby in determining the strategies and annual business plans, a full analysis of the operating business environment, the challenges and opportunities that may impact the Company's business operations have been undertaken, increase competitive advantage, supervision of the adequacy of the internal control system, so that the outcome will be a well-defined set of important strategic and policies. Especially the financial target and corporate key performance indicators. Not only approve the corporate key performance indicators from the beginning of year but also keep periodical monitoring.

The Board of Directors and Company executives jointly considered and reviewed the corporate vision, mission, targets and business strategies for the next 3 years 2022-2024 so that the objectives of corporate management and employees may be aligned and in the same direction. These are reviewed annually to ensure that the corporate vision and mission is consistent with the current economic situation.

The Board of Directors' Meeting on December 15, 2023 reviewed the vision and mission of the Company and found them to remain well suited to the corporate business operation and in line with the prevailing economic situation. Business Policy can be found on page 7-15 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

Moreover, the Board of Directors also monitors the operation results of management and presides over the application of corporate strategies. Corporate management reports operational plans and formulation of strategic plans to the Executive Committee and the Board of Directors for acknowledgment on a monthly basis as a compulsory agenda of the respective meetings (of the Executive Committee and the Board) in reviewing the Company's performance each month. The strategic plans are reviewed on a quarterly basis and the Executive Committee and the Board of Directors would give their views and suggestions to corporate management for further development and improvement.

#### 8.1.1 Selection, development and evaluation of duty performance of the Board of Directors

##### Nomination and appointment of Board of Directors and Top Management

The Company has a Nomination Committee responsible for selection and vetting qualified candidates proposed for consideration and appointment as Director when a position is vacant.

##### 1. Selection and Vetting Process in the Nomination of Persons for Appointment as a Director or Independent Director

###### Criteria in Selection of a Director

In consideration of selecting a candidate for appointment to a Company Director, the Company has set the following criteria:

1. The qualifications of the nominated candidate would render diversity in the composition of the Board (Board Diversity) Policy whether in terms of educational qualification, professional skills, gender, age and experience of the Board Skill Matrix by considering necessary qualifications and aligned with the corporate business operation strategies.
2. Possessing leadership, vision, morality and ethics, as well as having transparent work record.
3. Possessing the appropriate qualifications and not having prohibited characteristics according to legal or regulatory provisions and the Company's Articles of Association.
4. In case an incumbent Director is nominated to be reappointed, additional consideration is given to the person's previous performance as a Company Director or a member of a Sub-committee.
5. In the selection of an Independent Director, requirements and qualifications are aligned with the criteria set by the Stock Exchange of Thailand and the SEC.

###### Procedure in Selection of a Director

1. The Nomination Committee is responsible for selection and vetting qualified candidates for consideration and appointment as Director, then proposes the vetted candidates to the Board of Directors for consideration before proposing the candidates to the AGM, except in cases where the director position is not vacant due to end of tenure. In such case, the Nomination Committee may consider appointing a replacement for such director in the next meeting of the Board of Directors, unless the remaining tenure of such director is less than 2 months according to the Articles of Association, then the person who replaces such director would serve the remainder of his or her predecessor's term.

2. The Nomination Committee conducts an analysis of the candidate's professional skills, experience, knowledge and specialized expertise, as well as whether the candidate's qualifications appropriately meet the needs of the vacant position, by preparing a Board Skill Matrix to be used for consideration of the nomination in accordance with the business strategy of the Company.

Moreover, in selecting a new director, the Nomination Committee must give additional consideration to knowledge, capability and experience which would be useful in performing the duties of a Director, and which are necessary to and currently lacking in the composition of the structure of the Board of Directors.

3. In addition, the Nomination Committee also consider additional persons from the IOD Chartered Director List of the Thai Institute of Directors Association (IOD).

#### **Term of the Independent Director**

The Company's Board of Directors, five independent directors, is elected by shareowners at the Annual General Meeting with the tenure specified in the Articles of Association of the Company. Upon completion of the term, a Director may be reappointed. The Company does not restrict the period of holding Independent Director's position even though there is one Independent Directors who have been on the Board of Directors for over 9 years. These long-serving Independent Directors are fully qualified according to the Company's articles of association and have the knowledge, expertise and experience desired by the Company, as well as being fully effective because each performs the duties and responsibilities of an Independent Director with independence from corporate management and major shareowners, no conflict of interest which might interfere with Company's interest and decision-making based on the highest benefit of the Company.

#### **Qualifications of Independent Directors**

The Board of Directors' definition of an Independent Director is stricter than the minimum requirements of the Office of the Securities and Exchange Commission. All Independent Directors of the Company and their related persons do not hold shares of the Company, as well as subsidiary and associated companies, as well as not being related to substantial shareholders or authorized persons of the Company.

#### **Definition of Independent Directors**

1. Owning not more than zero point five percent of all shares with voting right of the company, principal company, subsidiary companies, affiliated companies, major shareowners or persons with controlling power of the company, which shall include share-owning by related persons of that independent director.
2. Not being or having ever been a director with involvement in the company's management, a hired worker, a regular employee, an advisor with regular monthly payroll, or a person with controlling power of the company, the principal company, subsidiary companies, affiliated companies, subsidiary companies in the same link, a major shareowner, or a person with controlling power of the company, unless having vacated from said tenure for not less than two years before appointment as an independent director. The prohibited attributes, as referred to above, shall not include the cases where the independent director previously served as an advisor to a government agency, which is the major shareowner or person holding controlling power of the company.
3. Not holding blood relationship or relationship under legal registration as father, mother, spouse, sibling and offspring, including spouse of offspring of an executive, major shareowner, person holding controlling power, or person proposed as an executive or person holding controlling power of the company or subsidiary companies.
4. Not holding business relationship with the company, principal company, subsidiary companies, affiliated companies, major shareowner, or person holding controlling power of the company, which may hinder the exertion of his/her independent discretion, and not being or having ever been a shareowner, with significant implication, or person holding controlling power of the person holding business relationship with the company, principal company, subsidiary companies, affiliated companies, major shareowner, or person holding controlling power of the company, unless having vacated from said tenure for not less than two years before appointment as an independent director. Business relationship as in first paragraph shall include the normal course of trading transaction for business undertaking, lease or grant of lease of immovable asset, transactions relating to asset or service, or grant or receipt of financial assistance through acceptance or grant of loans, guaranty, grant of asset as guaranty for loans, including other similar behavior, thus making the person applying for permission or a contract party liable to payment of debt to another party, from 3 percent of net tangible assets of the person applying for permission, or from Baht 20 million or over, whichever is lower. The calculation of debt burdens as referred to above shall comply with the valuation of connected transaction in compliance with the notification of the Capital Market Supervisory Board on the criteria of the connected transaction, with the respective differences having been considered (*mutatis mutandis*). However the consideration of the said debt burdens shall include the debt burden incurred within one year before having business relationship with the same person.

5. Not being or having ever been an auditor of the company, principal company, subsidiary companies, affiliated companies, major shareowner, or person holding controlling power of the company, and not being a shareowner, with significant implication, person with controlling power or partner of the auditing company where the auditors of the company, principal company, subsidiary companies, affiliated companies, major shareowner, or person holding controlling power of the company are working for, unless having vacated from the said tenure for not less than two years before appointment as an independent director.
6. Not being or having ever been a professional service provider, including a legal advisor or a financial advisor, with remuneration in excess of Baht 2 million per annum from the company, principal company, subsidiary companies, affiliated companies, major shareowner, or person holding controlling power of the company, and not being a shareowner, with significant implication, person with controlling power or partner of the said professional service provider, unless having vacated from the said tenure for not less than two years before appointment as an independent director.
7. Not being a director appointed as a representative of the Board of Directors, a major shareowner or a shareowner being a connected person of the major shareowner of the company.
8. Not undertaking a business with similar nature or significant competition with the business of the person applying for permission or a subsidiary companies, or not being a major partner of a partnership, or a director with involvement in management, a hired worker, an employee, an advisor with regular payroll, or owning shares more than percent of all shares with voting right of other companies with similar business undertaking or significant competition with the business of the person applying for permission or subsidiary companies.
9. Not having any other characteristics that prevent the exertion of independent opinion concerning the company's business undertaking.

In cases where the Capital Market Supervisory Board announces any changes in the qualifications of the independent directors, the company's independent directors shall have qualifications in accordance with such changes. After having been appointed as an independent director, with attributes as in the First to Ninth Paragraphs, an independent director may be assigned by the Board of Directors to take part in the collective decision making process of the company, principal company, subsidiary companies, affiliated companies, subsidiary company in the same link, major shareowner, or person holding controlling power of the company and this is distributed through the Company's website (<http://www.icc.co.th>)

#### **Right of minor shareowner's in nominating directors**

The Company authorizes minor shareowners to propose nominate candidate(s) to be elected as director(s) in advance of the Annual General Meeting according to the set criteria by publicizing such authorization procedure in its website (<http://www.icc.co.th>).

## **2. Selection and Recruitment of Top Executives**

### **Top Management Nominations**

The Nomination Committee finds and selects company directors by selecting either from internal management personnel or external candidates. They must be well-qualified, have good understandings of the Company's business, able to achieve the targets given by Board of Directors, and possess no prohibited characteristics according to relevant legal and regulatory provisions.

The Board of Directors clearly defines top management's duties and responsibilities. President and Executive Chairman (CEO) appointed by Board of Directors as management head, is to govern the company's operational administration.

The Company also has a successor policy in case of retirement or emergency termination, with a clear and transparent procedure.

### **Management Recruitment**

The Company considers managerial candidates from within the company by finding person who is well-rounded, skillful and experienced in the related field of work. The Company develops and prepares all staff so that they can become future management. Staff will undergo performance appraisal after which those with outstanding performance will be assigned a higher and more challenging task. The Company is on constant preparation to develop and train replacement staff in case any function becomes vacant. However, in the case that vacant position could not be filled from internal resources, external recruitment will be employed and the qualified candidates will be proposed to the Executive Chairman for approval.

### **Directors and Executives Development**

The Board of Directors has a policy of continually promoting and sponsoring the development of knowledge amongst Company Directors, Executives and employees.

All directors and executives are encouraged to develop their knowledge. The Company prioritizes their attendance at seminars which are useful to their performance as Directors. Seminars for training include the Director Accreditation Program (DAP), the Director Certification Program (DCP) and Audit Committee Program (ACP), Understanding the Fundamental of Financial Statements (UFS) and

Finance for Non-Finance Directors (FND), as organized by the Thai Institute of Directors Association (IOD). Other seminars will be short seminars being useful for performance by the directors and executives, as well as other courses to be organized by IOD in the future.

In the past year, the Board of Directors supported the directors and executives attended course organized by Thai Institute of Directors Association as follow:

Director and Executive's Name	Name of Training Course / Seminar
1. Mr. Boonkiet Chokwatana	<ul style="list-style-type: none"> <li>- Understanding Corporate Sustainability organized by Sustainability Business Development Institute</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System</li> <li>- Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>
2. Mr. Thamarat Chokwatana	<ul style="list-style-type: none"> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System</li> <li>- Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>
3. Mr. Pitak Pruittisarikorn	<ul style="list-style-type: none"> <li>- Understanding Corporate Sustainability organized by Sustainability Business Development Institute</li> <li>- Director Accreditation Program (DAP) organized by the Thai Institute of Directors</li> </ul>
4. Mrs. Kobsuk Sangsawad	<ul style="list-style-type: none"> <li>- Understanding Corporate Sustainability organized by Sustainability Business Development Institute</li> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> </ul>
5. Miss Munchusa Terapongpipat	<ul style="list-style-type: none"> <li>- Understanding Corporate Sustainability organized by Sustainability Business Development Institute</li> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Raising Awareness of Information Security organized by Kantinun Sungkachan and Nithi Sakulpanich</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System</li> <li>- Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>



Director and Executive's Name	Name of Training Course / Seminar
6. Mr. Somphol Chaisiroj 7. Surat Wongrattanapassorn Ph.D.	<ul style="list-style-type: none"> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Raising Awareness of Information Security organized by Kantinun Sungkachan and Nithi Sakulpanich</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>
8. Mrs. Ramida Russell Maneesatien	<ul style="list-style-type: none"> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Raising Awareness of Information Security organized by Kantinun Sungkachan and Nithi Sakulpanich</li> <li>- How to Master Systematic Thinking (Or How to Think Systematically), by Thitilak Consultant Co., Ltd.</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>
9. Mr. Sawat Posinsomwong	<ul style="list-style-type: none"> <li>- Understanding Corporate Sustainability organized by Sustainability Business Development Institute</li> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>
10. Mr. Supalerk Cheewakoset 11. Mrs. Duangrudee Milintangul	<ul style="list-style-type: none"> <li>- Understanding Corporate Sustainability organized by Sustainability Business Development Institute</li> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>

Director and Executive's Name	Name of Training Course / Seminar
12. Mr. Yothin Suvannakate	<ul style="list-style-type: none"> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Director Certification Program (DCP) organized by the Thai Institute of Directors</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System</li> <li>- Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>
13. Miss Yauwaluk Namakorn	<ul style="list-style-type: none"> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Raising Awareness of Information Security organized by Kantinun Sungkachan and Nithi Sakulpanich</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- CFO Conference 2023 "Embracing Change &amp; Unveiling the Path to Business Resilience and Success" organized by Federation of Accounting Professions</li> <li>- CFO Refresher Course 2023 organized by The Stock Exchange of Thailand</li> <li>- Update Tax 2023 organized by Saha Human Resource Management Group</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System</li> <li>- Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>
14. All Executives	<ul style="list-style-type: none"> <li>- The Kick-Off of the Company's Sustainable Development organized by Splendid Orga Co., Ltd.</li> <li>- Raising Awareness of Information Security organized by Kantinun Sungkachan and Nithi Sakulpanich</li> <li>- Understanding the Organization's Work Processes, by I.C.C. International Public Company Limited</li> <li>- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System</li> <li>- Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District- Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct, via I.C.C. E-Learning System</li> <li>- Fire Protection, Fire Drill, and Evacuation Plan, via I.C.C. E-Learning System</li> <li>- Fire Evacuation Practice, by Expertise Officer from Bureau of Disaster Prevention and Mitigation, Yannawa District</li> </ul>

At present, all 12 directors have undertaken training by attending courses in the above programs, accounting for 100 percent of the Board of Directors.

The Board of Directors and executives of the Company meet on a regular basis to discuss and exchange opinions with the Boards of Directors and top management of other organizations, including attending seminars and taking educational trips with business partners or other organizations, both domestic and international.

### Orientation of New Directors

The Board of Directors provides orientation for every new company director in order to create knowledge of their role and responsibility, including promoting insight and understanding of various business operations to prepare for their duties within the organization. Therefore, a director's handbook has been produced for new directors which contain important information of the Company as follows.

- Information pertaining to the invitation to new directors to take office
  - Company history and the nature of business operations of the Company
  - Organizational structure, shareowners' structure and various committees
  - Remuneration and benefits of directors
- Information used for orientation of new directors
  - Memorandum of Association and Company Regulations
  - Charter of the Board of Directors and sub-committees
  - Director's handbook for listed companies and the Guidelines for Providing Information and Related Laws
  - Corporate Governance Policy, Business Ethics, Code of Conduct for Company Directors, Executives and Employees
  - Anti-corruption Policy
  - Regulations on the holding of the company's securities
  - Policy for Reporting Interest of Directors and Executives and required documents to prepare a report on stakeholder's interest
  - Policy on connected transactions of listed companies
  - The Securities and Exchange Act, the Public Company Act and other regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission
  - Annual report which contains information regarding business operations and performance in various fields as well as details on risk management and internal control of the Company

In addition, the Company distributed the Director's Manual to all directors in order that they can study and review the regulatory requirements at all times.

### Plan for Successors

The Board of Directors has stipulated a succession plan for employees in various positions in view of their advancement to higher positions in their career path.

The Board of Directors has assigned the President and Executive Chairman, in cooperation with the Corporate Human Resources Management Business Unit, to prepare a succession plan for executives, of which the progress is reported to the Board of Directors once a year as follows:

1. To identify qualified successors:
  - 1.1. The Company states the key positions to be occupied, namely executives of supervision of product brands and other key positions of business support such as the Chief Finance Officer, etc.
  - 1.2. To stipulate the current executives of the key position including those of the potential subordinate position to group as the successor pool ready to be trained in order to enhance their capability.
2. Grooming/Individual Development Plan:
  - 2.1. To set the positions of successors aimed at their access to the learning and developing chance for enhancing both skills in work and management.
  - 2.2. To prepare the high executives able to substitute for another line of work if necessary.
  - 2.3. To systematically provide workshop training in the leader course by university lecturers.
3. Talent management scheme:
  - 3.1. To provide opportunity for middle managers to work closely with senior managers including the directors in both direct-functional and cross-functional lines.
  - 3.2. To provide training in the Management Development Program for the middle executives, so that they can access chance in revealing their competence and getting to know one another among their group.

In addition, in the last quarter of 2023, the Company has prepared to announce the modify the framework with the following significance: organizing the lines of work concerning directly the relationship and the service to be rendered to customers and trade partners divided into 2 lines of work, namely the Corporate Brand Management BU and the Corporate Commercial BU. This is to provide exact information about the administration and enhance effectiveness of work immediately in accordance with the markets and changes, which will result in implementing the succession plan as follows:

1. The Company can stipulate the career path and the succession plan with more completeness as each line of work will be established to exactly bear responsibility for any duties, being able to set up the targets and clearly measure the achievement thereof.
2. The Company has appointed executives to supervise lines of work (high executives) by selecting from the internal personnel first as well as providing chance for middle executives to be promoted to take charge of important tasks by consideration of their capability and previous performance.
3. The Company has described the work done as expected under the newly modified framework that will enable the Company to initiate setting of the plan to enhance and develop skills of the personnel to promptly take charge of such management position subsequently.

### Self Evaluation of the Board of Directors

The Board of Directors determines that Board members perform performance assessment of the entire Board and Sub-committees on an annual basis, where each Director could review and evaluate the overall performance, including problems and obstacles during the past year for further improvement to increase effectiveness.

Criteria : The Assessment covers duties and responsibilities of Directors, self-development of the Company Directors and Committees, independence of opinion, transparency, collaborating with the Management Team and stakeholders, structure and qualifications of the Director, attendance in meetings of the Board of Directors and the Board's and Committees' compliance with good corporate governance principles.

The assessment criteria calculated in percentage score of the total score for each item.

More than	85 percent	=	Excellent
More than	75 percent	=	Very Good
More than	65 percent	=	Good
More than	50 percent	=	Fair
Lower than	50 percent	=	Need Improvement

Process : In 2023, the Company's Secretary sends the overall performance assessment form of Board of Directors, the Individual Company Director Performance Assessment Form and the performance assessment form of Sub-committees to all Directors and committees for evaluation, then collects, verifies and prepares the summary report to the Board of Directors' Meeting for acknowledgement and further discussion on an annual, as well as implementing suggestions for improvement to enhance the efficiency and effectiveness of the work of the Board of Directors and sub-committees and maximize benefits in corporate governance.

As for assessment of the CEO, that is the President and Executive Chairman (CEO), based on monthly operational results, implementation of policy and formulation of strategies, leadership, the company performance in terms of the annual sales turnover and profits, engagement with Company Directors and stakeholders as well as partly from consideration of the Remuneration Committee and partly from consideration of the Board of Directors and the participation in the assessment by all Executive Directors in the performance assessment of CEO under the prepared evaluation form.

The average assessment results of the Board of Directors and Sub-committees and CEO are as follows;

1. The average assessment of All the Board of Directors in 2023, the score is 82.87%, Very Good level.
2. The average assessment of the Board of Directors individual in 2023, the score is 87.93%, Excellent level.
3. The average assessment of the Audit Committee in 2023, the score is 87.37%, Excellent level.
4. The average assessment of the Remuneration Committee in 2023, the score is 75.24%, Very Good level.
5. The average assessment of the Nomination Committee in 2023, the score is 74.59%, Good level.
6. The average assessment of the Risk Management Committee in 2023, the score is 88.46%, Excellent level.
7. The average assessment of the Corporate Governance and Sustainable Development Committee in 2023, the score is 82.82%, Very Good level.
8. The average assessment of CEO in Year 2023, the score is 92.68%, Excellent level.

### 8.1.2 Meeting attendance and remuneration payment to each Board member

#### 1. Board of Directors' Meetings

The meeting schedule is pre-planned to be held on a monthly basis throughout the year. Invitation letter, meeting agenda, minutes of the previous meeting with annexes are sent by the Company's secretariat to all directors at least seven days before the meeting for acknowledgement and prior consideration as legally stipulated. The Chairman of the Board of Directors and the President jointly consult to consider matters which should be included on the meeting agenda. In addition, members of the Board of Directors may raise any issue as additional agenda by submitting their proposal to the Company's Secretary, and have it discussed and debated openly.

All Company Directors are entitled to pose questions and seek additional information from the Chairman of the Board of Directors, President or the Company's Secretary on any matter. The Company's Secretary is responsible for preparing the minutes of meeting and keeping a record of the minutes of previous meetings which had been certified by the Board for any further review and/or audit by the Board and any relevant parties.

The Board of Directors attaches importance to attendance at meetings and considers it a duty for Board members to attend every meeting except in cases of unforeseen/uncontrollable necessity, incident or illness, and encourage the top corporate management to attend the meeting at least once a year in order to propose business targets and annual business plans so that they are aware and acknowledge what transpires in the meetings, participate in policy formulation and decision-making on the Company's business direction. In addition, the Chief Financial Officer attends every meeting of the Board of Directors.

In considering any agenda, the Chairman of the Board as the Chairman of the meeting, gives an opportunity to all directors and executives to freely express their opinions and comments. Directors with possible conflicts of interest are not eligible to vote on the agenda related to his or her interest. Furthermore, on any agenda related to any senior executive of the Company, the Board gives such senior executive an opportunity to attend the meeting to clarify relevant information as the person directly concerned in the matter.

To pass a resolution on each agenda item by the Board of Directors, requires that there should be no less than two-thirds of the directors present at the Meeting.

When the meeting is adjourned, the Company's Secretary shall prepare the minutes of the meeting to be subsequently approved, certified and signed by the Chairman, before being submitted and placed as the first agenda of the next meeting for approval by the Board. However, any member of the Board can express their opinions or request amendments to the minutes in order to ensure utmost clarity and accuracy.

The certified minutes of meeting shall be systematically filed at the Company's Head office in the form of original and electronic documents with annexes of each agenda for easy reference and detection.

The Board of Directors has a policy to encourage Independent Directors to organize a Non-executive Meeting, at least once a year, without participation by the Executive Director and corporate executives, in order to consider and discuss managerial issues, or the issues of their interest. Minutes of every Non-executive Meeting are submitted to the President and Executive Chairman (CEO), and the Board of Directors for attention.

The non-executive directors are provided an opportunity by the Board of Directors to regularly hold meetings amongst themselves as deemed necessary. Reports of such meetings shall always be sent to the President and Executive Chairman and to the Board of Directors' meeting for acknowledgement.

In 2023, independent directors held 1 meeting among themselves without any management participation. Every independent director participated in the Meeting.

In 2023, (according to tenure from April 2022 to April 2023) the Board of Directors held 14 meeting. There were 2 onsite meetings and 12 online meetings. The attendance of each director as stated in the Chart displaying Directors' and Executives' position, remuneration, share-owning and meeting attendance on page 113-114 of Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report). Each director had attended more than 96.99% of all Board meetings.

### Chart displaying Directors and Executives's position and attendance to the meetings (16PT)

In 2023, the attendance of the Board of Directors and Sub-committees and the 58<sup>th</sup> Annual General Meeting 2023 as stated in the Chart displaying Directors' and Executives' position, and meeting attendance as following :

Name			Position *															Attendance to the 58 <sup>th</sup> shareowner's meetings 2023	
			BOD's meeting		AC's meeting		RC's meeting		NC's meeting		RMC's meeting		CG and SD's meeting		EC's meeting				
															Primary Meeting		Secondary Meeting		
			14 meetings/year		18 meetings/year		4 meetings/year		4 meetings/year		12 meetings/year		5 meetings/year		19 meetings/year		16 meetings/year		
			Online 12 Times	Onsite 2 Times	Online 18 Times	Onsite	Online	Onsite 4 Times	Online	Onsite 4 Times	Online	Onsite 12 Times	Online 5 Times	Onsite	Online	Onsite 19 Times	Online 16 Times	Onsite	Onsite
1.	Boonsithi	Chokwatana	-	-	-	-	-	-	-	4/4	-	-	-	-	-	-	-	-	√
2.	Manu	Leelanuwatana	-	-	-	-	-	-	-	4/4	-	-	-	-	-	-	-	-	-
3.	Boonkiet	Chokwatana	12/12	2/2	-	-	-	4/4	-	4/4	-	-	-	-	-	-	-	-	√
4.	Thamarat	Chokwatana	12/12	2/2	-	-	-	4/4	-	4/4	-	12/12			-	17/19	16/16	-	√
5.	Thiraphong	Vikitset Ph.D.	11/12	2/2	18/18	-	-	-	-	-	-	-	-	-	-	-	-	-	√
6.	Amorn	Asvanunt *	12/12	2/2	18/18	-	-	-	-	-	-	-	-	-	-	-	-	-	√
7.	Nophorn	Bhongsvej	12/12	2/2	18/18	-	-	-	-	-	-	-	5/5	-	-	-	-	-	√
8.	Anuchit	Anuchitanukul Ph.D.	12/12	2/2	18/18	-	-	-	-	-	-	-	-	-	-	-	-	-	√
9.	Nualphan	Lamsam	6/8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√
10.	Somphol	Chaisiroj	12/12	2/2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√
11.	Munchusa	Terapongpipat	11/12	2/2	-	-	-	4/4	-	4/4	-	12/12	5/5	-	-	18/19	16/16	-	√
12.	Kobsuk	Sangsawad	12/12	2/2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√
13.	Surat	Wongrattanapassorn Ph.D.	12/12	2/2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√
14.	Chailada	Tantivejakul	12/12	2/2	-	-	-	-	-	-	-	-	5/5	-	-	-	-	-	√
15.	Viritpol	Chaithavornsathien	3/4	-	-	-	-	-	-	-	-	8/12	-	-	-	13/19	11/16	-	√
16.	Ramida Russell	Maneesatien	-	-	-	-	-	-	-	-	-	-	-	-	-	15/19	14/16	-	√
17.	Yothin	Suvannakate	-	-	-	-	-	-	-	-	-	12/12	-	-	-	18/19	16/16	-	√
18.	Supalerk	Cheewakoset	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√
19.	Duangrudee	Milintanggul	-	-	-	-	-	-	-	-	-	12/12	5/5	-	-	19/19	15/15	-	√
20.	Yauwaluk	Namakorn	-	-	-	-	-	-	-	-	-	12/12	-	-	-	-	-	-	√
21.	Wanlaya	Chongkaona	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√

Report on key operating results on corporate governance

Name			Position *																Attendance to the 58 <sup>th</sup> shareowner's meetings 2023
			BOD's meeting		AC's meeting		RC's meeting		NC's meeting		RMC's meeting		CG and SD's meeting		EC's meeting				
															Primary Meeting		Secondary Meeting		
			14 meetings/year		18 meetings/year		4 meetings/year		4 meetings/year		12 meetings/year		5 meetings/year		19 meetings/year		16 meetings/year		
			Online 12 Times	Onsite 2 Times	Online 18 Times	Onsite	Online	Onsite 4 Times	Online	Onsite 4 Times	Online	Onsite 12 Times	Online 5 Times	Onsite	Online	Onsite 19 Times	Online 16 Times	Onsite	Onsite
22.	Sawat	Posinsomwong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√
23.	Nonglaks	Techaboonanek	-	-	-	-	-	-	-	-	-	-	-	-	-	17/19	13/16	-	√
24.	Nattapat	Petchratanaporn	-	-	-	-	-	-	-	-	-	-	5/5	-	-	17/19	15/16	-	√
25.	Kityaporn	Chaithavornsathien	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	√

Remark:	# 9	is no longer a Director	31 December 2023
	# 15	is no longer a Director	13 October 2022
	# 15	is no longer Vice President Div. I nor Executive Committee	11 May 2023 and 18 August 2023
	# 18	was promoted to be Vice President Div. O and Executive Committee	1 April 2023 and 18 August 2023
	# 19	was promoted to be a Executive Committee and Vice President Office of Commission and Compliance Division	18 August 2023
			1 November 2023
	# 20	was promoted to be a Executive Committee	18 August 2023
	# 21	was promoted to be Vice President Div. G	1 April 2023
	# 23	is no longer Vice President Div. O nor Executive Committee	1 April 2023 and 5 May 2023
	# 24	is no longer Vice President Sales Administration Div. nor Executive Committee	17 July 2023 and 18 August 2023
	# 25	is no longer Vice President Div. D	1 January 2024
* Number of meeting attended by the Board of Directors and Executives are based on their year of service since being elected during the shareowners' meeting by taking into account of the meeting date which regularly falls in April of every year			



## 2. Remuneration of Board of Directors and Executives

The Board of Directors oversees and determines the payment of appropriate remuneration to each committee member pursuant to the powers, duties and responsibilities and draws comparison to the operation levels in the same business sector.

The Remuneration Committee is responsible for considering reasonable amount of remuneration of directors. Criteria for consideration are based on the experiences, duties, scope of work, roles, participation, and responsibilities of each individual director and executive. The amount shall be proposed to the Board of Directors for consideration before submission to the Annual General Meeting of shareowners for approval.

At the 58<sup>th</sup> AGM of 2023, held on April 24, 2023, a resolution was passed to approve payment of remuneration to the Company's directors of no more than Baht 20 million per annum, and the Remuneration Committee was assigned and authorized by the Board of Directors to allocate this amount

### Remuneration Directors

#### (1) The monetary remuneration

The monetary remuneration in 2023 for the operating year 2022

- Remuneration for directors of the Board includes gratuity, conference allowance. (A)

- Remuneration for directors of sub-committees includes conference allowance.(B)

Name		Remuneration Directors * (Baht)				Total
		Position	(A) Board of Directors	(B) Audit Committee/ Corporate Governance and Sustainable Development Committee	(B) Remuneration Committee/ Nomination Committee/ Risk Management Committee	
1. Boonkiet	Chokwatana	Chairman Remuneration Committee Chairman Nomination Committee Member	668,000	-	80,000	748,000
2. Thiraphong	Vikitset, Ph.D.	Audit Committee Chairman and Independent Director	430,000	216,000	-	646,000
3. Thamarat	Chokwatana	President and Executive Chairman Nomination Committee Chairman Remuneration Committee Member Risk Management Committee Member	640,000	-	200,000	840,000
4. Amorn	Asvanunt	Independent Director and Audit Committee Member Risk Management Committee Chairman	390,000	160,000	120,000	670,000
5. Nophorn	Bhongsvej	Independent Director and Audit Committee Member Corporate Governance and Sustainable Development Committee Chairman	390,000	180,000	50,000	620,000
6. Anuchit	Anuchitanukul Ph.D.	Independent Director	390,000	180,000	-	570,000
7. Somphol	Chaisiroj	Director	390,000	-	-	390,000
8. Kobsuk	Sangsawad	Director	390,000	-	-	390,000
9. Munchusa	Terapongpipat	Director, Nomination Committee Member Risk Management Committee Member CG and Sustainable Development Committee Member Remuneration Committee Member	380,000	50,000	200,000	630,000
10. Surat	Wongrattanapassorn Ph.D	Director	390,000	-	-	390,000
11. Chailada	Tantivejakul	Director and CG and Sustainable Development Committee Member	390,000	50,000	-	440,000
12. Nualphan	Lamsam	Independent Director	160,000	-	-	160,000
13. Viritpol	Chaithavornsathien	Director and Risk Management Committee Member	280,000	-	-	280,000
Total			5,288,000	836,000	650,000	6,744,000

## Report on key operating results on corporate governance

Remark : \* Number of meetings attended by Directors of the Board and executives are based on their year of service since being elected during the shareowners' meeting, by taking into account of the meeting date which regularly falls in April of every year.

# 12	- was promoted to be a Director	14	October	2022
	- is no longer a Director since	31	December	2023
# 13	- is no longer a Director since	13	October	2022
	- is no longer Vice President Div. I	11	May	2023
	- is no longer Executive Committee	18	August	2023

nor Risk Management Committee Member

### (2) Other remuneration for directors

- None -

### Benefits, Shares, Debentures awarded to Directors by the Company in 2023

- None -

### Other privileges awarded to Directors by the Company

- None -

### Details reported to the Company by Directors

- Direct or indirect profits or losses as a result of any agreement made by the Company during the accounting year.

- None -

### - Criteria in considering directors' remuneration are as follows

1. To perform the duties of Company's director (Member, Board of Directors)
  - Annual Remuneration (Gratuity) paid to every director.
  - Conference Allowance paid to attending directors.
    - Chairman 12,000 baht / meeting
    - Director 10,000 baht / meeting
  - Director fee (only paid to the Chairman)
2. To perform the duties of Director of the Audit Committee.
  - Conference Allowance paid to attending directors.
    - Chairman 12,000 baht / meeting
    - Director 10,000 baht / meeting
3. To perform the duties of Director of the Remuneration Committee, Nomination Committee, Corporate Governance and Sustainable Development Committee and Risk Management Committee conference allowance shall be paid to attending directors at Baht 10,000 each per meeting.

## 8.1.3 Supervision of subsidiaries and associated companies

The Company has a policy to invest in other related businesses or promote synergy with the main business of the Company whereby potential business which can generate profits for the Company in the long term must be approved, including the approval of the Board of Directors' meeting or the Company's shareowners' meeting (as the case may be) in order to continuously and sustainably maintain the benefits of the Company's investments as well as creating added value and confidence for the Company's stakeholders.

### Governance and management policy in relation to subsidiaries and associated companies

The Company has established a policy to supervise and manage subsidiaries and associated companies with the objective to determine direct and indirect measures and mechanisms which enable the Company to supervise and follow up on the business management of subsidiaries and associated companies according to the Company's policy, including the Public Company Limited Act, Civil and Commercial Code, Securities and Exchange Act, as well as announcements, regulations, rules and other relevant laws, in order to maintain the benefits of the investment of the Company, its subsidiaries and associated companies. The entire edition of the policy on governance and management in relation to subsidiaries and associated companies is published in the Company's website (<http://www.icc.co.th>).

The Company has four subsidiary companies to which the Company sends its management to act as directors. Their roles and duties are to govern the operation of the subsidiary companies and to establish the same accounting policy to ensure that any accounting transactions are in accordance with the same requirement of its parent company which is listed in the Stock Exchange of Thailand.

Additionally, the Company appoints persons-in-charge whose responsibilities are to ensure that its subsidiary companies follow procedures and disclose important information as practiced by its parent company, for instance, related activities between parent and subsidiary companies, the acquisition and the selling of assets, or other significant activities.

The Company has ten affiliated companies. These companies are joint ventured by companies in the Saha Group as well as other non-group companies. The Company has no control over the management of the affiliated companies. The management of each company is under the supervision of its board of directors.

Whether a person or persons are appointed to represent the corporate group as director(s) and executive(s) in the associate or invested companies, follows the policy and procedures whereby the Saha Group assigns a top management team to consider whether or not any directors or executives from which company in the group should be the Group's representative as a joint venture partner or in accordance with the joint venture agreement based on type of business and necessity. If such appointment is required, the qualified director or executive with necessary knowledge, capability and expertise in the related business shall be assigned.

#### 8.1.4 Monitoring of compliance with the corporate governance policy and guidelines

The Board of Directors realizes the importance of good corporate governance, along with business ethics, a Code of Conduct, the 8 Good Corporate Governance Principles for Company Directors, Executives and Employees in written as well as handbook forms both Thai and English. Evaluation of implementation results and review are conducted on an annual basis at least once a year. The manuals are distributed to the Company directors, members of each sub-committee, executives, and employees at all levels as the same guidelines for working operation. It is publicized via the Company's intranet system and on the company website, and includes an animation video to promote a better understanding of good corporate governance among corporate management and employees. For new employees, business ethics and morality are included as topics in their orientation.

The Board of Directors also prescribed follows up the implementation of its corporate governance principles in order to promote good management systems which are transparent and effective in business operations. Those who do not adhere to such policy and principles may face disciplinary action as appropriate and may also face legal action in cases where any laws are violated. In cases where an employee is doubtful or unable to follow an instruction or make a decision, he/she may raise the issue with the supervisor up the chain of command. Should there be any dispute, a directive by the President, Executive Committee and the Board of Directors should prevail as a final judgment.

The Board of Directors has established the Corporate Governance and Sustainable Development Committee in order to monitor and assess corporate governance and Sustainable Development of the Company, to support the work of the Executive Committee and the Board of Directors in corporate governance so as to achieve success as set in the objectives and targets.

In 2023, the Board of Directors has monitored to ensure compliance with the Company's good corporate governance policy as follow:

##### 1. Conflict of Interests

The Company carefully and reasonably manages conflict of interest based on the highest benefit of the Company. Pricing is based on the same fair trading conditions as trading with external persons. The Company sets operational system with transparency and strict adherence to the regulation of the Stock Exchange of Thailand by incorporating such principle into its good corporate governance policy as well as inclusion into the ethical code of conduct towards the Company and shareowners. Disclosure of information is provided in order to achieve equitable acknowledgment of information to all stakeholders.

Regarding related transactions that may bring about conflict of interest, these would be governed by the process of related transactions with fairness and according to market price as per normal business. The transactions are notified and disclosed to the meeting with specific details which include name and relationship of the related party, pricing policy, value of transaction, parties involved, the need for such transactions, as well as the opinions of the Audit Committee, the Executive Board and the Company's Board of Director as well as differing views (if any) as required by the rules and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. At the Board of Directors' meeting, directors who have a stake in the transaction must leave the conference room and must refrain from voting on this agenda. All transactions are disclosed in Thai and English to the SET and posted on the Company's website (<http://www.icc.co.th>) in both Thai and English as well. In addition, the summary of transactions is also published in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

Furthermore, the Company has measures to control related transactions and limit financial support for non-subsidiary companies. In providing loans or loan guarantees, it is prescribed that these must be according to the proportion of the Company's equity under the joint venture agreement. Related transactions in 2023 have been disclosed on page 126-133 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) with complete, sufficient and transparent information.

In 2023 the Company has not provided financial support to associated or related companies, but to certain subsidiaries by renewal of loan agreement and joint loan guarantees to joint venture partners in proportion to the Company's equity. There were neither related transactions nor trading of assets that violated and/or contravened the regulations of the SET or the SEC.

In 2023 had a related transaction which required approval of shareowners which the Company has complied with rules of the SEC and SET and disclosed transactions in advance within the specified period which may have possible conflicts of interest in Related Transactions on page 126-133 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report) .

Moreover the disclosure of Conflict of Interests and Related Transactions are on page 126-133 and the details of Board of Directors, Executives and the control authorities in subsidiaries, affiliates and related companies are on attachment 1 page 220-222 in this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

## 2. Use of Inside Information to Seek Benefits

### 2.1 Internal Information Management

The Company has measures for internal information management as defined in the business ethics for the Company and shareowners, as well as the Code of Conduct for directors, executives and staff at all levels, which require performance of duty with honesty, responsibility, discipline and integrity towards the public and to oneself and not in pursuit of improper and undue gains or benefit to oneself and/or others, protecting the Company's best interest and assets, not using the Company's information and assets for self-interests or other's benefit, and not making any undertaking that will support others in competition with the Company. The Company has provided the corporate governance policy, business ethics and 8 principle of employee code of conduct to the Board of Directors, executives and staff as a guideline for business operation and work principle. The Company requires all directors, executives and staff to sign their names acknowledging the said documents, which are distributed through the Company's website (<http://www.icc.co.th>).

The above-mentioned topics have been stipulated in the Company's regulation. The highest disciplinary punishment for violation is dismissal from the Company. This regulation has been followed by all directors, executives and staff at all levels.

The Company has developed its IT control system in electronic documents interchange and determining access level (with password for each user) to suit the duties and responsibilities of particular users at every level.

In 2023, the Company's directors and executives have strictly adhered to the rules and there was no instance regarding misuse of insider information.

### 2.2 Trade in Securities of the Company and Report on Related Transactions

The Company has policies and measures in its Code of Conduct to supervise trade in securities of the Company and to report on related transaction of directors and executives, which prohibit directors, executives and employees, having access to inside information, from trading in securities of the Company, one month before and 24 hours following the public disclosure of the Company's financial statements except in cases of normal trading transactions irrelevant to the inside information.

Moreover, it is also a set policy for the Company's directors and senior management to notify the Board of Directors via the Company Secretary about the trading of shares of the company at least 1 day before the trading date.

The Company requires its directors and executives, including spouses and minor children to report the first holding of securities of the Company and any changes thereof to the Office of the Securities and Exchange Commission within 3 days from the date of such change, as well as send a copy to the Company Secretary for further reporting to the Board of Directors in the next meeting of the Board. In addition, the Company includes any item concerning the report on securities holding of directors and executives, including spouses and minor children and related company, in the regular meeting agenda of the Board of Directors.

In addition, at every Board of Directors' meeting, there is to be an agenda for acknowledgement which relates to the report on sales / purchase of properties, possession of Company shares by members of Board of Directors and Executives Board, including their spouses and minor children at all times. In cases of any sale or purchase of Company shares, the Company and the Stock Exchange Commission (SEC) shall be informed of this transaction in accordance with the SEC's regulations.

In addition, the company has provided a summary of the changes in securities holding of company directors and executives, as well as their spouses and minor children and related company on page 119 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

In 2023, the directors and executives have so far strictly followed the policy. There was neither trading of shares in the forbidden period nor trading by using the Company's inside information, nor trading of the Company's securities.

Furthermore, The Company has in place measures to control interest of the Board of Directors and executives. The Board of Directors and executives shall report their interest, or related person's interest as per following circumstances :

1. Holding directorship or executive position for the first time
2. Change of interest information
3. The Board of Directors and Executives are required to report such interest to the Company Secretary who further sends said information to the Chairman and Chairman of the Audit Committee for acknowledgment within 7 working days from the date of receipt of the said report.

In 2023 the Board of Directors and executives have complied with the set criteria strictly.

### Share-owning of Directors and Executives

- Share-owning of Directors and Executives in the company increased/ decreased in the past year (including the share-owning of the spouse and minor children). and related company

Name		As of 31 December				Increase (Decrease)
		2023		2022		
		Directors / Executives	Spouse / Minor Children/ Related Companies	Directors / Executives	Spouse / Minor Children/ Related Companies	
1. Boonkiet	Chokwatana	5,916,500	543,010	5,916,500	543,010	-
2. Thamarat	Chokwatana	1,787,210	98,666	1,787,210	98,666	-
3. Thiraphong	Vikitset Ph.D.	-	-	-	-	-
4. Anuchit	Anuchitanukul Ph.D.	-	-	-	-	-
5. Pitak	Pruittisarikorn	-	-	-	-	-
6. Nathporn	Chatusripitak	-	-	-	-	-
7. Somphol	Chaisiriroj	63,340	-	63,340	-	-
8. Munchusa	Terapongpipat	12,510	-	12,510	-	-
9. Kobsuk	Sangsawad	1,420	-	1,420	-	-
10. Surat	Wongrattanapassorn Ph.D.	20,000	-	20,000	-	-
11. Chailada	Tantivejakul	83,450	-	83,450	-	-
12. Ramida Russell	Maneesatiean	10,000	-	10,000	-	-
13. Supalerk	Cheewakoset	-	-	-	-	-
14. Yothin	Suvannakate	-	-	-	-	-
15. Duangrudee	Milintanggul	-	-	-	-	-
16. Yauwaluk	Namakorn	-	-	-	-	-
17. Wanlaya	Chongkaona	-	-	-	-	-
18. Sawat	Posinsomwong	-	-	-	-	-
19. Kityaporn	Chaithavornsathien	5,985,160	-	5,985,160	-	-
20. Amorn	Asvanunt	-	-	-	-	-
21. Nophorn	Bhongsvej	-	-	-	-	-
22. Nualphan	Lamsam	-	-	-	-	-
23. Viritpol	Chaithavornsathien	-	-	-	-	-
24. Nonglaks	Techaboonanek	-	-	-	-	-
25. Nattapat	Petchratanaporn	-	-	10,000	-	(10,000)
26. Thitipoom	Chokwatana	-	-	1,465,600	-	(1,465,600)
Total		13,879,590	641,676	15,355,190	641,676	(1,475,600)

Remark:	# 5	was promoted to be a Director and Audit Committee Member	24 April 2023 and 5 May 2023
	# 6	was promoted to be a Director and Audit Committee Member	5 May 2023
	# 13	was promoted to be Vice President Div. O and Executive Committee	1 April 2023 and 18 August 2023
	# 15	was promoted to be a Executive Committee and Vice President Office of Commission and Compliance Division	18 August 2023
	# 16	was promoted to be a Executive Committee	1 November 2023
	# 17	was promoted to be Vice President Div. G	18 August 2023
	# 20	is no longer a Director nor Audit Committee Member	1 April 2023
	# 21	is no longer a Director nor Audit Committee Member	24 April 2023
	# 22	is no longer a Director	4 May 2023
	# 23	is no longer Vice President Div. I nor Executive Committee	31 December 2023
	# 24	is no longer Vice President Div. O nor Executive Committee	11 May 2023 and 18 August 2023
	# 25	is no longer Vice President Sales Administration nor Executive Committee	1 April 2023 and 5 May 2023
	# 26	is no longer Vice President Div. X	17 July 2023 and 18 August 2023
			1 June 2023

- Share-owning of directors in affiliated companies

- None -

### 3. Anti-Corruption

#### Anti-Corruption Policy and Guidelines

'Honesty' is one of the Company's 7 Principles of Thought leading to Success. Realizing the importance of internal organization management and business operation renders a firm commitment to transparency and integrity. The Company has therefore defined its anti-corruption policy and code of conduct, which were approved by the Board of Directors on 31 March 2015 and 15 March 2016 respectively, and serve as the practical guidelines for company directors, executives and employees at all levels by focusing on prevention and anti-corruption of all forms, both directly and indirectly, including non-participation in bribery and corruption to government and private sector officials in order to gain competitive advantages. The Company has communicated its anti-corruption policy and guidelines for the best interest of corporate business to company directors, executives, senior management and managers at all levels, as well as being included in staff orientation for new employees, in engagement with our trading partners and suppliers. The policy and guidelines have been published in print version for distribution to Board members and directors, executives, trading partners and suppliers and posted on the company website.

Furthermore, the Company has also started publicizing a 'no gift' policy to employees, trading partners, suppliers and external business contacts urging them to refrain from giving gifts to company directors, executives or employees on every occasion. This policy has been communicated through various channels including posting announcements, sending out letters and emails, as well as on the company website. The Company has also prescribed a transparent and fair procurement process which stipulates procurement proposal procedures and guidelines for transparent business operation for our trading partners. A central price list for materials and equipment as well as a comparison purchase price list, construction tenders, or store finishings in normal cases and in urgent cases is compiled for reference. Corporate management and employees are required to strictly adhere to this system. Any deliberate non-compliance with corrupt intent is regarded by the Company as serious misconduct.

In addition, the Company organized the "Developer's Day" with the objective to allow new trade partners interested in joint investment to come in and present their products in response to the Company's intention and compliance with transparent business practices as set by the Company.

The Company has a process for inspection, monitoring, detection and assessment of risk from corruption and has formulated a prevention plan to address potential risks with the Risk Management Committee being responsible for assessing operational risks and risks of corruption to comply with the Company's anti-corruption policy with the internal audit unit of the Company, together with Dharmniti Internal Audit Company Limited, the external juristic person hired by the Company as a consultant, conduct internal audit inspection as well as preparing a report on operational risk assessment and the risk of corruption to be presented to the meeting of the Audit Committee for a review the internal control system and follow up on the internal audit results. In the event of corruption, the Risk Management Committee will report directly to the Audit Committee and the Audit Committee will report to the Board of Directors respectively.


With the ongoing commitment to fight against corruption, the Company has announced its intention to be part of the (Private Sector Collective Action Coalition against Corruption: CAC) and has been certified as a member of the CAC on October 14, 2016, with the term of 3 years each time and the Company is renewed this certification continuously second time in 2022. In 2023 the Company is Compliance with the policy and guidelines against corruption and monitor the result continuously.

The Company's anti-corruption policy and guidelines are widely available on a continuous basis both internally and externally via announcement boards, intranet system, e-Learning, arranging of such activities as "This is the one...ICC click LIKE" every month to celebrate people who do good deeds or demonstrate honesty, holding 'Anti-corruption Policy' training and test for employees via the internal e-Learning system, as well as publishing the policy on the company website (<http://www.icc.co.th>).

In the year 2023, the Company has promoted knowledge and provided continuous training including organizing various types of activities focusing on good corporate governance, business ethics and the Code of Conduct for Directors, Executives and Employees, including Anti-Corruption with extensive communication and public relations both inside and outside the organization as follows:

#### Internally

1. Communications with Company directors, executives and employees at all levels including housekeepers and security guards. Creating knowledge and a better understanding of the corporate anti-corruption stance.
  - ICC joins fight against all forms of corruption
    - \* Building character in the campaign "Join forces with the 3 Anti-Corruption Principles of ICC"
 



Representing the project in creating memorable impression among employees and promoting awareness of the problem of corruption
    - \* Install public relations media within the organization such as

- Posters on notice boards, Show Cards at the PR counters and in meeting rooms.
  - Notice on pay-slips, stickers on mirrors and acrylic boards in the toilets
  - \* Publicizing the project on the company Website, Intranet, Desktop Screen, Group Line and QRMS announcements
  - \* Commending employees to do good in the column "This is the One...ICC Click Like" on the PR Notice Boards and in Saiyai magazine.
2. Arrange "Principles of Good Corporate Governance and Anti-Corruption Policy's Rules of Conduct" training courses for company Directors, executives and employees on a regular and continuous basis by testing via ICC e-Learning system.
  3. Organize training courses on Raising Awareness of Information Security and The Kick-Off of the Company's Sustainable Development.

#### Externally

1. "Expanding alliance (partners) against corruption towards sustainable development of the organization" to its trade partners on a continuous basis by creating a coalition of companies with anti-corruption practices to ensure transparency of business operations throughout the supply chain from upstream to downstream for the purpose of sustainable development.
2. Encourage trade partners to become signatories of the Collective Action Coalition Against Corruption.
3. Develop appropriate channels and systems for complaints and reporting information regarding corruption and misconduct by stakeholders, as well as ensuring that efficient mechanisms are in place for the protection and fair treatment of complainants.

## 4. Whistle-Blowing

### Policy on whistle-blowing and complaints

The Board of Directors provides opportunities for employees and stakeholders to report tips or complaints when uncovering a matter that may be an illegal act, corruption or misconduct of company employees, as well as behaviors that may cause problems and damage to the Company. Complaints are also accepted in the event that employees' and stakeholders' rights are violated, or if they have not received fair treatment. Such tips and complaints are submitted through the channels and processes specified by the Company.

The company will hear and deal with all complaints equally, transparently and fairly with systematic protection measures and fair treatment of the complainant whose information will be kept confidential.

### Channels of Complaint

The Board of Directors has established a policy on whistle blowing (Whistleblowing Policy) so that whistle blowers receive appropriate and fair protection, as well as being protected from bullying as a result of such complaints, whereby the Company will hear and deal with all complaints equally, transparently and fairly with measures in place to ensure systematic and fair protection of complainants.

The Board of Directors has prescribed channels and procedures by which all groups of stakeholders can file a report or complaint on any matter that may result in damage to the Company, the accuracy of the financial report, defective internal control system or illegal and unethical actions, fraud or misconduct of employees in the company, or in matters where stakeholders are violated or not being fairly treated; employees or interested parties who witness or have evidence or suspect that any employee or person acting on behalf of the Company may be involved in bribes or corruption, whether directly or indirectly, malfeasance or illegal activity, as well as any violation of rules, regulations, and company policies, non-compliance with the Code of Conduct for Company Directors, Executives, and Employees; or unfair treatment, can file a report or complaint through the following channels:

1. The Audit Committee via email : [iccauditcommittee@icc.co.th](mailto:iccauditcommittee@icc.co.th)
2. Direct complaint, either verbally or in writing, to:
  - "Customer Service Center" via tel. 0-2294-4999 or email : [services@icc.co.th](mailto:services@icc.co.th)
  - Company Secretary tel. 0-2295-0688
  - Registered mail with return receipt
3. Via postal service to PO Box 22, Yannawa Postal Office, Bangkok 10120
4. In the case where the complainant wishes to remain anonymous, facts or sufficient evidence must be specified to adequately show there are reasonable grounds to believe that bribery or corruption has been committed.

The Company will keep all relevant information confidential unless disclosure is legally required.

### Procedure

The Company will carefully investigate complaints according to the rules by using a mechanism that does not affect the whistleblower. The investigation results will be reported to the Board of Directors. The information of such whistleblower and complaints will be kept confidential by the Company unless it is required to be disclosed by law.



In addition to the aforementioned complaint channels, the Company has established a process for dealing with complaints made by employees about potential misconduct or corruption whereby employees are required to submit complaints directly to their supervisors or, in the event that it cannot be submitted directly to the supervisor, to submit the said matter to the department level supervisor or the Executive Director.

#### **Dishonest Complaint**

If reporting such tip-offs, complaints, statements or information is proven to be in bad faith which causes damage to the person or the Company, any employee making such report will receive disciplinary action according to work regulations and / or take legal action. However, if it is an external party that is responsible for such report and causes damage to the Company, the Company reserves the right to take legal action against that person.

#### **Measures to Protect Informants and Complainants**

The Board of Directors has established policies or guidelines to protect employees or whistleblowers in matters that may cause damage to the Company or matters regarding unfair treatment.

The company will protect the rights of complainants and informants acting in good faith by concealing their names, address or any information that could reveal their identity, and maintain confidential the particulars of the complainant and informant, limited to those responsible for investigating the matter, in compliance with the measures for protection of complainants as defined in the code of conduct for directors, executives and employees.

#### **Employee protection**

The company will provide care and protection for those who comply with the anti-corruption policy and this practice based on the measures to protect the complainant as defined in the code of conduct for directors, executives and employees.

In 2023, there were no complaints or petitions from stakeholders on possible cases of corruption in any of the channels established by the Company.

## **8.2 Report on the results of duty performance of the Audit Committee in the past year**

### **8.2.1 The total number of the Audit Committee's meetings and the attendance of each member**

#### **- Audit Committee**

In 2023, (according to the year of service from April 2022 to April 2023) the Audit Committee has arranged eighteen meetings. The attendance of each Audit Committee Member is shown in the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

### **8.2.2 The results of duty performance of the Audit Committee**

- The Audit Committee Report under the heading as per attachment 6 on page 232 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

## **8.3 Summary of the results of duty performance of subcommittees**

### **8.3.1 The total number of the subcommittees' meetings and the attendance of each subcommittee member**

#### **- The Remuneration Committee**

In 2023, (according to the year of service from April 2022 to April 2023), the Remuneration Committee arranged four meetings. The attendance of the Remuneration Committee is shown on the chart on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report), which also shows his position, share-owning and attendance to the meetings.

#### **- The Nomination Committee**

In 2023, (according to the year of service from April 2022 to April 2023), the Nomination Committee arranged four meetings. The attendance of the Nomination Committee is shown on the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

#### **- The Risk Management Committee**

In 2023, (according to the year of service from April 2022 to April 2023), the Risk Management Committee arranged twelve meetings. The attendance of the Risk Management Committee is shown on the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

#### - The Corporate Governance and Sustainable Development Committee

In 2023, (according to the year of service from April 2022 to April 2023), the Corporate Governance Committee arranged five meetings. The attendance of the Corporate Governance Committee is shown on the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

#### - The Executive Board of Directors

In 2023, (according to the year of service from April 2022 to April 2023), the Executive Board of Directors arranged thirty-five meetings. The attendance of each director is shown in the Chart displaying Directors and Executives' position, share-owning and attendance to the meeting on page 113-114 of this Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

### 8.3.2 The results of duty performance of the subcommittees assigned by the Board of Directors

- Nomination Committee Report	On attachment	5.1	page 227
- Remuneration Committee Report	On attachment	5.2	page 228
- Risk Management Committee Report	On attachment	5.3	page 229
- Corporate Governance and Sustainable Development Committee Report	On attachment	5.4	page 230-231
- Audit Committee Report	On attachment	6	page 232

## 9. Internal Control and Related Party Transactions

### 9.1 Internal Control

#### Internal Control and Risk Management

I.C.C. International Plc. adheres to teamwork spirit, based on transparency and good corporate governance, which have been the company's management philosophy for many years. This has proven to be one of the key factors in maintaining effective internal control systems.

The Audit Committee, with all members attended, reported the audit result to the Company Board of Directors at the 11/2566 Board of Directors Meeting on 26 February 2024, whereby the Board assessed the corporate internal control system on the basis of information from corporate management and the auditors' report. A summary of the findings concluded that in the assessment of the corporate internal control system which consists of the five elements: control environment, risk management, control measures, information technology and communication and monitoring, the board concurred with the opinion of the Audit Committee that the corporate internal control system is adequate and appropriate.

#### Chief of Internal Auditor

Since 2004, the company has appointed an outside party, Dharmniti Internal Audit Co., Ltd., as consultant to oversee the quality of internal auditing and control, in the interests of self-improvement and in response to the ever-changing internal and external environment. Dharmniti Internal Audit Co., Ltd. has assigned Miss Somcharee Kawkomdee as an internal auditor.

The Audit Committee has scrutinized the qualifications of Dharmniti Internal Audit Co., Ltd. and Miss Somcharee Kawkomdee and found that they are suitably qualified for this task because of their independent standing and 13 years of experience in internal auditing of businesses with the same nature as the company's.

Details of the Chief of Internal Auditor can be found in the attachment page 113-114 of the Annual Registration Statement/ Annual Report 2023 (Form 56-1 One Report)

For better efficiency in auditing, the company has mandated that the internal auditor coordinate with the Secretary of the Audit Committee who is responsible for the Internal Audit Unit, reporting directly to the Audit Committee on a quarterly basis.

Dharmniti Internal Audit Co., Ltd. has coordinated closely with the company's Internal Audit Unit to submit and discuss the audit results with the President and Executive Chairman before reporting in writing to the Audit Committee every quarter. This is aimed at exchanging views and opinions for further internal audit works especially the issues regarding the control of sales management and IT work control to ensure consistency and promotion of the company's business which has become more diversified and complicated. Emphasis continued to be placed on development of information technology in support of internal auditing process in line with the company's business development plan according to the new Enterprise Resource Planning (ERP) and the Paper Usage Decreasing Plan. For operations in 2022, Dharmniti Internal Audit Co., Ltd., as the company's internal audit consultant, reported that I.C.C. International Plc. had adequate and appropriately effective Internal Control Systems.

#### Organization and Environment

The company's organizational nature and environment enable management to implement actions efficiently and effectively, with clear set objectives in business operations, whereby performance can be clearly followed up and evaluated and managed on the basis of good corporate governance and fairness, mainly taking into consideration fairness to customers.

#### Risk Management

The Risk Management Committee, comprising Mr. Tamarat Chokwatana as Chairman, and Miss Munchusa Terapongpipat, Surat Wongrattanapassorn Ph.D., Mr. Yothin Suvannakate, Miss Yauwaluk Namakorn, and Mrs. Duangrudee Milintanggul as member, reported progress in risk management for the Year 2023 to the Audit Committee.

In 2023, The management proceeded with modification of the organization structure along with the improvement and development of the work processes to increase efficiency and productivity in both business and back-office sections; namely, merging work units, restructuring all supervising levels from company level, division level, to the others, utilizing Information Technology to replace traditional works and reducing redundant work steps, under the guidelines of the Company's risk assessment which covered strategic, operational, fraud and corruption, cybersecurity, and personal data breach according to Personal Data Protection Act (PDPA) AD2019. Assessment of cybersecurity was conducted to ensure that the Company had work processes and systems that were consistent with the cybersecurity framework to conform to the appropriate Information Technology's system management standards. The Company also hired a consultant firm to arrange Carbon Footprint of Organization (CFO) which will lead to the designation of a management guidelines to effectively reduce greenhouse gas emissions to comply with the Company's policies, Anti-Corruption Policy, and to enhance the Company's preparedness

in the face of changing internal and external situations, as well as in the line with shifting competitive and marketing trends, with the objectives to bolster sustainability of its business.

### Control of Administrative Operations

I.C.C. International Plc. provides a clear and written delegation of authority and financial approval limit for each level of the management. In conducting transactions with major shareowners, directors, management executives or other related parties, the company has adhered strictly to the official procedures and regulations.

For clarity of personnel's legal obligations, the company has issued sets of regulations for strict adherence by employees in accordance with the corporate rules and related laws concerning corporate governance policies, business ethics and employee ethics.

The Audit Committee, together with the Vice President of Accounting and Finance, have carefully scrutinized on the basis of transparency twenty-four inter-related transactions, including the anticipated benefits in line with market situation and conflicts of interests of related parties, prior to proposing them to the Board of Directors for approval.

During the year, the Board of Directors developed the policy that management report periodically through executive summaries on significant and binding transactions that were carried out by authorized staff, with a view to fostering good corporate governance and providing better risk management.

Whereas the Company has announced its intention to become a member of the Private Sector Collective Action Coalition against Corruption: CAC and has been renew certified as member of Thailand's Private Sector Collective Action Coalition against Corruption on 4 November 2019. The renewal was approved on 31 December 2022.

It is noted that in 2023, the Company has not received any complaint or report of any alleged or suspected acts of corruption via any of the channels provided.

Furthermore, the Board of Directors and the management team have motivated and enforced the operational discipline of employees in compliance with legal and regulatory procedures, as well as the principles of good corporate governance as stipulated by the Stock Exchange of Thailand and Securities and Exchange Commission.

### Information Technology and Data Communication Systems

The company always provides sufficient and comprehensive information to the Board of Directors to consider in the meetings and sets meeting dates well in advance.

### Monitoring

The company has set clear objectives in writing for business operations, with systematic monitoring and solution directions, in case operations deviate from targets.

## 9.2 Related Transactions

In 2023, the Company had not sought approval from the Annual general meeting in allocating loans and loan guarantees to the related parties. Instead such proposed transactions were submitted to the Board of Director's Meeting or Annual General Meeting for approval from time to time depending on the value of transaction.

As of December 31, 2023, the total amount of loans and loan guarantees provided are as follows :

Type of business	Loans		Loan Guarantees		
	Number of companies	Million Baht	Rate of guarantee annual fee	Number of companies	Million Baht
Joint-ventured companies	3	619.00	0.125-0.75	12	493.00
<b>Total</b>	<b>3</b>	<b>619.00</b>		<b>12</b>	<b>493.00</b>

In 2023 loans and guarantees were provided for the purpose of providing financial support to associated companies in proportion with its investment.

Related transactions in 2023 comprise

1. Investment in related companies

2. Loan to related companies

Reasons and necessities of providing loan:

1. To support the business of the invested company.

2. The corporate borrowers are well-related with the company and the Saha Group of Companies as part of the supply chain, strategic alliance and so forth.

3. To gain benefit from loan interest and interest rates are higher than the institutional market rates.

3. Transactions of business-related companies

Details of above three subjects can be found as per Notes of Financial Statements: No.5 Transactions in relation to persons or business-related companies page 167-172 No. 9 Investment in associates page 174-178 and No. 10 Investment in subsidiaries page 178-179 of this Annual Registration Statement / Annual Report 2022 (From 56-1 One Report).

Type of relationship with the companies which can be observed from the Transactions of Business-related companies page 126-128 of this Annual Registration Statement / Annual Report 2023 (From 56-1 One Report).

### Transactions of Business-related companies as of December 31, 2023

No.	Name of Company	Relationship	Sales of Goods	Incomes	Purchase of Goods	Expenses	Purchase of property, plant and equipment/ leasehold
1	TPCS	A	-	11,261,720.00	-	-	-
2	Thai President Foods	A	-	20,666,783.72	-	-	-
3	Thai Wacoal	A	45,932.00	8,977,105.61	2,109,903,099.59	1,586,360.14	-
4	Thanulux	A	-	16,544,680.54	335,505,107.16	1,420,932.36	-
5	NewCity (Bangkok)	A	-	152,204.35	-	-	-
6	Prachaaporn	A	90,970.00	1,195,620.07	301,948,016.43	2,808,337.61	-
7	Pan Asia Footwear	A	-	1,047,675.34	-	-	-
8	Far East Fame Line DDB	A	-	2,792,300.00	-	18,564,851.62	-
9	Sahapathanapibul	A	30,781,184.55	56,169,209.92	19,597.97	3,986,078.58	-
10	S & J International Enterprises	A	5,155,344.98	37,443,848.22	3,318,448.00	-	-
11	O.C.C.	A	-	4,591,146.13	37,889.15	-	-
12	Sahacogen (Chonburi)	A	-	5,350,000.00	-	-	-
13	Sahapat Property	A	-	115,000.00	-	-	-
14	Molten (Thailand)	A	-	11,294,574.42	-	-	-

No.	Name of Company	Relationship	Sales of Goods	Incomes	Purchase of Goods	Expenses	Purchase of property, plant and equipment/ leasehold
15	Molten Asia Polymer Products	A	-	936,000.00	-	-	-
16	Lion (Thailand)	A	-	58,127,105.38	946,660,397.20	1,735,434.92	-
17	Sahapat Real Estate	A	-	5,617,650.00	-	-	-
18	International Laboratories	A	1,571,325.76	20,790,440.41	437,090,050.62	11,743,345.91	-
19	Kewpie (Thailand)	A	-	11,337,340.00	-	-	-
20	Better Way (Thailand)	A	2,567,164.22	13,231,765.63	-	-	-
21	Raja Uchino	A	-	150,619.23	6,155,006.18	27,200.00	-
22	Thai Secom Security	E	-	11,208,871.20	-	692,592.00	-
23	Pattaya Industrial Enterprise	A	-	583,512.18	205,624,587.72	-	-
24	SSDC (Tigertex)	A	-	3,782,249.18	-	-	-
25	Erawan Textile	A	-	771,860.95	-	-	-
26	H&B Intertex	A	-	1,664,219.25	40,652,518.97	2,907.48	-
27	Total Way Image	A	-	-	-	-	-
28	Thai Sports Garment	A	-	3,600,000.00	-	-	-
29	Osot Inter Laboratories	A	-	-	-	10,784.69	-
30	S.T. (Thailand)	A	-	8,582,212.33	44,495,937.99	-	-
31	K Commercial and Construction	A	-	-	-	-	-
32	Sahachol Food Supplies	A	176,640.00	352,553.87	431,414.36	70,048.39	-
33	I.D.F.	B	-	4,522,988.65	-	-	-
34	Thai Hoover Industry	G	-	2,136,750.00	-	-	-
35	Transcosmos (Thailand)	G	-	101,934.27	-	2,000,000.00	-
36	Top Trend Manufacturing	A	1,846.00	4,320,000.00	-	-	-
37	Shop Global (Thailand)	A	15,441,863.38	5,299,085.94	-	125,796.80	-
38	Thai Arusu	G	-	-	-	9,998,317.30	17,616,719.50
39	President Bakery	A	20,511.87	6,570,989.80	-	5,360.75	-
40	International Commercial Coordination	G	-	40,599.96	-	23,370,899.01	78,000.00
41	DF Inter	G	-	190,000.00	-	-	-
42	Kingbridge Tower	A	-	697,352.51	-	-	-
43	American Food	A	-	-	-	2,119.50	-
44	King Square Development	A	-	1,270,434.00	-	-	-
45	Paknampho Watthana	A	14,293,406.31	148,305.32	-	443,906.00	-
46	Maharacha Preuk	A	26,032,211.76	150,024.41	-	1,559,623.05	-
47	Can	A	14,408,948.72	82,764.71	-	434,158.92	-
48	Koraj Watthana	A	17,405,414.99	4,248.00	-	1,318,967.68	-
49	Sun and Sand	A	29,693,457.16	5,402.20	-	1,764,000.42	-
50	Inter South	A	19,723,071.52	2,450.40	-	1,526,779.43	-
51	Intanin Chiangmai	A	35,230,910.83	3,585.60	-	6,063,727.89	-

No.	Name of Company	Relationship	Sales of Goods	Incomes	Purchase of Goods	Expenses	Purchase of property, plant and equipment/ leasehold
52	Eastern I.C.C.	A	34,730,113.79	2,342.40	-	3,631,197.39	-
53	Thai Kun Sae	A	-	4,880,317.68	12,882,221.51	-	-
54	Saha Pathana Inter Holding	B	74,971.97	50,279,929.77	-	15,296,312.45	-
55	Veera Law Office	C	-	253,712.59	-	5,307,654.00	-
56	Sukhatasana	C	-	574,334.49	-	11,365,866.91	5,754,949.30
57	Trend Time Test	C	-	89,103.22	-	4,514,088.61	-
58	T-Way	C	11,843.40	-	-	433,701.49	-
59	Torfun Property	D	-	26,656.42	-	-	-
60	International Leather fashion	E	-	394,497.47	107,221,318.03	4,682,280.99	-
61	World Class Rent a Car	E	-	-	-	5,403,169.16	-
62	King Square	E	-	727,641.79	-	-	-
63	PTZ Ecommerce SEP	E	1,202,932.78	-	-	-	-
64	Canchana International	F	11,160,233.36	237,714.66	-	402	-
65	Thai Itokin	F	-	5,779,148.00	74,871,788.13	2,500,580.10	-
66	WBRE	F	-	1,807,631.52	-	-	-
67	Tiger Distribution and Logistics	F	2,224,941.83	11,823,309.49	-	160,671,409.45	-
68	Pens Marketing and Distribution	G	38,492,185.52	1,597,846.86	5,186,259.58	12,115,260.12	-
69	Chokwattana	G	-	-	-	3,968.00	-
70	Janome (Thailand)	A	-	1,948,000.00	-	-	-
71	Hydrogen Real Estate and Leasehold Real Estate Investment Trust	A	-	4,460,000.00	-	-	-
Total			300,537,426.70	428,767,370.06	4,632,003,658.59	317,188,421.12	23,449,668.80

Remarks 1 : A: SPI is a co-major shareowner      B: ICC's major shareowner      C: Major shareowner is ICC's Directors or Executives  
D: MD is ICC's Directors or executives      E : Associate      F: Subsidiary  
G: Directors or executives is ICC's MD

2 : Related transactions for the past 3 years, please see details on the company website (<http://www.icc.co.th>)



### Pricing policy for related business

It is in compliance with normal trade condition which is the market price and the same price as dealt with other persons.

Description	Remuneration Policy
Acquisition of the trademark	Cost of trademark registration plus interest cost incurred by the buyer since the acquisition year.
Immovable property rental income / expense	Depending on the market price by consideration on the location, condition and benefits generated by the use of property.
Royalty income	At percentage of net factory sales compared to market price.
Royalty expense	At percentage of net company sales compared to market price.
Consultancy income / expense	Depending on complexity level of such service provided.
Inventory management fee	Number of item pick-up, registering record and number of boxes in transporting goods and goods return.
Transportation charge	Depending on the volume or number and distance of Goods transported, compared with other transportation companies' charge.
Interior design & installation expense	Depending on the design, area, size, construction materials and interior design technique, through bidding process.
Advertising expense	Depending on market price and the service charge must not be higher than the rate set by advertising business.
Display equipment	} Depending on market price.
Computer expense	
Packaging, purchase of computers and give-away items	
Training expense	According to the training course and proficiency of resource person.
Service fee of sales personnel provider at special sales events	At percentage of wage rate per day compared to market price and other contractors.
Landscape maintenance expense	Depending on the size of the maintenance and decoration area and the materials and the number of Man Day.
Program service expense	Depending on the number of licenses.
Consumer Survey Service expense	Depending on the number of working hours and the difficulty program value and the format of the data received, compared to market price.

### Related transactions in 2023

1. At the Board of Directors' Meeting # 11/2565 held on January 27, 2023 and Meeting # 3/2566 held on June 16, 2023, attended by 4 members of the Audit Committee, resolutions were passed as follows:

1.1 To allow the Company to provide an extension of one-year guarantee facilities starting from January 31, 2023 to January 31, 2024 for Toyobo Saha Safety Weave Co., Ltd. in the short-term loan of credit line extended by of Sumitomo Mitsui Banking Corporation, Mizuho Bank and the Bank of Ayudhya, Toyobo Saha Safety Weave Co., Ltd. has gradually paid back THB 30 million for the short-term loan. The remaining loan is amounting THB 390 million. This joint guarantee proportionate to its investment of 7.00%, amounted to THB 27,300,000.-.

1.2 To allow the Company to provide an extension of two-year guarantee facilities starting from June 30, 2023 to June 30, 2025 for Toyobo Saha Safety Weave Co., Ltd. in the long-term loan of credit line extended by of Sumitomo Mitsui Banking Corporation, Mizuho Bank and the Bank of Ayudhya, Toyobo Saha Safety Weave Co., Ltd. has gradually paid back THB 210 million for the long-term loan. The remaining loan is amounting THB 690 million. This joint guarantee proportionate to its investment of 7.00%, amounted to THB 48,300,000.-.

#### Purpose of transaction in items 1.1 - 1.2 :

1. To provide business support to the JV company.
2. To comply with obligations of the joint venture agreement.

To agenda : 1.1 - 1.2, Director(s) with conflict of interest or being related parties who neither attended nor voted at the meeting : - None -

2. At the Board of Directors' Meeting # 13/2565 held on March 13, 2023, attended by 4 members of the Audit Committee, resolutions were passed as follows:

2.1 To allow the Company to approve and propose to the shareowners' meeting to consider and approve the loan to Thanulux Public Company Limited, a connected person of the Company, as Thanulux Public Company Limited's major shareowner is Saha Pathana Inter-Holding Public Company Limited which is the major shareowner of the Company. Therefore, entering into a financial assistance transaction with a juristic person which has common major shareowners with transactions have a transaction size of exceeding THB 100 million. To propose an approval from the shareowners meeting, including the appointment of an independent financial advisor (IFA) which must be approved by the SEC.

- Loans : The credit limit in the amount of not exceeding THB 500 million, receive a return of the higher of an interest rate of 6 percent per annum, THB 60 million, the total credit is THB 560 million.
- Interest Rate : Not exceeding the MLR rate of 1 percent per year or affixed rate of 6 percent per annum, which is a higher rate.
- Period : Not more than 2 years.
- Guarantee : - None -

**Purpose of transaction in items :**

- To improve more efficiency of the Company's cash flow management causing the Company to receive a return of the higher of an average interest rate, not less than 6 percent per annum, which is a higher rate of return than investing in deposits money with the financial institutions.

To this agenda, Mr. Thamarat Chokwatana, the directors with conflict of interest or being related parties, neither attended nor voted at the meeting.

2.2 To allow the Company to provide an extension of guarantee facilities starting from April 1, 2023 to February 29, 2024 for Saha Komehyo Co., Ltd. to the Bank of Ayudhya Plc. for the Credit Line of Komehyo Co., Ltd. (Japan). The credit limit provided by the bank totaled THB 50,000,000.- of the total guarantee amount in proportion to their investment of 5.00%, amounted to THB 2,500,000.-.

**Purpose of transaction in items :**

1. To provide business support to the JV company.
2. To comply with obligations of the joint venture agreement.

To this agenda, Director(s) with conflict of interest or being related parties who neither attended nor voted at the meeting : - None -

2.3. To allow the Company to lease immovable properties for no more than 3 years, as well as executing transactions relating to the assets and services of related parties. For details of the said parties and their relationship to the Company, please refer to Business-related Companies on pages 126-128 of this Annual Registration Statement /Annual Report 2023 (Form 56-1 One Report).

Such leasing of property and transactions relating to the assets and services had a total value of less than THB 852 million (less than 3% of NTA as at December 31, 2022).

1. Rental income (immovable property), with one-year lease, the actual amount in 2023	=	20,466,662 Baht
2. Rental expense (immovable property), with one-year lease, the actual amount in 2023	=	5,751,624 Baht
3. Royalty income with three-year agreement period starting from 2024 to 2026, the actual amount in 2023	=	2,120,729 Baht
4. Royalty payment with five-year agreement period starting from 2022 to 2026, the actual amount in 2023	=	15,424,147 Baht
5. Actual income - program service fees in 2023	=	1,060,000 Baht
6. Actual expenses in 2023	Total	= 45,691,235 Baht
- Interior design and fixtures		
- Business and legal consultancy fees		
- Construction and renovation of existing building		
- Training expenses		
- Service fee for sales personnel at events		
- Landscape maintenance expense		
- Program service expense		
- Consumer survey service expense		

To this agenda, Mr. Boonkiet Chokwatana, Mr. Thamarat Chokwatana, Mr. Nophorn Bhongsvej, Mrs. Kobsuk Sangsawad, Miss Munchusa Terapongpipat and Surat Wongrattanapassorn Ph.D., the directors with conflict of interest or being related parties, neither attended nor voted at the meeting.

Note : Related transactions, which occurred in the past 3 years are available on the company's website (<http://www.icc.co.th>).

3. At the Board of Directors' Meeting # 2/2566 held on May 19, 2023 and Meeting # 9/2566 held on December 15, 2023, attended by 4 members of the Audit Committee, resolutions were passed as follows:

3.1 To allow the Company to provide an extension guarantee facilities for Tokyu Corporation (Japan) to the Bank of Ayudhya Plc. for the Credit Line of Saha Tokyu Corporation Co., Ltd., in the proportion of investment from May 31, 2023 to December 29, 2023. The credit limit provided by the bank totaled THB 140 million. The remaining loan is amounting THB 370.50 million. This joint guarantee proportionate to its investment of 12.00%, amounted to THB 44,460,000.-.

3.2 To allow the Company to provide an extension guarantee facilities for Tokyu Corporation (Japan) to the Bank of Ayudhya Plc. for the Credit Line of Saha Tokyu Corporation Co., Ltd., in the proportion of investment. The credit limit provided by the bank totaled THB 70.50 million. The remaining loan is amounting THB 300 million.

Divided into

- Long-term loan for a period of 3 years amount THB 200 million from December 28, 2023 to December 29, 2026.
- Short-term loan for a period of 1 year amount THB 100 million from December 28, 2023 to December 29, 2024.

The Company joint guarantee proportionate to its investment of 12.00%, amounted to THB 36,000,000.-.

**Purpose of transaction in items 3.1 - 3.2 :**

1. To provide business support to the JV company.
2. To comply with obligations of the joint venture agreement.

To agenda : 3.1 - 3.2, Director(s) with conflict of interest or being related parties who neither attended nor voted at the meeting : - None -

4. At the Board of Directors' Meeting # 3/2566 held on June 16, 2023, attended by 4 members of the Audit Committee, resolutions were passed to allow the rental of land and land with 2 buildings on Ratchadapisek - Rama III Road, Bangkok to King Square Co., Ltd. which developing into a retail store project for the purpose of selling products and providing services to tenants and sub-tenants as follows:

Plot	Description	Total number of title deeds	Land Area			Lease Period (Years)	Rental Rate	
			Rai	Ngan	Sq.wa.		Approximately per month	Throughout lease period
1	Land without building	11	5	0	40.79	30	408,158	177,468,784.61
2	Land with 2 buildings	6	1	1	63.00	30	145,075	63,079,209.35
3	Land without building	3	0	1	30.00	5 Years 9 Months	84,500	5,830,500.00
Total			6	3	33.79		637,733	246,378,493.96

- Fees in registering leasehold rights is the responsibility of the Company, while land and building tax is the responsibility of the lessee.
- Criteria used to determine the total value of the transaction: the market price, location, building characteristics, environment, area size and utilization of the asset.

**Purpose of transaction in items :**

To efficiently manage unused assets for benefit, whereby rental income is also received.

To this agenda, Mr. Thamarat Chokwatana and Surat Wongrattanapassorn Ph.D., the directors with conflict of interest or being related parties, neither attended nor voted at the meeting.

5. At the Board of Directors' Meeting # 4/2566 held on July 14, 2023 and Meeting # 8/2566 held on November 17, 2023, attended by 4 members of the Audit Committee, resolutions were passed as follows:

5.1 To allow the Company to provide a joint guarantee to King Square Development Co., Ltd. within the credit line with the Bank of Ayudhya Plc. at the total amount of THB 1,610 million.

Divided into	- Long-term loan for a period of 4 years	THB	1,600,000,000
	- Account withdrawal	THB	<u>10,000,000</u>
	(short-term loan of 1 year and review the loan annually)		
	Total	THB	<u>1,610,000,000</u>

Whereby, in the proportion to its investment of 15.00%, amounted to THB 241,500,000.-.

5.2 To allow the Company to provide a loan to King Square Development Co., Ltd. in proportion to investment, amount THB 285 million. The credit limit provided by the bank totaled THB 1,900,000,000.-.

- Interest rate 3.70 percent per annum.
- The period from December 1, 2023 to August 31, 2027.

**Purpose of transaction in items 5.1 - 5.2 :**

1. To provide business support to the JV company to be able to operate according to plan.
2. To comply with obligations of the joint venture agreement.
3. To gain benefit from loan interest.

To agenda : 5.1 - 5.2, Mr. Thamarat Chokwatana, the directors with conflict of interest or being related parties, neither attended nor voted at the meeting.

6. At the Board of Directors' Meeting # 5/2566 held on August 18, 2023, attended by 4 members of the Audit Committee, resolutions were passed on the sale of the Company's assets, computer equipment and information systems and finished goods situated in the leased area for selling products in MBK Center to Naraporn Co., Ltd., whereby the Company will cancel the sale of products in MBK Center and terminate the lease agreement with MBK Public Company Limited from September 30, 2023 onward. The Company will also transfer the leasehold right to the remaining period according to the lease agreement from October 1, 2023 - May 15, 2025 to Naraporn Co., Ltd. without compensation and Naraporn Co., Ltd. will enter into a lease agreement with MBK Public Company Limited.

	<u>Amount (Baht)</u>
• Computer including network equipment and Software Licenses POS	23,731,827
• Finished goods	<u>1,247,819</u>
Total	<u>24,979,646</u>

**Criteria Used to Determine the Value of Consideration**

- Computer including network equipment and electrical equipment and furniture
  - The fair value based on the book value as of 31 July 2023. Less Depreciation until the transaction date 30 September 2023. Plus Additional cost of acquiring assets.
- Software Licenses POS
  - This is the agreed price which is a reasonable fair value because it is an asset with unique form and features which therefore cannot compare trading prices in the market. As such, the fair value is based on the book value as of 31 July 2023 less depreciation until the transaction date 30 September 2023, add the cost of acquiring assets.
- Finished goods
  - According to the market price as of 31 July 2023, less customer discounts for Big Lot purchase.

**Purpose of transaction in items :**

1. Since the Company does not sell products in the leased area in MBK Center, so there is no need to use such assets.
2. The selling price is higher than the book value and also benefits in terms of making profits for the company.

To this agenda, Director(s) with conflict of interest or being related parties who neither attended nor voted at the meeting :

- None -

### Criteria for Approval of Related Transaction

1. All related transactions (loan, guarantee, investment, rental or leasing of immovable properties not exceeding 3 years and transactions involving assets or services) must be approved by all the following boards and committee:

1. The Audit Committee
2. The Executive Board
3. The Board of Directors

In every instance, the Audit Committee must audit, scrutinize and make a summary of any conflict of interest in each transaction for submission to the Executive Board and the Board of Directors for the judgment in terms of business risk. In the Board of Directors' Meeting, directors who stood to gain or lose were not entitled to vote, and thus had neither participated in the meeting, nor given any approval to the transaction.

2. The Board of Directors has approved in principle to allow the management to manage all normal business transactions or the transactions that should support normal business terms and conditions under a trade agreement generally made between normal counterparties having no undue bargaining power influenced by being in the capacity of director, executive or related persons.

Approval in principle shall be conducted annually and the report on related transactions arising during the year shall be presented to the Audit Committee and the Board of Directors to ensure such related transactions are of sound reason and in the best interest of the Company, together with disclosure of relevant details, types and value of related transactions in the remarks of financial statement on a quarterly basis.

### Criteria for Approval

1. Potential benefits to the company and/or affiliated companies in terms of interest, dividend, trade activity and transaction, including ongoing trade.
2. Security that the company should hold or receive from the said transaction.
3. The borrower's strength, as well as the ability to pay back the capital and interest in due time.
4. Business prospective of the borrowing, guaranteeing and investing company.
5. The capability of the CEO of the borrowing, guaranteeing and investing company.
6. Criteria in monitoring and checking transaction as well as access to statistical reports in the borrowing, guaranteeing and investing company to perceive its status.

### The necessity and rationale for entering into transactions with parties with possible conflict of interests

To sustain the company's operations under the prevailing severe competitive situation, the company needed to secure the support of business partners and business alliance network from upstream to downstream industries, further contributing to its competitiveness and business potentials, and leading to its further development and sustainable growth in the future.

While its business partners and business alliance members might be parties with possible conflict of interests, nevertheless, the Board of Directors might find it reasonable and necessary to enter into agreement or transaction with said parties, bearing in mind the best interests of the shareholders and the Company. In such case, the transaction price would be based on normal business terms, without harboring any intention to engage in unjust transfer of company asset or interest to such parties with possible conflict of interests.

Furthermore, the Company has the measure to control the related transaction and limit financial assistance for non-subsidiary companies by requiring that giving loan or guarantee shall be done according to the share-owning proportion in compliance with the joint venture agreement.

The Company is committed to further improving on its effective standard in assessing the value of related transactions, as well as monitoring, evaluating and reporting on the related transaction with more clarity, thoroughness, accuracy and speed.

### Future Trend in Related Transactions

The Board of Directors duly recognized their responsibilities as the directors of a public company in carrying out their duties toward the shareholders, employees, and all stakeholders, in accordance with good corporate governance practices. The prospect of related transactions being undertaken as a normal feature in regular trade, based on the trading principle of price mechanisms in the market, is very likely, provided said transactions are fair and do not serve to transfer the interests relating to price mechanisms between the Company and business or other relevant persons, and disclosure of all relevant information is duly carried out in accordance with the Notification of the Capital Market Supervisory Board, regarding "rules on connected transactions".

# Part

# 3

## Financial Statements

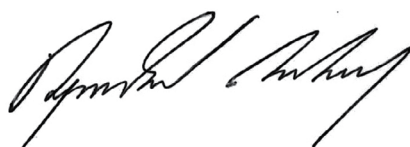
### Report on the Company Board of Director's Responsibility on the Financial Report

As a listed company, the Board of Directors realizes the duties and responsibilities for preparation of financial statements of I.C.C. International Public Company Limited and its subsidiaries, in accordance with Thailand Financial Reporting Standard, by selecting an appropriate accounting policy, to which the company has strictly adhered on a regular basis. The Board of Directors has exercised due care and reasonable projection in preparing the reports. There is adequate disclosure of material information in the Notes to Financial Statements as well as explanations and analysis as regards to the financial status and operating results of the Company and its subsidiaries, for the benefits of shareowners and general investors alike. The financial statements have been audited, with unqualified opinion by independent certified public accountants.

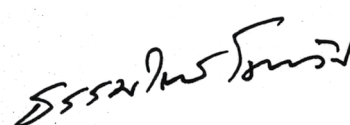
In addition, the Board of Directors has promoted actions in accordance with Corporate Governance Principles, and assured that the company has adopted efficient and effective risk management and internal control systems. These will ensure that the accounting data recording procedures are accurate, complete and sufficient for maintaining assets of the Company and its subsidiaries, including prevention of material frauds and irregularities.

In so doing, the Audit Committee of the Company, consisting of independent directors as members, has reviewed the quality of financial reports and the internal control system, and hereby expressed their opinion in the Report of Audit Committee, as shown in the Annual Registration Statement / Annual Report 2023 (Form 56-1 One Report).

The Board of Directors is of the opinion that Corporate Governance, risk management and internal control systems of the company are adequate and appropriate, thereby providing reasonable assurances that the Financial Statements of the Company and its subsidiaries, for the Year Ending December 31, 2023, had been prepared and disclosed accurately, as deemed fully compliant to the financial reporting standard.



(Mr. Boonkiet Chokwatana)  
Chairman



(Mr. Thamarat Chokwatana)  
President and Executive Chairman

## Independent Auditor's Report

### To the Shareholders of I.C.C. International Public Company Limited

#### *Opinion*

I have audited the consolidated and separate financial statements of I.C.C. International Public Company Limited and its subsidiaries (the “Group”) and of I.C.C. International Public Company Limited (the “Company”), respectively, which comprise the consolidated and separate statements of financial position as at 31 December 2023, the consolidated and separate statements of comprehensive income, changes in equity and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

In my opinion, the accompanying consolidated and separate financial statements present fairly, in all material respects, the financial position of the Group and the Company, respectively, as at 31 December 2023 and their financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards (TFRSs).

#### *Basis for Opinion*

I conducted my audit in accordance with Thai Standards on Auditing (TSAs). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated and Separate Financial Statements* section of my report. I am independent of the Group and the Company in accordance with the *Code of Ethics for Professional Accountants including Independence Standards* issued by the Federation of Accounting Professions (Code of Ethics for Professional Accountants) that is relevant to my audit of the consolidated and separate financial statements, and I have fulfilled my other ethical responsibilities in accordance with the Code of Ethics for Professional Accountants. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### *Key Audit Matters*

Key audit matters are those matters that, in my professional judgment, were of most significance in my audit of the consolidated and separate financial statements of the current period. These matters were addressed in the context of my audit of the consolidated and separate financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.



Valuation of inventories	
Refer to Note 3(g) and 8	
The key audit matter	How the matter was addressed in the audit
<p>The Company sells fashion goods and others which are subject to rapid change in consumer's demand. As a result, there is the risk that holding a high amount of inventory may result in the Company being unable to sell products before market trend and customer demand changes which may result in the cost of inventories being higher than net realizable value including any inventory obsolescence. Therefore, the valuation of inventories involve management's judgment in determining the adequate provision for obsolete stocks to present the appropriate valuation of inventory. I considered this to be a key audit matter.</p>	<p>My audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• understanding the process of inventories valuation by inquiry of the responsible person in this area, and identifying controls and performing tests of controls over the inventory process;</li> <li>• testing on samples of the inventory aging report to check aging with the related documents to consider that these were classified in the appropriate aging bracket;</li> <li>• assessing the appropriateness of the methodology used for calculating the provision for obsolete by challenging the assumptions, category of inventory and comparing with historical experience and testing on a sample of the detail of outstanding balances and sales plan;</li> <li>• considering the value of inventories by comparing cost and the selling price less related selling expenses and testing on a sample basis with the related supporting documents; and</li> <li>• assessing the adequacy of disclosures in accordance with the relevant Thai Financial Report Standards.</li> </ul>

<b>Valuation of investment in non-listed equity instruments</b>	
Refer to Note 3(d) and 22	
<b>The key audit matter</b>	<b>How the matter was addressed in the audit</b>
<p>The Group has classified investment in non-listed equity instruments as investments in financial assets at fair value through other comprehensive income (“FVOCI”).</p> <p>Determining the fair value of these financial instruments require the use of valuation models. The valuation models use various unobservable inputs which are subject to high estimation uncertainty. The use of different valuation models and assumptions could produce significantly different estimates of fair value.</p> <p>Due to high degree of judgement and the material impact to the Group’s financial statements, I considered this to be a key audit matter.</p>	<p>My audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• understanding the investment valuation process including assessing the appropriateness of valuation methodology and the inputs used for valuation;</li> <li>• testing on samples of the calculation of the fair value of the investment, including assessing the appropriateness of the key assumptions used in valuation by comparing these to externally published industry data and considering whether these assumptions are consistent with the current market environment; and</li> <li>• assessing the adequacy of disclosures in accordance with the relevant Thai Financial Report Standards.</li> </ul>

<b>Revenue recognition - consignment</b>	
Refer to Note 3(r) and 17	
<b>The key audit matter</b>	<b>How the matter was addressed in the audit</b>
<p>The Company is the leader in distribution of fashion consumer products in department stores as major channel and various stores as the minor channel.</p> <p>In consignment sales, the control of the product does not pass to the distributor at that point in time. Revenue from sales should not be recognized until the control of the product has passed to the consumer. The terms of the arrangement may stipulate that the Company can control or deliver the product to the consumer, and the consignee will pay for the product when they are sold to the consumer. I considered this to be a key audit matter.</p>	<p>My audit procedures included the following:</p> <ul style="list-style-type: none"> <li>• understanding and assessing the design and testing the operating effectiveness of internal controls related to recognition of the consignment sales;</li> <li>• testing on samples of net sales transactions after deduction of transactions that are not delivered to consumer;</li> <li>• testing on samples of journal entries posted to revenue accounts to consider any possible irregular sales transactions;</li> <li>• performing reconciliation between the input data with data in ERP system with the assistance of KPMG IT Audit;</li> <li>• comparing revenue reported by group of products in the current reporting period with prior period to identify unusual transactions; and</li> <li>• assessing the adequacy of disclosures in accordance with the relevant Thai Financial Report Standards.</li> </ul>

### *Other Information*

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated and separate financial statements and my auditor's report thereon. The annual report is expected to be made available to me after the date of this auditor's report.

My opinion on the consolidated and separate financial statements does not cover the other information and I will not express any form of assurance conclusion thereon.

In connection with my audit of the consolidated and separate financial statements, my responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated and separate financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

When I read the annual report, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the correction be made.

### *Responsibilities of Management and Those Charged with Governance for the Consolidated and Separate Financial Statements*

Management is responsible for the preparation and fair presentation of the consolidated and separate financial statements in accordance with TFRSs, and for such internal control as management determines is necessary to enable the preparation of consolidated and separate financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated and separate financial statements, management is responsible for assessing the Group's and the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group and the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's and the Company's financial reporting process.

### *Auditor's Responsibilities for the Audit of the Consolidated and Separate Financial Statements*

My objectives are to obtain reasonable assurance about whether the consolidated and separate financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with TSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated and separate financial statements.

As part of an audit in accordance with TSAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the consolidated and separate financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the consolidated and separate financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Group and the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated and separate financial statements, including the disclosures, and whether the consolidated and separate financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. I am responsible for the direction, supervision and performance of the group audit. I remain solely responsible for my audit opinion.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, actions taken to eliminate threats or safeguards applied.



From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the consolidated and separate financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

A handwritten signature in blue ink, appearing to read 'Krit D.'.

(Krit Dhammathatto)  
Certified Public Accountant  
Registration No. 11915

KPMG Phoomchai Audit Ltd.  
Bangkok  
26 February 2024

**I.C.C. International Public Company Limited and its Subsidiaries****Statement of financial position**

Assets	Note	Consolidated		Separate	
		financial statements		financial statements	
		31 December		31 December	
		2023	2022	2023	2022
(in Baht)					
Current assets					
Cash and cash equivalents	6	900,151,156	702,597,613	851,454,870	655,762,194
Current investments		1,479,203,775	2,580,401,553	1,479,203,775	2,580,401,553
Trade receivables	5, 7	1,193,470,313	1,122,833,107	1,163,007,074	1,098,239,669
Other receivables	5	218,099,079	202,280,483	185,437,899	175,247,941
Short-term loans to related parties	5	20,000,000	20,000,000	119,000,000	119,000,000
Current portion of long-term loan		3,550,000	-	3,550,000	-
Inventories	8	2,686,329,788	2,407,728,134	2,662,878,147	2,391,703,885
Real estate projects under development		65,691,807	69,706,436	-	-
Out put VAT on consignment sales of inventories		184,270,170	186,645,831	184,270,170	186,645,830
Other current assets		11,664,102	208,927,192	9,223,971	203,506,595
Total current assets		6,762,430,190	7,501,120,349	6,658,025,906	7,410,507,667
Non-current assets					
Restricted deposits at financial institution		37,948,839	37,948,839	-	-
Other non-current financial assets	22	21,855,870,728	21,100,867,666	21,849,479,208	21,097,322,690
Investments in associates	9	1,043,083,234	953,799,867	855,383,061	752,308,621
Investments in subsidiaries	10	-	-	65,621,068	69,766,783
Long-term loans from related parties	5	500,000,000	-	500,000,000	-
Long-term loan		-	3,550,000	-	3,550,000
Investment properties	11	1,214,179,105	1,220,698,894	1,277,319,105	1,283,838,894
Property, plant and equipment	12	2,295,961,150	2,360,264,539	2,187,316,143	2,241,602,129
Right-of-use assets	13	536,941,539	705,895,726	454,451,551	541,306,618
Other intangible assets		73,215,515	83,833,219	60,704,355	66,654,052
Other non-current assets	14	496,680,904	286,946,866	478,385,743	268,502,936
Total non-current assets		28,053,881,014	26,753,805,616	27,728,660,234	26,324,852,723
Total assets		34,816,311,204	34,254,925,965	34,386,686,140	33,735,360,390

The accompanying notes are an integral part of these financial statements.



## I.C.C. International Public Company Limited and its Subsidiaries

## Statement of financial position

Liabilities and equity	Note	Consolidated		Separate	
		financial statements		financial statements	
		31 December		31 December	
		2023	2022	2023	2022
(in Baht)					
<b>Current liabilities</b>					
Bank overdrafts and short-term loans					
from financial institutions		16,650,708	25,869,062	-	-
Trade payables	5	1,070,474,764	1,025,707,455	1,045,602,717	980,477,332
Other payables	5	421,655,267	454,070,678	425,249,152	483,463,014
Current portion of lease liabilities	5	319,858,298	399,460,149	238,124,526	314,900,850
Short-term loans from related parties	5	45,000,000	25,000,000	-	-
Current portion of advance received from					
rental income		6,680,661	6,662,408	6,680,661	6,662,408
Other non-current financial liabilities		-	25,964,168	-	25,964,168
<b>Total current liabilities</b>		<b>1,880,319,698</b>	<b>1,962,733,920</b>	<b>1,715,657,056</b>	<b>1,811,467,772</b>
<b>Non-current liabilities</b>					
Lease liabilities	5	221,781,770	309,571,131	220,030,347	229,359,004
Deferred tax liabilities	19	2,800,113,338	2,750,427,112	2,783,734,877	2,735,212,539
Provisions for employee benefits	15	408,411,766	382,940,909	360,551,169	337,936,620
Advance received from rental income		171,269,508	177,950,169	171,269,508	177,950,169
Other non-current liabilities		82,839,016	94,713,885	79,638,260	90,217,048
<b>Total non-current liabilities</b>		<b>3,684,415,398</b>	<b>3,715,603,206</b>	<b>3,615,224,161</b>	<b>3,570,675,380</b>
<b>Total liabilities</b>		<b>5,564,735,096</b>	<b>5,678,337,126</b>	<b>5,330,881,217</b>	<b>5,382,143,152</b>

The accompanying notes are an integral part of these financial statements.

**I.C.C. International Public Company Limited and its Subsidiaries****Statement of financial position**

		Consolidated		Separate	
		financial statements		financial statements	
		31 December		31 December	
Liabilities and equity	Note	2023	2022	2023	2022
		(in Baht)			
Equity					
Share capital:					
Authorised share capital					
(500 million ordinary shares, par value					
at Baht 1 per share)		500,000,000	500,000,000	500,000,000	500,000,000
Issued and paid-up share capital					
(291 million ordinary shares, par value					
at Baht 1 per share)		290,633,730	290,633,730	290,633,730	290,633,730
Share premium:					
Share premium on ordinary shares		1,487,143,830	1,487,143,830	1,487,143,830	1,487,143,830
Share premium on treasury shares		51,433,146	51,433,146	51,433,146	51,433,146
Retained earnings:					
Appropriated					
Legal reserve	16	50,000,000	50,000,000	50,000,000	50,000,000
General reserve	16	2,100,010,377	2,041,221,883	2,100,010,377	2,041,221,883
Unappropriated		12,873,433,802	12,338,900,992	12,751,399,089	12,195,752,459
Other components of equity		12,327,700,984	12,239,755,583	12,325,184,751	12,237,032,190
Equity attributable to owners of the parent		29,180,355,869	28,499,089,164	29,055,804,923	28,353,217,238
Non-controlling interests		71,220,239	77,499,675	-	-
Total equity		29,251,576,108	28,576,588,839	29,055,804,923	28,353,217,238
Total liabilities and equity		34,816,311,204	34,254,925,965	34,386,686,140	33,735,360,390

The accompanying notes are an integral part of these financial statements.

**I.C.C. International Public Company Limited and its Subsidiaries****Statement of comprehensive income**

	<i>Note</i>	<b>Consolidated</b>		<b>Separate</b>	
		<b>financial statements</b>		<b>financial statements</b>	
		Year ended 31 December		Year ended 31 December	
		2023	2022	2023	2022
		<i>(in Baht)</i>			
Revenue from sale of goods	17	8,842,676,911	8,479,122,441	8,485,306,954	8,302,328,933
Cost of sales of goods	8	6,297,239,529	5,926,659,003	5,954,994,158	5,780,127,284
<b>Gross profit</b>		<b>2,545,437,382</b>	<b>2,552,463,438</b>	<b>2,530,312,796</b>	<b>2,522,201,649</b>
<b><i>Other income</i></b>					
Dividend income		921,033,643	340,394,044	944,762,514	351,989,428
Gain on disposal of land	12	-	392,650,817	-	392,650,817
Gain on transfer other non-current financial asset to investment in associate	4	-	28,143,793	-	-
Gain on bargain purchase	4	-	11,474,738	-	-
Other income		268,247,795	204,291,701	275,803,839	211,070,352
<b>Total other income</b>		<b>1,189,281,438</b>	<b>976,955,093</b>	<b>1,220,566,353</b>	<b>955,710,597</b>
<b>Profit before expenses</b>		<b>3,734,718,820</b>	<b>3,529,418,531</b>	<b>3,750,879,149</b>	<b>3,477,912,246</b>
<b><i>Expenses</i></b>					
Distribution costs	18	1,731,922,776	1,879,568,757	1,855,466,680	1,901,200,402
Administrative expenses	18	1,051,115,235	1,000,253,786	949,876,980	939,739,318
<b>Total expenses</b>		<b>2,783,038,011</b>	<b>2,879,822,543</b>	<b>2,805,343,660</b>	<b>2,840,939,720</b>
<b>Profit from operating activities</b>		<b>951,680,809</b>	<b>649,595,988</b>	<b>945,535,489</b>	<b>636,972,526</b>
Finance costs		16,074,813	11,478,918	10,776,917	9,458,471
Share of profit (loss) of associates accounted for using equity method	9	(2,034,379)	14,988,908	-	-
<b>Profit before income tax expense</b>		<b>933,571,617</b>	<b>653,105,978</b>	<b>934,758,572</b>	<b>627,514,055</b>
Tax expense	19	(34,122,104)	(41,006,905)	(19,427,593)	(39,629,120)
<b>Profit for the year</b>		<b>899,449,513</b>	<b>612,099,073</b>	<b>915,330,979</b>	<b>587,884,935</b>

The accompanying notes are an integral part of these financial statements.

## I.C.C. International Public Company Limited and its Subsidiaries

## Statement of comprehensive income

		Consolidated		Separate	
		financial statements		financial statements	
		Year ended 31 December		Year ended 31 December	
	Note	2023	2022	2023	2022
		(in Baht)			
Other comprehensive income					
Items that will be reclassified subsequently to profit or loss					
Exchange differences on translating financial statements		(1,344,062)	7,209,698	-	-
Total items that will be reclassified subsequently to profit or loss					
		(1,344,062)	7,209,698	-	-
Items that will not be reclassified to profit or loss					
Gain on investments in equity instruments designated at FVOCI	22	118,978,697	7,242,221	117,247,305	7,242,221
Gain on remeasurements of defined benefit plans	15	-	128,485,237	-	130,739,734
Income tax relating to items that will not be reclassified	19	(23,795,739)	(27,596,391)	(23,449,461)	(27,596,391)
Total items that will not be reclassified to profit or loss					
		95,182,958	108,131,067	93,797,844	110,385,564
Other comprehensive income (expense) for the year, net of tax					
		93,838,896	115,340,765	93,797,844	110,385,564
Total comprehensive income for the year					
		993,288,409	727,439,838	1,009,128,823	698,270,499
Profit (loss) attributable to:					
Owners of parent		894,217,159	618,820,704	915,330,979	587,884,935
Non-controlling interests		5,232,354	(6,721,631)	-	-
		899,449,513	612,099,073	915,330,979	587,884,935
Total comprehensive income (expense) attributable to:					
Owners of parent		987,807,845	732,569,283	1,009,128,823	698,270,499
Non-controlling interests		5,480,564	(5,129,445)	-	-
		993,288,409	727,439,838	1,009,128,823	698,270,499
Basic earnings per share					
	20	3.08	2.13	3.15	2.02

The accompanying notes are an integral part of these financial statements.

**I.C.C. International Public Company Limited and its Subsidiaries**  
**Statement of changes in equity**

Consolidated financial statements													
Note	Retained earnings						Other components of equity						
	Issued and paid-up share capital	Share premium on ordinary shares	Share premium on treasury shares	Legal reserve	General reserve	Unappropriated	Translation reserve (in Baht)	Fair value reserve	Share of other comprehensive income of associates using equity method	Total other components of equity	Equity attributable to owners of the parent	Non-controlling interests	Total equity
<b>Year ended 31 December 2022</b>													
<b>Balance at 1 January 2022</b>	<b>290,633,730</b>	<b>1,487,143,830</b>	<b>51,433,146</b>	<b>50,000,000</b>	<b>2,030,721,100</b>	<b>11,713,390,106</b>	<b>(574,341)</b>	<b>12,243,870,612</b>	<b>1,623,504</b>	<b>12,244,919,775</b>	<b>27,868,241,687</b>	<b>(7,225,130)</b>	<b>27,861,016,557</b>
<b>Transactions with owners, recorded directly in equity</b>													
<i>Distributions to owners</i>													
Dividends	21	-	-	-	-	(101,721,806)	-	-	-	-	(101,721,806)	-	(101,721,806)
<i>Changes in non-controlling interests of the subsidiary</i>													
Acquisition of non-controlling interests from increasing in share capital of investment in subsidiary	-	-	-	-	-	-	-	-	-	-	-	89,854,250	89,854,250
<b>Total transactions with owners, recorded directly in equity</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(101,721,806)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(101,721,806)</b>	<b>89,854,250</b>	<b>(11,867,556)</b>
<b>Comprehensive income for the year</b>													
Profit	-	-	-	-	-	618,820,704	-	-	-	-	618,820,704	(6,721,631)	612,099,073
Other comprehensive income	-	-	-	-	-	103,280,572	4,674,230	5,793,777	-	10,468,007	113,748,579	1,592,186	115,340,765
<b>Total comprehensive income (expense) for the year</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>722,101,276</b>	<b>4,674,230</b>	<b>5,793,777</b>	<b>-</b>	<b>10,468,007</b>	<b>732,569,283</b>	<b>(5,129,445)</b>	<b>727,439,838</b>
Transfer to general reserve	-	-	-	-	10,500,783	(10,500,783)	-	-	-	-	-	-	-
Transfer to retained earnings	-	-	-	-	-	15,632,199	-	(15,632,199)	-	(15,632,199)	-	-	-
<b>Balance at 31 December 2022</b>	<b>290,633,730</b>	<b>1,487,143,830</b>	<b>51,433,146</b>	<b>50,000,000</b>	<b>2,041,221,883</b>	<b>12,338,900,992</b>	<b>4,099,889</b>	<b>12,234,032,190</b>	<b>1,623,504</b>	<b>12,239,755,583</b>	<b>28,499,089,164</b>	<b>77,499,675</b>	<b>28,576,588,839</b>

The accompanying notes are an integral part of these financial statements.

## I.C.C. International Public Company Limited and its Subsidiaries

## Statement of changes in equity

Consolidated financial statements														
Note	Retained earnings						Other components of equity							
	Issued and paid-up share capital	Share premium on ordinary shares	Share premium on treasury shares	Legal reserve	General reserve	Unappropriated	Translation reserve	Fair value reserve	Share of other comprehensive income of associates using equity method	Total other components of equity	Equity attributable to owners of the parent	Non-controlling interests	Total equity	
(in Baht)														
Year ended 31 December 2023														
Balance at 1 January 2023	290,633,730	1,487,143,830	51,433,146	50,000,000	2,041,221,883	12,338,900,992	4,099,889	12,234,032,190	1,623,504	12,239,755,583	28,499,089,164	77,499,675	28,576,588,839	
Transactions with owners, recorded directly in equity														
Distributions to owners														
Dividends	21	-	-	-	-	-	(290,633,730)	-	-	-	-	(290,633,730)	(11,760,000)	(302,393,730)
Comprehensive income for the year														
Profit	-	-	-	-	-	894,217,159	-	-	-	-	894,217,159	5,232,354	899,449,513	
Other comprehensive income	-	-	-	-	-	15,907,410	913,566	76,769,710	-	77,683,276	93,590,686	248,210	93,838,896	
Total comprehensive income (expense) for the year	-	-	-	-	-	910,124,569	913,566	76,769,710	-	77,683,276	987,807,845	5,480,564	993,288,409	
Transfer to general reserve	-	-	-	-	58,788,494	(58,788,494)	-	-	-	-	-	-	-	
Transfer to retained earnings	-	-	-	-	-	(26,169,535)	-	10,262,125	-	10,262,125	(15,907,410)	-	(15,907,410)	
Balance at 31 December 2023	290,633,730	1,487,143,830	51,433,146	50,000,000	2,100,010,377	12,873,433,802	5,013,455	12,321,064,025	1,623,504	12,327,700,984	29,180,355,869	71,220,239	29,251,576,108	

The accompanying notes are an integral part of these financial statements.

# I.C.C. International Public Company Limited and its Subsidiaries

## Statement of changes in equity

Separate financial statements								
				Retained earnings			Other components	
	Issued and	Share premium on	Share premium on				of equity	
Note	paid-up	Share premium on	Share premium on	Legal reserve	General reserve	Unappropriated	Fair value	Total
	share capital	ordinary shares	treasury shares				reserve	equity
					(in Baht)			
Year ended 31 December 2022								
Balance at 1 January 2022	290,633,730	1,487,143,830	51,433,146	50,000,000	2,030,721,100	11,599,866,127	12,246,870,612	27,756,668,545
Transactions with owners, recorded directly in equity								
Distributions to owners								
Dividends	21	-	-	-	-	(101,721,806)	-	(101,721,806)
Comprehensive income for the year								
Profit	-	-	-	-	-	587,884,935	-	587,884,935
Other comprehensive income	-	-	-	-	-	104,591,787	5,793,777	110,385,564
Total comprehensive income (expense) for the year	-	-	-	-	-	692,476,722	5,793,777	698,270,499
Transfer to general reserve	-	-	-	-	10,500,783	(10,500,783)	-	-
Transfer to retained earnings	-	-	-	-	-	15,632,199	(15,632,199)	-
Balance at 31 December 2022	290,633,730	1,487,143,830	51,433,146	50,000,000	2,041,221,883	12,195,752,459	12,237,032,190	28,353,217,238

The accompanying notes are an integral part of these financial statements.



**I.C.C. International Public Company Limited and its Subsidiaries****Statement of changes in equity**

		Separate financial statements					Other components		
					Retained earnings		of equity		
	<i>Note</i>	Issued and paid-up share capital	Share premium on ordinary shares	Share premium on treasury shares	Legal reserve	General reserve	Unappropriated	Fair value reserve	Total equity
<i>(in Baht)</i>									
<b>Year ended 31 December 2023</b>									
<b>Balance at 1 January 2023</b>		<b>290,633,730</b>	<b>1,487,143,830</b>	<b>51,433,146</b>	<b>50,000,000</b>	<b>2,041,221,883</b>	<b>12,195,752,459</b>	<b>12,237,032,190</b>	<b>28,353,217,238</b>
<b>Transactions with owners, recorded directly in equity</b>									
<i>Distributions to owners</i>									
Dividends	21	-	-	-	-	-	(290,633,730)	-	(290,633,730)
<b>Comprehensive income for the year</b>									
Profit		-	-	-	-	-	915,330,979	-	915,330,979
Other comprehensive income		-	-	-	-	-	15,907,408	77,890,436	93,797,844
<b>Total comprehensive income (expense) for the year</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>931,238,387</b>	<b>77,890,436</b>	<b>1,009,128,823</b>
Transfer to general reserve		-	-	-	-	58,788,494	(58,788,494)	-	-
Transfer to retained earnings		-	-	-	-	-	(26,169,533)	10,262,125	(15,907,408)
<b>Balance at 31 December 2023</b>		<b>290,633,730</b>	<b>1,487,143,830</b>	<b>51,433,146</b>	<b>50,000,000</b>	<b>2,100,010,377</b>	<b>12,751,399,089</b>	<b>12,325,184,751</b>	<b>29,055,804,923</b>

The accompanying notes are an integral part of these financial statements.

**I.C.C. International Public Company Limited and its Subsidiaries**  
**Statement of cash flows**

	<b>Consolidated</b>		<b>Separate</b>	
	<b>financial statements</b>		<b>financial statements</b>	
	Year ended 31 December		Year ended 31 December	
	2023	2022	2023	2022
	<i>(in Baht)</i>			
<b><i>Cash flows from operating activities</i></b>				
Profit for the year	899,449,513	612,099,073	915,330,979	587,884,935
<i>Adjustments to reconcile profit (loss) to cash receipts (payments)</i>				
Tax expense	34,122,104	41,006,905	19,427,593	39,629,120
Finance costs	16,074,813	11,478,918	10,776,917	9,458,471
Depreciation and amortisation	561,447,487	499,233,290	458,009,577	485,043,004
Impairment loss of investment in subsidiary	-	-	4,145,715	3,517,325
(Reversal of) impairment loss on trade and other receivables	1,103,752	(2,800,021)	1,103,752	(2,763,203)
Loss (gain) on derivative	(26,353,713)	25,224,732	(26,353,713)	25,224,732
Share of profit (loss) of investments in associates accounted for using equity method, net of tax	2,034,379	(14,988,908)	-	-
(Reversal of) losses on inventories devaluation	(17,069,925)	6,617,323	(13,343,976)	9,351,947
Reversal of loss on impairment real estate projects under development	-	(470,739)	-	-
Gain on disposal of assets	(5,015,471)	(390,548,640)	(5,026,040)	(391,444,709)
Gain on transfer other non-current financial asset to investment in associate	-	(28,143,793)	-	-
Gain on bargain purchase	-	(11,474,738)	-	-
Realised unearned lease income	(6,662,408)	(6,662,408)	(6,662,408)	(6,662,408)
Expenses for employee benefits	52,543,856	59,664,713	46,931,882	43,770,964
Dividends income	(921,033,643)	(340,394,044)	(944,762,514)	(351,989,428)
Interest income	(51,524,286)	(12,768,289)	(53,188,926)	(13,345,422)
	539,116,458	447,073,374	406,388,838	437,675,328
<b><i>Changes in operating assets and liabilities</i></b>				
Trade receivables	(73,120,963)	45,695,974	(67,251,162)	(21,676,957)
Other receivables	(9,409,255)	(76,355,627)	(3,798,371)	(51,259,532)
Inventories	(261,531,729)	259,104,036	(257,830,286)	270,185,145
Real estate projects under development	4,014,629	12,645,287	-	-
Other current assets	7,509,471	(155,899,112)	4,529,004	(161,705,157)
Other non-current assets	(523,060)	(9,541,171)	4,090,593	(8,911,870)
Trade payables	44,767,309	(20,463,044)	65,125,385	7,511,704
Other payables	(38,219,478)	19,430,033	(64,045,687)	70,388,725
Other non-current liabilities	(11,874,869)	3,732,223	(10,578,788)	3,974,730
Net cash generated from operating activities	200,728,513	525,421,973	76,629,526	546,182,116
Provisions for employee benefits paid	(27,072,999)	(30,668,693)	(24,317,333)	(26,646,451)
Taxes paid	(33,124,243)	(32,267,639)	(21,749,308)	(30,739,995)
Taxes received	530,247	14,252,890	-	13,577,367
<b>Net cash from operating activities</b>	<b>141,061,518</b>	<b>476,738,531</b>	<b>30,562,885</b>	<b>502,373,037</b>

The accompanying notes are an integral part of these financial statements.

**I.C.C. International Public Company Limited and its Subsidiaries**  
**Statement of cash flows**

	<b>Consolidated</b>		<b>Separate</b>	
	<b>financial statements</b>		<b>financial statements</b>	
	Year ended 31 December		Year ended 31 December	
	2023	2022	2023	2022
	<i>(in Baht)</i>			
<b><i>Cash flows from investing activities</i></b>				
Proceeds from acquisition of subsidiaries, net of cash acquired	-	52,645,699	-	-
Increase in current investments	(1,479,203,775)	(2,580,401,553)	(1,479,203,775)	(2,580,401,553)
Decrease in current investments	2,580,401,553	1,291,392,494	2,580,401,553	1,291,392,494
Proceeds from sale of equity securities	-	34,601,773	-	34,601,774
Proceeds from return of capital	9,753,642	-	8,608,874	-
Acquisition of equity securities	(656,040,132)	(487,597,470)	(653,780,212)	(487,597,470)
Acquisition of debt securities	-	(90,000,000)	-	(90,000,000)
Acquisition of investment in associate	(103,074,440)	(15,412,000)	(103,074,440)	(15,412,000)
Payment for increase in share capital of investment in associate	-	(23,940,000)	-	(23,940,000)
Acquisition of investment in subsidiary	-	-	-	(8,880,000)
Proceeds from sale of assets	29,262,186	601,789,076	29,262,186	612,349,928
Acquisition of assets	(94,091,146)	(159,801,234)	(93,237,939)	(157,819,013)
Proceeds from repayment of loans to related parties and employees	-	3,550,000	-	11,050,000
Loan to related party	(500,000,000)	(3,550,000)	(500,000,000)	(3,550,000)
Dividends received	932,522,514	351,989,428	944,762,514	351,989,428
Interest received	46,494,950	10,707,006	48,177,344	11,288,045
<b>Net cash from (used in) investing activities</b>	<b>766,025,352</b>	<b>(1,014,026,781)</b>	<b>781,916,105</b>	<b>(1,054,928,367)</b>
<b><i>Cash flows from financing activities</i></b>				
Increase (decrease) in bank overdrafts and short-term borrowing from financial institutions	(9,218,354)	13,704,749	-	-
Proceeds from short-term borrowings from related parties	20,000,000	-	-	-
Repayment of short-term borrowings from related parties	-	(2,000,000)	-	-
Decrease in restricted deposits at financial institution	-	10,000,000	-	-
Payment of lease liabilities	(402,634,647)	(326,193,117)	(315,375,667)	(316,762,343)
Dividends paid to owners of the Company	(290,633,730)	(101,721,806)	(290,633,730)	(101,721,806)
Dividends paid to non-controlling interests	(11,760,000)	-	-	-
Interest paid	(16,102,571)	(11,459,299)	(10,776,917)	(9,458,471)
<b>Net cash used in financing activities</b>	<b>(710,349,302)</b>	<b>(417,669,473)</b>	<b>(616,786,314)</b>	<b>(427,942,620)</b>
Net increase (decrease) in cash and cash equivalents, before effect of exchange rate changes	196,737,568	(954,957,723)	195,692,676	(980,497,950)
Effect of exchange rate changes on cash and cash equivalents	815,975	6,338,669	-	-
<b>Net increase (decrease) in cash and cash equivalents</b>	<b>197,553,543</b>	<b>(948,619,054)</b>	<b>195,692,676</b>	<b>(980,497,950)</b>
Cash and cash equivalents at 1 January	702,597,613	1,651,216,667	655,762,194	1,636,260,144
<b>Cash and cash equivalents at 31 December</b>	<b>900,151,156</b>	<b>702,597,613</b>	<b>851,454,870</b>	<b>655,762,194</b>

The accompanying notes are an integral part of these financial statements.

## I.C.C. International Public Company Limited and its Subsidiaries

## Statement of cash flows

	Consolidated		Separate	
	financial statements		financial statements	
	Year ended 31 December		Year ended 31 December	
	2023	2022	2023	2022
	<i>(in Baht)</i>			
<b><i>Non-cash transactions</i></b>				
Increase in fair value of investments	118,978,697	7,242,221	117,247,305	7,242,221
Payable for purchases of assets	6,123,795	(905,595)	6,123,795	(905,595)
Increase in right-of-use assets	(480,583,077)	(357,378,369)	(474,502,648)	(184,585,774)
Decrease in right-of-use assets	598,517,871	32,184,972	598,217,945	30,241,455
Transfer property, plant and equipment to investment properties	-	579,308	-	579,308
Transfer property, plant and equipment to other intangible assets	-	311,180	-	311,180

The accompanying notes are an integral part of these financial statements.

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These notes form an integral part of the financial statements.

The financial statements issued for Thai statutory and regulatory reporting purposes are prepared in the Thai language. These English language financial statements have been prepared from the Thai language statutory financial statements, and were approved and authorized for issue by the Board of Directors on 26 February 2024.

## **1 General information**

I.C.C. International Public Company Limited, the “Company”, is incorporated in Thailand and was listed on the Stock Exchange of Thailand in December 1978. The Company’s registered office at 530 Soi Sathupradit 58, Bang Phong Phang subdistrict, Yannawa district, Bangkok.

The Company’s major shareholders during the financial year were Saha Pathana Inter-Holding Public Company Limited (24.81% shareholding) and I.D.F. Company Limited (10.23% shareholding). Both companies were incorporated in Thailand.

The principle activity of the Company is distributing consumer products. Details of the Company’s subsidiaries as at 31 December 2023 and 2022 are given in note 10.

## **2 Basis of preparation of financial statements**

The financial statements are prepared in accordance with Thai Financial Reporting Standards (“TFRS”), guidelines promulgated by the Federation of Accounting Professions and applicable rules and regulations of the Thai Securities and Exchange Commission. The financial statements are presented in Thai Baht, which is the Company’s functional currency. The described accounting policies have been applied consistently to all periods presented in these financial statements.

The preparation of financial statements in conformity with TFRS requires management to make judgements, estimates and assumptions that affect the application of the Group’s accounting policies. Actual results may differ from these estimates. Estimates and underlying assumptions that are described in each note are reviewed on an ongoing basis. Revisions to accounting estimates are recognised prospectively.

## **3 Significant accounting policies**

### **(a) Basis of consolidation**

The consolidated financial statements relate to the Company and its subsidiaries (together referred to as the “Group”) and the Group’s interests in associates.

Subsidiaries are entities controlled by the Group. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

When the Group loses control over a subsidiary, it derecognises the assets and liabilities, and any related non-controlling interests and other components of equity of the subsidiary. Any resulting gain or loss is recognised in profit or loss. Any interest retained in the former subsidiary is measured at fair value when control is lost.

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Associates are those entities in which the Group has significant influence, but not control or joint control, over the financial and operating policies.

The Group recognised investments in associates using the equity method in the consolidated financial statements. They are initially recognised at cost, which includes transaction costs. Subsequent to initial recognition, the consolidated financial statements include the Group's dividend income and share of the profit or loss and other comprehensive income of equity-accounted investees, until the date on which significant influence ceases.

Intra-group balances and transactions, and any unrealised income or expenses arising from intra-group transactions, are eliminated on consolidation. Unrealised gains arising from transactions with associates are eliminated against the investment to the extent of the Group's interest in the investee. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment.

*Business combinations*

The Group applies the acquisition method when the Group assess that the acquired set of activities and assets include, at a minimum, an input and a substantive process that together significantly contribute to the ability to create output. The acquisition date is the date on which control is transferred to the Group. Expenses in connection with a business combination are recognised as incurred.

Goodwill is measured as the fair value of the consideration transferred including the recognised amount of any non-controlling interest in the acquiree, less net fair value of the identifiable assets acquired and liabilities assumed. Any gain on bargain purchase is recognised in profit or loss immediately.

Consideration transferred includes assets transferred, liabilities incurred by the Group to the previous owners of the acquiree, any contingent consideration and equity interests issued by the Group.

Any contingent consideration is measured at fair value at the date of acquisition, and remeasured at fair value at each reporting date. Subsequent changes in the fair value are recognised in profit or loss.

A contingent liability of the acquiree is assumed in a business combination only if such a liability represents a present obligation and arises from a past event, and its fair value can be measured reliably.

If the initial accounting for a business combination is incomplete by the end of the reporting period in which the combination occurs, the Group estimates provisional amounts for the items for which the accounting is incomplete. Those provisional amounts are adjusted during the measurement period, or additional assets or liabilities are recognised, to reflect new information obtained about facts and circumstances that existed at the acquisition date that, if known, would have affected the amounts recognised at that date.

When a business combination is achieved in stages, the Group's previously held equity interest in the acquiree is remeasured to its acquisition-date fair value and the resulting gain or loss, if any, is recognised in profit or loss. Amounts arising from interests in the acquiree prior to the acquisition date that have previously been recognised in other comprehensive income are recognised as would be required if that interest were disposed of.



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**(b) Investments in subsidiaries and associates**

Investments in subsidiaries and associates in the separate financial statements are measured at cost less allowance for impairment losses. Dividend income is recognised in profit or loss on the date on which the Group's right to receive payment is established. If the Company disposes of part of its investment, the deemed cost of the part sold is determined using the weighted average method. Gains and losses on disposal of the investments are recognised in profit or loss.

**(c) Foreign currencies**

Transactions in foreign currencies including non-monetary assets and liabilities denominated in foreign currencies are translated to the respective functional currencies of each entity in the Group at exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate at the reporting date.

Foreign currency differences are generally recognised in profit or loss. However, foreign currency differences arising from the translation of the following items are recognised in other comprehensive income:

- an investment in equity securities designated as at FVOCI (except on impairment, in which case foreign currency differences that have been recognised in other comprehensive income are reclassified to profit or loss).

*Foreign operations*

The assets and liabilities of foreign operations are translated to Thai Baht at the exchange rates at the reporting date. The revenues and expenses of foreign operations are translated to Thai Baht at rates approximating the exchange rates at the dates of the transactions.

Foreign exchange differences are recognised in other comprehensive income and accumulated in the translation reserve until disposal of the investment, except to extent that the translation difference is allocated to non-controlling interest.

When a foreign operation is disposed of in its entirety or partially such that control is lost, the cumulative amount in the translation reserve related to that foreign operation is reclassified to profit or loss as part of the gain or loss on disposal.

When the settlement of a monetary item receivable from or payable to a foreign operation is neither planned nor likely in the foreseeable future, exchange gains and losses arising from such a monetary item are considered to form part of a net investment in a foreign operation and are recognised in other comprehensive income, and presented in the translation reserve in equity until disposal of the investment.

**(d) Financial instruments**

*(d.1) Classification and measurement*

Other financial assets and financial liabilities (except trade accounts receivables (see note 3(f))) are initially recognised when the Group becomes a party to the contractual provisions of the instrument, and measured at fair value plus or minus, for an item not at fair value through profit or loss (FVTPL), transaction costs that are directly attributable to its acquisition.

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On initial recognition, a financial asset is classified as measured at: amortised cost; fair value to other comprehensive income (FVOCI); FVTPL. Financial assets are not reclassified subsequent to their initial recognition unless the Group changes its business model for managing financial assets, in which case all affected financial assets are reclassified prospectively from the reclassification date.

On initial recognition, financial liabilities are classified as measured at amortised cost using the effective interest method or FVTPL. Interest expense, foreign exchange gains and losses and any gain or loss on derecognition are recognised in profit or loss.

Financial assets measured at amortised costs are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by expected credit losses. Interest income, foreign exchange gains and losses, expected credit loss and any gain or loss on derecognition are recognised in profit or loss.

Equity investments measured at FVOCI are subsequently measured at fair value. Dividend income is recognised as income in profit or loss on the date on which the Group's right to receive payment is established, unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI and are never reclassified to profit or loss.

*(d.2) Derecognition and offset*

The Group derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Group neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

The Group derecognises a financial liability when its contractual obligations are discharged or cancelled, or expire. The Group also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

The difference between the carrying amount extinguished and the consideration received or paid is recognised in profit or loss.

Financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Group currently has a legally enforceable right to set off the amounts and the Group intends either to settle them on a net basis or to realise the asset and settle the liability simultaneously.

*(d.3) Derivatives*

Derivatives are recognised at fair value and remeasured at fair value at each reporting date. The gain or loss on remeasurement to fair value is recognised immediately in profit or loss.

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*(d.4) Impairment of financial assets other than trade receivables*

The Group recognises allowances for expected credit losses (ECLs) on financial assets measured at amortised cost.

The Group recognises ECLs equal to 12-month ECLs unless there has been a significant increase in credit risk of the financial instrument since initial recognition or credit-impaired financial assets, in which case the loss allowance is measured at an amount equal to lifetime ECLs.

ECLs are a probability-weighted estimate of credit losses based on forward-looking and historical experience. Credit losses are measured as the present value of all cash shortfalls discounted by the effective interest rate of the financial asset.

The Group assumes that the credit risk on a financial asset has increased significantly if it is more than 30 days past due, significant deterioration in credit rating, significant deterioration in the operating results of the debtor and existing or forecast changes in the technological, market, economic or legal environment that have a significant adverse effect on the debtor's ability to meet its obligation to the Group.

The Group considers a financial asset to be in default when:

- the debtor is unlikely to pay its credit obligations to the Group in full, without recourse by the Group takes action such as realising security (if any is held); or
- the financial asset is more than 12 months past due.

*(d.5) Write offs*

The gross carrying amount of a financial asset is written off when the Group has no reasonable expectations of recovering. Subsequent recoveries of an asset that was previously written off, are recognised as a reversal of impairment in profit or loss in the period in which the recovery occurs.

*(d.6) Interest*

Interest income and expense is recognised in profit or loss using the effective interest method. In calculating interest income and expense, the effective interest rate is applied to the gross carrying amount of the asset (when the asset is not credit-impaired) or to the amortised cost of the liability.

**(e) Cash and cash equivalents**

Cash and cash equivalents comprise cash balances, call deposits and highly liquid short-term investments which have maturities of three months or less from the date of acquisition. Bank overdrafts that are repayable on demand are a component of financing activities for the purpose of the statement of cash flows.

**(f) Trade receivables**

A trade receivable is recognised when the Group has an unconditional right to receive consideration. A trade receivable is measured at transaction price less allowance for expected credit loss. Bad debts are written off when incurred.

# I.C.C. International Public Company Limited and its subsidiaries

## Notes to the financial statements

For the year ended 31 December 2023

The Group estimates lifetime expected credit losses (ECLs), using a provision matrix to find the ECLs rates. This method groups the debtors based on shared credit risk characteristics and past due status, taking into account historical credit loss data, adjusted for factors that are specific to the debtors and an assessment of both current economic conditions and forward-looking general economic conditions at the reporting date.

### (g) *Inventories*

Inventories are measured at the lower of cost and net realisable value. Cost of inventories in categories of trading, consignment goods sales to distributor with condition, manufactured inventories and work-in-progress are calculated using the weighted average cost principle and for cost of inventories on real estate-condominium is calculated using the specific method. Cost of inventory comprises all costs of purchase, costs of conversion and other costs incurred in bringing the inventories to their present location and condition. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs to complete and to make the sale.

### (h) *Real estate development projects*

Real estate development projects are projects for the development of properties with the intention of sale in the ordinary course of business. They are stated at the lower of cost and estimated net realisable value. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs to complete and to make the sale.

The cost of real estate development projects comprises specifically identified costs, including acquisition costs, development expenditure, borrowing costs and other related expenditure. Borrowing costs payable on loans funding real estate development projects are capitalised, on a specific identification basis, as part of the cost of the property until the completion of development.

### (i) *Sales VAT on consignment sales of inventories*

Sales VAT on consignment sales shall be recorded and payable when the goods have been delivered to distributor and sales VAT has been submitted to the Revenue Department. This sales VAT shall be recorded as current asset in the statement of financial position. The Company shall also call for VAT from distributor after the goods have been sold to customers.

### (j) *Investment properties*

Investment properties are properties which are held to earn rental income, for capital appreciation or for both, but not for sale in the ordinary course of business, use in the production or supply of goods or services or for administrative purposes.

Investment properties are measured at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the investment property. The cost of self-constructed assets includes capitalised borrowing costs.

Depreciation is calculated on a straight-line basis over the estimated useful lives of each property and recognised in profit or loss. No depreciation is charged on freehold land.

The estimated useful lives are as follows:

Land improvements	5 years
Buildings	10 - 40 years

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Differences between the proceeds from disposal and the carrying amount of investment property are recognised in profit or loss.

**(k) Property, plant and equipment**

Property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

Differences between the proceeds from disposal and the carrying amount of property, plant and equipment, and are recognised in profit or loss.

When the use of a property changes from owner-occupied to investment property, the property is reclassified as investment property and accounted for at book value.

*Subsequent costs*

The cost of replacing a part of an item of property, plant and equipment is recognised in the carrying amount of the item when the future economic benefits embodied within the part will flow to the Group, and its cost can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

*Depreciation*

Depreciation is calculated on a straight-line basis over the estimated useful lives of each component of an asset except for the computer has been determined by using the Sum of Year's Digit Method and recognised in profit or loss. No depreciation charge on freehold land and assets under construction.

The estimated useful lives are as follows:

Buildings and improvements	20 - 50	years
Office equipment	3 - 5	years
Furniture and fixtures	5 - 15	years
Vehicles	5	years

**(l) Intangible assets**

Other intangible assets are measured at cost less accumulated amortisation and impairment losses. Subsequent expenditure is capitalised only when it will generate future economic benefits. Amortisation is calculated on a straight-line basis over the estimated useful lives of intangible assets and recognised in profit or loss. No amortisation is provided on software under development.

The estimated useful lives are as follows:

Trademarks	10	years
License database of customers	10	years
Software licenses	10	years

**(m) Lease**

At inception of a contract, the Group assesses that a contract is, or contains, a lease when it conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

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*As a lessee*

At commencement or on modification of a contract, allocates the consideration in the contract to each lease component on the basis of its relative stand-alone prices of each component. For the leases of property, the Group has elected not to separate non-lease components and account for the lease and non-lease components wholly as a single lease component.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date except for leases of low-value assets and short-term leases which are recognised as an expense on a straight-line basis over the respective lease terms.

Right-of-use asset is measured at cost, less any accumulated depreciation and impairment loss, and adjusted for any remeasurements of lease liability. The cost of right-of-use asset includes the initial amount of the lease liability adjusted for any lease payments, plus any initial direct costs incurred. Depreciation is charged to profit or loss on a straight-line method from the commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the Group by the end of the lease term or the Group will exercise a purchase option. In that case the right-of-use asset will be depreciated over the useful life of the underlying asset, which is determined on the same basis as those of property and equipment.

The lease liability is initially measured at the present value of all lease payments that shall be paid under the lease. The Group uses the Group's incremental borrowing rate to discount the lease payments to the present value. The Group determines its incremental borrowing rate by obtaining interest rates from various external financing sources and makes certain adjustments to reflect the terms of the lease and type of the asset leased.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a lease modification or a change in the assessment of options specified in the lease. When the lease liability is remeasured, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero. However, for leases that received COVID-19 related rent concessions and the Group elected not to assess that the rent concessions are lease modification, the Group remeasured lease liabilities using the original discount rate and recognised the impact of the change in lease liability in profit or loss.

*As a lessor*

At inception or on modification of a contract, the Group allocates the consideration in the contract to each component on the basis of their relative standalone selling prices.

At lease inception, the Group considers to classify a lease that transfers substantially all of the risks and rewards incidental to ownership of the underlying asset to lessees as a finance lease. A lease that does not meet this criteria is classified as an operating lease.

The Group recognises lease payments received under operating leases in profit or loss on a straight-line basis over the lease term as part of other income. Initial direct costs incurred in arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as other income in the accounting period in which they are earned.

The Group derecognises and determines impairment on the lease receivables as disclosed in note 3(d).

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**(n) Impairment of non-financial assets**

The carrying amounts of the Group's assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, the assets' recoverable amounts are estimated.

An impairment loss is recognised in profit or loss if the carrying amount of an asset exceeds its recoverable amount.

The recoverable amount is the greater of the asset's value in use and fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For an asset that does not generate cash inflows largely independent of those from other assets, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

An impairment loss of asset recognised in prior periods is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

**(o) Employee benefits**

*Defined contribution plans*

Obligations for contributions to the Group's provident funds are expensed as the related service is provided. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available.

*Defined benefit plans*

The Group's net obligation in respect of defined benefit plans is calculated by estimating the amount of future benefit that employees have earned in the current and prior periods. The defined benefit obligations is discounted to the present value, which performed by a qualified actuary using the projected unit credit method.

Remeasurements of the net defined benefit liability, actuarial gain or loss are recognised immediately in OCI. The Group determines the interest expense on the net defined benefit liability for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the annual period, taking into account any changes in the net defined benefit liability during the period as a result of contributions and benefit payments. Net interest expense and other expenses related to defined benefit plans are recognised in profit or loss.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The Group recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

The Group's net obligation in respect of long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods. That benefit is discounted to determine its present value. Remeasurements are recognised in profit or loss in the period in which they arise.



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Termination benefits are expensed at the earlier of when the Group can no longer withdraw the offer of those benefits and when the Group recognizes costs for a restructuring. If benefits are not expected to be settled wholly within 12 months of the end of the reporting period, then they are discounted.

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

**(p) Provisions**

A provision is recognised if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The unwinding of the discount is recognised as finance cost.

**(q) Fair values measurement**

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or, in its absence, the most advantageous market to which the Group has access at that date. The fair value of a liability reflects its non-performance risk.

When measuring the fair value of an asset or a liability, the Group uses observable market data as far as possible. Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows:

- *Level 1*: quoted prices in active markets for identical assets or liabilities.
- *Level 2*: inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.
- *Level 3*: inputs for the asset or liability that are based on unobservable input.

The Group recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

If an asset or a liability measured at fair value has a bid price and an ask price, then the Group measures assets and asset positions at a bid price and liabilities and liability positions at an ask price.

The best evidence of the fair value of a financial instrument on initial recognition is normally the transaction price – i.e. the fair value of the consideration given or received. If the Group determines that the fair value on initial recognition differs from the transaction price, the financial instrument is initially measured at fair value adjusted for the difference between the fair value on initial recognition and the transaction price and the difference is recognised in profit or loss immediately. However, for the fair value categorised as level 3, such difference is deferred and will be recognised in profit or loss on an appropriate basis over the life of the instrument or until the fair value level is transferred or the transaction is closed out.

**(r) Revenue**

Revenue is recognised when a customer obtains control of the goods in an amount that reflects the consideration to which the Group expects to be entitled, excluding those amounts collected on behalf of third parties, value added tax and is after deduction of any trade discounts.

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*Sale of goods*

Revenue from sales of goods is recognised on the date on which the goods are delivered to the customers. For the sales that permit the customers to return the goods, the Group estimates the returns based on the historical return data, does not recognise revenue and cost of sale for the estimated products to be returned.

*Sale of real estate*

Sale of real estate development project is recognised when the construction works are completed and the ownership has been transferred to buyers.

**(s) Other income**

Other income comprises dividend, interest income and others. Dividend income is recognised in profit or loss on the date on which the Group's right to receive payment is established.

**(t) Income tax**

Income tax expense for the year comprises current and deferred tax, which is recognised in profit or loss except to the extent that it relates to a business combination, or items recognised directly in equity or in other comprehensive income.

Current tax is recognised in respect of the taxable income or loss for the year, using tax rates enacted or substantively enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is not recognised for the temporary differences: the initial recognition of goodwill; the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss; and differences relating to investments in subsidiaries to the extent that it is probable that they will not reverse in the foreseeable future.

The measurement of deferred tax reflects the tax consequences that would follow the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities, using tax rates enacted or substantively enacted at the reporting date. Current deferred tax assets and liabilities are offset in the separate financial statements.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which the temporary differences can be utilised. Deferred tax assets are reviewed at each reporting date and reduced to the extent that it is no longer probable that the related tax benefit will be realised.

**(u) Earnings per share**

Basic earnings per share (EPS) is calculated by dividing the profit or loss attributable to ordinary shareholders of the Company by the weighted average number of ordinary shares outstanding during the year, adjusted for own shares held.

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**4 Acquisition of subsidiary**

*Acquisition of Tiger Distribution & Logistics Co., Ltd.*

In July 2022, the Company purchased ordinary shares of Tiger Distribution & Logistics Co., Ltd. from the other parties 400,000 shares, amounting to Baht 15.41 million, resulting to increase of the Company's proportionate shareholding from 19.90% to 39.90%. Therefore, investments in Tiger Distribution & Logistics Co., Ltd. changed its status from investments in equity instruments measured at FVOCI to investments in associates and recognised a gain on transferring of other non-current financial assets to investments in associates amounting to Baht 28.14 million.

On 25 August 2022, Tiger Distribution & Logistics Co., Ltd. approved to increase its registered share capital from Baht 20 million to Baht 80 million by issuing ordinary share 6 million shares, a par value of 10 Baht per share. Some existing shareholders declined the right to purchase the increasing in share capital. Tiger Distribution & Logistics Co., Ltd. allocated the remaining of increasing in shares capital to other existing shareholders. Subsequently, at the Board of Director's Meeting of the Company held on 14 October 2022, the board directors approved to exercise the right to purchase the increasing in share of 2.39 million shares at Baht 10 per share, amounting to Baht 23.94 million and acquire increasing in share capital 0.88 million shares from some existing shareholders due to declining to purchase the right at Baht 10 per share, amounting to Baht 8.88 million, resulting to increasing of the company's proportional shareholding from 39.90% to 51.00% of share capital of Tiger Distribution & Logistics Co., Ltd. The Company obtained the control of Tiger Distribution & Logistics Co., Ltd.

Taking control of Tiger Distribution & Logistics Co., Ltd. will enable the Group's gain benefit from supply chain for warehouse management, enable providing full-cycle services in order to expand its distribution channel to amid the digital circumstance expeditiously and enhance the Group's existing efficiency.

During the period from acquisition date to 31 December 2022, Tiger Distribution & Logistics Co., Ltd. contributed revenue of Baht 64.45 million and profit of Baht 3.38 million to the Group's results. If the acquisition had occurred on 1 January 2022, management estimates that consolidated revenue would have increased by Baht 267.44 million and consolidated profit for the year would have increased by Baht 41.28 million. In determining these amounts, management has assumed that the fair value adjustments, determined provisionally, that arose on the date of acquisition would have been the same if the acquisition had occurred on 1 January 2022.

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The following summaries the major classes of consideration transferred, and the recognized amounts of assets acquired and liabilities assumed at the acquisition date:

<i><b>Identifiable assets acquired and liabilities assumed</b></i>	<b>Fair value</b> <i>(in thousand Baht)</i>
Cash and cash equivalents	61,526
Trade and other current receivables	64,793
Inventories	26
Other current assets	23,690
Restricted deposits at financial institution	45,000
Long-term investments	3,545
Property, plant and equipment	54,877
Intangible assets	1,041
Trade and other current payables	(53,206)
Other current liabilities	(10,297)
Non-current provisions for employee benefit	(4,295)
Deferred tax liabilities	(1,257)
Other non-current liabilities	(2,067)
<b>Total identifiable net assets</b>	<b>183,376</b>
<i>Less Non-controlling interest (49%)</i>	<i>(89,854)</i>
<b>Total identifiable net assets received</b>	<b>93,522</b>
 Book value of the previously held equity interest at the date of acquisition in subsidiary	 73,046
Fair value of the previously held equity interest	73,167
<b>Gain on remeasurement value of investment recognized fair value of the previously held equity interest</b>	<b>121</b>
 Total identifiable net assets received	 93,522
Fair value of the previously held equity interest	(73,167)
Purchase consideration transferred	(8,880)
<b>Gain on bargain purchase</b>	<b>11,475</b>
 Net cash acquired with the subsidiary	 61,526
Cash paid	(8,880)
<b>Net cash outflow</b>	<b>52,646</b>

During the fourth quarter of 2022, the determining of the fair value by an independent appraiser was completed and the identifiable assets acquired and liabilities assumed completely recognised as fair value.

The Group is continuing its review of these matters during the measurement period. If new information obtained within one year from the acquisition date about facts and circumstances that existed at the acquisition date identifies adjustments to the above provisional fair values, or any additional assets or liabilities that existed at the acquisition date, then the acquisition accounting will be revised.

## **5 Related parties**

A related party is a person or entity that has direct or indirect control, or has significant influence over the financial and managerial decision-making of the Group; a person or entity that are under common control or under the same significant influence as the Group; or the Group has direct or indirect control or has significant influence over the financial and managerial decision-making of a person or entity.

# I.C.C. International Public Company Limited and its subsidiaries

## Notes to the financial statements

### For the year ended 31 December 2023

Relationships with parent, ultimate parent, associates and subsidiaries are described in notes 9 and 10. Other related parties that the Group had significant transactions with during the year were as follows:

Name of entities	Country of incorporation/ nationality	Ownership interest (%)	Nature of relationships
Key management personnel	Thai	-	Persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of the Company.
Saha Pathana Inter-Holding Plc.	Thai	9.97	Major shareholders, 24.81% shareholding, some common shareholders and directors
I.D.F. Company Limited	Thai	9.00	Major shareholders, 10.23% shareholding, some common shareholders and directors
Saha Pathanapibul Plc.	Thai	10.55	8.53% shareholding, some common shareholders and directors
Sahapat Real Estate Co., Ltd.	Thai	19.90	Some common directors
O.C.C. Plc.	Thai	19.73	0.55% shareholding, some common directors
International Laboratories Co., Ltd.	Thai	19.56	1.10% shareholding, some common directors
Thai Cubic Technology Co., Ltd.	Thai	19.00	Some common directors
H & B Intertex Co., Ltd.	Thai	19.00	Some common directors
Kingbridge Asset Co., Ltd.	Thai	19.00	Some common directors
SHOP Global (Thailand) Co., Ltd.	Thai	17.42	Some common directors
Bangkok Tokyo Socks Co., Ltd.	Thai	17.31	Some common directors
Pan Land Co., Ltd.	Thai	16.67	Some common directors
BNC Real Estate Co., Ltd.	Thai	16.67	Some common directors
Better Way (Thailand) Co., Ltd.	Thai	16.48	Some common directors
Thai Gunze Co., Ltd.	Thai	16.00	Some common directors
King Square Development Co., Ltd.	Thai	15.00	Some common directors
S & J International Enterprises Plc.	Thai	14.61	Some common directors
Champ Ace Co., Ltd.	Thai	12.50	Some common directors
Morgan De Toi (Thailand) Co., Ltd.	Thai	12.00	Some common directors
Lion Corporation (Thailand) Co., Ltd.	Thai	12.00	Some common directors
			are close member of the family of the Company's management

**I.C.C. International Public Company Limited and its subsidiaries****Notes to the financial statements****For the year ended 31 December 2023**

<b>Name of entities</b>	<b>Country of incorporation/ nationality</b>	<b>Ownership interest (%)</b>	<b>Nature of relationships</b>
Kewpie (Thailand) Co., Ltd.	Thai	10.77	Some common directors are close member of the family of the Company's management
TPCS Plc.	Thai	10.43	Common shareholders
Far East Fame Line DDB Plc.	Thai	10.41	Some common directors
Kai I.T. Service Co., Ltd.	Thai	10.00	Indirect holding by Vitayasithi Co., Ltd.
Total Way Image Co., Ltd.	Thai	10.00	Common shareholders
E.P.F. Co., Ltd.	Thai	10.00	Some common directors are close member of the family of the Company's management
Kingbridge Tower Co., Ltd. (Formerly; Saha Capital Tower Co., Ltd.)	Thai	10.00	Common shareholders
K.T.Y. Industry Co., Ltd.	Thai	9.93	Some common directors
Dairy Thai Co., Ltd.	Thai	9.13	Some common directors are close member of the family of the Company's management
First United Industry Co., Ltd.	Thai	9.12	Some common directors
Thai Bunka Fashion Co., Ltd.	Thai	8.00	Some common directors are close member of the family of the Company's management
Seino Saha Logistic Co., Ltd.	Thai	7.75	Some common directors are close member of the family of the Company's management
Thanulux Plc.	Thai	6.28	Some common directors
Sun Vending Technology Plc.	Thai	5.89	Some common directors are close member of the family of the Company's management
Pattaya Manufacturing Co., Ltd.	Thai	5.33	Common shareholders
People's Garment Plc.	Thai	5.25	0.60% shareholding, some common directors
Thai Wacoal Plc.	Thai	5.18	3.82% shareholding, some common directors
Saha Komehyo Co., Ltd.	Thai	5.00	Some common directors are close member of the family of the Company's management
Thai Arusu Co., Ltd.	Thai	4.17	Some common directors
The Mall Ratchasima Co., Ltd.	Thai	4.00	Some common directors are close member of the family of the Company's management
Pens Marketing and Distribution Co., Ltd.	Thai	3.50	Some common directors

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<b>Name of entities</b>	<b>Country of incorporation/ nationality</b>	<b>Ownership interest (%)</b>	<b>Nature of relationships</b>
Thai President Foods Plc.	Thai	1.25	Some common directors are close member of the family of the Company's management
Naraphrn Co.,Ltd.	Thai	-	0.05% shareholding, some common directors
Can Co., Ltd.	Thai	-	Some common directors
Koraj Watana Co., Ltd.	Thai	-	Some common directors
Sun and Sand Co., Ltd.	Thai	-	Some common directors
Paknumpo Wattana Co., Ltd.	Thai	-	Some common directors
Maharachapreuk Co., Ltd.	Thai	-	Some common directors
Sukhatasana Co., Ltd.	Thai	-	Some common directors
Intanin Chiangmai Co., Ltd.	Thai	-	Some common directors
Inter South Co., Ltd.	Thai	-	Some common directors
Eastern I.C.C. Co., Ltd.	Thai	-	Some common directors
International Commercial Coordination Co., Ltd.	Thai	-	Some common directors
WBLP Co., Ltd.	Thai	-	Some common directors
Data First Co., Ltd.	Thai	-	Some common directors
United Assets Development Co., Ltd.	Thai	-	Some common directors
Bangkok Tower (1999) Co., Ltd.	Thai	-	Some common directors
Quantum SDGM Co., Ltd.	Thai	-	Some common directors
WHA Corporation Public Co., Ltd.	Thai	-	Some common directors
WHA Industrial Development Public Co., Ltd.	Thai	-	Some common directors
Triopa Co., Ltd.	Thai	-	Some common directors
Torfun Estate Co., Ltd.	Thai	-	Some common directors
Torfun House Co., Ltd.	Thai	-	Some common directors
Tpi Polene Power Public Co., Ltd.	Thai	-	Some common directors
Bee System Co., Ltd.	Thai	-	Some common directors
Proud Real Estate Public Co., Ltd.	Thai	-	Some common directors
Pontex (Thailand) Co., Ltd.	Thai	-	Some common directors
Pattaya Kabinburi Co., Ltd.	Thai	-	Some common directors
Wang Thong Agri-Products Co., Ltd.	Thai	-	Some common directors
Wacoal Kabinburi Co., Ltd.	Thai	-	Some common directors
Wacoal Lamphun Co., Ltd.	Thai	-	Some common directors
Sabuy Connex Tech Public Co., Ltd.	Thai	-	Some common directors
Sinparadorn Co., Ltd.	Thai	-	Some common directors
Sukhumvit 56 Land Co., Ltd.	Thai	-	Some common directors
Kkp Dime Co., Ltd.	Thai	-	Some common directors
Aksorn Education Public Co.,Ltd.	Thai	-	Some common directors
Arkitektura Co.,Ltd.	Thai	-	Some common directors
E F Co., Ltd.	Thai	-	Some common directors
Honda Leasing (Thailand) Co., Ltd.	Thai	-	Some common directors
Honda Automobile (Thailand) Co., Ltd.	Thai	-	Some common directors
Better Leasing Co., Ltd.	Thai	-	Some common directors
Pek Industry Co., Ltd.	Thai	-	Some common directors
Lek Yai Co., Ltd.	Thai	-	Some common directors
Spc Ventures Co., Ltd.	Thai	-	Some common directors
Chokchaipibul Co., Ltd.	Thai	-	Some common directors



# I.C.C. International Public Company Limited and its subsidiaries

## Notes to the financial statements

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Name of entities	Country of incorporation/ nationality	Ownership interest (%)	Nature of relationships
4WD VISION COMPANY LIMITED	Thai	-	Some common directors
Fourgle (Thailand) Co., Ltd.	Thai	-	Some common directors
TNLX Co., Ltd.	Thai	-	Some common directors
S.T. (Thailand) Co.,Ltd.	Thai	-	Some common directors
Pitakkij Security Guard Co.,Ltd.	Thai	-	Some common directors

Significant transactions for the years ended 31 December with related parties were as follows:

<i>Related parties</i> <i>Year ended 31 December</i>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
<b>Subsidiaries</b>				
Sales of goods	-	-	13,385	21,443
Dividend income	-	-	12,240	-
Other income	-	-	7,408	8,902
Purchases of goods	-	-	74,872	60,813
Distribution costs	-	-	162,299	32,838
Other expenses	-	-	874	111
<b>Associates</b>				
Sales of goods	735	128	-	128
Dividend income	11,489	11,595	11,489	11,595
Other income	842	474	842	474
Purchases of goods	107,221	90,399	107,221	90,399
Distribution costs	4,682	50,363	4,682	50,363
Other expenses	6,123	5,256	6,096	4,574
<b>Other related parties</b>				
Sales of goods	618,676	390,052	390,713	321,499
Dividend income	301,637	305,605	301,637	305,605
Sales of assets	24,145	600,824	24,145	600,824
Other income	113,172	110,485	111,737	108,220
Purchases of goods	4,826,716	4,594,736	4,820,901	4,590,881
Purchase of assets	29,484	44,030	29,484	44,025
Distribution costs	115,388	222,494	114,046	222,478
Other expenses	63,567	140,635	60,301	54,313
<b>Key management personnel</b>				
Key management personnel compensation				
Short-term employee benefits	71,468	65,802	60,414	55,014
Long-term benefits	5,272	5,010	3,508	3,247
<b>Total key management personnel compensation</b>	<b>76,740</b>	<b>70,812</b>	<b>63,922</b>	<b>58,261</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
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<i>Balances with related parties</i> <i>At 31 December</i>	<b>Consolidated</b> <b>financial statements</b>		<b>Separate</b> <b>financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
<b><i>Trade accounts receivables</i></b>				
Subsidiaries	-	-	4,831	6,859
Other related parties	121,849	85,568	115,610	85,349
<b>Total</b>	<b>121,849</b>	<b>85,568</b>	<b>120,441</b>	<b>92,208</b>
<b><i>Other receivables</i></b>				
Subsidiaries	-	-	2,103	17,169
Associates	1	4,967	1	4,967
Other related parties	73,128	65,670	68,828	65,670
<b>Total</b>	<b>73,129</b>	<b>70,637</b>	<b>70,932</b>	<b>87,806</b>
<b><i>Short-term loans to</i></b>				
Subsidiaries	-	-	99,000	99,000
Other related parties	20,000	20,000	20,000	20,000
<b>Total</b>	<b>20,000</b>	<b>20,000</b>	<b>119,000</b>	<b>119,000</b>
<b><i>Long-term loans to</i></b>				
Other related parties	500,000	-	500,000	-
<b>Total</b>	<b>500,000</b>	<b>-</b>	<b>500,000</b>	<b>-</b>
<b><i>Trade accounts payables</i></b>				
Subsidiaries	-	-	10,070	8,269
Associates	15,009	17,692	14,904	17,658
Other related parties	830,595	902,072	828,194	900,013
<b>Total</b>	<b>845,604</b>	<b>919,764</b>	<b>853,168</b>	<b>925,940</b>
<b><i>Other payables</i></b>				
Subsidiaries	-	-	28,898	57,442
Associates	3,853	474	3,836	474
Other related parties	39,437	55,376	39,378	55,376
<b>Total</b>	<b>43,290</b>	<b>55,850</b>	<b>72,112</b>	<b>113,292</b>
<b><i>Lease liabilities</i></b>				
Other related parties	117,265	167,367	37,826	24,439
<b>Total</b>	<b>117,265</b>	<b>167,367</b>	<b>37,826</b>	<b>24,439</b>
<b><i>Balances with related parties</i></b> <b><i>At 31 December</i></b>				
	<b>Consolidated</b> <b>financial statements</b>		<b>Separate</b> <b>financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
<b><i>Short-term loans from</i></b>				
Other related parties	45,000	25,000	-	-
<b>Total</b>	<b>45,000</b>	<b>25,000</b>	<b>-</b>	<b>-</b>
<b><i>Other commitments</i></b>				
Guarantees for related parties	187,280	174,570	187,280	174,570

**I.C.C. International Public Company Limited and its subsidiaries**  
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**6 Cash and cash equivalents**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Cash on hand	621	1,081	198	68
Cash at banks	273,596	690,189	225,324	644,606
Highly liquid short-term investments	615,336	-	615,336	-
Others	10,598	11,328	10,597	11,088
<b>Cash and cash equivalents in the statement of financial position and cash flows</b>	<b>900,151</b>	<b>702,598</b>	<b>851,455</b>	<b>655,762</b>

As at 31 December 2023, the Group has fixed deposit receipt with maturity period less than 3 months issued by financial institutions in amounting to Baht 615 million and interest rate 1.15% - 1.80% per annum which was recorded as highly liquid short-term investments.

**7 Trade accounts receivables**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
<i>At 31 December</i>	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Within credit terms	1,111,746	937,500	1,091,676	949,411
Overdue:				
Less than 1 month	73,268	110,348	67,794	105,820
1 - 3 months	8,144	47,019	4,036	40,226
4 - 12 months	319	27,601	287	3,332
Over 12 months	948	1,456	169	542
<b>Total</b>	<b>1,194,425</b>	<b>1,123,924</b>	<b>1,163,962</b>	<b>1,099,331</b>
<i>Less allowance for expected credit loss</i>	<i>(955)</i>	<i>(1,091)</i>	<i>(955)</i>	<i>(1,091)</i>
<b>Net</b>	<b>1,193,470</b>	<b>1,122,833</b>	<b>1,163,007</b>	<b>1,098,240</b>

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
<i>Allowance for expected credit loss</i>	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
At 1 January	(1,091)	(13,315)	(1,091)	(13,278)
Reversal	-	7,918	-	7,881
Write-off	136	4,306	136	4,306
<b>At 31 December</b>	<b>(955)</b>	<b>(1,091)</b>	<b>(955)</b>	<b>(1,091)</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
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**8 Inventories**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Finished goods	907,549	828,458	909,752	836,523
Consignment goods	1,614,293	1,581,625	1,606,440	1,576,523
Work in process	3,351	3,753	-	-
Raw material	30,327	34,836	-	-
Goods in transit	183,843	29,159	183,843	29,159
Less allowance for decline in value	(65,559)	(82,629)	(49,683)	(63,027)
	<b>2,673,804</b>	<b>2,395,202</b>	<b>2,650,352</b>	<b>2,379,178</b>
Real estate awaiting for sale				
- Condominium	12,526	12,526	12,526	12,526
<b>Total</b>	<b>2,686,330</b>	<b>2,407,728</b>	<b>2,662,878</b>	<b>2,391,704</b>
Inventories recognised in ‘cost of sales of goods’:				
- Cost	6,065,109	5,893,619	5,968,338	5,770,775
- (Reversal of) write-down	(17,070)	6,617	(13,344)	9,352
<b>Net</b>	<b>6,048,039</b>	<b>5,900,236</b>	<b>5,954,994</b>	<b>5,780,127</b>

**9 Investments in associates**

		<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
		2023	2022	2023	2022
		<i>(in thousand Baht)</i>			
At 1 January	<i>Note</i>	953,800	951,765	752,309	752,309
Share of net profits (losses) of associates		(2,034)	14,989	-	-
Additional investments	4	103,074	15,412	103,074	15,412
Dividend income		(11,489)	(11,595)	-	-
Transfer reclassification from investment in equity instruments		-	3,321	-	3,321
Transfer to investment in subsidiary	4	-	(49,107)	-	(18,733)
Gain on fair value remeasurement on investments	4	-	28,144	-	-
Currency transaction differences		(268)	871	-	-
<b>At 31 December</b>		<b>1,043,083</b>	<b>953,800</b>	<b>855,383</b>	<b>752,309</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
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Investments in associates as at 31 December 2023 and 2022, and dividend income from those investments for the year then ended were as follows;

	Type of business	Consolidated financial statements								Separate financial statements				Dividend income for the year	
		Ownership interest		Paid-up capital		At equity method		Cost		Impairment		At cost - net			
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
		(%)		(in thousand Baht)											
		Associates													
Nanan Cambo Solution Co., Ltd.	Investing in property	49.00	49.00	12,960	12,960	7,355	7,543	6,475	6,475	(640)	(640)	5,835	5,835	-	-
Boon Capital Holding Co., Ltd.	Investment	32.00	32.00	700,000	700,000	243,436	242,138	224,000	224,000	-	-	224,000	224,000	-	-
International Leather Fashion Co., Ltd.	Leather shoes	28.00	28.00	50,000	50,000	25,635	25,882	21,728	21,728	-	-	21,728	21,728	280	-
Thai Secom Security Co., Ltd.	Sales and lender of burglar alarm systems and securities														
	service provider	25.50	25.50	378,934	378,934	312,042	298,692	196,983	196,983	-	-	196,983	196,983	11,209	11,595
Issara United Co., Ltd.	Property Development	25.00	25.00	420,000	420,000	174,992	185,486	104,999	104,999	-	-	104,999	104,999	-	-
Worldclass Rent a Car Co., Ltd.	Rent car	25.00	25.00	380,000	380,000	107,683	101,105	93,682	93,682	(14,918)	(14,918)	78,764	78,764	-	-
Issara United Development Co., Ltd.	Hotel	25.00	25.00	480,000	480,000	93,626	92,954	140,000	120,000	-	-	140,000	120,000	-	-
King Square Co., Ltd.	Property Development	45.00	-	80,000	-	31,176	-	36,000	-	-	-	36,000	-	-	-

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	Type of business	Ownership interest		Paid-up capital		Consolidated financial statements		Cost		Separate financial statements		At cost - net		Dividend income for the year	
		2023	2022	2023	2022	At equity method				Impairment					
						2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
King Square Suites Co., Ltd.	Property Development	36.00	-	130,000	-	46,864	-	46,800	-	-	-	46,800	-	-	-
PTZ E-COMMERCE SEP Co., Ltd.	Sales products via electronic media	30.00	-	1,000	-	274	-	274	-	-	-	274	-	-	-
<b>Total</b>						<b>1,043,083</b>	<b>953,800</b>	<b>870,941</b>	<b>767,867</b>	<b>(15,558)</b>	<b>(15,558)</b>	<b>855,383</b>	<b>752,309</b>	<b>11,489</b>	<b>11,595</b>

All associates mainly operate in Thailand, except Nanan Cambo Solution Co., Ltd. which operates in Cambodia.

None of the Group's associates are publicly listed and consequently do not have published price quotations.

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At the Board of Directors' meeting of the Company held on 9 December 2022, approved to invest 360,000 shares in King Square Co., Ltd., amounting to Baht 36 million. The Company's ownership interest is 45%. Subsequently, at 5 January 2023, the Company paid 50% of share capital amounting to Baht 18 million and at 31 July 2023, the Company paid 50% of remaining share capital amounting to Baht 18 million.

At the Board of Directors' meeting of the Company held on 14 July 2023, approved to invest 187,200 shares in King Square Suites Co., Ltd., amounting to Baht 187.2 million. The Company's ownership interest is 36%. Subsequently, at 24 August 2023, the Company paid 25% of share capital amounting to Baht 46.8 million.

At the Board of Directors' meeting of the Company held on 15 December 2023, approved to invest 3,000 shares in PTZ E-COMMERCE SEP Co., Ltd., amounting to Baht 0.27 million. The Company's ownership interest is 30%. Subsequently, at 15 December 2023, the Company fully paid the share capital.

At 9 May 2023, the Company fully paid the share capital in Issara United Development Co., Ltd. 500,000 ordinary shares, amounting to Baht 20 million.

*Material associates*

The following table summarises the financial information of the material associates as included in their own financial statements, adjusted for fair value adjustments at acquisition and differences in accounting policies. The table also reconciles the summarised financial information to the carrying amount of the Group's interest in these companies.

	Boon Capital Holding Co., Ltd.		Thai Secom Security Co., Ltd.	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Revenue	14,329	19,037	1,738,890	1,658,721
Profit from continuing operations	4,057	5,890	96,310	66,494
<b>Total Comprehensive income (100%)</b>	<b>4,057</b>	<b>5,890</b>	<b>96,310</b>	<b>66,494</b>
Group's share of total comprehensive income	1,298	1,885	24,559	16,956
Dividend income from associates	-	-	11,209	11,595
Current assets	10,031	11,967	1,686,126	1,563,907
Non-current assets	1,055,813	1,061,878	400,396	390,975
Current liabilities	(311,156)	(317,156)	(332,617)	(258,172)
Non-current liabilities	-	-	(269,121)	(265,463)
<b>Net assets</b>	<b>754,688</b>	<b>756,689</b>	<b>1,484,784</b>	<b>1,431,247</b>
Carrying amount of interest in associate	243,436	242,138	312,042	298,692



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*Immaterial associates*

The Group also has interest in a number of individually immaterial associates.

The following is summarised financial information for the Group's interest in immaterial associates based on the amounts reported in the Group's consolidated financial statements:

	<b>Immaterial associates</b>	
	2023	2022
	<i>(in thousand Baht)</i>	
Carrying amount of interests in immaterial associates	487,605	412,970
Group's share of:		
- Profit from continuing operations	(27,891)	(3,852)
- Total comprehensive income	<u>(27,891)</u>	<u>(3,852)</u>

**10 Investments in subsidiaries**

		<b>Separate financial statements</b>	
	Note	2023	2022
		<i>(in thousand Baht)</i>	
At 1 January		69,767	21,731
Additional investments	4	-	32,820
Transfer reclassification from investment in associates	4, 9	-	18,733
Impairment losses		(4,146)	(3,517)
<b>At 31 December</b>		<u><b>65,621</b></u>	<u><b>69,767</b></u>

**I.C.C. International Public Company Limited and its subsidiaries**  
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Investments in subsidiaries as at 31 December 2023 and 2022, and dividend income from those investments for the year then ended were as follows:

	Type of business	Separate financial statements										Dividend income for the year	
		Ownership interest		Paid-up capital		Cost		Impairment		At cost - net			
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
		(%)		(in thousand Baht)									
<b>Subsidiaries</b>													
WBRE Co., Ltd.	Property Development	99.99	99.99	50,000	50,000	49,999	49,999	(49,757)	(45,611)	242	4,388	-	-
Canchana International Co., Ltd.	Distributing	60.00	60.00	16,300	16,300	13,826	13,826	-	-	13,826	13,826	-	-
Thai Itokin Co., Ltd.	Manufacturing and distributing apparels	58.16	58.16	140,000	140,000	96,957	96,957	(96,957)	(96,957)	-	-	-	-
Tiger Distribution & Logistics Co., Ltd.	Warehouse management and distribution center	51.00	51.00	80,000	80,000	51,553	51,553	-	-	51,553	51,553	12,240	7,960
<b>Total</b>						<b>212,335</b>	<b>212,335</b>	<b>(146,714)</b>	<b>(142,568)</b>	<b>65,621</b>	<b>69,767</b>	<b>12,240</b>	<b>7,960</b>

All subsidiaries were operate in Thailand, except Canchana International Co., Ltd. which was operate in Cambodia.

None of the Group's subsidiaries are publicly listed and consequently do not have published price quotations.

**I.C.C. International Public Company Limited and its subsidiaries**  
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**For the year ended 31 December 2023**

**11 Investment properties**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
<b>Cost</b>				
At 1 January	1,380,112	1,379,329	1,469,518	1,468,735
Additions	-	204	-	204
Transfers from property, plant and equipment	-	579	-	579
<b>At 31 December</b>	<b>1,380,112</b>	<b>1,380,112</b>	<b>1,469,518</b>	<b>1,469,518</b>
<b>Depreciation and impairment losses</b>				
At 1 January	(159,413)	(151,566)	(185,679)	(177,832)
Depreciation charge for the year	(6,520)	(7,847)	(6,520)	(7,847)
<b>At 31 December</b>	<b>(165,933)</b>	<b>(159,413)</b>	<b>(192,199)</b>	<b>(185,679)</b>
<b>Net book value</b>				
<b>At 1 January</b>	<b>1,220,699</b>	<b>1,227,763</b>	<b>1,283,839</b>	<b>1,290,903</b>
<b>At 31 December</b>	<b>1,214,179</b>	<b>1,220,699</b>	<b>1,277,319</b>	<b>1,283,839</b>

The fair value of investment properties as at 31 December 2023 of Baht 5,089 million (2022: Baht 5,117 million) was determined by independent professional valuers. For fair value of land, using market approach and for building and improvement which were specialised of alternative use and asset modifications building and improvement, using cost approach. The fair value of investment property has been categorised as a Level 3 fair value.

# I.C.C. International Public Company Limited and its subsidiaries

## Notes to the financial statements

For the year ended 31 December 2023

### 12 Property, plant and equipment

Consolidated financial statements								
	Note	Land	Buildings and improvements	Office equipment	Furniture and fixtures (in thousand Baht)	Vehicles	Assets under construction and installation	Total
<b>Cost</b>								
At 1 January 2022		1,965,717	857,244	1,290,026	1,200,109	54,975	14,066	5,382,137
Additions		-	3,439	37,758	250	25,428	89,631	156,506
Acquisitions through business combinations	4	-	6,096	59,196	1,413	2,031	-	68,736
Transfers		23,386	1,634	12,610	55,017	-	(92,647)	-
Transfer to other intangible assets		-	-	-	-	-	(311)	(311)
Transfer to investment property		-	-	-	-	-	(579)	(579)
Disposals		(164,529)	(21,043)	(182,747)	(210,531)	(1,708)	-	(580,558)
<b>At 31 December 2022 and 1 January 2023</b>		<b>1,824,574</b>	<b>847,370</b>	<b>1,216,843</b>	<b>1,046,258</b>	<b>80,726</b>	<b>10,160</b>	<b>5,025,931</b>
Additions		-	2,068	36,658	263	12,408	44,156	95,553
Transfers		-	2,209	7,110	33,128	-	(42,447)	-
Disposals		-	(3,696)	(261,769)	(293,713)	(18,419)	-	(577,597)
<b>At 31 December 2023</b>		<b>1,824,574</b>	<b>847,951</b>	<b>998,842</b>	<b>785,936</b>	<b>74,715</b>	<b>11,869</b>	<b>4,543,887</b>
<b>Depreciation and impairment losses</b>								
At 1 January 2022		-	(652,637)	(1,171,245)	(995,077)	(50,754)	-	(2,869,713)
Depreciation charge for the year		-	(17,616)	(55,077)	(77,395)	(848)	-	(150,936)
Acquisitions through business combinations	4	-	(2,779)	(9,668)	(751)	(661)	-	(13,859)
Disposals		-	20,352	175,293	171,489	1,708	-	368,842
<b>At 31 December 2022 and 1 January 2023</b>		<b>-</b>	<b>(652,680)</b>	<b>(1,060,697)</b>	<b>(901,734)</b>	<b>(50,555)</b>	<b>-</b>	<b>(2,665,666)</b>
Depreciation charge for the year		-	(18,821)	(49,824)	(67,034)	(1,069)	-	(136,748)
Disposals		-	3,506	258,900	273,663	18,419	-	554,488
<b>At 31 December 2023</b>		<b>-</b>	<b>(667,995)</b>	<b>(851,621)</b>	<b>(695,105)</b>	<b>(33,205)</b>	<b>-</b>	<b>(2,247,926)</b>
<b>Net book value - group's assets</b>								
<b>At 31 December 2022</b>		<b>1,824,574</b>	<b>194,690</b>	<b>156,146</b>	<b>144,524</b>	<b>30,171</b>	<b>10,160</b>	<b>2,360,265</b>
<b>At 31 December 2023</b>		<b>1,824,574</b>	<b>179,956</b>	<b>147,221</b>	<b>90,831</b>	<b>41,510</b>	<b>11,869</b>	<b>2,295,961</b>

The gross amount of the Group's fully depreciated plant and equipment that was still in use as at 31 December 2023 amounted to Baht 1,709 million (2022: Baht 2,092 million).

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	Separate financial statements					Assets under construction and installation	Total
	Land	Buildings and improvements	Office equipment	Furniture and fixtures (in thousand Baht)	Vehicles		
<b>Cost</b>							
At 1 January 2022	1,902,577	820,195	1,232,049	1,194,340	45,271	12,085	5,206,517
Additions	-	1,437	37,605	25,375	-	89,544	153,961
Transfers	23,386	1,634	12,610	55,017	-	(92,647)	-
Transfer to other intangible assets	-	-	-	-	-	(311)	(311)
Transfer to investment property	-	-	-	-	-	(579)	(579)
Disposals	(164,529)	(20,352)	(172,410)	(209,339)	(1,708)	-	(568,338)
<b>At 31 December 2022 and 1 January 2023</b>	<b>1,761,434</b>	<b>802,914</b>	<b>1,109,854</b>	<b>1,065,393</b>	<b>43,563</b>	<b>8,092</b>	<b>4,791,250</b>
Additions	-	2,105	36,071	12,414	-	44,148	94,738
Transfers	-	2,209	7,110	33,128	-	(42,447)	-
Disposals	-	(3,696)	(261,602)	(293,690)	(18,419)	-	(577,407)
<b>At 31 December 2023</b>	<b>1,761,434</b>	<b>803,532</b>	<b>891,433</b>	<b>817,245</b>	<b>25,144</b>	<b>9,793</b>	<b>4,308,581</b>
<b>Depreciation and impairment losses</b>							
At 1 January 2022	-	(615,780)	(1,121,213)	(979,734)	(43,231)	-	(2,759,958)
Depreciation charge for the year	-	(16,082)	(52,872)	(77,271)	(751)	-	(146,976)
Disposals	-	20,352	164,929	170,297	1,708	-	357,286
<b>At 31 December 2022 and 1 January 2023</b>	<b>-</b>	<b>(611,510)</b>	<b>(1,009,156)</b>	<b>(886,708)</b>	<b>(42,274)</b>	<b>-</b>	<b>(2,549,648)</b>
Depreciation charge for the year	-	(17,289)	(41,059)	(66,826)	(751)	-	(125,925)
Disposals	-	3,506	258,721	273,662	18,419	-	554,308
<b>At 31 December 2023</b>	<b>-</b>	<b>(625,293)</b>	<b>(791,494)</b>	<b>(679,872)</b>	<b>(24,606)</b>	<b>-</b>	<b>(2,121,265)</b>
<b>Net book value - owned assets</b>							
<b>At 31 December 2022</b>	<b>1,761,434</b>	<b>191,404</b>	<b>100,698</b>	<b>178,685</b>	<b>1,289</b>	<b>8,092</b>	<b>2,241,602</b>
<b>At 31 December 2023</b>	<b>1,761,434</b>	<b>178,239</b>	<b>99,939</b>	<b>137,373</b>	<b>538</b>	<b>9,793</b>	<b>2,187,316</b>

The gross amount of the Company's fully depreciated plant and equipment that was still in use as at 31 December 2023 amounted to Baht 1,671 million (2022: Baht 2,055 million).

During 2022, the Group and the Company disposed 7 lands which have net book value as Baht 164.53 million to related party in market value totaling Baht 557.18 million, and recognised gain from disposal on lands amounting to Baht 392.65 million.

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
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**13 Leases**

*As a lessee*

<b>Right-of-use assets</b> <b>At 31 December</b>	<b>Consolidated</b> <b>financial statements</b>		<b>Separate</b> <b>financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Store	417,123	512,554	416,253	510,815
Buildings	81,604	148,855	12,917	6,068
Equipment	12,486	25,628	507	5,837
Vehicles	25,729	18,859	24,774	18,587
<b>Total</b>	<b>536,942</b>	<b>705,896</b>	<b>454,451</b>	<b>541,307</b>

During 2023, additions to the right-of-use assets of the Group and the Company were Baht 64.51 million and Baht 58.55 million, respectively (2022: Baht 357.83 million and Baht 184.59 million, respectively) and disposals were Baht 118.67 million and Baht 118.49 million, respectively (2022: Baht 32.18 million and Baht 30.24 million, respectively)

*Extension options*

The Group has extension options on property leases exercisable up to one year before the end of the contract period. The Group assesses at lease commencement date whether it is reasonably certain to exercise the extension options and will regularly reassess so.

<b>Year ended 31 December</b>	<b>Consolidated</b> <b>financial statements</b>		<b>Separate</b> <b>financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
<b>Amounts recognised in profit or loss</b>				
COVID-19 related rent concessions	-	10,508	-	10,508
Depreciation of right-of-use assets:				
▪ Store	297,836	301,176	296,966	299,176
▪ Buildings	81,181	10,499	7,081	4,382
▪ Equipment	14,362	7,011	1,504	5,364
▪ Vehicles	9,389	10,628	9,144	10,472
Interest on lease liabilities	13,660	9,813	10,777	9,458
Expenses relating to short-term leases	-	623	-	623
Variable lease payments based on sales	42,604	39,466	42,604	39,466

In 2023, total cash outflow for leases of the Group and the Company were Baht 416.30 million and Baht 326.15 million, respectively. (2022: Baht 336.06 million and Baht 326.22 million, respectively).

*As a lessor*

The leases of investment properties mainly are lands and buildings that are leased to third parties under operating leases. Each of the leases contains an initial non-cancellable period of 1-30 years. Subsequent renewals are negotiated with the lessee. For all investment property leases, the rental income is fixed under the contracts.

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
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**14 Other non-current assets**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Gold bars	192,129	-	192,129	-
Deposits and guarantees	186,713	192,563	171,898	177,728
Refundable tax	108,198	86,885	107,937	86,093
Others	9,641	7,499	6,422	4,682
<b>Total</b>	<b>496,681</b>	<b>286,947</b>	<b>478,386</b>	<b>268,503</b>

**15 Provisions for employee benefits**

***Defined benefit plan***

The Group operate a defined benefit plan based on the requirement of Thai Labour Protection Act B.E 2541 (1998) to provide retirement benefits to employees based on pensionable remuneration and length of service. The defined benefit plan expose the Group to actuarial risks, such as longevity risk, interest rate risk.

***Present value of the defined  
benefit obligations***

		<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	Note	2023	2022	2023	2022
		<i>(in thousand Baht)</i>			
At 1 January		382,941	482,270	337,937	455,687
<b><i>Recognised in profit or loss:</i></b>					
Current service costs		42,810	50,503	37,580	35,315
Past service costs		-	1,187	-	1,187
Interest on obligation		9,734	7,975	9,351	7,269
		<b>52,544</b>	<b>59,665</b>	<b>46,931</b>	<b>43,771</b>
<b><i>Recognised in other comprehensive income:</i></b>					
Actuarial gain					
- Demographic assumptions		-	(19,193)	-	(19,603)
- Financial assumptions		-	(36,085)	-	(37,036)
- Experience adjustment		-	(73,207)	-	(74,101)
		<b>-</b>	<b>(128,485)</b>	<b>-</b>	<b>(130,740)</b>
<b><i>Others:</i></b>					
Acquisitions through business combinations	4	-	4,295	-	-
Transfer out		-	(4,135)	-	(4,135)
Benefits paid		(27,073)	(30,669)	(24,317)	(26,646)
		<b>(27,073)</b>	<b>(30,509)</b>	<b>(24,317)</b>	<b>(30,781)</b>
<b>At 31 December</b>		<b>408,412</b>	<b>382,941</b>	<b>360,551</b>	<b>337,937</b>



**I.C.C. International Public Company Limited and its subsidiaries**  
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<i>Principal actuarial assumptions</i>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
				(%)
Discount rate	1.48 - 2.86	1.48 - 2.86	2.86	2.86
Future salary growth	3.00 - 5.00	3.00 - 5.00	3.00 - 5.00	3.00 - 5.00

Assumptions regarding future mortality have been based on published statistics and mortality tables.

At 31 December 2023, the weighted-average duration of the defined benefit obligation was 6.00 - 11.11 years.  
(2022: 6.00 - 11.11 years)

*Sensitivity analysis*

Reasonably possible changes at the reporting date to one of the relevant actuarial assumptions, holding other assumptions constant, would have affected the defined benefit obligation by the amounts shown below.

<i>Effect to the defined benefit obligation At 31 December</i>	<b>Consolidated financial statements</b>			
	1% increase in assumption		1% decrease in assumption	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Discount rate	(24,600)	(23,747)	27,871	26,942
Future salary growth	31,477	26,944	(28,238)	(24,240)
Employee turnover	(26,019)	(25,109)	11,342	10,855
Average age	986	953	(964)	(932)

<i>Effect to the defined benefit obligation At 31 December</i>	<b>Separate financial statements</b>			
	1% increase in assumption		1% decrease in assumption	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Discount rate	(23,140)	(22,290)	25,871	24,944
Future salary growth	29,352	24,820	(26,573)	(22,576)
Employee turnover	(24,626)	(23,716)	10,190	9,704
Average age	914	882	(911)	(879)

Although the analysis does not take account of the full distribution of cash flows expected under the plan, it does provide an approximation of the sensitivity of the assumptions shown.

**I.C.C. International Public Company Limited and its subsidiaries**  
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**16 Reserves**

Reserves comprise:

**Legal reserve**

Section 116 of the Public Companies Act B.E. 2535 Section 116 requires that a public company shall allocate not less than 5% of its annual net profit, less any accumulated losses brought forward, to a reserve account (“legal reserve”), until this account reaches an amount not less than 10% of the registered authorised capital. The legal reserve is not available for dividend distribution.

**General reserve**

The Company distributed a general reserve equal to 10% of profit for the each year in order for the company has strength on general reserve base to be maintain stability and increase the Shareowner’s wealth.

**17 Segment information and disaggregation of revenue**

Segment results that are reported to the Group’s CEO (the chief operating decision maker) include items directly attributable to a segment as well as those that can be allocated on a reasonable basis.

Operating segment information is reported in a manner consistent with the internal reports that are regularly reviewed by the chief operating decision maker in order to make decisions about the allocation of resources to the segment and assess its performance.

The business operation involves 4 principal segments; Cosmetics toiletries & perfumeries, Women’s apparel, Men’s apparel and Household products. Segment performance is considered by using the measure operating profit in the financial statements. The Company has not report segment assets and segment liabilities due to the management believe that such information is the most relevant in evaluating the results of certain segments relative to other entities that operate within these industries.

## Financial Statements

	Consolidated financial statements															
	Cosmetics toiletries & perfumeries		Women's apparel		Men's apparel		Household Products		Total reportable segments		Others		Elimination of inter-segment revenue		Total	
<i>For the year ended</i>																
<i>31 December</i>	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
	<i>(in million Baht)</i>															
Revenue from sale of goods	638	559	2,750	2,622	2,755	2,738	1,349	1,350	7,493	7,269	1,598	1,321	(249)	(111)	8,843	8,479
Segment operating profit (loss)	31	(71)	258	239	204	261	(27)	(70)	466	359	22	(30)	(150)	(34)	338	295
Other income															1,189	977
Unallocated expenses															(591)	(634)
Share of profit of investments in associates															(2)	15
<b>Profit before tax</b>															<b>934</b>	<b>653</b>

The group recognised the major revenue at a point in time.

**I.C.C. International Public Company Limited and its subsidiaries****Notes to the financial statements****For the year ended 31 December 2023****18 Expenses by nature**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Purchase of finished goods	5,976,692	5,722,527	5,954,994	5,771,063
Employee benefit expenses	1,374,654	1,258,461	1,185,328	1,145,971
Advertising costs and promotional expenses	554,575	571,408	556,196	595,823
Depreciation and amortisation expenses	469,985	425,035	441,773	423,961
Transportation expenses	202,416	132,802	106,187	114,273
Royalty fee	107,858	105,601	107,024	105,231
Lease-related and services expenses	82,854	126,449	127,896	102,810
Others	311,244	464,199	280,940	361,935
<b>Total cost of sales of goods, distribution costs and administrative expenses</b>	<b>9,080,278</b>	<b>8,806,482</b>	<b>8,760,338</b>	<b>8,621,067</b>

**19 Income tax**

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
<b>Income tax recognised in profit or loss</b>				
<b>Current tax expense</b>				
Current year	4,403	(3,833)	-	(3,909)
Under provided in prior years	9,128	-	-	-
	<b>13,531</b>	<b>(3,833)</b>	<b>-</b>	<b>(3,909)</b>
<b>Deferred tax expense</b>				
Movements in temporary differences	20,591	44,840	19,428	43,538
	<b>34,122</b>	<b>41,007</b>	<b>19,428</b>	<b>39,629</b>

	<b>Consolidated financial statements</b>					
	2023	2023	2023	2022	2022	2022
	Before	Tax	Net of	Before	Tax	Net of
	tax	(expense)	tax	tax	(expense)	tax
	<i>(in thousand Baht)</i>					
<b>Income tax</b>						
<b>Recognised in other comprehensive income</b>						
Equity instruments measured at FVOCI	118,979	(23,796)	95,183	7,242	(1,448)	5,794
Defined benefit plan actuarial gain	-	-	-	128,485	(26,148)	102,337
<b>Total</b>	<b>118,979</b>	<b>(23,796)</b>	<b>95,183</b>	<b>135,727</b>	<b>(27,596)</b>	<b>108,131</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	Separate financial statements					
	Before tax	2023 Tax (expense) benefit	Net of tax (in thousand Baht)	Before tax	2022 Tax (expense) benefit	Net of tax
<b>Income tax</b>						
<b>Recognised in other comprehensive income</b>						
Equity instruments measured at FVOCI	117,247	(23,449)	93,798	7,242	(1,448)	5,794
Defined benefit plan actuarial gain	-	-	-	130,740	(26,148)	104,592
<b>Total</b>	<b>117,247</b>	<b>(23,449)</b>	<b>93,798</b>	<b>137,982</b>	<b>(27,596)</b>	<b>110,386</b>

**Reconciliation of effective tax rate**

	Consolidated financial statements			
	2023	2022		
	Rate (%)	(in thousand Baht)	Rate (%)	(in thousand Baht)
Profit before income tax expense		933,572		653,106
Income tax using the Thai corporation tax rate	20	186,714	20	130,621
Share of (profit) loss of associates accounted for using equity method		407		(2,998)
Income not subject to tax		(187,970)		(69,330)
Expenses not deductible for tax purposes		14,956		13,442
Expenses deductible at a greater amount		(2,456)		(9,730)
Recognition of previously unrecognised tax losses		(1,162)		(24,566)
Current year losses for which no deferred tax asset was recognised		14,505		3,568
Under provided in prior years		9,128		-
<b>Total</b>	<b>4</b>	<b>34,122</b>	<b>6</b>	<b>41,007</b>

**Reconciliation of effective tax rate**

	Separate financial statements			
	2023	2022		
	Rate (%)	(in thousand Baht)	Rate (%)	(in thousand Baht)
Profit before income tax expense		934,759		627,514
Income tax using the Thai corporation tax rate	20	186,952	20	125,503
Income not subject to tax		(187,970)		(69,330)
Expenses not deductible for tax purposes		8,076		13,487
Expenses deductible at a greater amount		(1,293)		(9,374)
Recognition of previously unrecognised tax losses		-		(24,566)
Current year losses for which no deferred tax asset was recognised		13,663		3,909
<b>Total</b>	<b>2</b>	<b>19,428</b>	<b>6</b>	<b>39,629</b>

**I.C.C. International Public Company Limited and its subsidiaries****Notes to the financial statements****For the year ended 31 December 2023**

<i>Deferred tax</i> <i>At 31 December</i>	<b>Consolidated financial statements</b>			
	<b>Assets</b>		<b>Liabilities</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Total	342,240	356,742	(3,142,353)	(3,107,169)
Set off of tax	(342,240)	(356,742)	342,240	356,742
<b>Net deferred tax assets (liabilities)</b>	<b>-</b>	<b>-</b>	<b>(2,800,113)</b>	<b>(2,750,427)</b>

<i>Deferred tax</i> <i>At 31 December</i>	<b>Separate financial statements</b>			
	<b>Assets</b>		<b>Liabilities</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
Total	355,302	368,976	(3,139,037)	(3,104,189)
Set off of tax	(355,302)	(368,976)	355,302	368,976
<b>Net deferred tax assets (liabilities)</b>	<b>-</b>	<b>-</b>	<b>(2,783,735)</b>	<b>(2,735,213)</b>

**Consolidated financial statements**  
(Charged) / Credited to:

<i>Deferred tax</i>	<b>At 1 January 2023</b>	Other components of equity	Profit or loss <i>(in thousand Baht)</i>	Other comprehensive income	<b>At 31 December 2023</b>
<b>Deferred tax assets</b>					
Trade and other receivables	3,695	-	(303)	-	3,392
Inventories	12,605	-	(2,669)	-	9,936
Gross profit for consignment goods	217,968	-	(12,770)	-	205,198
Investment properties	5,490	-	-	-	5,490
Right-of-use assets	1,633	-	(56)	-	1,577
Employee benefit obligation	67,587	-	4,523	-	72,110
Advance received from rental income	36,922	-	(1,332)	-	35,590
Non-current liabilities	10,842	-	(1,895)	-	8,947
<b>Total</b>	<b>356,742</b>	<b>-</b>	<b>(14,502)</b>	<b>-</b>	<b>342,240</b>
<b>Deferred tax liabilities</b>					
Derivative liabilities	5,045	-	(5,045)	-	-
Equity instruments measured at FVOCI	(3,096,339)	(5,299)	(346)	(23,796)	(3,125,780)
Property, plant and equipment	(14,786)	-	(790)	-	(15,576)
Intangible assets	(1,089)	-	92	-	(997)
<b>Total</b>	<b>(3,107,169)</b>	<b>(5,299)</b>	<b>(6,089)</b>	<b>(23,796)</b>	<b>(3,142,353)</b>
<b>Net</b>	<b>(2,750,427)</b>	<b>(5,299)</b>	<b>(20,591)</b>	<b>(23,796)</b>	<b>(2,800,113)</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	<b>Consolidated financial statements</b> (Charged) / Credited to:					<b>At 31 December 2022</b>
	<b>At 1 January 2022</b>	<b>Other components of equity</b>	<b>Profit or loss (in thousand Baht)</b>	<b>Other comprehensive income</b>	<b>Acquisition through business combinations (Note 4)</b>	
<b>Deferred tax</b>						
<b>Deferred tax assets</b>						
Trade and other receivables	5,145	-	(1,450)	-	-	3,695
Inventories	10,735	-	1,870	-	-	12,605
Gross profit for consignment goods	269,278	-	(51,310)	-	-	217,968
Investment properties	5,490	-	-	-	-	5,490
Right-of-use assets	1,284	-	349	-	-	1,633
Employee benefit obligation	91,137	-	2,598	(26,148)	-	67,587
Advance received from rental income	38,255	-	(1,333)	-	-	36,922
Non-current liabilities	10,000	-	842	-	-	10,842
<b>Total</b>	<b>431,324</b>	<b>-</b>	<b>(48,434)</b>	<b>(26,148)</b>	<b>-</b>	<b>356,742</b>
<b>Deferred tax liabilities</b>						
Derivative liabilities	-	-	5,045	-	-	5,045
Equity instruments measured at FVOCI	(3,098,319)	3,908	-	(1,448)	(480)	(3,096,339)
Property, plant and equipment	(13,071)	-	(829)	-	(886)	(14,786)
Intangible assets	(1,833)	-	635	-	109	(1,089)
<b>Total</b>	<b>(3,113,223)</b>	<b>3,908</b>	<b>4,851</b>	<b>(1,448)</b>	<b>(1,257)</b>	<b>(3,107,169)</b>
<b>Net</b>	<b>(2,681,899)</b>	<b>3,908</b>	<b>(43,583)</b>	<b>(27,596)</b>	<b>(1,257)</b>	<b>(2,750,427)</b>



**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	At 1 January 2023	Separate financial statements (Charged) / Credited to:			At 31 December 2023
		Other components of equity	Profit or loss  (in thousand Baht)	Other comprehensive income	
<b>Deferred tax</b>					
<b>Deferred tax assets</b>					
Trade and other receivables	3,695	-	(303)	-	3,392
Inventories	12,605	-	(2,669)	-	9,936
Gross profit for consignment goods	217,968	-	(12,770)	-	205,198
Investments in subsidiaries	12,234	-	829	-	13,063
Investment properties	5,490	-	-	-	5,490
Right-of-use assets	1,633	-	(56)	-	1,577
Employee benefit obligation	67,587	-	4,522	-	72,109
Advance received from rental income	36,922	-	(1,332)	-	35,590
Non-current liabilities	10,842	-	(1,895)	-	8,947
<b>Total</b>	<b>368,976</b>	<b>-</b>	<b>(13,674)</b>	<b>-</b>	<b>355,302</b>
<b>Deferred tax liabilities</b>					
Derivative liabilities	5,045	-	(5,045)	-	-
Equity instruments measured at FVOCI	(3,095,859)	(5,645)	-	(23,449)	(3,124,953)
Property, plant and equipment	(13,375)	-	(709)	-	(14,084)
<b>Total</b>	<b>(3,104,189)</b>	<b>(5,645)</b>	<b>(5,754)</b>	<b>(23,449)</b>	<b>(3,139,037)</b>
<b>Net</b>	<b>(2,735,213)</b>	<b>(5,645)</b>	<b>(19,428)</b>	<b>(23,449)</b>	<b>(2,783,735)</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	At 1 January 2022	Separate financial statements (Charged) / Credited to:			At 31 December 2022
		Other components of equity	Profit or loss  (in thousand Baht)	Other comprehensive income	
<b>Deferred tax</b>					
<b>Deferred tax assets</b>					
Trade and other receivables	5,145	-	(1,450)	-	3,695
Inventories	10,735	-	1,870	-	12,605
Gross profit for consignment goods	269,278	-	(51,310)	-	217,968
Investments in subsidiaries	11,530	-	704	-	12,234
Investment properties	5,490	-	-	-	5,490
Right-of-use assets	1,284	-	349	-	1,633
Employee benefit obligation	91,137	-	2,598	(26,148)	67,587
Advance received from rental income	38,255	-	(1,333)	-	36,922
Non-current liabilities	10,000	-	842	-	10,842
<b>Total</b>	<b>442,854</b>	<b>-</b>	<b>(47,730)</b>	<b>(26,148)</b>	<b>368,976</b>
<b>Deferred tax liabilities</b>					
Derivative liabilities	-	-	5,045	-	5,045
Equity instruments measured at FVOCI	(3,098,319)	3,908	-	(1,448)	(3,095,859)
Property, plant and equipment	(12,522)	-	(853)	-	(13,375)
<b>Total</b>	<b>(3,110,841)</b>	<b>3,908</b>	<b>4,192</b>	<b>(1,448)</b>	<b>(3,104,189)</b>
<b>Net</b>	<b>(2,667,987)</b>	<b>3,908</b>	<b>(43,538)</b>	<b>(27,596)</b>	<b>(2,735,213)</b>

As at 31 December 2023, the Company and its subsidiaries incurred a taxable loss which will expire 2023 - 2028 and have not been recognised as deferred tax assets of Baht 862.00 million and Baht 105.94 million, respectively (31 December 2022: Baht 819.79 million and Baht 122.43 million, respectively).

# I.C.C. International Public Company Limited and its subsidiaries

## Notes to the financial statements

For the year ended 31 December 2023

### 20 Earnings per share

	Consolidated financial statements		Separate Financial statements	
	2023	2022	2023	2022
	<i>(in thousand Baht / in thousand shares)</i>			
<i>Profit attributable to ordinary shareholders</i>				
Profit attributable to ordinary shareholders of the Company	<u>894,217</u>	<u>618,821</u>	<u>915,331</u>	<u>587,885</u>
Number of ordinary shares outstanding	<u>290,634</u>	<u>290,634</u>	<u>290,634</u>	<u>290,634</u>
Basic earnings per share <i>(in Baht)</i>	<u>3.08</u>	<u>2.13</u>	<u>3.15</u>	<u>2.02</u>

### 21 Dividends

	Approval date	Payment schedule	Dividend rate per share <i>(Baht)</i>	Amount <i>(in million Baht)</i>
<b>2023</b>				
2023 Annual dividend	24 April 2023	May 2023	1.00	290.63
<b>2022</b>				
2022 Annual dividend	25 April 2022	May 2022	0.35	101.72

### 22 Financial instruments

#### (a) Carrying amounts and fair values

The following table shows the carrying amounts and fair values of financial assets and financial liabilities, including their levels in the fair value hierarchy. It does not include fair value information for financial assets and financial liabilities measured at amortised cost if the carrying amount is a reasonable approximation of fair value.

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	Consolidated financial statements				Fair value			
	Carrying amount			Total (in thousand Baht)	Level 1	Level 2	Level 3	Total
	Financial instruments measured at FVTPL	Financial instruments measured at FVOCI	Financial instruments measured at amortised cost					
<b><i>At 31 December 2023</i></b>								
<b><i>Financial assets</i></b>								
Investment in equity instruments	-	21,765,871	-	21,765,871	10,513,015	-	11,252,856	21,765,871
Investment in debt instruments	-	-	90,000	90,000	89,478	-	-	89,478
<b>Total financial assets</b>	<b>-</b>	<b>21,765,871</b>	<b>90,000</b>	<b>21,855,871</b>				

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	Consolidated financial statements				Fair value			
	Carrying amount			Total (in thousand Baht)	Level 1	Level 2	Level 3	Total
	Financial instruments measured at FVTPL	Financial instruments measured at FVOCI	Financial instruments measured at amortised cost					
<b><i>At 31 December 2022</i></b>								
<b><i>Financial assets</i></b>								
Investment in equity instruments	-	21,010,868	-	21,010,868	10,112,827	-	10,898,041	21,010,868
Investment in debt instruments	-	-	90,000	90,000	90,693	-	-	90,693
<b>Total financial assets</b>	<b>-</b>	<b>21,010,868</b>	<b>90,000</b>	<b>21,100,868</b>				
<b><i>Financial liabilities</i></b>								
Derivatives liabilities	25,964	-	-	25,964	-	25,964	-	25,964
<b>Total financial liabilities</b>	<b>25,964</b>	<b>-</b>	<b>-</b>	<b>25,964</b>				

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	Separate financial statements			Fair value				
	Financial instruments measured at FVTPL	Financial instruments measured at FVOCI	Financial instruments measured at amortised cost	Total (in thousand Baht)	Level 1	Level 2	Level 3	Total
<i>At 31 December 2023</i>								
<i>Financial assets</i>								
Investment in equity instruments	-	21,759,479	-	21,759,479	10,510,755	-	11,248,724	21,759,479
Investment in debt instruments	-	-	90,000	90,000	89,478	-	-	89,478
<b>Total financial assets</b>	<b>-</b>	<b>21,759,479</b>	<b>90,000</b>	<b>21,849,479</b>				

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

	Separate financial statements			Fair value				
	Financial instruments measured at FVTPL	Financial instruments measured at FVOCI	Financial instruments measured at amortised cost	Total (in thousand Baht)	Level 1	Level 2	Level 3	Total
<b>At 31 December 2022</b>								
<b>Financial assets</b>								
Investment in equity instruments	-	21,007,323	-	21,007,323	10,112,827	-	10,894,496	21,007,323
Investment in debt instruments	-	-	90,000	90,000	90,693	-	-	90,693
<b>Total financial assets</b>	<b>-</b>	<b>21,007,323</b>	<b>90,000</b>	<b>21,097,323</b>				
<b>Financial liabilities</b>								
Derivatives liabilities	25,964	-	-	25,964	-	25,964	-	25,964
<b>Total financial liabilities</b>	<b>25,964</b>	<b>-</b>	<b>-</b>	<b>25,964</b>				



**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

*Financial instruments measured at fair value level 2 and level 3*

The Group determined Level 2 fair values for forward exchange contract. The fair value for forward exchange contract is determined using quoted forward exchange rates at the reporting date.

The Group determined Level 3 fair values for investment in non-listed equity instruments. The fair value for the investment is determined using a valuation technique that used significantly unobservable input such as discounted cash flows, dividend discount model, market comparison technique or latest reporting net assets adjusted by relevant factors (if any).

*Sensitivity analysis*

For the fair values of financial assets measured at fair value Level 3, reasonably possible changes at the reporting date to one of the significant unobservable inputs, holding other inputs constant, would have the following effects.

	<b>Consolidated and separate financial statements</b>	
	0.05% increase in assumption	0.05% decrease in assumption
<i>(in thousand Baht)</i>		
<b><i>Effect to OCI</i></b>		
<b><i>31 December 2023</i></b>		
<b><i>Investment in equity instruments</i></b>		
Discount rate	(36,756)	37,224
<b><i>31 December 2022</i></b>		
<b><i>Investment in equity instruments</i></b>		
Discount rate	(45,266)	45,965

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

**(b) Movements of equity instruments measured at FVOCI**

**Consolidated financial statements**

	At 1 January 2023	Purchase	Transfer	Disposal	Fair value adjustment	At 31 December 2023
	<i>(in thousand Baht)</i>					
<b>Equity securities</b>						
Listed equity investments	10,112,827	200,515	-	(6,240)	205,913	10,513,015
Non-listed equity investments	10,898,041	455,525	-	(13,775)	(86,935)	11,252,856
<b>Total</b>	<b>21,010,868</b>					<b>21,765,871</b>

**Consolidated financial statements**

	At 1 January 2022	Purchase	Transfer	Disposal	Fair value adjustment	Acquisitions through business combinations (Note 4)	At 31 December 2022
	<i>(in thousand Baht)</i>						
<b>Equity securities</b>							
Listed equity investments	9,607,562	200,000	-	(700)	305,965	-	10,112,827
Non-listed equity investments	10,942,844	303,009	(18,733)	(33,901)	(298,723)	3,545	10,898,041
<b>Total</b>	<b>20,550,406</b>						<b>21,010,868</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

**Separate financial statements**

	At 1 January 2023	Purchase	Transfer	Disposal (in thousand Baht)	Fair value adjustment	At 31 December 2023
<b>Equity securities</b>						
Listed equity investments	10,112,827	198,255	-	(6,240)	205,913	10,510,755
Non-listed equity investments	10,894,496	455,525	-	(12,631)	(88,666)	11,248,724
<b>Total</b>	<b>21,007,323</b>					<b>21,759,479</b>

**Separate financial statements**

	At 1 January 2022	Purchase	Transfer	Disposal (in thousand Baht)	Fair value adjustment	Acquisitions through business combinations (Note 4)	At 31 December 2022
<b>Equity securities</b>							
Listed equity investments	9,607,562	200,000	-	(700)	305,965	-	10,112,827
Non-listed equity investments	10,942,844	303,009	(18,733)	(33,901)	(298,723)	-	10,894,496
<b>Total</b>	<b>20,550,406</b>						<b>21,007,323</b>

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

**(c) Financial risk management policies**

*Risk management framework*

The Group's board of directors has overall responsibility for the establishment and oversight of the Group's risk management framework. The board of directors has established the risk management committee, which is responsible for developing and monitoring the Group's risk management policies. The committee reports regularly to the board of directors on its activities.

The Group's risk management policies are established to identify and analyse the risks faced by the Group, to set appropriate risk limits and controls and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities. The Group, through its training and management standards and procedures, aims to maintain a disciplined and constructive control environment in which all employees understand their roles and obligations.

The Group audit committee oversees how management monitors compliance with the Group's risk management policies and procedures, and reviews the adequacy of the risk management framework in relation to the risks faced by the Group. The Group audit committee is assisted in its oversight role by internal audit. Internal audit undertakes both regular and ad hoc reviews of risk management controls and procedures, the results of which are reported to the audit committee.

*(c.1) Credit risk*

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Group's receivables from customers.

*(c.1.1) Trade receivables*

The Group's exposure to credit risk is influenced mainly by the individual characteristics of each customer. However, management also considers the factors that may influence the credit risk of its customer base, including the default risk associated with the industry and country in which customers operate.

The risk management committee has established a credit policy under which each new customer is analysed individually for creditworthiness before the Group's commercial terms and conditions are offered. The Group's review sale limits are established for each customer and reviewed quarterly. Any sales exceeding those limits require approval from the risk management committee.

The Group limits its exposure to credit risk from trade accounts receivables by establishing a maximum payment period of 4 months. Outstanding trade receivables are regularly monitored by the Group. An impairment analysis is performed by the Group at each reporting date. The provision rates of expected credit loss are based on days past due for groupings of various customer segments with similar credit risks to reflect differences between economic conditions in the past, current conditions and the Group's view of economic conditions over the expected lives of the receivables.

Information relevant to trade accounts receivables and contract assets are disclosed in note 7.

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

(c.1.2) Investment in debt securities

The Group considers that all debt investments measured at amortised cost have low credit risk. Then the credit loss allowance assessed during the year was therefore limited to 12 months expected losses or 'low credit risk'. Marketable bonds are considered to be an investment grade credit rating published by external credit rating agencies. The credit risk of other instruments are considered to be low when the risk of default is low and the issuer has a strong capacity to meet its contractual cash flow obligations.

(c.1.3) Cash and cash equivalent and derivatives

The Group's exposure to credit risk arising from cash and cash equivalents and derivative assets is limited because the counterparties are reliable banks and financial institutions which the Group considers to have low credit risk.

(c.1.4) Guarantees

The Group's policy is to provide financial guarantees only for related parties' liabilities. At 31 December 2022, the Group has issued a guarantee to certain banks in respect of credit facilities granted to related parties (see note 5).

(c.2) Liquidity risk

The Group monitors its liquidity risk and maintains a level of cash and cash equivalents deemed adequate by management to finance the Group's operations and to mitigate the effects of fluctuations in cash flows.

The following table are the remaining contractual maturities of financial liabilities at the reporting date. The amounts are gross and undiscounted and include contractual interest payments and exclude the impact of netting agreements.

<b>Consolidated financial statements</b>					
Contractual cash flows					
More than 1					
year but					
less than 5					
More than					
5 years					
<i>At 31 December</i>	Carrying amount	Within 1 year	Within 1 year but less than 5 years	More than 5 years	Total
<i>(in thousand Baht)</i>					
<b>2023</b>					
<b>Non-derivative financial liabilities</b>					
Bank overdrafts and loans from financial institution	16,651	16,651	-	-	16,651
Trade payables	1,070,475	1,070,475	-	-	1,070,475
Loans from related party	45,000	45,000	-	-	45,000
Lease liabilities	541,640	319,858	221,782	-	541,640
	<u>1,673,766</u>	<u>1,451,984</u>	<u>221,782</u>	<u>-</u>	<u>1,673,766</u>

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

Consolidated financial statements					
Contractual cash flows					
			More than 1 year but less than 5 years	More than 5 years	
At 31 December	Carrying amount	Within 1 year			Total
(in thousand Baht)					
2022					
Non-derivative financial liabilities					
Bank overdrafts and loans from financial institution	25,869	25,869	-	-	25,869
Trade payables	1,025,707	1,025,707	-	-	1,025,707
Loans from related party	25,000	25,000	-	-	25,000
Lease liabilities	709,031	399,460	309,571	-	709,031
	<u>1,785,607</u>	<u>1,476,036</u>	<u>309,571</u>	<u>-</u>	<u>1,785,607</u>
Derivative financial liabilities					
Forward exchange contracts:					
- Cash outflow	(264,680)	(264,680)	-	-	(264,680)
- Cash inflow	238,716	238,716	-	-	238,716
	<u>(25,964)</u>	<u>(25,964)</u>	<u>-</u>	<u>-</u>	<u>(25,964)</u>

Separate financial statements					
At 31 December	Carrying amount	Contractual cash flows			Total
		Within 1 year	More than 1 year but less than 5 years	More than 5 years	
			(in thousand Baht)		
2023					
Non-derivative financial liabilities					
Trade payables	1,045,603	1,045,603	-	-	1,045,603
Lease liabilities	458,155	238,125	220,030	-	458,155
	1,503,758	1,283,728	220,030	-	1,503,758

**I.C.C. International Public Company Limited and its subsidiaries**  
**Notes to the financial statements**  
**For the year ended 31 December 2023**

Separate financial statements					
Contractual cash flows					
			More than 1 year but less than 5 years	More than 5 years	
<i>At 31 December</i>	Carrying amount	Within 1 year			Total
			<i>(in thousand Baht)</i>		
<b>2022</b>					
<b>Non-derivative financial liabilities</b>					
Trade payables	980,477	980,477	-	-	980,477
Lease liabilities	544,260	311,901	229,359	-	541,260
	<u>1,524,737</u>	<u>1,292,378</u>	<u>229,359</u>	<u>-</u>	<u>1,521,737</u>
<b>Derivative financial liabilities</b>					
Forward exchange contracts:					
- Cash outflow	(264,680)	(264,680)	-	-	(264,680)
- Cash inflow	238,716	238,716	-	-	238,716
	<u>(25,964)</u>	<u>(25,964)</u>	<u>-</u>	<u>-</u>	<u>(25,964)</u>

The cash inflows/cash outflows disclosed in the above table represent the contractual undiscounted cash flows relating to derivative financial liabilities held for risk management purposes and which are not usually closed out before contractual maturity. The disclosure shows net cash flow amounts for derivatives that are net cash-settled and gross cash inflow and outflow amounts for derivatives that have simultaneous gross cash settlement.

*(c.3) Market risk*

The Group is exposed to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is as follows:

*(c.3.1) Foreign currency risk*

The Group is exposed to foreign currency risk relating to purchases and sales which are denominated in foreign currencies. The Group primarily utilizes forward exchange contracts with maturities of less than one year to hedge such liabilities denominated in foreign currencies. The forward exchange contracts entered into at the reporting date also relate to anticipated purchases, denominated in foreign currencies, for the subsequent period.

<b>Exposure foreign currency</b> <i>At 31 December</i>	<b>Consolidated</b> <b>financial statements</b>		<b>Separate</b> <b>financial statements</b>	
	2023	2022	2023	2022
<i>(in thousand Baht)</i>				
<b>United States Dollars</b>				
Cash and cash equivalents	4,548	8,397	-	-
Trade receivables	396	2,736	-	-
Trade payables	42,912	(35,775)	1,240	(33,982)
<b>Gross balance sheet exposure</b>	<b>47,856</b>	<b>(24,642)</b>	<b>1,240</b>	<b>(33,982)</b>
Currency forwards purchase	-	(25,964)	-	(25,964)
<b>Net exposure</b>	<b>47,856</b>	<b>(50,606)</b>	<b>1,240</b>	<b>(59,946)</b>



# I.C.C. International Public Company Limited and its subsidiaries

## Notes to the financial statements

For the year ended 31 December 2023

<i>Exposure foreign currency At 31 December</i>	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
<b>Others Currency</b>				
Cash and cash equivalents	414	142	414	142
Trade receivables	-	2,294	-	2,294
<b>Net exposure</b>	<b>414</b>	<b>2,436</b>	<b>414</b>	<b>2,436</b>

### (c.3.2) Interest rate risk

Interest rate risk is the risk that future movements in market interest rates will affect the results of the Group's operations and its cash flows because loan interest rates are mainly fixed. So the Group has low interest rate risk. The sensitivity impact to the increase or decrease in interest expenses from borrowings, as a result of changes in interest rates is immaterial on financial statements of the Group.

## 23 Capital management

The Board of Directors' policy is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business. The Board regularly monitors the return on capital, by evaluating result from operating activities divided by total shareholders' equity, excluding non-controlling interests and also monitors the level of dividends to ordinary shareholders.

## 24 Commitments with non-related parties

	<b>Consolidated financial statements</b>		<b>Separate financial statements</b>	
	2023	2022	2023	2022
	<i>(in thousand Baht)</i>			
<b>Other commitments</b>				
Unused letters of credit for goods	235,000	245,000	223,000	223,000
Bank guarantees	7,799	8,071	2,915	2,925
Services and consulting agreements	14,131	31,196	11,995	22,700
<b>Total</b>	<b>256,930</b>	<b>284,267</b>	<b>237,910</b>	<b>248,625</b>

## 25 Event after the reporting period

- At the Board of Directors' meeting of the Company held on 26 February 2024, approved to invest 2,340,000 shares in King Square Co., Ltd., amounting to Baht 234 million. The Company's same ownership proportion is 45% of registered capital.
- At the Board of Directors' meeting of the Company held on 26 February 2024, approved to invest 27,000 shares in PTZ E-COMMERCE SEP Co., Ltd., amounting to Baht 2.7 million. The Company's same ownership proportion is 30% of registered capital.
- At the Board of Directors' meeting of the Company held on 26 February 2024, approved to invest 4,200,000 shares in TNLX Co., Ltd., amounting to Baht 468.93 million. The Company's ownership proportion is 70% of registered capital.

## 1. Details of Directors, Executives, Controlling Persons, CFO and the person supervising accounting and Company Secretary.

### 1.1 Profiles of Directors, Executives and Regulators

Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
*1. Boonkiet Chokwatana Chairman Year 1973	77	<ul style="list-style-type: none"> <li>- Honorary Doctorate Degree in Business Administration (Management) from Sripatum University</li> <li>- Honorary Doctorate Degree in Business Administration College of Commerce from Burapha University</li> <li>- Honorary Doctorate Degree in Business Administration from Naresuan University</li> <li>- B.S. Mechanical Engineering, Worcester Polytechnic Institute, Massachusetts, U.S.A.</li> </ul>	DAP, DCP	2.22	<ul style="list-style-type: none"> <li>- Father of Kityaporn Chaithavorn-sathien</li> <li>- Uncle of Thamarat Chokwatana</li> </ul>	1993-Present	<b>Listed Companies 5</b>
						1994-Present	- Chairman of S&J International Enterprises Plc. and 7 Subsidiary Companies
						2013-Present	- Chairman of People's Garment Plc.
						2021-Present	- Chairman of Pan Asia Footwear Plc. and 7 Subsidiary Companies
						2016-2021	- Chairman of I.C.C. International Plc. and 3 Subsidiary Companies
						2015-2016	- Chairman and Executive Chairman of I.C.C. International Plc. and 3 Subsidiary Companies
						1995-2014	- Executive Chairman of I.C.C. International Plc.
						1986-Present	- President and Executive Chairman of I.C.C. International Plc.
						2016-2021	- Director of Saha Pathana Inter-Holding Plc.
							- Director of Sahacogen (Chonburi) Plc.
							<b>Other Non-Listed Companies 51</b>
						1987-Present	<b>Competing / Similar / Related Businesses</b>
						1994-Present	- Chairman of H & B Intertex Co., Ltd.
						2000-Present	- Chairman of Tiger Distribution & Logistics Co., Ltd.
						2001-Present	- Chairman of Better Way (Thailand) Co., Ltd. and Train Time Test Co., Ltd.
						2002-Present	- Chairman of Make Up Technique International Co., Ltd.
						2011-Present	- Chairman of Sukhatasana Co., Ltd.
						2013-Present	- Chairman of Thai Itokin Co., Ltd.
						2018-Present	- Chairman of WBLP Co., Ltd.
						2020-Present	- Chairman of Scentimental (Thailand) Co., Ltd.
						1977-2020	- Chairman of Intanin Chiangmai Co., Ltd.
						2019-Present	- Director of Intanin Chiangmai Co., Ltd.
						1993-2019	- Chairman of Koraj Watana Co., Ltd.
						1980-Present	- Director of Koraj Watana Co., Ltd.
							- Director of Intersouth Co., Ltd.

Notes :  
 \* Director binding to the company as in the Company's Certificate  
 \*\* As of 31 March 2024 (calendar year)  
 \*\*\* Including shares held by spouse and minor children and related company

## 1.1 Profiles of Directors, Executives and Regulators

## Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 *** (%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
*1. Boonkiet Chokwatana Chairman Year 1973	(cont.)					1981-Present 1989-Present 1991-Present 1995-Present 1996-Present  2009-Present 2021-Present 2015-2021 2021-Present	<u>Other Non-Listed Companies</u> <u>Competing / Similar / Related Businesses</u> - Director of Can Co., Ltd. - Director of Sun and Sand Co., Ltd. - Director of Eastern I.C.C. Co., Ltd. - Director of Paknumpo Wattana Co., Ltd. - Director of Maharachapreuk Co.,Ltd. - Director of E F Co., Ltd. - Director of T-Way Co., Ltd. - Chairman of Sahachol Food Supplies Co., Ltd. - Director of Sahachol Food Supplies Co., Ltd. - Chairman of Bangkok Athletic Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
*2. Thamarat Chokwatana President and Executive Chairman 24 March 1999	55	B.A., Bachelor of Arts, Assumption University	CSP, DAP, DCP	0.63	- Nephew of Boonkiet Chokwatana	2001-Present 2022-Present 2019-2022 2016-2019 2017-Present 2021-Present  2016-2021  2015-2016  2019-Present 2016-2019 1999-Present 2000-Present	<u>Listed Companies 4</u> - Director of Thai Wacoal Plc. and 3 Subsidiary Companies - Chairman of Thanulux Plc. - Vice Chairman of Thanulux Plc. - Director of Thanulux Plc. - Director of Saha Pathanapibul Plc. - President and Executive Chairman of I.C.C. International Plc. and Director of 1 Subsidiary Company - President and Vice Executive Chairman of I.C.C. International Plc. and 1 Subsidiary Company - President of I.C.C. International Plc.  <u>Other Non-Listed Companies 44</u> <u>Competing / Similar / Related Businesses</u> - Chairman of Eastern I.C.C. Co.,Ltd. - Director of Eastern I.C.C. Co., Ltd. - Director of International Commercial Coordination Co., Ltd. - Chairman of Thai Arusu Co., Ltd.

## 1.1 Profiles of Directors, Executives and Regulators

Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 *** (%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
*2. Thamarat Chokwatana President and Executive Chairman 24 March 1999	(cont.)					2005-Present	<ul style="list-style-type: none"> <li>- Director of International Laboratory Co., Ltd.</li> <li>- Director of Can Co., Ltd.</li> <li>- Director of Intersouth Co., Ltd.</li> </ul>
						2006-Present	<ul style="list-style-type: none"> <li>- Director of Intanin Chiangmai Co., Ltd.</li> </ul>
						2010-Present	<ul style="list-style-type: none"> <li>- Director of Pens Marketing &amp; Distribution Co., Ltd.</li> </ul>
						2014-Present	<ul style="list-style-type: none"> <li>- Director of Canchana International Co., Ltd.</li> </ul>
						2015-Present	<ul style="list-style-type: none"> <li>- Director of Transcosmos (Thailand) Co., Ltd.</li> <li>- Director of Sun and Sand Co., Ltd.</li> <li>- Director of Koraj Wattana Co., Ltd.</li> </ul>
							<u>Other Non-Listed Companies</u>
							<u>Competing / Similar / Related Businesses</u>
						2016-Present	<ul style="list-style-type: none"> <li>- Director of Chokwatana Co., Ltd.</li> </ul>
						2019-Present	<ul style="list-style-type: none"> <li>- Director of Kabin Phatthanakij Co., Ltd. and Maharachapreuk Co., Ltd.</li> </ul>
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
3. Thiraphong Vikitset Ph.D. Independent Director and Audit Committee Chairman 26 April 1999	78	Ph.D. (Economics), West Virginia University, U.S.A.	DAP, DCP, ACP, FND, QFR	- None -	- None -	2016-Present	<u>Listed Companies 2</u> <ul style="list-style-type: none"> <li>- Independent Director and Member of Audit Committee of TPI Polene Power Plc.</li> </ul>
						1991-Present	<u>Other Non-Listed Companies 1</u> <ul style="list-style-type: none"> <li>- Independent Director of Better Way (Thailand) Co., Ltd.</li> </ul>
							<u>Administration of National Institute of Development Administration (NIDA)</u>
						1984-1985	<ul style="list-style-type: none"> <li>- Associate Dean of School of Development Economics</li> </ul>
						1985-1986	<ul style="list-style-type: none"> <li>- Dean of School of Development Economics</li> </ul>
						1986-1991	<ul style="list-style-type: none"> <li>- Vice President for Academic Affairs</li> </ul>
						1995-1997	<ul style="list-style-type: none"> <li>- Director of Academic Council</li> </ul>
						2001-2002	<ul style="list-style-type: none"> <li>- Director of NIDA Council</li> </ul>
						Present	<ul style="list-style-type: none"> <li>- Professor of School of Development Economics, National Institute of Development Administration (NIDA)</li> </ul>
							<u>Other notable experiences</u>
						1986-1991	<ul style="list-style-type: none"> <li>- Member of Subcommittee on Energy Policy Formulation</li> </ul>
						1991	<ul style="list-style-type: none"> <li>- Member of Subcommittee on Energy Planning for the 7<sup>th</sup> Economic and Social Development Plan</li> </ul>
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	

## 1.1 Profiles of Directors, Executives and Regulators

## Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
4. Anuchit Anuchitanukul Ph.D. Independent Director and Audit Committee Member 9 April 2020	53	<ul style="list-style-type: none"> <li>- Ph.D. Computer Science Stanford University, CA U.S.A.</li> <li>- MSCS Computer Science Stanford University, CA U.S.A.</li> <li>- MBA Chulalongkorn University</li> <li>- B.ENG (1<sup>st</sup> Class Hons), Computer Engineering, Chulalongkorn University</li> </ul>	DCP, EDP, TEPCoT, SIBA	- None -	- None -	<p>2020-Present</p> <p>2016-2020</p> <p>2016-Present</p> <p>2020-Present</p> <p>2021-Present</p> <p>2022-Present</p> <p>2021-Present</p> <p>Mar 2020-Present</p> <p>Nov 2020-Present</p> <p>2015-Present</p> <p>2021-Present</p> <p>2021-Present</p> <p>2020-Present</p> <p>2020-Present</p>	<p><b>Listed Companies 4</b></p> <ul style="list-style-type: none"> <li>- Advisor to Chief Executive Office of Kiatnakin Phatra Bank Plc.</li> <li>- Executive Vice President (Chairman of Retail Strategy and Innovation) Kiatnakin Phatra Bank Plc.</li> <li>- Executive Director of Kiatnakin Phatra Bank Plc.</li> <li>- Audit Committee Member of I.C.C. International Plc.</li> <li>- Director/Risk Subcommittee of WHA Corporation Plc.</li> <li>- Director of WHA Industrial Development Plc.</li> </ul> <p><b>Other Non-Listed Companies 6</b></p> <ul style="list-style-type: none"> <li>- Director of Bee System Co., Ltd.</li> <li>- Director of Fourgle (Thailand) Co., Ltd</li> <li>- Director of Set Venture Holding (SVH) Co., Ltd</li> <li>- Director of KKP Dime Securities Co., Ltd.</li> <li>- Director and Audit Committee Member of Arkitektura Co., Ltd.</li> <li>- Chairman of Arkitektura Co., Ltd.</li> <li>- Director of Aksorn Education Plc.</li> </ul> <p><b>Competing / Similar / Related Businesses</b> - None -</p> <p><b>Government Agency</b></p> <ul style="list-style-type: none"> <li>- Director of the information Technology Committee, Stock Exchange of Thailand</li> <li>- Chairman of Securities Investor Protection Fund (SIPF)</li> </ul> <p><b>Ministry of Digital Economy and Society</b></p> <ul style="list-style-type: none"> <li>- Subcommittee on Standards and Regulation under the Board of Directors Electronic Transactions Commission</li> <li>- Subcommittee on Strategy and Promotion under the Board of Directors Electronic Transaction</li> <li>- Qualified Director of computer science, Electronic Transactions Commission</li> <li>- Advisor , Digital Council of Thailand</li> </ul>

## 1.1 Profiles of Directors, Executives and Regulators

Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
4. Anuchit Anuchitanukul Ph.D.  Independent Director and Audit Committee Member  9 April 2020	(cont.)						<b><u>State Enterprise Policy Office</u></b>
						2019-Present	- Expert Member of The Capital Market Development Fund Committee
						2017-Present	- Public Private Partnership (PPP) Policy Committee
						2019-Present	- State Enterprise Development Assessment Subcommittee for Digital transformation and Knowledge and Innovation management
							<b><u>Past</u></b>
						2018-2022	- Director in the Revenue Department drive the committee into digital revenue
						2020-2022	- Advisor to the Working Group for promoting liquidity in Business Operations Electronic tax documents
						2020-2022	- Advisor, Technology Subcommittee, Securities and Exchange Commission
						2021-2022	- Subcommittee on Office of Small and Medium Enterprises/ Subcommittee on Database and Information Systems Development Big Data/Master Data
						2018-2022	- Member of the Big Data Driven Board of Ministry of Finance
						2018-2022	- Expert Board Member of Committee For The Protection of Credit Information
						2016-2019	- Director of The National e-Payment, Prime Minister’s Office
						2017-2019	- Advisor of the Identity provider (IDP) Committee, Ministry of Digital Economy and Society
						2018-2019	- Director and Member of the Audit Subcommittee, The Stock Exchange of Thailand
						2018-2021	- Director of Bangchak Corporation Plc.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	

## 1.1 Profiles of Directors, Executives and Regulators

## Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
5. Pitak Pruittisarikorn Independent Director and Audit Committee Member 24 April 2023	61	- Master's Degree, Faculty of Engineering Electrical Engineering Kyoto University, Japan  - Bachelor's Degree, Faculty of Engineering Electrical Engineering Kyoto University, Japan	DAP	- None -	- None -	2023 - Present  2021 - Present	<u>Listed Companies 2</u> - Director of Proud Real Estate Public Company Limited <u>Other Non-Listed Companies 1</u> - Chairman of the Board of Honda Automobile (Thailand) Co., Ltd. <u>Competing / Similar / Related Businesses</u> - None -
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
6. Nathporn Chatusripitak Independent Director and Audit Committee Member 24 April 2023	49	- M.A. Finance, The Wharton School, University of Pennsylvania, U.S.A.  - B.Sc., Magna Cum Laude, Electrical Engineering: Control Systems, Brown University, U.S.A.	DCP, DLCP, SFE, ITG, AACP, FSD	- None -	- None -	2023 - Present  2020 - Present  2019 - Present    2017 - Present 2019 - Present	<u>Listed Companies 1</u> - Director of I.C.C. International Plc. <u>Other Non-Listed Companies</u> - None - <u>Competing / Similar / Related Businesses</u> - None - - Member, Public Sector Excellence in Collaboration towards Poverty Eradication Award Committee - Member, National Economic and Social Development Council (NESDC) - Member, Competitiveness Promotion Subcommittee - Member, Broadening Opportunities and Promoting Equality in Society Subcommittee - Member, SMEs Development Subcommittee - Member, Economic Restructuring Subcommittee - Member, National Economic Reform Committee - Advisor to the Boar, Creative Economy Agency
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	



## 1.1 Profiles of Directors, Executives and Regulators

Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
7. Nualphan Lamsam Director 14 October 2022	58	- M.Ed. (Educational Leadership Administration), Boston University, U.S.A.  - Bachelor's degree in Marketing, Faculty of Commerce and Accountancy Chulalongkorn University	DCP	- None -	- None -	2010-Present  2021-Present 2010-Present  2021-Present 2018-Present 2010-Present 2009-Present  2018-2019 2018-2019	<u>Listed Companies 5</u> - President and Chief Executive Officer & Executive Director of Muang Thai Insurance Plc. - Director of Dusit Thani Plc. - Director of Phatra easing Plc. - Director of Muang Thai Real Estate Plc. - Advisor of the Managing Director Muang Life Assurance Plc. <u>Other Non-Listed Companies 14</u> - Director of Ban Bueng Wetchakit Co., Ltd. - Director of Suvarnachad Co., Ltd. under the Royal Pratonage - Advisor of the Board of Muang Thai Group Holding Co., Ltd. - Director of Saint Sonore (Bangkok) Co., Ltd. <u>Other notable experiences</u> - Director of Do Day Dream Plc. - Independent Director of Do Day Dream Plc. <u>Competing / Similar / Related Businesses</u> - None -
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
*8. Somphol Chaisiroj Director 29 September 2009	67	Master of Arts, Ohio University, U.S.A.	DAP, DCP	0.022	- None -	2009-Present 2018-Present 1990-2016  2000-Present 1996-Present	<u>Listed Companies 1</u> - Director of I.C.C. International Plc. - Advisor of Business Division, Thanulux Plc. - Vice President of Division W, I.C.C. International Plc. <u>Other Non-Listed Companies 2</u> <u>Competing / Similar / Related Businesses</u> - Chairman of Sun and Sand Co., Ltd. - Director of Eastern I.C.C. Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	

## 1.1 Profiles of Directors, Executives and Regulators

## Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
*9. Munchusa Terapongpipat Director and Vice President Company Administration Division 25 April 2016	66	Bachelor of Public Administration, Ramkhamhaeng University	CPG, DCP	0.004	- None -	2000-Present  2011-Present 2015-Present 2021-Present	<u>Listed Companies 1</u> <u>Other Non-Listed Companies 5</u> <u>Competing / Similar / Related Businesses</u> - Director of Train Time Test Co., Ltd. - Director of Sun and Sand Co., Ltd. - Director of Eastern I.C.C. Co., Ltd. - Director of Paknumpo Wattana Co., Ltd. - Director of Can Co., Ltd
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
*10. Kobsuk Sangsawad Director 25 April 2016	63	Bachelor of Law, Ramkhamhaeng University	DCP	0.0005	- None -	2016-Present  1999-Present 2014-Present	<u>Listed Companies 1</u> - Director of I.C.C. International Plc. and 1 Subsidiary Company <u>Other Non-Listed Companies 3</u> <u>Competing / Similar / Related Businesses</u> - Director of Vira Law Office Co., Ltd. - Director of WBRE Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
*11. Surat Wongrattanapassorn Ph.D. Director and Vice President Information Technology Division 1 May 2013	58	- Ph.D. (Business Administration), Nova Southeastern University, U.S.A. - Master of Engineering (Computer), Assumption University	DAP, DCP, ITG	0.007	- None -	2014-Present  2011-Present 2015-Present 2016-Present 2018-Present	<u>Listed Companies 2</u> - Director, Pan Asia Footwear Plc. <u>Other Non-Listed Companies 5</u> <u>Competing / Similar / Related Businesses</u> - Director of Thai Itokin Co., Ltd. - Director of Eastern I.C.C. Co., Ltd. - Director of Tiger Distribution & Logistics Co., Ltd. - Director of Can Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	

## 1.1 Profiles of Directors, Executives and Regulators

Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
*12. Chailada Tantivejakul Director 22 April 2019	48	- Bachelor of Economics, Thammasat University - Master of Trade and International Policy, George Mason University, U.S.A.	DAP, RCL	0.029	- Niece of Boonkiet Chokwatana	2017-Present  2014-2017 2020-Present 2015-2020 2017-2020 2011-2017  2022-Present	<u>Listed Companies</u> 3 - Vice Chairman and Chief Financial Officer of Far East Fame Line DDB Plc. - Managing Director of Far East Fame Line DDB Plc. - Executive Vice President of Saha Pathanapibul Plc. - Director of Saha Pathanapibul Plc. - Marketing Director of Saha Pathanapibul Plc. - Assistant Marketing Director of Saha Pathanapibul Plc. <u>Other Non-Listed Companies</u> 16 <u>Competing / Similar / Related Businesses</u> - Director of Lion Corporation (Thailand) Limited
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
13. Ramida Russell Maneesatien Vice President Division B 25 May 2010	55	- Master in Communication Arts (Mass Communication), Chulalongkorn University - Bachelor in Business Administrations BBA, Assumption University	FSD, TLP 7, DCP	0.003	- None -	2011-Present 2003-Present 2013-Present 2015-Present	<u>Listed Companies</u> - None - <u>Other Non-Listed Companies</u> 9 <u>Competing / Similar / Related Businesses</u> - Managing Director of Thai Itokin Co., Ltd. - Director of Sukhathasana Co., Ltd. - Director of Shop Global (Thailand) Co., Ltd. - Director of Koraj Watana Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
14. Yothin Suvannakate Vice President Business Support Division and Second Vice President Information Technology Division 21 May 2021	51	- Master of Information Technology, King Mongkut's University of Technology Thonburi	DAP, DPC, Successful Formulation & Execution the Strategy 2016	- None -	- None -	2021-Present  2021-Present	<u>Listed Companies</u> - None - - Executive Director of I.C.C. International Plc. <u>Other Non-Listed Companies</u> 1 <u>Competing / Similar / Related Businesses</u> - Director of Intersouth Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	

## 1.1 Profiles of Directors, Executives and Regulators

## Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 ***(%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
15. Supalerk Cheewakoset Vice President Division O 1 April 2023	54	- M.B.A., Azusa Pacific University, U.S.A. - Bachelor in Business Administration, Azusa Pacific University, U.S.A.	- None -	- None -	- None -	2023-Present	<u>Listed Companies</u> - None - - Executive Director of I.C.C. International Plc. <u>Other Non-Listed Companies</u> 1 <u>Competing / Similar / Related Businesses</u>
						2021-Present	- Director of Maharachapreuk Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
16. Duangrudee Milintanggul Vice President Office of Commission and Compliance Division 1 November 2023	58	- Bachelor in Business Administration & Economics, Kasetsart University	CSP, FSD, SGP	- None -	- None -	2023-Present	<u>Listed Companies</u> - None - - Executive Director of I.C.C. International Plc. <u>Other Non-Listed Companies</u> 1 <u>Competing / Similar / Related Businesses</u>
						2018-Present	- Director of International Commercial Coordination Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
17. Yauwaluk Namakorn Vice President Accounting & Finance Division 1 April 2022	56	- Master's Degree of Business Administration, Burapha University - Bachelor's Degree in Accounting, Rajamangala University of Technology	CFO, FSD, TAS29	- None -	- None -	2023-Present	<u>Listed Companies</u> - None - - Executive Director of I.C.C. International Plc. <u>Other Non-Listed Companies</u> 1 <u>Competing / Similar / Related Businesses</u>
						2021-Present	- Director of Sun and Sand Co., Ltd. - Director of Tiger Distribution & Logistics Co., Ltd.
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	
18. Sawat Posinsomwong Vice President Division W 1 November 2014	56	- MBA Assumption University - Bachelor of Business Administration, Assumption University	- None -	- None -	- None -	2010-2014	<u>Listed Companies</u> - None - <u>Other Non-Listed Companies</u> - None - - Managing Director of Swarovski (Thailand) Ltd. <u>Competing / Similar / Related Businesses</u> - None -
Tenure in other business or organizations in the past year which had material / significant impact on attendance.						- None -	

## 1.1 Profiles of Directors, Executives and Regulators

Attachment 1

Name / Position / Appointment Date	Age (Year) **	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 *** (%)	Relationship of Directors and Executives	Work experience in the past 5 years	
						Period	Major Experience
19. Wanlaya Chongkaona Vice President Division G 1 April 2023	57	<ul style="list-style-type: none"> <li>- Master's Degree Marketing Management Siam University</li> <li>- Bachelor's Degree Money and Banking Ramkhamhaeng University</li> </ul>	- None -	0.00008	- None -		<u>Listed Companies</u> - None - <u>Other Non-Listed Companies</u> - None - <u>Competing / Similar / Related Businesses</u> - None -
Tenure in other business or organizations in the past year which had material / significant impact on attendance.							- None -

## 1.2 Profiles of the person taking the highest responsibility in finance and accounting(CFO) and the person supervising accounting

## Attachment 1

Name / Position / Appointment Date	Age (Year)	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 (%)	Relationship of Directors and Executives	Work experience	
						Period	Major Experience
Miss Yauwaluk Namakorn Vice President Accounting & Finance Division  The person supervising accounting 16 November 2018  The person taking the highest responsibility in finance and accounting (CFO) 20 August 2021	56	- Bachelor's Degree in Accounting, Rajamangala University of Technology  - Master's Degree of Business Administration, Burapha University	1. Chief Financial Officer Certification Program 2. TAX AUDIT Analysis Financial Statement before filing PND. 50 3. Financial Statements for Directors (FSD) 4. Risk management and internal control for fraud prevention 5. Learn Accounting in Inflation Economy (TAS29) 6. Digital Asset & Tax Law 7. PDPA for Accounting 8. Update FRS for NPAEs (Effective Date 1 January 2023) 9. CFO Conference 2023 Embracing Changes & Unveiling the Path to Business Resilience and Success 10. Update Tancd Year 2023	- None -	- None -	1989 - 2003	Senior Accountant, SCG Accounting Services Co., Ltd.
						2004 - 2007 2006 - 2007 2008 - 2011  2012 - 2015  2016 - August 2021  August 2021 - March 2022  April 2022 - Present	Chief Operation Officer Member of Remuneration Committee Accounting and Finance Manager, Acting chief executive officer of Admin and Accounting Services Co., Ltd. Accounting Manager and Senior Financial Officer, Khanna Co., Ltd. Assistant Vice President Accounting & Finance Division of I.C.C. International Public Company Limited. Acting Vice President Accounting & Finance Division of I.C.C. International Public Company Limited. Vice President Accounting & Finance Division of I.C.C. International Public Company Limited.

### 1.3 Company's Secretary

Attachment 1

Name / Position / Appointment Date	Age (Year)	Education	Training Background	*Proportion of shareowning at 31 Dec 2023 (%)	Relationship of Directors and Executives	Work experience	
						Period	Major Experience
Mrs. Duangrudee Milintanggul Company Secretary as of September 1, 2009	58	Bachelor in Business Administration & Economics, Kasetsart University	1. Strategic and Appreciative Business Development Program : THE MASTER 4 2. Company Secretary Program (CSP 31/2009) 3. Financial Statements for Directors (FSD 6/2009) 4. Subsidiary Governance Program (SGP 3/2022) Organized by the Institute of Directors (IOD) 5. Registered Lead Auditor (QMS, EMS, SA 8000) organized by the IRCA, UK 6. Ethics and Corporate Sustainability organized by I.C.C. International Plc. 7. Transfer Pricing Legislation [Amendment of the Revenue Code (Version 47) B.E. 2561] organized by the Saha Group Accounting and Finance Management Club 8. Personal Data Protection Act : PDPA B.E. 2562 9. Understanding Corporate Sustainability by Sustainable Business Development Institute SBDi	- None -	- None -	Present	1. Member of the Corporate Governance and Sustainable Development Committee 2. Member of the Risk Management Committee 3. Corporate System Development Manager 4. Quality Management Representative (ISO 9001) 5. The Company's Secretary and Investor Relations 6. Secretary of the Company's Audit Committee 7. Secretary of the Company's Nomination Committee 8. Secretary of the Company's Remuneration Committee
						1989-1995	<u>Past experiences</u> Sales & Marketing ; Bayer Thai Co., Ltd.
						1995-2002	Registered Auditor (QMS, EMS, SA 8000); SGS (Thailand) Ltd.
						2002-2003	Registered Auditor (QMS, EMS, SA 8000); RWTUV (Thailand) Ltd.



## 2. The Profile of Directors, Executives and Regulators in subsidiary, associated and other related companies

Attachment 1

Name	Position															
	Boonkiet Chokwatana	Thamarat Chokwatana	Thiraphong Vikitset, Ph.D.	Anuchit Anuchitanukul Ph.D.	Pitak Pruittis- arikornd	Nathporn Chalusripitak	Somphol Chai- siroj	Munchusa Terapong- pipat	Kobsuk Sang- sawad	Surat Wongrattana- passorn Ph.D.	Chailada Tantive- jakul	Ramida Russell Maneesa- tian	Yothin Suvan- nakate	Supalerk Cheewakoset	Duangrudee Milintanggul	Yauwaluk Namakorn
1. I.C.C. International	A	C, E	AC	AC	AC	AC	F	F	F	F	F	I	I	I	I	I
2. Thai Wacoal		F														
3. Thanulux		A														
4. People's Garment	A															
5. Far East Fame Line DDB											F					
6. Sahapathanapibul		F									F					
7. Saha Pathana Inter-Holding	F															
8. S&J International Enterprises	A															
9. O.C.C.																
10. Champ Ace	A	F														
11. International Laboratories		F														
12. I.D.F.																
13. International Commercial Coordination		F													F	
14. Can	F	A						F		F						
15. Pan Asia Footwear	A									F						
16. First United Industry		F														
17. Koraj Wattana	A	F										F			F	
18. Sun and Sand	F	F					A	F								F
19. D F Inter		F														
20. Company Assets Saha		F									F					

Remarks: A = Chairman      B = Vice Chairman      C = President      AC = Audit Committee      EC = Vice Executive Chairman  
D = Director Manager      E = Executive Chairman      F = Director      DE = Vice President      FC = Director Advisor  
I = Vice President Division      EF = Executive Director

Name	Position															
	Boonkiet Chokwatana	Thamarat Chokwatana	Thiraphong Vikitset, Ph.D.	Anuchit Anuchitanukul Ph.D.	Pitak Pruitti-arikorn	Nathporn Chalusrikit	Somphol Chai-siroj	Munchusa Terapongpipat	Kobsuk Sangsawad	Surat Wongrattana-passorn Ph.D.	Chailada Tantivejakul	Ramida Russell Maneesatien	Yothin Suvanakate	Supalerk Cheewakoset	Duangrudee Milintanggul	Yauwaluk Namakorn
21. Tiger Distribution & Logistics	A									F						F
22. Thai Cubic Technology	A															
23. Better Way (Thailand)	A		F													
24. Paknumpo Wattana	F	A						F				F				
25. Maharachapreuk	F	F										F		F		
26. Sukhatasana	A											F				
27. Thai Itokin	A									F		D				
28. Intersouth	F	F											F			F
29. Intanin Chiangmai	A	F														
30. Eastern I.C.C.	F	A					F	F		F						
31. Thai Arusu		A														
32. Osoth Inter Laboratories	F															
33. H&B Intertex	A															
34. Vira Law Office									F							
35. Sahachol Food Supplies	A															
36. Thai Sports Garment	A															
37. Top Trend Manufacturing	A															
38. K. Commercial and Construction	A															
39. Sahapat Real Estate		A									F					
40. Pens Marketing and Distribution		F														
41. United Utilities	A	F									F					

## Attachment 1

Name	Position															
	Boonkiet Chokwatana	Thamarat Chokwatana	Thiraphong Vikitset, Ph.D.	Anuchit Anuchitanukul Ph.D.	Pitak Pruittis-arikornd	Nathporn Chalusripitak	Somphol Chai-siriroj	Munchusa Terapongpipat	Kobsuk Sangsawad	Surat Wongrattana-passorn Ph.D.	Chailada Tantivejakul	Ramida Russell Maneesatien	Yothin Suvan-nakate	Supalerk Cheewakoset	Duangrudee Milintanggul	Yauwaluk Namakorn
42. Issara United	A											F				
43. Shop Global (Thailand)		F										F				
44. WBRE	A								F							
45. Canchana International	F	F														
46. Transcosmos		F														
47. Issara United Development	A											F				
48. WBLP	A															
49. Train Time Test	A							F								
50. Torfun Property	A															
51. Kewpie (Thailand)											F					
52. Chokwatana	F	F									F					
53. Lion Corporation (Thailand)		F									F					
54. Thai Hoover Industry		F														
55. T-Way	A															
56. King Square Development		F								F					F	
57. PTZ E-Commerce Sep		F														
58. King Square Development		F														
59. Kingbridge Asset		F									F					

## Detail of the director of subsidiaries

Name of Directors		Subsidiaries Company			
		WBRE	ITOKIN	CANCHANA	TSDC
1. Mr.Boonkiet	Chokwatana	A	A	F	A
2. Ms.Yauwaluk	Namakorn				F
3. Mr.Sarote	Moolamai	F			
4. Mr.Nattaphat	Petchratanaporn	D	F	A	
5. Mrs.Kobsuk	Sangsawad	F			
6. Mrs.Ramida Russell	Maneesatiean		D		
7. Mr.Yozo	Yamanishi		F		
8. Mr.Surat	Wongrattanapassorn		F		F
9. Mrs.Suporn	Chantharatluxa		F		
10. Mr.Pimapatt	Talalak		F		
11. Ms.Benjamas	Jearjumroon			F	
12. Mrs.Pasook	Raksawonkse			F	
13. Mr.Vathit	Chokwatana			F	
14. Mr.Thamarat	Chokwatana			F	
15. Mr.Worachai	Pathumapa				D
16. Mr.Thitipoom	Chokwatana				F
17. Mr.Pipope	Chokwatana				F
18. Mr.Prasatporn	Lerdsukekasame				F
19. Ms.Darunee	Makthaisong				F
20. Mr.Pongchai	Athikromrattanakul				F

**Note:** WBRE = WBRE Co., Ltd.  
 ITOKIN = Thai Itokin Co., Ltd.  
 CANCHANA = CANCHANA INTERNATIONAL CO., LTD  
 TSDC = Tiger Distribution & Logistic Co., Ltd.

A = Chairman  
 D = Managing Director  
 F = Director

## Details of the Heads of the Internal Auditor

The Audit Committee has scrutinized the qualifications of Dharmniti Internal Audit Co., Ltd. and Miss Somcharee Kawkomdee and found that they are suitably qualified for this task because of their independent standing and 12 years of experience in internal auditing of businesses with the same nature as the company's.

### Resume

Name	:	Somcharee Kawkomdee
Current Position	:	Director of Dharmniti Internal Audit Co., Ltd.
Education	:	Bachelor Degree Faculty of Humanities and social Sciences at Burapha University (Account)
Summary of Training	:	Certified Professional Internal Audit of Thailand (CPIAT) 1. Internal Auditor Program Class 1-2 2. Risk Assessment Program 3. COSO 2013 Program (Theory and Practice) 4. Maintain and improve the quality of internal audit work project 5. Self-assessment on anti-corruption measurement 6. Guidelines for Investigation Fraud 7. International Standards for the Professional Practice of Internal Auditing 8. CIA Part II Training at Federation of Accounting Professions 9. Internal Audit Training Program to prepare for Internal Auditor (Pre CIA) Chulalongkorn University 10. Asian Confederation of Institutes of Internal Auditors Conference 2018 (Malaysia) 11. Agile Auditing
Work Experience	:	1. 2006 - 2008 Internal Auditor at Dharmniti Auditing Co., Ltd. 2. 2009 - 2010 Senior Internal Auditor at Dharmniti Auditing Co., Ltd. 3. 2011 - 3/6/2016 Assistant Manager at Dharmniti Auditing Co., Ltd. 4. June 2016 - Present Director Dharmniti Internal Audit Co., Ltd.

## Assets Used in Business Operations and Details of Property Appraisal lists

## 1. Assets Used in Business Operation

## 1.1 Fixed Assets Leasehold rights and trademarks

Type / Characteristics	Ownership	Rental period balance	Net Book Value (Million Baht)	Obligations
1. Land 217 plots in Bangkok and other provinces Total area 88 rai 2 ngan 99.25 square wah	Own	-	1,761.43	None
2. Buildings				
2.1 Buildings				
- 113 places in Bangkok and other provinces	Own	-	86.94	None
2.2 Condominium				
- 1 places, 11 rooms in Thailand	Own	-	(A)	None
- 1 places, 3 rooms in Thailand	Own	-	4.49	None
- 5 places, 5 rooms abroad	Own / Long-Term leases	-	9.15	None
3. Leasehold rights 2 plots in Bangkok and other provinces	Leases Between 10 - 26 Years	3 - 6 Years	6.70	None
4. Trademarks				
- ST. Andrew Type of Towel, Clothes, Doll	License 10 Years	2 - 6 Years	0.10	None
- 7 Trademarks consists of GYM, UNIWEAR, NUTRA etc.	License 10 Years	4 - 6 Years	0.03	None
- Trademarks BSC Corn Soy, BSC, Honei V	License 10 Years	3 - 9 Years	0.63	None
- Trademarks Shop Smart, ThailandBest	License 10 Years	3 - 5 Years	0.03	None
- Trademarks MAXIMUS, WHITE ELEPHANT, COOL METROPOLIS, EXCELLENCY, JASHION, SL Streamline etc.	License 10 Years	3 - 9 Years	0.50	None

## 1.2 Investment properties

Type / Characteristics	Ownership	Rental period balance	Net Book Value (Million Baht)	Obligations
1. Land 187 plots in Bangkok and other provinces Total area 569 rai 2 ngan 25.26 square wah	Own	-	1,202.59	None
2. Buildings 46 places in Bangkok and other provinces	Own	-	129.63	None

Note: "Book value" = purchase price less accumulated depreciation (if any).

(A) Fully depreciated.

## 2. Details of property appraisal lists

During 2023, the Company did not have a property appraisal.

## Policy on Corporate Governance

### Charter of Subcommittees and Report of Subcommittees

#### Report of the Subcommittees

Report of the Subcommittees in 2023, as follow :

- |  |                   |
|--|-------------------|
| • Nomination Committee Report                                | On attachment 5.1 |
| • Remuneration Committee Report                              | On attachment 5.2 |
| • Risk Management Committee Report                           | On attachment 5.3 |
| • Corporate Governance and Sustainable Development Committee | On attachment 5.4 |
| • Audit Committee Report                                     | On attachment 6   |

The details appear on the Company's website : [www.icc.co.th](http://www.icc.co.th)

1. The Good Corporate Governance Code (Revise Version)

- Good Corporate Governance Policy
- 8 Good Corporate Governance Principles
- Business Ethics
- Code of Conduct for Directors, Executive Officers and Employees



2. Anti-Corruption Policy and Procedure Regarding Anti-Corruption Policy



3. President's Message Expressing an Intention to Conduct Business with Transparency



4. The Charter of Subcommittees

1. Charter of the Board of Directors
2. Charter of the Audit Committee
3. Charter of the Nomination Committee
4. Charter of the Remuneration Committee
5. Charter of the Risk Management Committee
6. Charter of the Corporate Governance and Sustainable Development Committee
7. Charter of the Executive Committee



## Nomination Committee Report

The Nomination Committee of I.C.C. International Public Company Limited consists of Mr. Thamarat Chokwatana, as Chairman, Mr. Boonsithi Chokwatana, Mr. Boonkiet Chokwatana, Mr. Manu Leelanuwatana, and Miss Munchusa Terapongpipat as Directors of the Committee.

The Nomination Committee has performed its duties as assigned by the Company Board of Directors as stated in the Charter of the Nomination Committee. The responsibility of the Committee is to select persons with proper qualifications, knowledge, abilities and expertise from a variety of professional fields for the position of Company Director in order to enhance Company Business's Strategy and prepare for the rapid economy and retail business changes, as well as the increasingly important role of information technology. The Nomination Committee has established the selection criteria by using the Board Skill Matrix and name list of Chartered Directors compiled by the Institute of Thai Directors, the main objective being to recruit competent persons with the appropriate skills set, qualifications and experiences, without restrictions as to gender and age, and not possessing any traits prohibited by the relevant laws and Company Regulations as well as providing the opportunity for every shareowner to participate by nominating persons to become a Company Director in advance before the Annual General Meeting Date. In 2023, shareowners did not propose any names to be considered in the election to become a Company Director.

In 2023, the Nomination Committee held a total of 4 meetings to which the quorum was complete, none of which were attended by any director with possible conflict of interest. (The number of each director's attendance is not stated in this report, details in Chart Meetings on page 113-114 of Annual Registration Statement / Annual Report 2023) The Nomination Committee selected persons with proper qualifications as mentioned criteria and also reviewed its Charter, which is a process undertaken on an annual basis.



(Mr. Thamarat Chokwatana)  
Chairman of the Nomination Committee



## Remuneration Committee Report

The Remuneration Committee of I.C.C. International Public Company Limited consists of Mr. Boonkiet Chokwatana as Chairman, Mr. Thamarat Chokwatana and Miss Munchusa Terapongpipat as Directors.

The Remuneration Committee performed its duties as assigned by the Company Board of Directors as specified in the Charter of the Remuneration Committee. The main duties are as follows:

1. Propose fair and reasonable Remuneration Policy and Rule for Company Directors, Sub-Committee directors and Management because remuneration is an important factor, which helps to attract and retain knowledgeable and capable persons to remain with the organization. Moreover, it is a tool to motivate and create work efficiency.

2. Consider allocation of remuneration to Company Directors, Sub-Committee directors on an individual basis by taking into consideration authority, duties and obligations skills and experience and commensuration with the same type of industry within the financial limit as approved by shareowners and propose to Company Board of Directors Meeting.

In 2023, the Remuneration Committee held 4 Meetings attended by all the Directors. (The number of each director's attendance is not stated in this report, details in Chart meetings on page 113-114 of Annual Registration Statement / Annual Report 2023) The Charter of Remuneration Committee was also reviewed annually. The remuneration of Company Directors, Sub-Committee Directors and Management were disclosed in the Annual Registration Statement/Annual Report 2023 (Form 56-1 One Report). The Remuneration Committee considered and agreed that they are appropriate and coincided with their duties, obligations as well as conforming to Company Policy.



(Mr. Boonkiet Chokwatana)

Chairman of Remuneration Committee

## Risk Management Committee Report

The Board of Directors of I.C.C. International PLC understand the importance of corporate risk management, and therefore have incorporated a Risk Management Committee, with Mr. Thamarat Chokwatana as a Chairman, Miss Munchusa Terapongpipat, Surat Wongrattanapassorn Ph.D., Mr. Yothin Suvannakate, Miss Yauwaluk Namakorn and Mrs. Duangrudee Milintanggul as member.

In 2023, the Risk Management Committee has focused attention on enhancing the efficiency and effectiveness of risk management at operational level, by implementing measures in terms of Operational Risk, IT Risk, Fraud Risk, Corruption Risk, Personal Data breach according to Personal Data Protection Act (PDPA) AD2019 Risk and Cybersecurity Risk, etc., formulating methods, establishing monitoring procedures and supporting tools to achieve target objectives, enabling our personnel to perform their duties and to effectively mitigate the risks. In addition, The Company also hired a consultant firm to arrange Carbon Footprint of Organization (CFO) which will lead to the designation of a management guidelines to effectively reduce greenhouse gas emissions.

The Risk Management Committee held 12 meetings in 2023 to discuss the following matters (The number of each director's attendance is not stated in this report, details in Chart meetings on page 113-114 of Annual Registration Statement / Annual Report 2023).

1. To consider the Charter of Risk Management Committee to ensure its compliance, appropriateness and support for efficient and effective risk management.

2. To provide opinion and scope of the corporate risks which are Operational Risk, IT Risk, Fraud Risk, Corruption Risk, Personal Data breach Risk, risk from external factors: such as, risk from The Company's significant commercial contract being terminated, currency fluctuation, financial risks, as well as risk of impact from competitors, changing market trend to a more vigorous online market, risk from the COVID-19 pandemic, and risk from climate change, etc.

3. To monitor and support the Management in analysis of external and internal factors that may have impact on corporate operations, respectively adjusting procedures to be consistent to such changes, and reducing risks accordingly.

4. To report operation result to the Audit Committee and the Board of Directors on a regular basis.

The Risk Management Committee is assured that the Company has efficient risk management in conformance to our internal control system and good corporate governance.



(Mr. Thamarat Chokwatana)  
Chairman of Risk Management Committee

## Corporate Governance and Sustainable Development Committee Report

Corporate Governance and Sustainable Development Committee of I.C.C. International Public Co., Ltd. consists of Anuchit Anuchitanukul Ph.D. (Chairman), Ms. Munchusa Terapongpipat (Committee Member), Mrs. Chailada Tantivejakul (Committee Member), Mrs. Duangrudee Milintanggul (Committee Member) and Ms. Yauwaluk Namakorn (Committee Member). The Board of Directors' Meeting on May 5, 2023, appointed Anuchit Anuchitanukul Ph.D. (Audit Committee Member) as the Chairman of the Good Governance and Sustainability Development Committee to replace Mr. Nophorn Bhongsvej and appointed Ms. Yauwaluk Namakorn Vice President Accounting & Finance Division as the Committee Member to replace Mr. Nattapat Petchratanaporn.

The Corporate Governance and Sustainable Development Committee performs the duties and responsibilities as appointed by the Board of Directors, and as described in the Corporate Governance and Sustainable Development Committee Charter. This committee is responsible for the Company's good corporate governance. They support, monitor and conduct assessments to ensure that the Company business operation is consistent to the Good Corporate Governance principle, the management is transparent with appropriate disclosure, verifiable, fair to all stakeholders and contribute to sustainable growth of the Company.

In 2023, the Corporate Governance and Sustainable Development Committee held 5 meetings (attendance of each member is not listed in this report, but is shown in the meeting table page 113-114 in the Annual Registration Statement/ Annual Report 2023). However, all members attended every meeting. Major information is summarized as follows:

- Reviewed the corporate governance principles of the Company, promote and monitor to ensure compliance with the Good Corporate Governance 2017 (CG Code) for the benefit of creating value for the business toward sustainability goal. Approve the CG Code applied to ensure the consistency to business context and monitor the compliance with the good corporate governance and disclose in the Annual Registration Statement/ Annual Report 2023 (Form 56-1 One Report).
- Supervised the preparation of "policy and practice," which is consistent to the 2017 CG Code, to be formulated into writing, along with following up with the implementation to be carried out according to the policy and plan.
- After due supervision and support to the Company in implementing Good Corporate Governance, the Company receives "Excellent" corporate governance assessment results for the seventh consecutive year in the 2023 Thai Listed Companies Corporate Governance Survey.
- After due supervision and support to the Company in organizing transparent Annual General Meetings by taking into account the rights and equality of all shareowner groups, the Company receives "Full score of 100 points, excellent" quality of organizing Annual General Meeting assessment results for the fourth consecutive year in the 2023 from the Thai Investors Association.
- Reviewed and approved the Company's corporate vision and mission statements.
- Reviewed and approved the Company's anti-corruption policy to ensure the Company's good corporate governance, as well as following up the implementation of the set plans.
- Reviewed and approved the Company's regulations and procedures pertaining to approval authority to be accountable and appropriate to current business operation.
- Supervised the setting of criteria and conditions on timelines in providing an opportunity for minor shareowners to propose an agenda item or to nominate a person to be appointed as a member of Board of Directors prior to the Annual General Meeting 2024 between 1-31 December 2023.
- Supervised the disclosure of shareowners' equity of the Company's directors and executives in accordance with the guidelines of the Securities and Exchange Commission.
- Reviewed and approved the 2023 Performance Assessment of the Board of Directors, for the entire board and for individual director, all Subcommittees and the CEO to allow the Board of Directors to reflect on performance, problems and challenges to further enhance the Board's effectiveness.
- Reviewed and approved the Company's compliance with the Policy of Governance and Administration of Subsidiary and Affiliates and practices under the Policy of Governance and Administration of Subsidiary and Affiliates, and monitor to ensure the compliance with the plan established.
- Reviewed and approved the Personal Data Protection Policy, the Guideline to the Personal Data Protection Policy, Cyber & Information Security Policy, including supervising and following up to ensure compliance with the policies and plans established.
- Supervised and oversaw the preparation of corporate sustainability management policy and target including to promote and monitor to ensure compliance with the plan established.

- Supervised and supported training in Corporate Governance Policy, Compliance with Corporate Governance Policy, Anti-Corruption, Personal Data Protection Policy, Cyber & Information Security Policy, including testing to measure knowledge of the participants.
- Promoted, supported and monitored the sustainable development operation to maintain the balance of three aspects which are economy, society and environment under the good corporate governance principle.
- Followed up on 2023 sustainability operations' progresses and results.
- Promoted and supported the Company to manage the amount of greenhouse gas emissions from the Company's activities to meet international standards, and verified the carbon footprint which prepared by external agencies that registered with Thailand Greenhouse Gas Management Organization (Public Organization) (TGO).
- Supervised the review and amendments to the Charter of the Board of Directors and the respective charters of all subcommittees in order that they remain relevant and appropriate to the present situation.
- Reported the performance to the Board of Directors on a regular basis.



(Anuchit Anuchitanukul Ph.D.)  
Chairman of Corporate Governance  
and Sustainable Development Committee

## The Audit Committee Report

The Audit Committee of I.C.C. International Public Company Limited, comprising Thiraphong Vikitset Ph.D., as Chairman and Anuchit Anuchitanukul Ph.D., Mr. Pitak Pruittisarikorn and Mr. Nathporn Chatusripitak as committee members, and Mrs. Duangrudee Milintanggul as Secretary, has the responsibility of overseeing and assessing financial reports for their accuracy and credibility; applying appropriate and sufficient risk management, efficient and effective internal control systems; recommending the appointment or the termination of an external auditor to the company; and undertaking other duties as assigned by the Board of Directors.

In 2023, the Audit Committee arranged 18 meetings (The number of each director's attendance is not stated in this report, details in Chart meetings on page 113-114 of Annual Registration Statement / Annual Report 2023) to which it invited the Company's Vice President of Accounting and Finance, Vice Presidents of all divisions of the company, the representatives of KPMG Phoomchai Audit Co., Ltd., and the representatives of Dharmniti Internal Audit Co., Ltd., which has been appointed the company's auditor and internal audit consultant since 2004. During the meetings, they jointly considered the relevant agenda to ensure the completeness and accuracy of the information shown on financial statements and consolidated financial statements of the Company and subsidiaries, as well as reviewing and discussing corporate internal control systems, related transactions, risk management and financial information disclosure, a substantial summary of which is as follows:

1) The Audit Committee agreed with the conclusions of the representatives of KPMG Phoomchai Audit Co., Ltd., which reported that financial statements and consolidated financial statements of the company and subsidiaries were accurate and substantively complied with the latest accounting standard as represented in the Independent Auditor's Report of this Annual Registration Statement / Annual Report (Form 56-1 One Report).

2) The Audit Committee and Dharmniti Internal Audit Co., Ltd. agreed that I.C.C. International Public Company Limited and subsidiaries have adequate and appropriate internal controls and risk management systems, as shown on Dharmniti Internal Audit Co., Ltd.'s report on the adequacy and appropriateness of the Company's Internal Control Systems, under Thailand's Securities and Exchange Commission's guidelines. They also approved the company's auditing year plan, evaluated and provided oversight to ensure that the Head of the Internal Audit Unit had adequate experience, knowledge and training and provided advice for execution improvement in order to enhance effectiveness.

3) The Audit Committee reviewed all related transactions on the basis of transparency, anticipated interests of ICC in accordance with prevailing market situations, and conflicts of interest of related parties. The Audit Committee submitted 24 cases of related transactions to the Board of Directors for approval in order to ensure that the activities were transparent, rational, and in the best interest of the company and the shareowners. In 2023, there was no significant related transaction or other transaction that might have caused conflict of interest in relation to the guidelines.

4) Considered and proposed to the Board of Directors for approval the names of Certified Public Accountants and their remuneration commensurable with their knowledge, ability, experience and independence, for appointment at Annual General Meeting. For the year 2024, the proposed list of Certified Public Accountants and remuneration of the company and subsidiaries were finalized.

5) Considered and reviewed the Charter of the Audit Committee and conducted a self-assessment audit of its operating results.

6) Reviewed compliance with the Securities and Exchange Act, regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand including other relevant laws governing business operations of the company.



(Thiraphong Vikitset Ph.D.)  
Chairman of the Audit Committee

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เผยผิวกระจ่างใส 5D

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ประธานฝ่าย บอ ONE 100 GMM

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DEPARTMENT STORE

ROBINSON

THE MALL  
DEPARTMENT STORE



f : bsc.cosmetology

มีจำหน่ายแล้ววันนี้ที่เคาน์เตอร์เครื่องสำอาง BSC Cosmetology ในห้างสรรพสินค้าชั้นนำ

**WE MAKE PEOPLE HAPPY AND BEAUTIFUL**



**I.C.C. International Public Company Limited**

530 Soi Sathupradit 58 Bangpongpang Yannawa Bangkok 10120

Tel : (662) 293-9000, (662) 293-9300

Website : <http://www.icc.co.th> Email : [webmaster@icc.co.th](mailto:webmaster@icc.co.th)

Registrar : Thailand Securities Depository Company Limited

93 Ratchadaphisek Road, Dindaeng, Dindaeng, Bangkok 10400

Tel : (662) 009-9000







I.C.C. International Public Company Limited

# Sustainability Report 2023





WE MAKE PEOPLE HAPPY AND BEAUTIFUL

ICC International PCL is determined to manage products and human resources concerned with economic, social and environmental issues under a policy of social responsibility for sustainable development under 3 pillars:

**Good people, good products, good society**



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## Message from President and Executive Chairman



The economic crisis over the past several years has heavily impacted every sector, including ICC. Although the situation surrounding the COVID-19 pandemic has eased, it has directly affected consumer behavior, particularly in purchasing habits. While political crises in foreign countries may not have a direct impact, they do affect the import and export of goods. Furthermore, the consequences of war have led to oil prices skyrocketing, directly impacting the company's logistics system.

In the past year, we have worked diligently to adapt and be prepared for change, focusing on improving our business management practices and streamlining processes to reduce redundancies. Our goal is to enable the organization to move forward continuously and sustainably. Additionally, we have emphasized product development and distribution channels to meet consumer demands effectively. At the same time, we have considered the impact on stakeholders in all aspects (ESG: Environmental, Social, Governance).



# “ Move Forward: Honest Sustainability ”

On the environmental front, the company focuses on environmental care by promoting environmental awareness among employees and adopting the principles of Reduce: Reuse: Recycle. This includes reducing the use of disposable materials in the office, using recycled paper, natural ink, and segregating waste for recycling. Externally, the company emphasizes product development by considering the origin of raw materials or packaging used in the production process (Carbon Footprint) while integrating information technology systems for operations and communication to reduce energy consumption and optimize resource utilization.

For the social aspect, we continuously develop our employees to have more knowledge and expertise by providing a review of knowledge/ additional skills (reskill/upskill), providing a process for sharing/transferring various skills systematically to continuously drive business operations of the

organization, and continues to carry out activities that benefit society and the country as per to the determination of Dr. Thiam Chokwatana, the founder of the Saha Group.

In terms of good governance we attach importance to compliance with good corporate governance principles. This is an important foundation for sustainable business development and value creation. The company conducts business ethically. Respect human rights and equality in all dimensions. And are responsible to stakeholders on the basis of sincerity and honesty, including setting a code of ethics for company directors executives and employees clearly, transparently, and verifiably.

Finally, I would like to thank all executives and employees. As well as stakeholders who have worked together to overcome every obstacle and join in supporting every change I look forward to your great support again this year and beyond.

**Mr. Thamarat Chokwatana**  
President and  
Executive Chairman



# About the report

This Sustainability Report was generated to declare the operating results of I.C.C. International Public Company for the fiscal year of 2023. (January 1–December 31, 2023). It reveals our business management for sustainable growth that involves economic, social and environmental aspects. ICC business operation correlates to Sustainability Master Plan under the Corporate Social Responsibility Guidelines for Sustainable Growth in three areas **"Good people, Good products and Good Society"**

ICC has generated and disseminated the report for 8 consecutive years, since 2014 with reference to Global Reporting Initiative Standard (GRI).

The report discloses business operations that follow our directive framework (Vision and Company Strategy), Corporate Good Governance and practical guidelines of work philosophies. It also includes work force management, ethical development of the personnel, acquisition of more value for the businesses and provision of social opportunities for the community's sustainability. The details discussed correspond to the economic, social and environmental aspects for Global Sustainability.

## Scope:

The Sustainability Report 2023 reveals the company's business operations, and distribution of consumable goods in all business units under the company's umbrella and 8 business partners across the country. They are as follows:



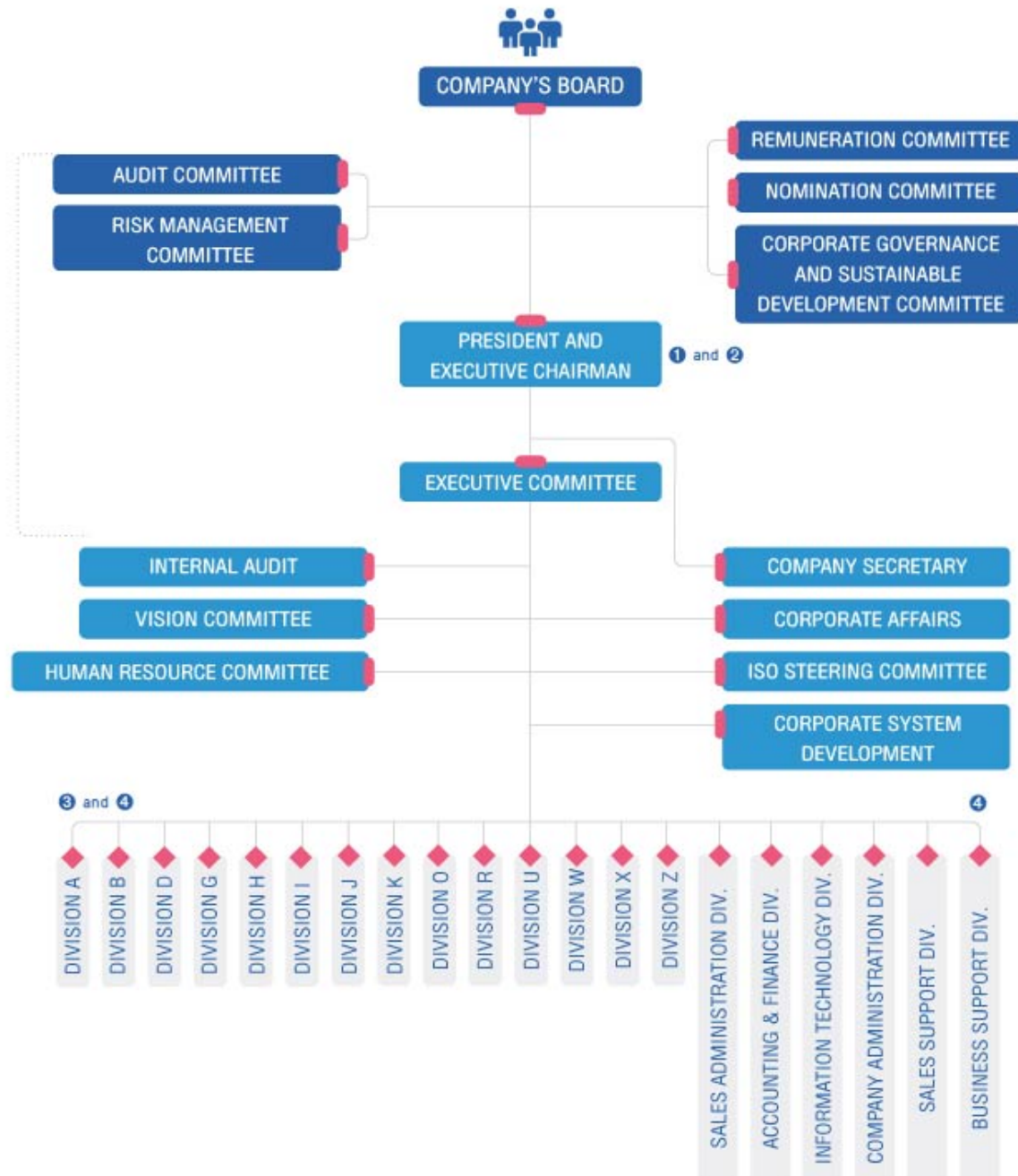
For further questions or suggestions, kindly contact:

Corporate Public Relations Affairs, Company Administration Division, I.C.C. International Public Company Limited, with office address at 530 Soi Sathupradit 58, Bangpongpan Sub-district, Yannawa District, Bangkok 10120 Telephone Number: 0-2293-9000 Email address: [pr@icc.co.th](mailto:pr@icc.co.th)



# Corporate Governance Structure

The Company strives for sustainable development in all dimensions by assigning duties and responsibilities based on the corporate organizational structure of December 31, 2022 which is publicized on the company website <http://www.icc.co.th>



① - ④ Company's executives as announced by The Securities and Exchange Commission (SEC)





# About the Company

## 1964

I.C.C. International Public Company Limited was established in 1964 with 7 founding staff as International Cosmetics Limited Partnership (PIAS).

## 1975

Appointed as agent for gentlemen's apparel "Arrow" from the USA.

## 1982

Appointed as agent for the "Itokin" fashion brand.

## 1988

Appointed as agent for "Lacoste" womenswear and menswear from France.

## 1994

Listed as a Public Company Limited and changed name to I.C.C. International Public Company Limited.

## 1997

Appointed as agent for "DAKS" womenswear and menswear from London.

## 1998

Launched Saha Group's products export expo, "Saha Group Export '98".

## 1970

Appointed as agent for of "Wacoal" lingerie from Japan.

## 1978

Received approval from the Ministry of Finance to list on the Stock Exchange of Thailand (SET).

## 1984

Appointed as agent for "Guy Laroche" menswear from France.

## 1991

Appointed as agent for global sportswear brand "Mizuno".

## 1996

To reflect its origins and ideas of "Asian-ness", the company changed its logo with the "I" for the company and the two "Cs" arranged concentrically like a globe and a dragon, representing the Year of the Dragon for the company's foundation in 1964, and a rat for the Year of the Rat denoting the name change. Combined, they refer to rising power of Asia with the flexibility to face any situation enduringly.



# 1999

Launched "BSC" (Best Selected Collection).

# 2003

Established the "108 SHOP" project to support Thai retail, introducing the Quick Response Marketing System (QRMS) to sales service, installing the system at all points of sale nationwide.

# 2008

Television business through "S Channel" satellite TV.

# 2018

Founded a cosmetics distribution center under the concept of "Beauty Station", a new sales channel bringing together cosmetics brands from both inside and outside the company.

# 2021

Expanding sales channels by opening an online store under the name [www.iccshopping.com](http://www.iccshopping.com) by collecting great promotions from well-known brands in the Saha Group allowing consumers to shop conveniently 24 hours a day

# 2023

The company has signed a memorandum of understanding with Humanica Public Company Limited with the aim of jointly managing human resources through the use of information technology to drive full-scale Digital Transformation.

13

# 2002

Established the first "His & Her Shop" in Big Jiang Shopping Mall, Nongkhai.

14

15

# 2004

Established a new corporate headquarters in a six-storey twin building near the original building, which has been used until today. And Initiate the Sahaphat Innovation contest "CHAIRMAN AWARDS"

16

17

# 2016

Sales channels were also expanded into online channels, starting with [eThailandBEST.com](http://eThailandBEST.com) and The company also initiated the ICC INNOVATION AWARDS.

18

19

# 2020

A Master License was signed for "Kumamon", the mascot of Kumamoto Prefecture from Japan.

20

21

# 2022

Expands sales channels to accommodate new shopping lifestyles under the name "At First" "Inspiring Your Life", a community of over 2,800 square meters that gathers famous brands in the company such as Lacoste, Guy Laroche, Daks, Naturalizer, Wacoal, BSC, Elle, Enfant and many other lifestyle products at G Floor, Zone A, MBK Center.

22

23

**I.C.C. International Public Company Limited helps fulfill lifestyles of people of all walks of life with the following wide range of products and service of international standards:**

1. Cosmetics and perfume products
2. Men's wear
3. Women's wear
4. Baby products
5. Leather and accessories
6. Sportswear
7. Household products







# Overview of the business

Detailed numbers indicate the efficiency of ICC International PLC's operations in 2023



## Good corporate governance

**No** cases of corruption

**No** violations of the law, or relevant company regulations

Implementation of gift policy for every festival

Extended membership and participation in CAC

## Business growth

Details appear in the One Report for 2023

**2023** total revenues (annual)

**10,030 MB**

(January 2023 to December 2023, a 12-month period)

Proportion of revenue  
from Thailand



proportion of revenue  
from overseas



## Compared to 2022

**2022**

total revenues (annual)

**9,471 MB**

(January 2022 to December 2022, a 12-month period)

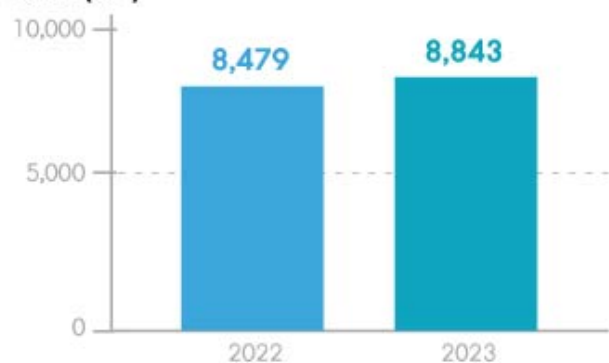
Proportion of revenue  
from Thailand



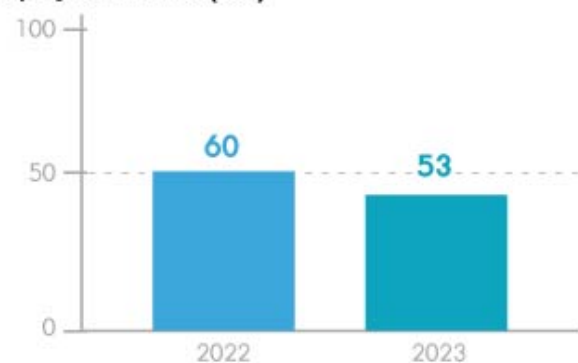
proportion of revenue  
from overseas



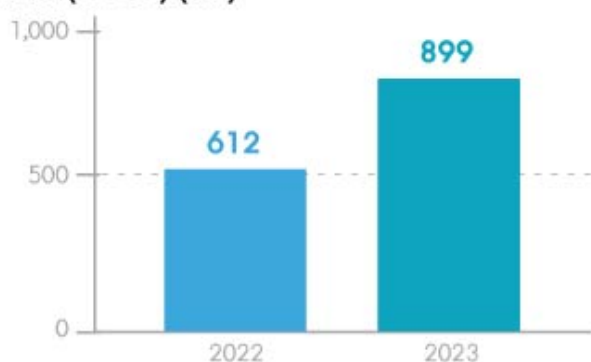
## Sales (MB)



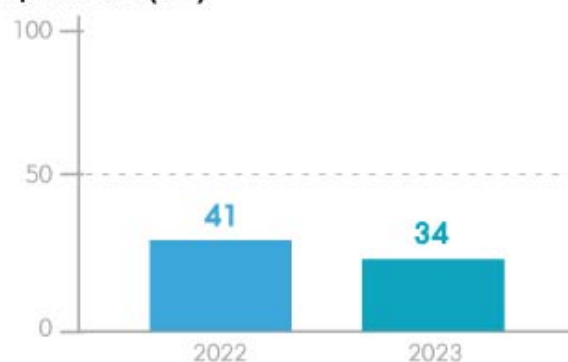
## Employee benefits (MB)



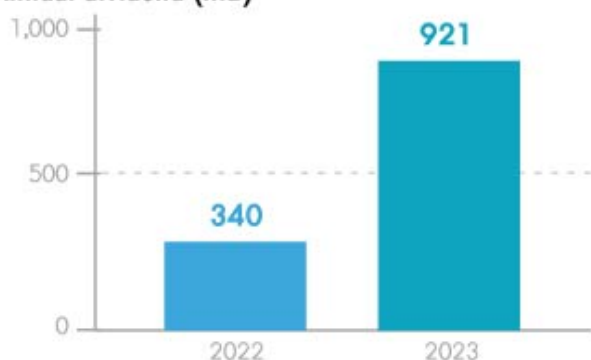
Profit (Losses) (MB)



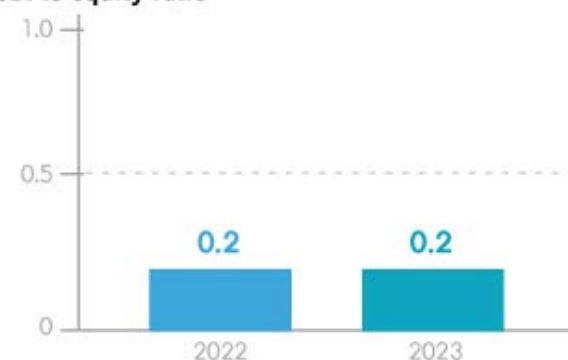
Corporate tax (MB)



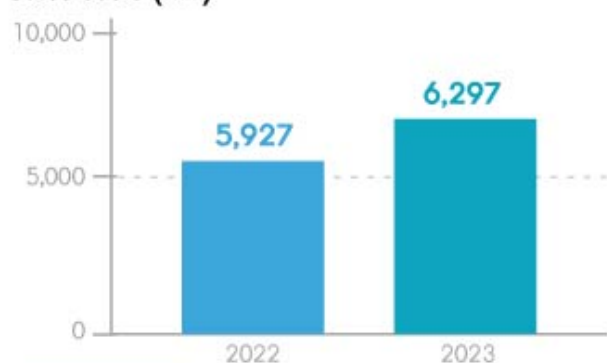
Annual dividend (MB)



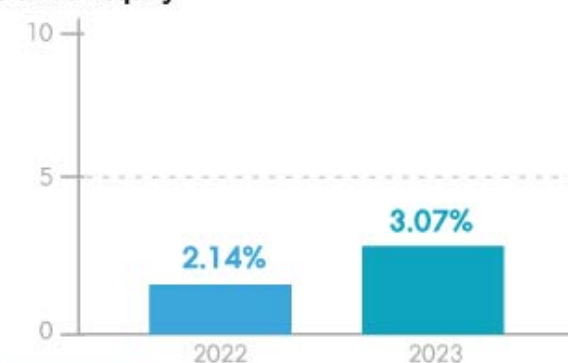
Debt to equity ratio



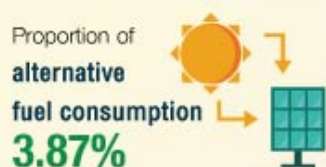
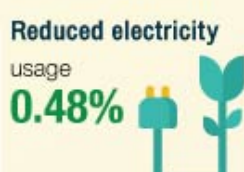
Sales costs (MB)



Return on equity



### Environmental



### Social

The number of work-related injuries resulting in fatalities is **zero**.



Rate of Work-Related Injury That Required Taking Time Off 3 Times calculated to be **1.6669** case/1,000,000 hours worked

**Total Employees 3,180** people  
(Sales employees 2,096 people  
Office employees 1,084 people)



Proportion of **female employees 86.57%**

Employee **satisfaction score is 100%**, indicating full satisfaction.



Promoting community water management in **200 households**.



# Vision, Mission

As the leaders of business operations, the Board of Directors and management have operated the business under a plan, vision, mission, values and strategies which have been set, and to operate the business consistent with market competition with a common destination.

In 2023, the Board of Directors and management have reviewed and specified vision, mission, values and strategies to be a business plan for a three year period, which will be implemented in 2022 to 2024 as follows:



## 2022-2024

### Vision:

We aim to be a Thai national company with sustainable management for growth and development through our innovation products and good services in continually delivering happy, beauty and satisfactory experiences to customers.

## พันธกิจ :

### 1

To develop new models of business operation in all dimensions in response to the market and consumer changes.

### 2

To develop and create innovation of high quality products to satisfy the requirements, happiness and beauty of customers.

### 3

To develop many up-to-date varieties of distribution channels to suit the change in lifestyles and behaviors of consumers in each group.

### 4

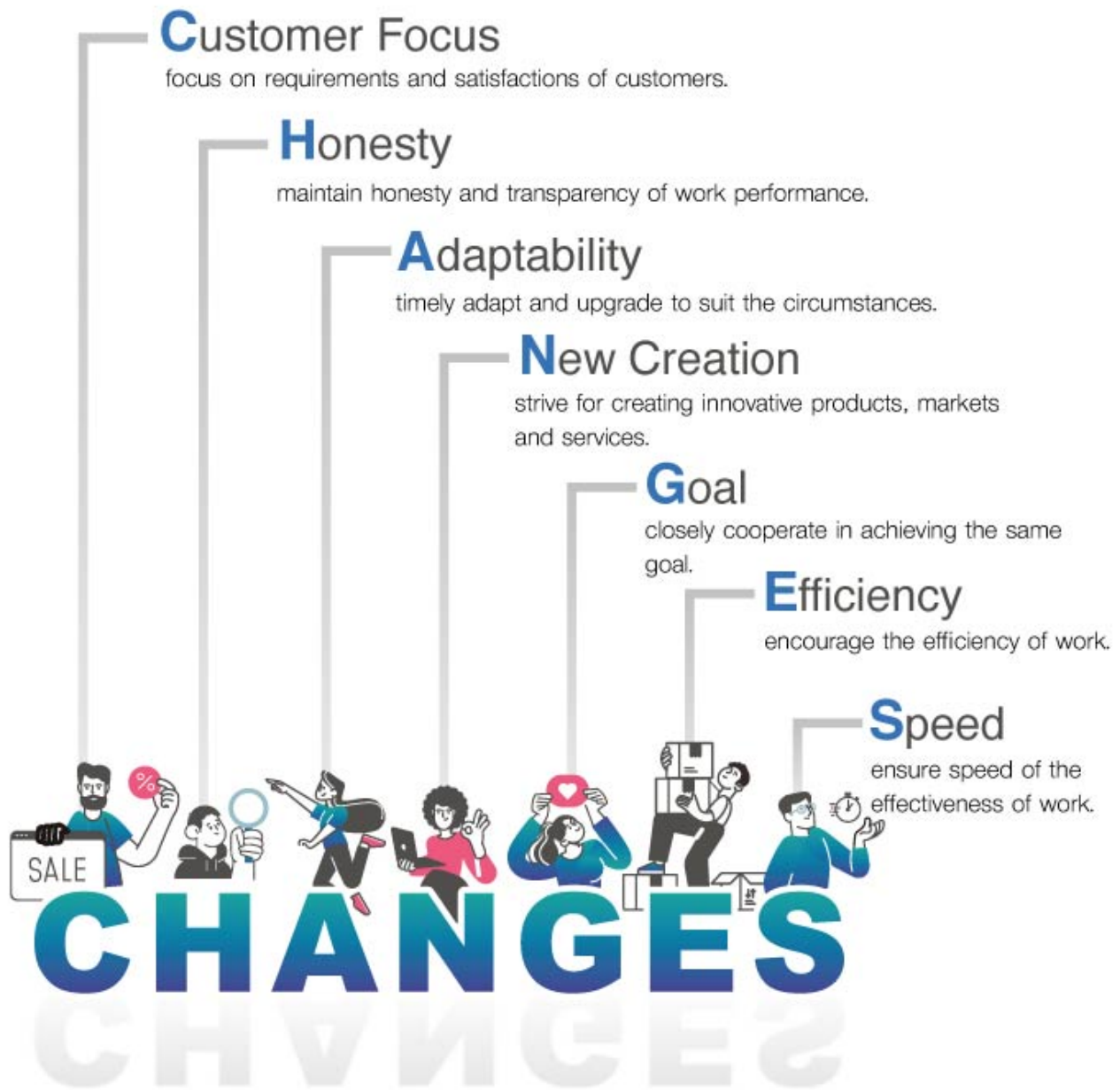
To continually enhance ability and efficiency of personnel in terms of their attitude, thinking system and duties performance with honesty and ethics.

### 5

To upgrade our organization under the corporate governance, code of ethics and policy with responsibility for the society and environments in order to lead to sustainable growth and development.



# Values



## Strategies

**The strategy for** efficient management and effective performance either short-term, medium-term or long-term, designation of personnel suiting their duties including solutions to the root cause to facilitate new work procedures which become more efficient.

**The strategy for** upgrading processes to acquire the products and services that are more accurate for the distinctive presentation of products corresponding with the requirements of consumers in every group and suitable to each distribution channel.

**The strategy for** continually developing modern skill, knowledge and expertise for personnel to be ready to successfully handle the change in markets and distribution channels.

**The strategy for** deployment of the information technology to enhance speed and accuracy in activities performance including data and information management within the Company and connecting with the business partners or business alliances.



# ICC

## and Guidelines for Sustainable Development

I.C.C. International (Public) Co., Ltd. is committed to sustainable development of the organization by establishing an operations framework that covers economic, social, and environmental aspects under the policy of social responsibility for sustainable development that includes three areas: good people, good products, good society to achieve the 17 United Nations sustainable development goals (UNSDGs).



# Key sustainable development highlights

- The company received an “Excellent” Corporate Governance Report from the Thai Institute of Directors (IOD), supported by the SEC and the Stock Exchange of Thailand, for the 7th consecutive year.
- The quality of the annual general meeting of common shareholders in 2566 was evaluated by the Thai Investors Association and received a “Perfect Score, Excellent, Exemplary” rating (5-star level) for the 4th consecutive year.
- The company, in collaboration with Shell Thailand Limited, installed an electric vehicle (EV) charging station under the SHELL RECHARGE brand, marking the first charging station in a business organization’s office (see details on page 91).
- The company partnered with the media to open 4 manufacturing plants for 4 brands under BSC International’s care, including PURE CARE, ESSENCE, BSC BAMBOO towels, and ENFANT, showcasing sustainability potential under the “Good People, Good Products, Good Society” policy (see details on pages 46-47).





## Performance Summary: SET ESG Metrics

Environmental Dimension				
GRI Standards	ESG Indicators	Unit	Previous years (e.g. 2565)	Reporting year (e.g. 2566)
<b>E1 Environmental Policy and Compliance Standards</b>				
GRI 103	Environmental management policy and guidelines	Yes / No	Yes	Yes
	Number of cases or incidents of legal violations or negative environmental impacts, with explanation of mitigation measures	No. of cases	0	0
<b>E2 Energy Management</b>				
GRI 302	Energy management plan	Yes / No	Yes	Yes
	Energy consumption (electricity / fuel)	kWh	4,232,565	3,392,358
	Renewable energy consumption	kWh	110,932.25	108,543.60
<b>E3 Water Management</b>				
GRI 303	Water management plan	Yes / No	Yes	Yes
	Volume of water consumption	cubic meters	53,745	85,408
<b>E4 Waster Management</b>				
GRI 306	Waste management plan	Yes / No	Yes	Yes
	Volume of waste generated	kilograms	1,179	3,047
<b>E5 Greenhouse Gas Management</b>				
GRI 305	Greenhouse gas management plan	Yes / No	Yes	Yes
	Scope 1 and 2 greenhouse gas emissions	tCO <sub>2</sub> e	N/A	2,053
	External verification of greenhouse gas emission data	Yes / No	No	Yes



Social Dimension						
GRI Standards	ESG Indicators	Unit	Previous years (e.g. 2565)		Reporting year (e.g. 2566)	
S1 Human Rights						
GRI 412 (Disclosure 405-1)	Human rights policy and guidelines	Yes / No	Yes		Yes	
	Employees by gender and nationality		Female	Male	Female	Male
	Total number of employees Thai	people	2,932	444	2,753	427
		people	2,932	444	2,753	427
	Number of cases of human rights violations, and explanations of remediation and mitigation measures	No. of cases	0		0	
S2 Fair Labor Practices						
GRI 401 (Disclosure 405-1)	Employees by age group		Female	Male	Female	Male
	Below 30 years old	People	502	90	406	87
	30-50 years old	People	2,048	308	1,948	295
	Over 50 years old	People	382	46	399	45
	Employees by level		Female	Male	Female	Male
	Staff level	People	2,777	392	2,516	358
	Management level	People	142	39	223	55
	Senior management level	People	13	13	14	14
GRI 405	Number of employees with disabilities and/or elderly employees	People	15	3	16	3
Employee Compensation						
GRI 405	Total employee compensation	Bath	1,010,888,278		1,035,959,112	
	Percentage of employees enrolled in provident funds	%	79%		82%	
Employee Development						
GRI 404	Employee development plans or activities	Yes / No	Yes		Yes	
	Average hours of employee training	hours/ person/ year	2		7.7	

### Occupational Safety, Health and Environment

	Occupational safety, health and environment improvement plans or activities	Yes / No	Yes	Yes
GRI 403	Number of incidents or injuries leading to lost work time	No. of incidents/ injuries	3	2

### Promoting Employee Relations and Employee Engagement

GRI 402	Employee engagement and retention plan	Yes / No	Yes	Yes
	Percentage of voluntary employee turnover	%	1.98	5.03
GRI 407	Number of significant labor disputes, and remediation measures	No. of cases	0	0

### S3 Responsibility to Customers/Consumers

#### Consumer Rights

	Consumer data protection policy and guidelines	Yes / No	Yes	Yes
GRI 102-43	Number of incidents of consumer data breaches, and remediation measures	No. of incidents	0	0
GRI 418	Number of incidents or complaints relating to consumer rights violations, and remediation measures	No. of incidents/ complaints	0	0

### S4 Responsibility to Communities/Societies

GRI 413	Policy on developing and engaging with communities/societies affected by the business	Yes / No	Yes	Yes
	Plans to support the development and engagement of communities /societies affected by the business	Yes / No	Yes	Yes
	Number of conflicts with communities / societies, and remediation measures	No. of cases	0	0

### Governance and Economic Dimension

GRI Standards	ESG Indicators	Unit	Previous years (e.g. 2565)	Reporting year (e.g. 2566)
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#### G1 Policy, Structure and Governance System

#### Business Code of Conduct

GRI 102-17	Code of conduct	Yes / No	Yes	Yes
	Anti-corruption policy and guidelines	Yes / No	Yes	Yes



GRI Standards	ESG Indicators	Unit	Previous years (e.g. 2565)	Reporting year (e.g. 2566)
GRI 102-17	Number of code of conduct violations or incidents of corruption, and remediation measures	No. of cases	0	0
<b>COM-G1 Cybersecurity and Privacy Protection</b>				
Disclosure 418-1	Cyber Security and Privacy Protection Policies and Practices	Yes / No	Yes	Yes
	Percentage of cybersecurity certified technology infrastructure	%	100	100
	Measures and guidelines for the use of personal information	Yes / No	Yes	Yes
Disclosure 418-1	Percentage of employees trained in cybersecurity and personal data usage	%	100	100
	The number of incidents or cases where the company has been attacked by cyber attacks, with corrective measures	No. of cases	0	0
	Number of incidents or cases of personal data leakage with corrective measures	No. of cases	0	0
<b>G2 Sustainability Policy and Strategy</b>				
GRI 102-55	Sustainability policy and targets at the organization level	Yes / No	Yes	Yes
<b>G3 Sustainability Risk Management</b>				
GRI 102-15	Sustainability risk management policy and guidelines	Yes / No	Yes	Yes
	ESG risks and opportunities	Yes / No	Yes	Yes
	Emerging risks	Yes / No	No	No
	Business continuity plans (BCP)	Yes / No	Yes	Yes
<b>G4 Sustainable Supply Chain Management</b>				
GRI 308	Sustainable supply chain management policy and guidelines	Yes / No	Yes	Yes
	Sustainable supply chain management plan	Yes / No	Yes	Yes
GRI 414	Supplier Code of Conduct	Yes / No	Yes	Yes
	Percentage of suppliers acknowledging the Supplier Code of Conduct	%	100	100



# Challenges and Opportunities



## Changing consumer behavior

Due to the COVID-19 pandemic situation. As a result, consumer behavior has changed, with more tendency to shop online. At the same time, the products that consumers prefer to buy are products related to health and epidemic prevention, which the company does not distribute.

However, the Company has always adapted to this change. By expanding the types of products and distribution models, 2023 is the year that the Company has achieved good growth in online sales. At the same time, offline sales are likely to grow as the epidemic situation eases.

## Emerging risks

Consumers are becoming more conscious about health and safety. Even though the pandemic has subsided, in-store distribution continues to maintain strict cleanliness and security measures, as well as adding multiple payment channels to facilitate and pay attention to personal information security (PDPA), which is a key factor in building customer confidence.

## Environmental and social impacts

Due to inclement weather and escalating environmental problems. As a result, consumers tend to be more conscious about sustainability. In 2023, the Company emphasizes and emphasizes on sustainable business operations (Environmental, Social, Governance (ESG), as well as changing strategies and applying innovations to products and services to meet the needs of consumers.



## 2024 Goals

- ☺ Focus on business operations to create sincere sustainability. Reduce the use of plastic in packaging as well as select natural raw materials that are clearly sourced and verifiable.
- ☺ Apply innovation to products and services to create business diversification. Meet the needs Reduce labor problems and develop packaging to reduce environmental impact.
- ☺ Promote the use of clean energy. Control supply chains and reduce greenhouse gas emissions within the organization.



## Awards for Goods and Services



- MOMMY'S CHOICE Awards for the BEST KIDS SUNSCREEN LOTION Category of the Amarin Baby & Kids Awards 2023. The award-winning products was Infant Organic Plus Face & Body Sunscreen Milky.



- The EDITOR'S CHOICE Award for the BEST CHILDREN CLOTHES Category of the Amarin Baby & Kids Awards 2023. The award-winning products was Enfant Children's clothes.



- The EDITOR'S CHOICE Award for the BEST NATURAL & ORGANIC BABY LAUNDRY DETERGENT Category of the Amarin Baby & Kids Awards 2023. The award-winning products was Enfant Baby Fabric Wash with Softener.



- The Best of SKINCARE ITEMS 2023 Category of The Best of Daily Beauty 2023 by Dailynews. The award-winning products was PURE CARE BSC Nano White Intensive Moisturize.



# Sustainable Growth Direction

To align with The Company's mission that states our determination to advance our organization with Good Governance, to make our business grow continuously and to provide great and sustainable benefits for all stakeholders, we identify our operation framework that covers all economic, social and environmental aspects. We are also ready to expand into new business areas and to continuously develop our personnel and organization with Good Governance in order to increase our potential and readiness to deal with the changes in competitions

## Sustainability Development Direction

### Business Philosophy



#### Good People

Create value in people: Act and behave a good person who is honest to oneself, the company, and the society.



#### Good Products

Create value in business: Develop products and services in response to the stakeholders' demands.



#### Good Society

Create value in society: Continuously support activities that are beneficial to the society in order to establish the strong society.

### Thought to Success

1

Fight for Glory

2

Think Positive

3

Discipline

4

Faith

5

Readiness

6

Integrity

7

Unity

### Strategies for Sustainability

- The company is determined to create value and to develop sustainability in every situation in every business as well as to the company and our stakeholders.
- The company designs the business code of conduct to be a guideline that is aligned with the Good Governance principle. The company treats customers, partners, stockholders, and stakeholders equally and fairly.

### Sustainability Goals

- The company provides good quality of life to consumers by adhering to the company's core principle "Good People, Good Products, Good Society."
- The company conducts the business based on the foundations of accountability, honesty, ethics, and morals bringing about the business operation with transparency, efficiency, effectiveness, and security as well as sustainable growth.

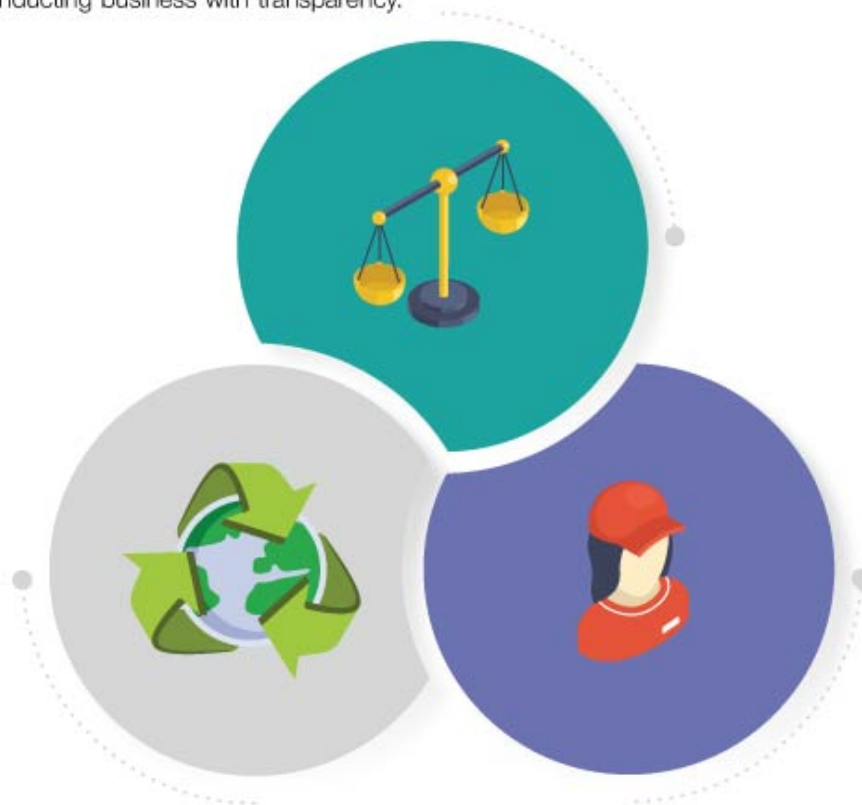


The company has determined frameworks and policies to implement sustainable development by considering the expectations of various groups of stakeholders, now complying with the principles of Economic Social and Governance (ESG) covering the three dimensions of the economy, society and the environment, specifying operational policy for each dimension as follows:

### Good Governance Dimension

Focus on creating competitive advantage by developing employees into “Capable People” together with creating value for customers with a diverse range of “Good Products” to meet customers’ needs in every way, as well as developing a Business Network with suppliers and customers and transforming work systems for greater efficiency and effectiveness.

- Stakeholder operations.
- Conducting business with transparency.



### Environmental dimension

Focus on being an organization that is friendly to the environment by managing energy, water and waste efficiently, coupled with instilling employees, suppliers and customers to be conscious of environmental conservation.

- Environmental management
- Biodiversity
- Energy management
- Water sources and pollution.
- Air pollution

### Social Dimension

Committed to developing the potential and skills of employees as well as wider society to be ready in terms of knowledge and capabilities, while instilling consciousness of “Giving” on the basis of “Good People” to drive society with quality sustainably.

- Human rights and diversity
- Occupational health and safety
- Promotion and development of labor skills.
- Customer Relations Center
- Responsibility towards consumers.





# Main issues concerning sustainability

ICC has gathered essential information and details relating to our industry and other businesses, domestically and internationally to study the changing tendency and direction. We can then make adjustment on our policies and business plans to meet the requirements. We shall stay competitive and competent in order to achieve our goals stated in Sustainable Development Roadmap through the Corporate Social Responsibility Guidelines in three aspects “Good people, Good products and Good Society”. The main concerns about corporate sustainability are discussed in accordance with economic, social and environmental dimensions for sustainability as stated in Global Reporting Initiative Standard (GRI).



## Generating main issues in the report

ICC gives importance to all stakeholders and takes into consideration all factors that might affect them in terms of economic, social and environmental sustainability of the company.



## Identifying the issues

Review and identify the issues from the information provided by all stakeholders, internally and externally through projects and activities throughout the year.



## Inside the company

Information from the working committees responsible for Corporate Sustainability and Company Strategy as well as Risk Management for the short, intermediate and long terms to achieve the goals.



## Outside the company

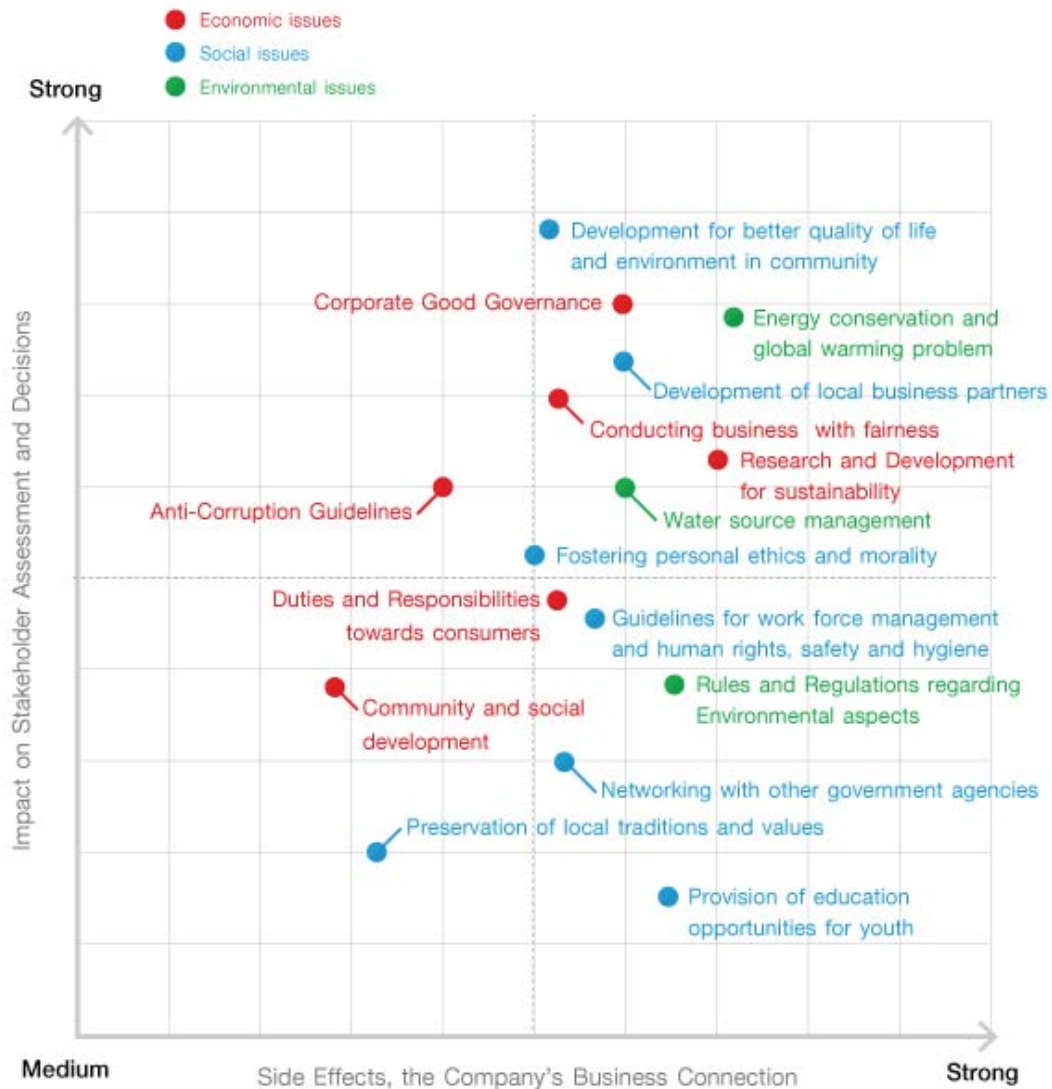
Study information from the working committees assigned to coordinate with stakeholders to understand decision-making factors. This can be done by conducting surveys or creating evaluation forms or information gathering, in formal and informal approaches such as through seminars, hearings, meetings or group interviews.



## Set priorities

Study the mutual concerns and examine the connection between the issue and the indicator based on GRI Standard. Then select and prioritize the issue that is of the stakeholder's interest.

# The company's concerning issues





# Sustainable Development Goals (SDGs)

From the framework and business goals, the Company is committed to the United Nations Sustainable Development Goals (UN SDGs) in the following areas:

**The Company is committed to the SDGs.**

Main Issue Concerning	SDGs	SDG Targets
<b>Environmental</b>		
Rules and Regulations Regarding Environmental Aspects		1.5 Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability climate-related extreme events and other economic, social and environmental shocks and disasters
		9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes
		12.2 Achieve the sustainable management and efficient use of natural resource
		13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
Energy Management		7.1 Ensure universal access to affordable, reliable and modern energy services 7.2 Increase substantially the share of renewable energy in the global energy mix
Water Management		6.3 Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally 6.6 Protect and restore water-related ecosystems, including mountains, forest, wetlands, rivers, aquifers and lakes
		12.4 Achieve the environmentally sound management of chemicals and all waste through their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment



Main Issue Concerning	SDGs	SDG Targets
Health and Safety		9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes
Waste Management		<p>12.2 Achieve the sustainable management and efficient use of natural resource</p> <p>12.4 Achieve the environmentally sound management of chemicals and all waste through their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse</p>
<b>Social</b>		
Workplace Ethics and Human Right	    	<p>5.1 End all forms of discrimination against all women and girl everywhere</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private sphere, including trafficking and sexual and other types of exploitation</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life</p> <p>8.5 Achieve full and productive employment and decent work for all women and men, including for young people and person with disabilities, and equal pay work of equal value</p> <p>8.8 Protect labor rights and promote safe and secure working environments for all works, including migrant, and those in precarious employment</p> <p>10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies action in the regard</p>
Enhancing Quality of Life and Happiness	  	<p>2.1 End hunger and ensure access by all people, in particular the poor and people in vulnerable situation, including infants, to safe, nutritious and sufficient food all year round</p> <p>11.7 Provide universal access to safe inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities</p>







Main Issue Concerning	SDGs	SDG Targets
Occupational Health and Safety		3.4 Reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being
		8.8 Protect labor rights and promote safe and secure working environments for all works, including migrant, and those in precarious employment
		12.8 Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature
Development of Abilities and Skills		4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
		4.7 Ensure that all learner acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development
		5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life 10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex disability, race, ethnicity, origin, religion or economic or other status
Community and Social Development		1.4 Ensure that all men and women in particular the poor and the vulnerable have equal rights to economic resource as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance
		4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
		4.7 Ensure that all learner acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development 8.6 Substantially reduce the proportion of youth not in employment education or training



Main Issue Concerning	SDGs	SDG Targets
Collaborating with Government Agencies to Establish		<p>17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agree terms. Including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism</p> <p>17.9 Enhance global backing for impactful capacity-building endeavors to achieve all Sustainable Development Goals.</p>
Educational Initiatives.		<p>4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and Goal-4 effective learning outcome</p> <p>4.3 Ensure equal access for all woman and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>
Inheriting Tradition and Culture		<p>11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p>
<b>Governance</b>		
Good Governance	  	<p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all</p> <p>16.5 Substantially reduce corruption and bribery in all their forms</p> <p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</p> <p>17.10 Promote a universal, rules-based, open, non-discriminatory and equitable multi-lateral trading system under the World Trade Organization, including through the conclusion of negotiations under its Doha Development Agenda</p> <p>17.13 Enhance global macroeconomic stability, including through policy coordination and policy coherence</p> <p>17.14 Enhance policy coherence for sustainable development</p>
Value Chain	   	<p>8.2 Achieve higher levels of economic productive through diversification, technological upgrading and innovation including through a focus on high-value added and labor-intensive sectors</p> <p>9.2 Promote inclusive and sustainable industrialization</p> <p>9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes</p> <p>12.8 Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p> <p>15.2 Promote the implementation of sustainable management of all types of forest, halt deforestation, restore degraded forest and substantially increase afforestation and reforestation globally</p>





Main Issue Concerning	SDGs	SDG Targets
Fair Business Conduct		10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
Giving priority to customer	   	9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes  12.2 Achieve the sustainable management and efficient use of natural resource 12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse  14.1 Prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution  15.2 Promote the implementation of sustainable management of all types of forest, halt deforestation, restore degraded forest and substantially increase afforestation and reforestation globally
Anti-Corruption		16.5 Substantially reduce corruption and bribery in all their forms 16.6 Develop effective, accountable and transparent institutions at all levels 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
Risk Management	 	12.2 Achieve the sustainable management and efficient use of natural resource 12.4 Achieve the environmentally sound management of chemicals and all waste through their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities  16.5 Substantially reduce corruption and bribery in all their forms 16.6 Develop effective, accountable and transparent institutions at all levels
Partner potential development	 	8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation  12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Main Issue Concerning	SDGs	SDG Targets
Supply Chain Management		2.3 Double the agricultural productivity and incomes of small-scale food producers, in particular women indigenous people, family farmers, pastoralists and fishers, including through secure and equal access to land, knowledge, financial services, markets and opportunities for value addition non-farm employment
		9.2 Promote inclusive and sustainable industrialization
		12.2 Achieve the sustainable management and efficient use of natural resource 12.3 Halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses
Data security and privacy		16.6 Develop effective, accountable and transparent institutions at all levels 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreement
		17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agree terms. Including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism
Sustainable Research and Development		16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all 16.5 Substantially reduce corruption and bribery in all their forms 16.6 Develop effective, accountable and transparent institutions at all levels 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
		17.16 Enhance the global partnership for sustainable development, complemented 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnership
Sustainable Research and Development		8.2 Achieve higher levels of economic productive through diversification, technological upgrading and innovation including through a focus on high-value added and labor-intensive sectors
		9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including innovation and substantially increasing private and public research and development spending



The company is determined to create a competitive edge by development of employees to be “Capable People” while creating value for customers with many brands to meet customers’ needs in every way. This is done by developing a Business Network with suppliers and customers through many channels, as well as transforming systems and work processes to increase efficiency and effectiveness sustainably.



# 7 Principles of Thought

In Accordance with the corporate vision and mission, has prescribed 7 Principles of Thought for all executive and employees in the organization to adhere to as guidelines for common practice.



- **Fight for Glory**

Enhance fighting spirit among employees which shall start from one's self and become role models for others in achieving their goal and winning in business competition by using strategic planning along with consistent follow-up and being open-minded for any improvement and adjustment.

- **Think positive**

Place emphasis on the ideal of positive thinking among employees to instill confidence that they can surely succeed and achieve their goal by always thinking of achieving success without condition.

- **Discipline**

Build up working discipline including in communication and operation, with honesty, integrity and loyalty to the organization as well as consistent follow up and improvement of work performance.

- **Faith**

Promote self-motivation among employees to make them confident of their capability to achieve their goals and be good to themselves and others, as well as creating good faith towards their managers, colleagues, subordinates, the Company and the country in order that employees shall take pride, be confident and committed to their work.

- **Readiness**

Undertake personnel development to promote awareness in providing rapid customer services, courage to be decisive and proactive based on respect for customers with full responsibility as the Company's employees.

- **Integrity**

Cultivate values of honesty and fairness among employees so that they may apply these values to themselves, other people, the Company, society and also the nation in both open and hidden places.

- **Unity**

Promote unity among employees by enhancing good cooperation and solidarity in striving to achieve the corporate goal.

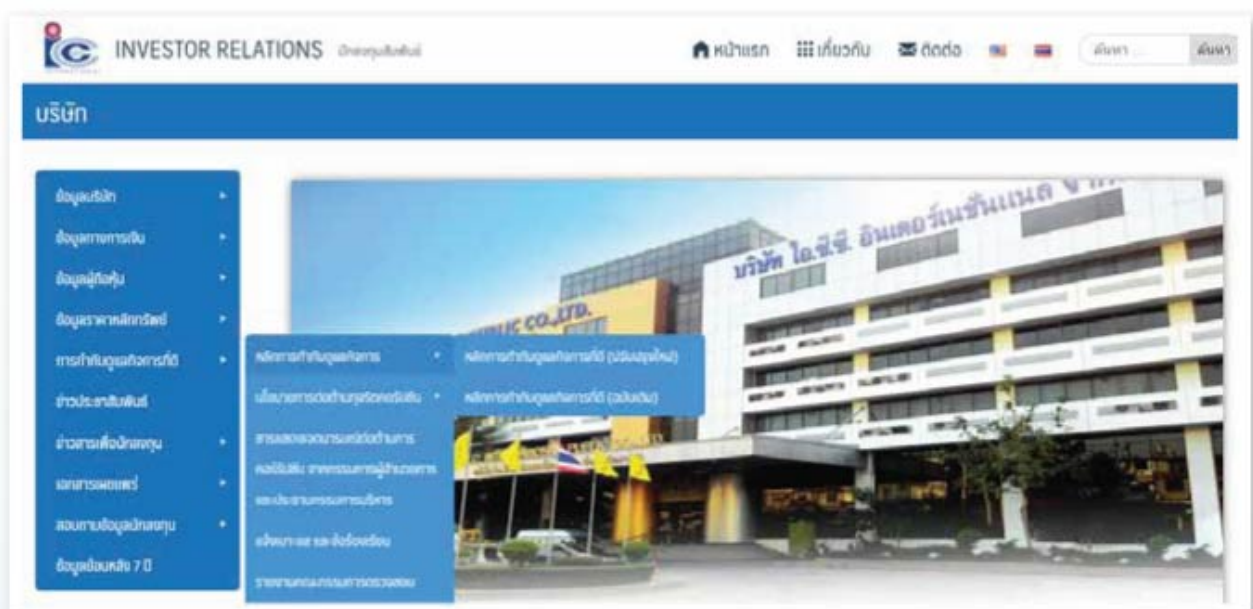






# Good Corporate Governance

The company considers good corporate governance as one of the top priorities, and therefore provides written “the good corporate governance principles” for all directors, executives and employees to follow accordingly. We believe that a transparent good corporate governance system which can be examined as well as a well-balance internal control system together with respecting the rights of shareholders and stakeholders are important factors for the well-balance and sustainable growth of the company in the long run.



**The good corporate governance principles are communicated and assessed as follows.**

1. Preparing a policy handbook on the principles of good oversight for dissemination to the public through the company's websites, and giving it away to directors, managers and customers.
2. A video on the principles of good oversight for the orientation of new employees.
3. Training for every employee, with the stipulation for every member of employees to fill in a form to test and revise information through the e-learning system.
4. Dissemination of this information through the company's website [www.icc.co.th](http://www.icc.co.th), under the Column: Corporate Governance and Anti-Corruption Policies.

# Risk management

The company sees the importance of risk management in the organization and has thus appointed a risk management committee with a focus on increasing the efficiency and effectiveness of risk management at the operational level. Risk is evaluated in the stages of Operational Risk, IT Risk, Fraud Risk and Corruption Risk, specifying operational methods, monitoring and tools as follows:



## Operations in the Past Year

To support operations to achieve the objectives set, the company strives to operate within the risk management framework so that personnel in the company may carry out their duties and decrease various risks effectively.

*\* More Details: Annual Report 2023 (From 56-1 One Report)*

## Expectations



The company has a plan to adjust the management structure within the organization. Which is a result of the economic recovery and changing consumer behavior. In 2024, the company will focus on operating with brevity. To reduce redundancy and reduce risk in every dimension to drive the company to further success





# Working Process for Stakeholders

Realizing our determination for business sustainability and stakeholders' importance in giving business directions for ICC, and to ensure that our stakeholders could have joint-benefits of both short term and long term, we have classified different groups of stakeholders so that we can formulate the appropriate plans. This shall lead to sustainable growth based on conducting business via integrity with ICC's partners bringing into meaningful participation as well as continuous adjustment and development.

Stakeholders	Expectations	Participation / Communication Channels
 <b>Employees</b>	<ul style="list-style-type: none"><li>• Appropriate remuneration and welfare</li><li>• Plans for skills training and development</li><li>• Equal rights and opportunities for advancement</li><li>• Safety and quality of life</li></ul>	<ul style="list-style-type: none"><li>• Annual seminars and trainings for skill development</li><li>• Attention to employees' feedback and complaints (The Voice-QR Code)</li><li>• Internal communication (through SAI YAI leaflet)</li><li>• Communication channels such as Broadcasting, webmail, intranet, Line group, etc.</li></ul>
 <b>Shareholders</b>	<ul style="list-style-type: none"><li>• Gain high and continuous returns for their investment</li><li>• Good operating results and continuous growth</li><li>• Conduct business with transparency and good governance</li><li>• Information disclosure</li></ul>	<ul style="list-style-type: none"><li>• Annual General Meeting of Shareholders</li><li>• Declaration of quarterly operating results as legally stated timeline</li><li>• Respond to questions and doubts via telephone, emails and Annual Report</li><li>• Organize "Analysts and Investors with ICC" annually</li></ul>

Stakeholders	Expectations	Participation / Communication Channels
 <p><b>Customers</b></p>	<ul style="list-style-type: none"> <li>• Properly-informed about the products and services</li> <li>• Reasonable and fairly priced products and services</li> <li>• Get good quality products and services</li> <li>• Environmentally friendly products available as an alternative</li> <li>• Products and services warranty</li> <li>• Customer's privacy and confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>• Customer visit</li> <li>• Exhibitions and trade fairs</li> <li>• Communication channels</li> <li>• Customer Relations activities</li> <li>• ICC Call Center: information inquiries</li> <li>• Available channels for customer feedback and complaints</li> </ul>
 <p><b>Business partners</b></p>	<ul style="list-style-type: none"> <li>• Follow the business agreements and requirements. Provide correct information.</li> <li>• Create good mutual relationship and understanding.</li> <li>• Share and exchange knowledge and insights for development of value-added products and services.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicate through various channels</li> <li>• Organize annual business partners meeting to inform business directions.</li> <li>• Visit business partners for their feedback and suggestions</li> <li>• Provide channels for feedback and complaints</li> <li>• Organize activities to promote good relationship</li> <li>• Enter into the joint- agreement with business partners to set ethical business conduct framework. This includes trade competition and prohibition on business conduct with companies that violate human rights and Intellectual Property.</li> </ul>



Stakeholders	Expectations	Participation / Communication Channels
 <b>Business competitors</b>	<ul style="list-style-type: none"><li>• Conduct business and compete with integrity. Follow the Fair Play framework.</li></ul>	<ul style="list-style-type: none"><li>• Formulate criteria and conditions for Fair Play.</li></ul>
 <b>Loan payable</b>	<ul style="list-style-type: none"><li>• Comply with contracts and agreements clearly and fairly.</li><li>• Inform the creditor in advance if any contract's obligation cannot be met, in order to find rational solutions together.</li><li>• Loan and interest are always paid back on time</li></ul>	<ul style="list-style-type: none"><li>• Annual Report</li><li>• Listening to suggestions or complaints</li></ul>
 <b>Community, society and environment</b>	<ul style="list-style-type: none"><li>• Appropriate products and services for daily consumption.</li><li>• Provide information about health</li><li>• Conduct business with respect to the community, society and environment</li></ul>	<ul style="list-style-type: none"><li>• Communicate via various channels.</li><li>• Available channels for suggestions and complaints.</li></ul>
 <b>Trade account payable</b>	<ul style="list-style-type: none"><li>• Able to comply with conditions and agreements of the contracts by making bank transfer via BAHTNET System and Media Clearing System by setting billing acceptance and transferring schedule.</li></ul>	<ul style="list-style-type: none"><li>• Annual Report</li><li>• Listening to suggestions or complaints</li></ul>



Stakeholders	Expectations	Participation / Communication Channels
 <b>Debtors</b>	<ul style="list-style-type: none"> <li>Follow the clearly-defined and righteous conditions and details of the agreement</li> </ul>	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Listening to suggestions or complaints</li> </ul>
 <b>Government sector</b>	<ul style="list-style-type: none"> <li>Follow the related rules and regulations.</li> <li>Support and participate in projects and activities that have social benefits.</li> </ul>	<ul style="list-style-type: none"> <li>Fulfill tax duty in a timely manner as legally stated.</li> <li>Always attend and provide feedback/suggestions as well as giving continual support to the Government activities.</li> </ul>
 <b>Mass media</b>	<ul style="list-style-type: none"> <li>Full disclosure of information in a timely manner.</li> </ul>	<ul style="list-style-type: none"> <li>Disseminate the information via available channels.</li> <li>Media visit for the company's operations and activities.</li> <li>Support and participate media's activities.</li> </ul>

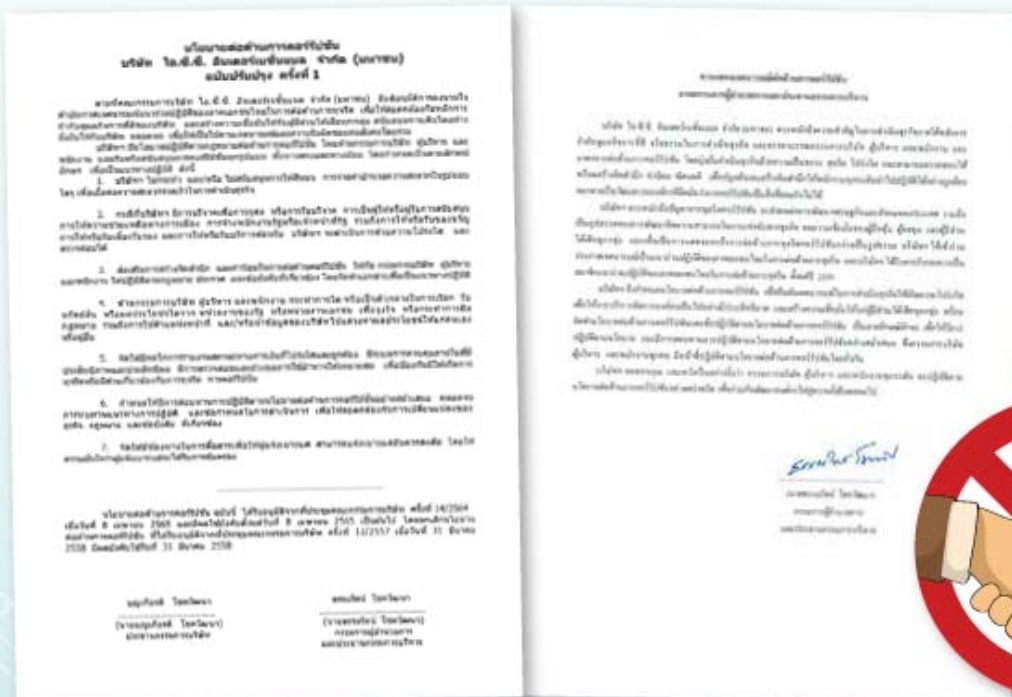




# Anti-Corruption Policies

"Honesty" is one of "the 7 principles of Thought (Core values) to success" Giving priority to internal management and business operations thus adheres to operating with transparency and honesty. The company has instituted anti-corruption policies in writing, and has started communications through various channels such as bulletin board, letters, emails and websites to "abstain from gifts for the company's directors, executives and staff on every occasion" for staff, suppliers and third parties contacting the company.

This includes determining the procurement system to be transparent, clear and fair, with stipulations in bidding for hiring work, and clear methods to operate the business transparently for suppliers, with a central price list for supplies and equipment, comparisons of purchase prices and price competition in hiring for construction or store decoration in both normal and urgent cases. Management and staff must strictly comply with this system. If non-compliance with corrupt intentions is discovered, this is a severe disciplinary offence in the company.





The anti-corruption policy has also been communicated through various internal and external channels such as bulletin board, Intranet and the e-learning system, and holding the activity "This person...ICC Click Like" every month to praise staff showing good deeds or honesty. There is training and testing of "The Anti-Corruption Policy" for every member of staff, and the anti-corruption policy is communicated through the company's website at [www.icc.co.th](http://www.icc.co.th).



### Reporting clues or complaints

The company gives employees and stakeholders the opportunity to report clues or complaints when finding matters that may be illegal acts, corruption, or misconduct of employees in the company as well as behaviors that may be problematic and cause damage through the channels and processes specified by the company.



In case of bribery or corruption, or suspect of such actions, by I.C.C. International Public Company Limited's employees or representatives, be it directly and indirectly, any illegal action and failure to follow the ethics of directors, executives and employees, or even any unfair working practice have been found:

Please notify the company through the following channels.

- Audit Committee: email [iccauditcommittee@icc.co.th](mailto:iccauditcommittee@icc.co.th)
- Post: P.O. Box 22, Yannawa, Bangkok 10120
- In person: verbally and in writing
- Call center: 0-2294-4999
- Corporate Secretary: 0-2295-0688



### Complainant Protection Measures

The Company has measures to protect those who report information or provide clues by keeping relevant information confidential and will take into account the safety of the complainant, except in cases where disclosure is required by law. The complaint provides statements or provides any information that proves to be done in bad faith resulting in damage to the person or company. In the case of employees of the Company, disciplinary action will be taken according to the Company's rules and/or legal proceedings, but if it is a third party who acts, the Company reserves the right to take legal action against that person.





# Fair Business Conduct



The company emphasizes on doing business with fairness and in good morality and ethics. We are determined to deal and compete in business in a fair and straightforward manner. Moreover, we are strongly against any misconduct such as spying on competitors' secrets or briberies.

The company will not violate any Intellectual Property Law, no fake or copy products or even using other intellectual properties for our business without consent have never been executed. On the other hand, in 2016 we have initiated "ICC Innovation Awards" to promote innovation for the organization (please more details on page 44-45), and also support our employees to submit their innovation works to compete in other events.

# Responsibility to Consumers

The company realizes that consumers' satisfaction and confidence are important key factors to the company's sustainable success; therefore, we have the following guidelines and procedures.

- 1 We sell products and offer services which are environmentally friendly and safe for customers.
- 2 We are determined to develop products and services as well as create value-added products and services to meet customers' needs. We also provide honest and necessary information without holding back, or distort any fact or information.
- 3 We conduct business with honesty and fairness without violating our customers' right. We will not reveal customers' information for the benefit of the company or others.
- 4 We do not take bribes or agree to bribery in any forms both directly and indirectly.
- 5 We serve our customers as promised. If it can't be done, we will notify them as soon as possible to discuss solution and avoid any damage.
- 6 We provide appropriate and adequate channels of communication to our customers so that they can give feedback or request to the company easily. Any complaints from the customers will be considered and dealt with timely and fairly.





## Sustainable Research and Development

As a distributor of fashion and beauty products as well as leading consumer products in Thailand, the company is committed to research and develop innovative products and services with social responsibility, to increase efficiency and effectiveness for the organization and stakeholders. Thus, initiated The ICC Innovation Awards for the first time in 2016. In which the finalists will represent the company in the Saha Group's Innovation contest (Chairman Awards) which is held annually.

In Addition, as the company is the initiator of a competition of innovations in the Saha Group, hosted a website at [www.sahainnovation.icc.co.th](http://www.sahainnovation.icc.co.th) with the purpose of compiling information concerned with innovation in the Saha Group, and including many kinds of knowledge beneficial to preparing information for the contest, for group employees and the general public.





In 2023, the Company has submitted to the Chairman Awards 2023 (19th edition). as follows:

**Participating and awarded works 2021-2023 (\*for the past 3 years)**

Type / Year	2021	2022	2023
<b>Number of entries for Innovation Awards</b>	<b>78</b>	<b>84</b>	<b>88</b>
<b>Number of entries by type of work</b>			
• Product	19	21	19
• Production	16	25	27
• Energy Saving & Global Warming & Environment	10	2	8
• System & Process	11	11	13
• Sales & Marketing	7	5	3
• Services & Personality	3	3	1
• Corporate Social Responsibility (CSR)	3	4	3
• Petty Awards	9	13	14
<b>Number of entries for the Chairman Awards</b>			
• Only I.C.C. International Public Company Limited	7	4	1
• Affiliates of Saha Group	71	80	87



**Future Operational Goals**

Never stop developing and updating the [www.sahainnovation.icc.co.th](http://www.sahainnovation.icc.co.th) website to be up-to-date to support the trend of technological advancement so that employees in the group as well as the general public can benefit from access to innovative knowledge.

Encourage all parties to think and create innovations in all dimensions, especially in ESG dimensions, to benefit the Company, the Group, and society sustainably.



## BSC INTERNATIONAL

We select the best so that consumers can get the best.

Under the slogan **BEST SELECTED COLLECTION – BSC**

The company is a leading consumer goods marketer and distributor of more than 100 brands. Take the press corps Showcase sustainability potential by presenting 4 products from 4 production plants under the supervision of BSC International

### Essence

Lion (Thailand) Co., Ltd. is located within Saha Group Industrial Park, Sriracha, Chonburi. Currently, it has been certified for green industry level 4: green culture according to the project of the Ministry of Industry. Throughout the supply chain, the Company focuses on offsetting greenhouse gas emissions from the use of electricity in the production of all products to be equal to zero with carbon credits from solar farms certified by voluntary greenhouse gas reduction projects according to Thai standards. (Thailand Voluntary Emission Reduction Program : T-VER)

In terms of detergent. It uses naturally biodegradable compounds LAS-H (Linear Alkyl Benzene Sulfonic acid) and P2B (Sodium Lauryl Ether Sulfate). Reduce the use of chemicals. In addition, a Pigging System has been implemented to reduce the wastage of laundry detergent products. Reduce CO2 emissions. The packaging part is packaged with Light Weight bottles that reduce the use of plastic pellets, can be folded to destroy, reduce waste space, and also has Braille on the bottle. To facilitate the visually impaired. Promote and reduce the use of plastic with a detergent scoop made from pulp that is 100% recyclable.



### BSC Bamboo Towel



Raja Uchino Co., Ltd. is located within Saha Group Industrial Park, Sriracha District, Chonburi Province that received awards and certificates to the quality management system. Environmental management system and safe and environmentally friendly products from many organizations. Product Aspects Pay attention to every dimension of users, from the method of selecting raw materials such as “Organic Bamboo Pulp” with unique properties of softness, gentleness, breathability, and natural biodegradation. It does not cause pollution and reduces energy emissions of greenhouse gases throughout its service life. It also has special properties to absorb carbon dioxide (CO2) up to 4 times more than normal trees.



### BSC Enfent Children's Apparel

Thai Wacoal Public Company Limited, a manufacturer and distributor of ready-to-wear products consisting of: It is a factory certified by Go Green Factory and Eco Factory that focuses on the environment and the use of alternative energy to reduce carbon emissions production throughout the production process and transportation.

In terms of products, as it is a group of children's products, the brand emphasizes gentleness, safety and cleanliness from the selection of raw materials by choosing "pure bamboo pulp and cotton" that is biotechnology, that is, it is a cultivation process that uses minimal water and is chemical-free. Through the process of bleaching and dyeing fibers with safe microorganisms. There is a clean sewing process and contamination inspection with a metal detection tunnel. To choosing packaging that users can reuse or pass on products from generation to generation.



### BSC Pure Care

International Laboratories Co., Ltd. (ILC), Thailand's first cosmetics factory. Committed to creating beauty innovations for both domestic and international consumers. With international standards and advanced technology, BSC Pure Care products are the concept and method of making vegan cosmetics, which is the trend of the current cosmetics market, and the origin of "Royal Lotus Pollen / Olive and Vetiver Grass" for research and development. It is a mixture of standardized products. It has been certified by a dermatology clinic in Germany as a safe extract suitable for sensitive skin. In addition, the ingredients are produced by farmers in various areas of Thailand, which creates value for local ingredients. Promote wisdom, help communities to have jobs and stable income, and contribute to the economic development around that community towards sustainable living.







# ห่วงโซ่มูลค่า

## Factors



### Financial capital

- Value of securities **34,816.31** MB.
- Debt **5,564.71** MB.
- Equity **29,180.36** MB.



### Production capital

- Assets
- Property, building, and equipment



### Personnel capital

- 3,180** employees
- Average of **7.7** hours of training (per person)
- Training expenses **1,491,515.18** baht



### Intellectual capital

- Create appropriate courses for employees at all levels
- Support **88** innovation projects



### Social capital

- Relationships with stakeholder groups
- 5,399 new partners, an increase of **6.52%**
- 45 ESG partners



### Environmental capital

- Use of water resources: **85,408** cubic meters
- Electricity consumption: **3,392,358** kilowatts / hour
- Fuel consumption: **105,679.89** liters
- The amount of trash and waste to be disposed of is **3,047** kilograms.

## Value Sharing



Total income:  
**10,033** MB.



Net profit:  
**897.22** MB.

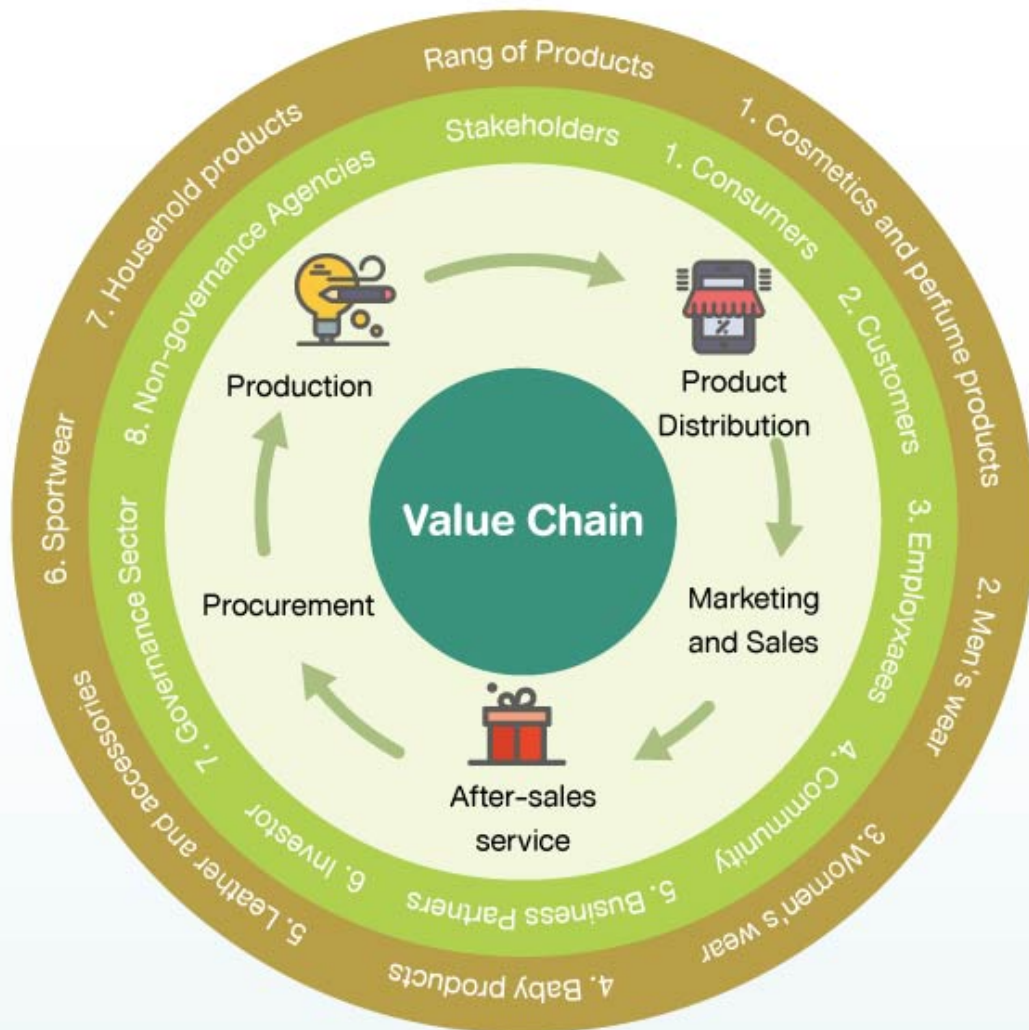


Lost time injury  
frequency rate (LTIFR):  
**1.6669/1,000,000** hours



**No** human rights complaints

Percentage of employees that resigned voluntarily: **5.03%**



**Currently, the company's business structure is divided into 7 main groups:**

1. Cosmetics and perfume products
2. Men's wear
3. Women's wear
4. Baby products
5. Leather and accessories
6. Sportswear
7. Household products







# Value Chain

Value Chain Development is an important strategy in doing business. Therefore, the company focuses on all stages and processes of the value chain. From the beginning of the river to the end of the river and create value for every product and service within the company Taking into account the stakeholder groups as the main focus

## Procurement

As a leader in the production of consumer products, the Company places great emphasis on efficient, transparent, and checkable procurement processes.

- Develop the potential of business partners to grow with the company. By establishing guidelines for partners, along with considering quality checks and management processes to meet standards.
- Establish a standardized procurement process. Selecting a specific partner with social responsibility, to assure customers that products and services are environmentally friendly from upstream, midstream and downstream throughout the product's lifetime.



## Production

The company values and pays attention to every step of the production process as well.

- Correctly control product quality to comply with legal agreements and various management standards in accordance with international standards for, environmental, safety and consumers such as ISO HACCAP, etc.
- Choose quality and safe raw materials, with good hygiene as the main consideration.
- Make the most of production resources. Including commitment to employees in the company to innovate through an annual innovation contest such as INNOVATION



### Product distribution

The company is committed to creating an efficient product distribution system. Covering all areas across the country and abroad as well.

- Product delivery coupled with professional service
- Use modern technology to store products. And manage transportation systems through the Company's logistics network, covering both domestic and international

### Marketing and Sales

The company is committed to delivering quality products and services to consumers through various and effective distribution channels as

- Distribute services through leading online and offline platforms to strive to be a leader in the consumer products group
- Create sales promotion activities to continuously build a good relationship.
- Communicate and publicize responsibility towards consumers, environment and society through various CSR projects.



### After-sales service

The Company is committed to promoting after-sales engagement and maintaining a long-term relationship with trading partners and customers as well

- Organize a knowledge exchange process. Arranging a business partner meeting to determine a business plan together
- Commit to developing environmentally friendly packaging. Including selection of materials that can be reused or recycled





# Supply Chain Management

In order to operate the business sustainably, the Company is aware of supply chain management, as well as promoting and supporting socially responsible procurement. The Company has established a procurement policy to be fair, transparent, and accountable to create shared value with stakeholders throughout the supply chain.



# Development of local partners

## Create jobs and careers, develop skills of local people

Since the main business of the company comprises of counter and retail sales, one of the company's policies is to hire local employees as a way to help create jobs and careers, as well as to improve the skills of the local people. In addition, local suppliers are hired to help decorate shops in each province in order to give local businesses the opportunity to submit a bid for their services.



Total Salespersons  
2,096



Local Salespersons  
1,427  
Outsides Salespersons  
669



Accounted for 68.08  
of all employees  
Accounted for 31.92  
of all employees



\*more detail on list of provinces in each region, page 6



## Grading

- Grade A** (85-100 points) Good work, good service, punctuality, fair price.
- Grade B** (70-84 points) Fair performance Improvements must be made on low-scoring topics.
- Grade C** (under 70 points) needs improvement and has been moved to the list of alternate partners.

### Note\*

*Suppliers with low assessment scores, the company will give time to improve. If the business partner does not correct it, the Company will terminate the business partner immediately.*

## Sustainable Procurement Performance

- In 2023 the company had 5,399 trade partners, with 352 new partners, calculated as 6.52%. They are divided into:
  - ✧ Retail partners (individuals) 3 Revenue accounted for 0.85% of the increase.
  - ✧ Major trading partners (juristic persons) 303 Revenues accounted for 86.08% of the increase.
  - ✧ 46 public sector partners, representing 13.07% of the increase
- In 2023, the Company was able to save 270,749 baht in expenses, of which 79,530 baht were in the procurement group and 191,219 baht in the procurement group.

### Environmentally friendly procurement

- **Printing** Switch to Soy ink made with the same soybean oil used in cooking, and replace plain paper with corrugated paper, honeycomb paper, and green card paper, which are naturally produced and easily biodegradable. It does not pollute the destruction.
- **Gifts and Souvenirs** Issue media to encourage brands to use biodegradable or reusable products.
- **Production of goods for sale.** Enfant, one of the brands of clothing and children's goods, to develop products in every production process to be environmentally friendly. Green Product, Green Material and Green Factory (\*see pages 46-47 for more details)

### Goals for 2024

Increase the number of new suppliers to the system by at least 10%, and new partners must have a certificate that demonstrates good governance. Taking into account the impact on communities, society and being environmentally conscious (ESG) more than 20% or more of the total number increased.





# Employee Development and Care

## Employee Rate Table



Total employees:  
**3,180** people



Office employees:  
**1,084** people



Sales employees:  
**2,096** people



Average employee age:  
**30-50** years



All employees have  
**Thai** nationality.

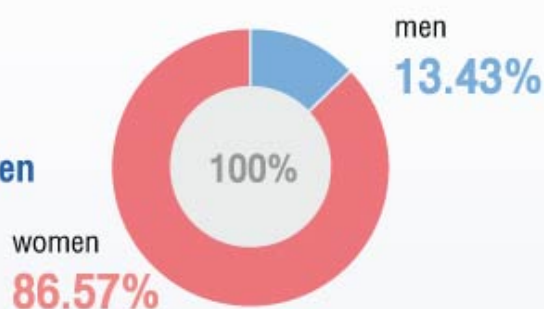
## Employee Statistics and Rate Table (by Gender)



There are  
**427** men



There are  
**2,753** women



### Office employees:



**234**  
men



**850**  
women

### Sales employees:



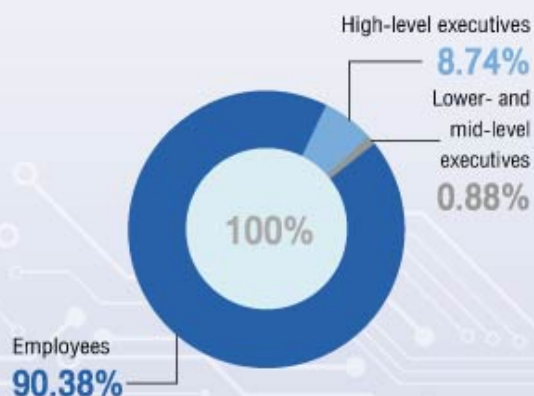
**193**  
men



**1,903**  
women

## Employee Statistics and Rate Table (by Level)

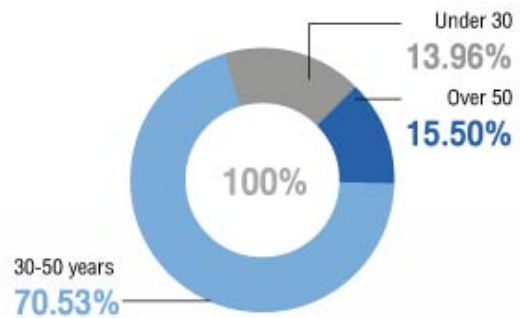
Age	Men	Women
High-level executives	14	14
Lower- and mid-level executives	55	223
Employees	358	2,516
Total	427	2,753





### Employee Statistics Table (by Age)

Age	Men	Women
Over 50	87	406
30-50 years	295	1,948
Under 30	45	399
<b>Total</b>	<b>427</b>	<b>2,735</b>



### Number of disabled employees:



**3**

**men**



**16**

**women**

### Total compensation of employees

**1,035,959,112 baht**, divided between

**165,378,639 baht** for men

**870,580,473 baht** for women



Number of Employee Members of the Provident Fund

**2,620 people**,  
calculated to be 82.39%  
of all employees



Number of Employee Members of the Employees Savings and Credit Cooperative

**1,898 people**,  
calculated to be 59.69%  
of all employees



Rate of Work-Related Injury That Required Taking Time Off 2 times, calculated to be

**1.6669 LTIFR**  
(1 time/1,000,000 hours)



Average Number of Hours of Employee Training

**24,237 hours**  
= 7.7 hours/person/year

### Statistics of Resignation and Deferred Retirement

- Voluntary resignation, **5.03%** of all employees divided between 51 people for men and 109 people for women
- Total retiring employees: **51 people**  
Deferred retirement: **19 people**  
Calculated as 37.25%
- Cases of labor disputes: **None**



### Average Number of Hours of Employee Training (by Level)

High-level executives	<b>582</b>	hours
Mid-level executives	<b>1,767</b>	hours
Low- and mid-level executives	<b>1,520</b>	hours
Employees	<b>7,184</b>	hours
Salespersons	<b>13,184</b>	hours



Cost of Employee Training

**1,491,515.18 baht**

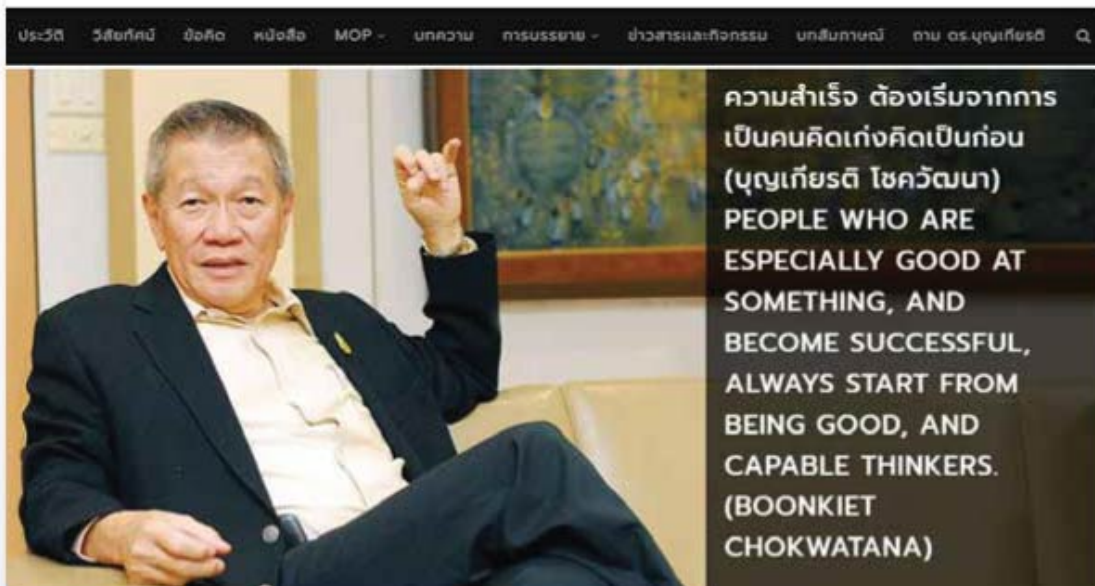


# GIVING

The company, as a leading distributor of fashion and beauty products In addition to operating in driving the business to achieve sustainable growth with the 7 principles of Thought as a guideline to achieve the goal. Carrying out social mission is one of the things that the company. Pay attention and not overlook as well as being committed to continually supporting as well as encouraging personnel within the organization to have a consciousness of being a “Giver” as a volunteer by being an important force in helping and initiated activities that benefit the community environmental society and public interest on a regular basis.

In 2023, under the concept of “Giving”, the company has emphasized encouraging awareness, and creating unity and faith for personnel inside the organization with the dissemination of the philosophy of the company’s founder, Dr. Thiam Chokwatana. the 7 Principles of Thought of the company’s Chairman Mr. Boonkiet Chokwatana are also disseminated internally: Sai Yai magazine, Bulletin Board and announcements over the company’s sound system in the programme Good Morning ICC as well as various online media such as Facebook, LINE and the website mop.bkk.com which is constantly updated.

## DR. BOONKIET CHOKWATANA



“Giving” is the basis is the basis of being a “Good People”. Therefore, the company is committed to cultivating employee consciousness. With the concept of the five forms of “Giving” the business philosophy that the company adhered to for a long time.



You can scan this QR Code to watch the Royal documentary





# “Employees”

## The key driver of organizational success

The Company is committed to developing “employees” to realise their potential for excellence in every way, not just with the knowledge and skills required for work, but an awareness of values and striving to be a sustainable “giver” in every aspect by determining policies for systematic workforce development at all levels, from staffing, orientation, internal-external training and performance evaluation to measure productivity to the Company’s standards.



### 2023 Performance

- Average Number of Training Hours for Potential Development **24,237** hours, calculated as 7.7 hours/person/year
- Cost of Training **1,491,515.18** baht

### สถิติการอบรมเพื่อพัฒนาบุคลากร

	2021		2022		2023	
	Hour	Total Number	Hour	Total Number	Hour	Total Number
Salespersons	N/A	N/A	N/A	N/A	13,184	2,059
Employee	316	2,192	461	2,074	7,184	894
Beginning Management	72	315	146	163	1,520	124
Middle Management	21	182	141	85	1,767	39
Top Management	21	39	196	44	582	18

In addition, ICC still Place an emphasis on “Salespersons” development by taking good care of talent employees to keep them with the company longer and to help them becoming even more talented. We also encourage these employees to be our “prototype” employees and instructors to help developing newcomers to be as talented, which resulting in continuous organization growth under the concept of giving knowledge through various training projects that will create sustainability for the organization.

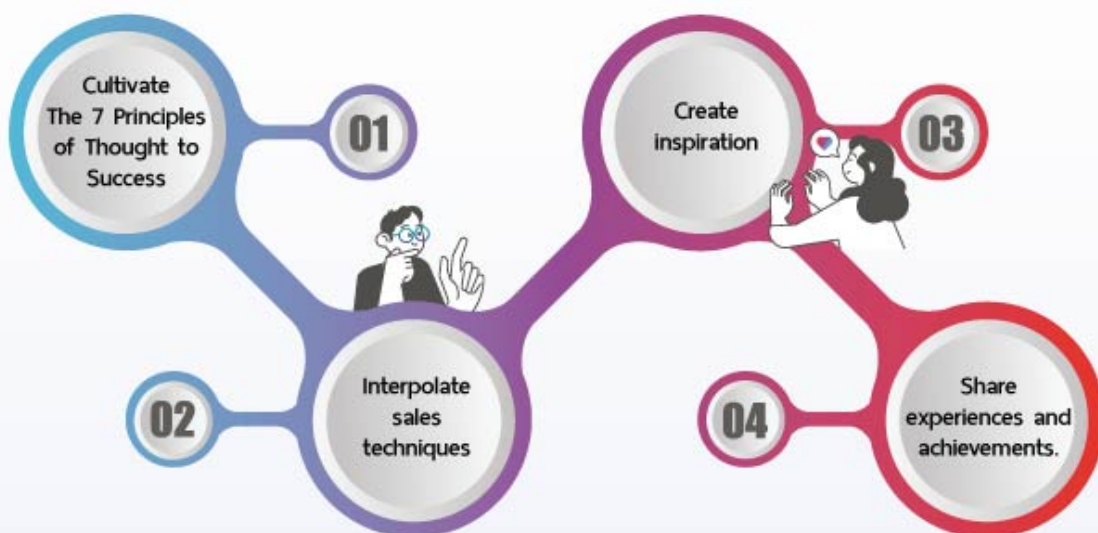


## ICC Enter “train” ment Project

From the Company's policy which desires to incite positive thoughts to sales employees across the country, at the time of the COVID-19 epidemic. Human Resource Development Division, Company Office Department, therefore developed a new communication channel with sales employees all over the country by creating a closed group Facebook page in the name “ดูแล้วรวย (Watch to get Rich)”, under the concept Enter “train” ment, to create a continuous communication channel between companies and sales employees throughout the country, without the need for a classroom training.

The ICC Enter “train” ment project was established with the aim of creating a learning society, awakening positive thinking and to be an area for exchanging knowledge, various useful experiences and opinions by sales employees nationwide which can be viewed on smartphones anytime and anywhere.

### Concept



Currently, the ICC Enter “train” ment project has members who are sales employees a total of 1,886 people.

### Goals in 2024

The ICC Enter “train” ment” project aims to develop it as a channel for training on new products, sales and services, as well as understanding items and stock diff. It is also used as a channel to survey the training needs of salespeople, as well as reinforcing training content for salespeople continuously.



# Diamond Crown Awards

Starting for the first time in 2005, the Human Resources Development Department Section Company Administration Division selected capable sales staff to join this project. The plan was to stimulate and follow up sales staff to have the ability to greatly improve sales growth, together with developing principles and methods to create sales and provide services. Participating staff are qualified by making sales on target for the previous 9 months, with the award winners able to make sales in the competition year for 9 or more of 12 months.

## Project objectives

1. Recruit talented sales staff and develop them into model employees, both generating sales and providing services.
2. Stimulate sales of sales staff
3. Support the company's policy of promoting good and skilled people.

## Numbers of participants

### 2021:

233 participants, sales of  
744,359,068 million baht

2021



233

744,359,068  
million baht

participants, sales

### 2022:

351 participants, sales of  
785,544,248 million baht

2022



351

785,544,248  
million baht

participants, sales

### 2023:

418 participants, sales of  
1,295,005,589 million baht

2023



418

1,295,005,589  
million baht

participants, sales

The establishment of the Diamond Crown Awards has had a part in inspiring sales staff to be more capable. Besides increasing personal potential, it has enabled the company to grow continuously and sustainably.



# Development of Abilities and Skills

The Human Resource Development Division, the Company Office Department, has organized employee training and development measures by using various technology and applications in combination with offline and classroom trainings. These trainings are categorized as basic trainings, specific training for sales staff, and training to develop skills (upskill and reskill)

In 2023, the potential and skills of all executives and employees will be developed, divided into:

- External training for senior executives, 7 courses
- External training for middle management, 10 courses
- External training for junior executives, 5 courses
- 12 courses for employees
- 6 courses for sales personnel.

## Executive Courses

### 1. Course: “Understanding the work process of the organization”

To enable senior management to understand product working standards. They are able to link their own technologies, systems, work processes, and other related departments for the benefit of fulfilling their duties, including the ability to see the big picture and make predictions to prepare for changes in things to systems and work processes.



### 2. Course: “Management Development Program” (Middle Management Only)

To enable middle managers to have knowledge and understanding of team management to be able to find strengths and weaknesses of themselves and their teams in order to further manage the team to achieve their goals. By external speakers Chawannat Laopoonpat and Pridiruthai Tangjityanpat.







### 3. Course: “Communication & Negotiation Strategies for Sales Team Leaders”

To enable junior executives to understand the principles of quality negotiation, aim for WIN WIN results, and learn negotiation skills. It can be used to work both internally and externally. By external speakers Asst.Prof.Dr. Tanate Sirikit.

## Courses for employees

### 1. Raising awareness of information security (Cyber Security)

In order to create an understanding of information security threats for all executives and employees, and to provide guidelines for information security control that can be linked to work and daily life, the Company has arranged training by external trainers Mr. Kantinan Sangkhachan and Ms. Nithi Sakulpanich.

### 2. Service with heart For meeting and banquet service staff

To allow meeting and banquet service staff to learn how Work process Develop skills and build confidence in meeting and banquet services. Therefore, training was organized by internal lecturers.



## Course for salespersons



### Orientation for new sales staff for the year 2023

To develop new employees to have knowledge Understanding of operations, product sales, and services as specified by the company and can be used to work at the point of sale correctly. The company therefore organizes training for new employees at the beginning of every month. By internal lecturer.



# Human Rights Management

From the concept that **"Everyone is us"**, the company has a policy giving equal priority to everyone with no violations of human rights, with a determination to give knowledge and understanding about the principles of human rights, with no limits to freedom, differences of opinion, physical condition (being disabled), gender, race, religion, political view or any other matter.

As well as avoiding expressing opinions which may cause conflict and disunity. Communication channels have been established for staff, or anyone who believes their human rights have been violated, or have been treated unfairly, to complain to the company and have those complaints heard, and dealt with fairly.

## Human Rights Policy

The Company has established a human rights policy. It has established guidelines as follows:

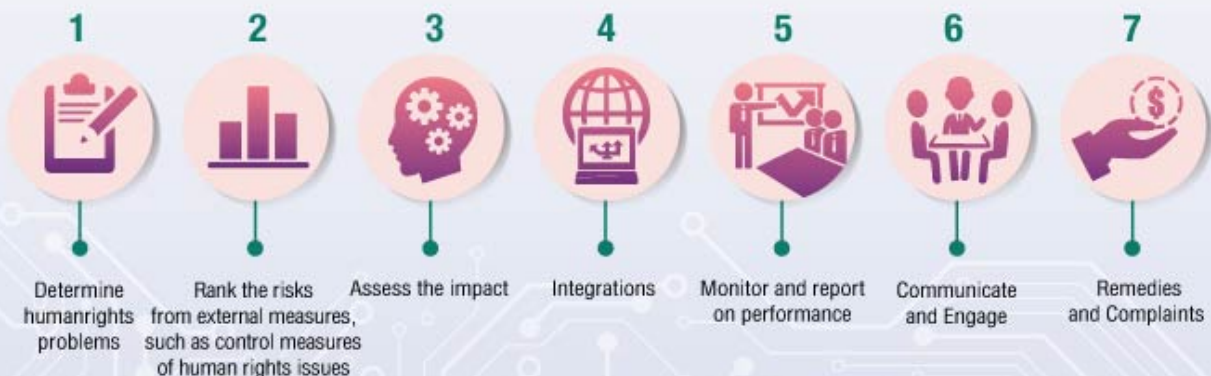
1. Do not act or support businesses that violate human rights.
2. Provide knowledge and understanding of human rights principles to employees to be part of their operations.
3. There is no limit to independence or differences of thought, gender, race, religion, politics or any other matter. Avoid expressing opinions that may cause conflict or division.
4. Provide communication channels so that employees or those who believe that their rights have been violated or treated unfairly can file complaints with the Company and complaints should be treated with attention and dealt with fairly.



## Human Rights Management Framework

To highlight equality in the company by accepting the many differences among people, policies, guidelines, activities, and communications were established under the Five Standards laid out by the UN Human Rights Office of the High Commissioner as follows:

### Human Rights Management Framework





In addition, the company has scheduled a human rights risk assessment to evaluate the probability and potential impact of risks that may arise.

1. Create policies that employees can actually use.
2. Right to training to develop potential
3. Employment rights of employees and partners
4. Diversity and equality rights
5. Occupational health and safety
6. Pollution and working environment
7. Discrimination and harassment
8. Respect for privacy
9. Basic rights of being an equal employee



## Respecting Human Rights: Disabled Persons

For disabled people to be part of the organization, the company has created a workplace which provides convenience and encourages staff to treat disabled people equally. In 2019, the company did not only hire disabled people to work, but also set up programs to support their capability and give opportunities to the disabled, and people facing life crises, whether physical or mental. This gives them the motivation to return to society with value and happiness. Since 2015, the company offered people with stability 2 option as follow:



### 2023 Performance

The company has acted in accordance with the Empowerment of Persons With Disabilities Act, B.E. 2540 (1997), and further amendments. In 2023, the company has a total of 3,180 employees, with 19 who have disabilities, including 3 men and 16 women. Furthermore, the company provides products for 16 disabled persons to sell. This brings the total of disabled persons in the company to 35 people.



# Gender Diversity (LGBTQ+)



According to the United Nations' Sustainable Development Goal No. 5 concerning sexual equality, and to enable LGBTQ people to work happily, the company has promoted equal human rights for LGBTQ people to be not limited to their birth gender, but to express their gender freely, as well as encouraging staff with potential to make progress in their careers free of discrimination or unfair treatment and praising them for their model conduct.

In 2021, the Company showed its awareness of human rights issues, by recognizing the potentials and capabilities to drive the business of gender diverse groups, and therefore established the BNBM group, "Be Normal Be More", within the Company to bring together gender diverse employees, and to announce the Company's commitment to operates within a framework of good corporate governance, striving to ensure that employees respect human rights and support equality in all forms. In addition, the BNBM-Big Data New Business Model project has been set up to exchange useful data concerning corporate development, and to support activities both inside and outside the company.

## 2024 Goals

To create an organization that respects human rights, the Company aims to establish a committee to determine policies and guidelines to create values and a corporate culture that values acceptance of gender differences, and is conscious of preventing any human rights violations, as well as adding topics to educate about human rights and gender equality in training courses.

## Promote Work of the Elderly



Thailand is now entering into an aging society. Both public and private sectors have continuously launched policies, strategies, and tactics to serve this age group such as The Twelfth National Economic and Social Development Plan (2017-2021), The National Plan for Older Persons, and Elderly Person Act. Senior citizens are likely to continue working even after their retirement. ICC realizes that our personnel is the heart of our company.

Thus, we support and promote the work of the senior citizens based on the concepts of flexibility and willingness. We give job opportunities to the senior citizens who are competent and physically capable of working so that they feel worthy. They can also constantly develop their skills, strengthen their physical and mental health, as well as earn a living for themselves.

Year	Extended On Contract	Number of Retired Employees who Continue	
		Total	Percentage
2021	65	28	43.08
2022	53	22	41.51
2023	51	19	37.25

(Table: Senior employees stay on after retirement of The Company)

### 2023 Performance

The company recognizes the value, knowledge, and experience of employees of retirement age who have worked with the company for a long time. It offers a flexible policy for employees who choose to delay retirement to choose the days they would like to work as appropriate and effective. Furthermore, in 1996, the company established a provident fund and savings cooperative for employees to encourage a culture of saving and assistance for when an employee has a financial need, and for expenses and as guarantee for after the employee retires.

### 2024 Goals

Currently the company has 444 employees who are over the age of 50, with 399 women and 45 men, spread over a variety of departments. The company has planned for succession in these positions for when the employees are ready to retire and to encourage knowledge, roles, and responsibilities are passed on to other employees so the organization may continue to move forward.



# Connections in the Organization

Because “employees” are the heart of the organization, the company has policies that support the establishment of channels for internal communications with the purpose of creating connections within the organization between the company and employees and among the employees themselves. This is to keep employees up to date on news and important information, and to provide a channel for complaints. There are a few communication channels as follows:

## ICCHR App

The company, with the Human Resources Department, worked with the Information Technology Department, to develop the ICCHR application to establish relationships between the employees and the company. The app is easy for employees to access on their smartphones to simplify the process and reduce the use of paper. This application includes a variety of functions to meet a comprehensive set of needs, such as checking in and out of work, checking salary, and requesting time off.



## “Sai Yai” E-Magazine



“Sai Yai” e-magazine is an internal journal for employees developed from a printed magazine in the past into an e-book. It is released monthly and employees may access it through several channels, including the company website, Line, and the ICCHR application.

## The Voice

In 2018, the public relations department of the Head Office set up the “THE VOICE, Because Every Voice Matters” program for employees to express their opinions and suggestions, sending complaints or praise by scanning a QR Code. All messages are confidential in the interest of the informant, and will not be neglected if they will benefit the organization’s development.

In 2023, the Company had a total of 3,180 employees comprising 2,096 salespeople and 1,084 office staff. Among all personnel, no complaints were found affecting the Company’s operations.





## Fair Labor Treatment

Employees are valuable resources and important factors contributing to the company's success. We have guidelines concerning labor treatment as follows:

1. Employees shall be respected in their human's dignity and basic rights in a workplace. We do not reveal or pass on employees' personal information to anyone.

2. We treat employees according to the labor law and the Company's rules and regulations.

3. We promote equality in employment. There will be no discrimination on gender, skin color, race, religion, age, disability, or any non-work related conditions.

4. We encourage and support any training or exchange of knowledge to develop every personnel's potentials equally in order to attain job security and promotion befitting their abilities.

5. We welcome and encourage employees to take part in setting directions for the company's development.

6. We provide fair compensation which are appropriate to employees' knowledge, abilities, responsibilities, and work performance.

7. We provide other benefits such as medical support, provident fund, credit union, etc.





# Compensation Policy to Promote Company Loyalty

Apart from personnel development in ones' professional fields, ICC also places an importance on the employee supervision with fair and equal management. Establishing employee remuneration policy is one of ICC's strategies to retain capable employees with The Company. Top managements of every division shall evaluate and determine employee's annual remunerations or incentive by comparing them with the same industry, as well as adhering to fairness, and conforming to The Company's turnover and employees' performance. The Company paid the employees remuneration in forms of salary, commission, and travel expense, allowance, over time, reward, and bonus.

## 2023 Performance



Remuneration amount :

**1,035,959,112 baht**

### Classified by role



Office employee

**565,385,400 baht**



Sales employee

**470,573,712 baht**

### Classified by gender



Male

**165,378,639 baht**



Female

**870,580,473 baht**

Currently there are **2,620** employees who are members, representing



### Savings cooperative

Currently there are **1,898** employees as members, representing



### Another benefit

The compensation figure for salary increase for the year 2023 is calculated as **5%** of salary.

(\*More details 56-1 One Report 2023, I.C.C. International PLC.)





# Occupational Health and Safety

The Company recognizes employee safety as a driving force for business, so the Company cares strictly about employee health and focuses on occupational health and employee safety.

## Occupational health and safety policies

- Monitor and survey the spread of infectious diseases.
- Compile, monitor and analyze business performance under changes that may arise from imperfect bio-safety.
- Collaborate with the public and private sectors to promote the health and well-being of employees in the organization and the general public.

## Risk Management Measures for Sustainability (ESG)

1. Organize health screenings for employees. Including free vaccinations in communicable disease groups and disease groups that need protection
2. Inspect and analyze the working conditions of systems within the building, such as the lighting system, the water and water treatment systems, the cooling and air conditioning systems, etc.
3. Appoint officers to oversee occupational health and safety.
4. Create safety manuals and trainings for employees.
5. Create an emergency plan in case of a fire and carry out fire drills for all employees every year.

## 2023 Performance

### Premises

1. Increase safety in cleaning frequently touched surfaces with alcohol and disinfectant.
2. Extra-specially increased maintenance of air conditioning, air filtration and disinfection systems, over and above normal conditions.
3. Additional spraying of antiseptic when cleaning meeting rooms before every meeting.
4. Provide hand gel at the entrances and exits of office buildings and other crowded areas.

### Personal Hygiene Operations

1. Communicate to employees guidelines for preventing communicable diseases by creating posters to be put up in various locations and through other public relations channels, including computer wallpaper, announcement boards, Line, etc.
2. Encourage employees to always maintain personal hygiene.
3. Any employees that are sick or act questionably should speak to a superior to set up a doctor's appointment, take time off, and follow their doctor's instructions until they are completely well and able to return to work.
4. Organize for vaccinations to prevent infectious diseases and disease groups that require protection for head office employees and sales staff.





## First aid and basic life support

In order to enhance knowledge and understanding of the principles of first aid and basic life support, the Company by the Human Resources Development Department, the Company's Office Department, provides training and learning to use AEDs correctly, including CPR in the course. First Aid and Basic Life Support (CPD/AED/First Aid) were provided to 40 employees from Beat CPR Training Center to equip them with knowledge and skills that can be used to help victims within the organization and in daily life.



## Fire prevention and fire evacuation

To improve knowledge and understanding about fire prevention and evacuation. The Company, through the Human Resource Development Department, the Company's Office Department, has organized fire prevention training courses and rehearsed fire evacuation plans. From the Bangkok Disaster Prevention and Mitigation Bureau, which is held annually. In addition, knowledge reviews and online tests will be conducted through the E-learning system, with all employees able to pass 100% of the tests in 2023.

ส่วนพัฒนาทรัพยากรบุคคล ฝ่ายสำนักงานบริษัท

ขอเรียนเชิญผู้บริหาร และพนักงาน เข้าอบรมหลักสูตร

กลุ่มผู้เข้าอบรม	หัวข้อการอบรม	วัน/เวลา	สื่อทางการอบรม	วิทยากร
ผู้บริหาร	- บทเรียนออนไลน์ - ฝึกอบรม	วันจันทร์ 9-20 พฤษภาคม 2566	Online Session ICC e-Learning	ผู้ช่วยผู้จัดการ และเจ้าหน้าที่ฝึกอบรม จากศูนย์ฝึกอบรม
พนักงาน	- บทเรียนออนไลน์ - ฝึกอบรม	วันพุธ 20 พฤษภาคม 66 เวลา 9.00-12.00 น. (อบรมฟรี 8.00 - 8.30 น.)	Classroom ณ ห้องประชุม 808	วิทยากร ผู้ช่วยผู้จัดการ และเจ้าหน้าที่ฝึกอบรม จากศูนย์ฝึกอบรม

หมายเหตุ: การอบรมฟรีสำหรับ: ผู้บริหารและพนักงานที่ผ่านการอบรมหลักสูตรนี้แล้ว







## Safety Training Guidelines 2024 Performance



### Staff Shuttle

- Disinfecting the interior of the vehicle every time, before and after use.
- No eating and drinking on board.



### Passenger Lift

- Social distancing inside the lift, to carry no more than 4 people per journey.
- Automatic alcohol dispenser in front of all lift doors.



### Work desk

- Arrange for cleaning every day after work.
- Issue measures for all parties to do 5 S. and put things on the table neatly after work every day.



### Canteen

- Two people per table are required to sit and eat, and space is staggered to maintain distance and refrain from gathering in groups.



### Space for outside individuals

- Defined waiting area for outsiders
- Designate a pick-up and delivery point for postal packages outside the building, and refrain from accepting personal parcels in all cases



### Driving

- Instead requires a valid driver's license when applying for positions that require driving vehicles. Measures were added to carefully inspect all driver's licenses of employees.

# Personal Data Protection Policy

The company recognizes the importance of the information it receives and utilizes, especially personal information, and has created a Personal Data Privacy Policy for stakeholders, employees, customers, trade partners, job applicants, and visitors to the company. All data is to be collected and managed in accordance with appropriate regulations and measures to ensure that the company has acted within the Personal Data Privacy Policy regarding all information collected and utilized.

To create awareness of data and privacy, the company has announced the Personal Data Privacy Policy on [www.icc.co.th](http://www.icc.co.th) as follows:

- Personal Data Privacy Policy
- Announcement of privacy for customers, trade partners, and visitors
- Announcement of privacy for employees and job applicants

All queries about the Company's cyber-security policies should be addressed to: Human Resources Department, I.C.C International Public Company Limited, 530 Soi Sathupradit 58 Alley, Yaek 5, Bang Phongphang Sub-district, Yannawa District, Bangkok Metropolis 10120.  
For customer service Tel: 0-2294-4999  
For employees and applicant Tel: 0-2293-9000 Ext. 108







## Customer Relations Center

Because service is at the heart of its business, ICC international Public Company Limited not only distributes fashion and beauty products which consider good quality, fair prices and responsibility in every product and service, which are core principles in meeting customers' needs. We also consider maximum satisfaction in our products and services, both when products are in use and after sales. The company has thus set up a "Customer Relations Center" as a medium for communication between customers and the company in taking complaints, criticisms and suggestions about products to create long-term relationships and drive the business to sustainable success.



To be consistent with modern consumer behavior, the company has opened many channels enabling contact with the Customer Relations Center as follows:

- Telephone on 0-2294-4999 from Monday to Friday from 08.00 to 17.00
- E-mail to [services@icc.co.th](mailto:services@icc.co.th)
- A prepaid letter at every product counter nationwide can be sent by mail without a stamp.

### Customer Relations Center Performance 2023

- Found complaints about products sold during the fair. The company resolved the issue by taking the complaints. Forwarded to the company that rents the space and issuing measures for selecting business partners (\*You can see more details at Partner potential development, page 52) and problems from product groups that are used for special price promotions. The company has solved the problem by bringing complaints. Forward to the product manufacturer to improve products and product storage to be more standardized.
- Complaint about the service of a salesperson. The company issued a warning to the said employee. And the topics in the complaints have been used as part of training for new sales staff. To prevent repeat offenses and to develop the work and service of sales staff to be more efficient.

### Goal

In 2024, the company aims to create innovation in improving and producing new products, as well as developing standards for service and create satisfaction for customers both while using the product and after the sale. We sincerely hope that no complaints will be found in any case.



## Giving priority to customer satisfaction with the service received from sales employees

As well as disclosing financial information, the company also gives priority to non-financial operations, by giving priority to creating satisfaction with customer service. It is considered that creating satisfaction among service users is a key strategy for competition. The company therefore emphasizes “sales employees” providing service to customers strictly according to service standards at point of sale.

The company has specified standards of satisfaction for customers with service provided by sales employees at a level of 80% plus (calculated as by proportion of counters for each brand). In one year the company surveyed satisfaction among 2,000 customers with the service provided by salespeople. (Minimum 15/brand counter)

### Evaluation criteria



#### Telephone interview

Telephone interviews conducted with customers who are members of His&Her, who have been collecting points from purchasing products sold by the company every three months (random evaluation)



#### On Site

Inquiring with customers who have interacted with sales people in the store, irrespective of whether they have made a purchase or not.



#### Inquiry design

Each department designed an inquiry to survey satisfaction with products and services, as well as the customer journey of purchasing products on online and offline channels in order to use scores and opinions to improve products and services to better meet their needs.

### Goals

The company will continue to review quality management systems to determine plans to improve and develop service standards to be more efficient, sustainable and concrete.



# Cyber Security Operations

The Company has compiled, used and disclosed the personal data of customers, partners and employees, as well as stakeholders and associated parties, with appropriate respect and in compliance with the legal principles of the security of personal data under the Personal Data Protection Act B.E. 2562 (2019). The Company has issued the following strictly enforced data security practices:

## Internal bodies and personnel

Established a responsible internal body to determine policies and measures for cyber-security, and a task force to monitor risk and keep watch, of which the Company will review the policy at least once a year or in the case of amendments to the law.

## Operating procedures

Establish the objectives for collecting and/or using personal data, to focus on operational benefits under the legal framework and with due caution, under appropriate security standards.

## Stipulate measures on disclosing personal data

Determination to comply with the law and implement personal data protection measures deemed necessary and appropriate for confidentiality standards.

## Data storage time limits

The Company will store data for as long as necessary to execute business according to the objectives, or for a period not exceeding 10 years. In the event of a dispute it will destroy/delete such data when it is no longer necessary, or the storage period has expired.

## Security measures

The Company has implemented security measures for personal data as appropriate, which are strictly enforced and regularly reviewed as follows:

- Technical measures such as access credentials and passwords (Secure Sockets Layer/SSL) and network device security.
- Organizational Measures such as setting data security policies, confidentiality, establishing access rights, and stipulating guidelines, regulations and risk management evaluation.



### Setting access rights

The Company requires employees and personnel to comply with the Personal Data Protection Act and be aware of security, and not to use data for other purposes or to cause damage to the Company.

The rights of the data subject are legal rights, and the data subject can request to exercise rights under the requirements of the law, such as rights to withdraw consent, rights to request access, amendment, suspension, deletion or transfer, and rights to file a complaint objecting to the disclosure or use of personal data.

### Penalties

The Company has determined penalties for those who violate personal data policies and practices, who will be subject to disciplinary action in accordance with the Company's regulations without compromise, and further legal proceedings may be considered, in the event that such offences cause damage to the Company and/or any other party.

### Personal data breach

As soon as the Company has received notification or become aware of the breach, the Company will notify the Office of the Personal Data Protection Commission within 72 hours. In the event that the breach is a high risk, the Company will report the violation and appropriate remedies thereof to the data subject without delay.

### Controller of Personal Data Details

All queries about the Company's cyber-security policies should be addressed to: Human Resources Department, I.C.C International Public Company Limited, 530 Soi Sathupradit 58 Alley, Yaek 5, Bang Phongphang Sub-district, Yannawa District, Bangkok Metropolis 10120,

Tel: 0-294-4999, E-mail: [service@icc.co.th](mailto:service@icc.co.th)

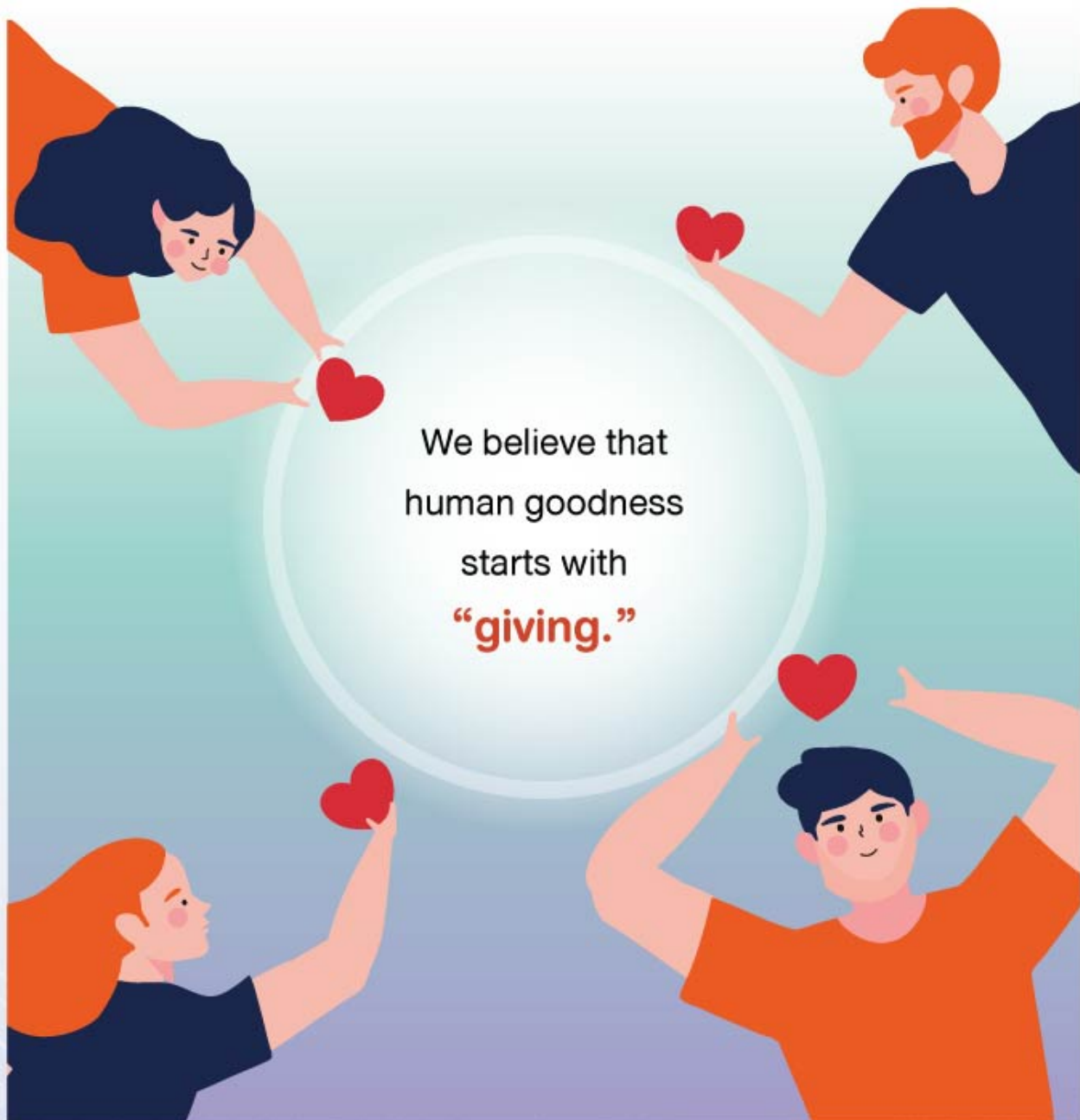
\*The full announcement is contained in the Annual Registration Annual Report 2023 (From 56-1 One Report, 2023)





## Continuing the Theme of “Giving” for Sustainable Social Development

To continue the concept of “giving” in every dimension, as a company whose business includes diverse fashion and beauty products for all genders, ages, and stages of life, we are focused on paying forward to groups who are directly related to the business, such as customers, partners, suppliers, and employees, and those who are indirectly connected to the business, including society and the public and private sectors, willingly and wholeheartedly, to sustainably improve quality of people, community, and society.





# Community and Social Development

Our company is aware of our duties and full responsibilities to the country, community, and society as well as the local culture and tradition. Therefore, we have certain guidelines and practice to ensure our public responsibilities as follows:

1. We do not do business activities which contribute to social deterioration. We also do not violate people's rights in living together in a society.

2. We cultivate an awareness in social responsibilities among the employees in all levels.

3. We set measurements to prevent and correct any social problems and impacts as a result of the company's business.

4. We promote cultural preservation and local traditions.

5. We cooperate with other sectors in social development.

6. We support all kinds of community service activities.

7. We promote and support local economy by hiring local people and buying local products.

8. We create good relationship between our company and the community based on fairness and transparency.





## Various internal activities for ICC residents

### **"Giving Life" by donating blood.**

Encouraging employees to be familiar with "giving" to others by donating blood with the Thai Red Cross in the yearly drive for donations, "1 person gives to many", on four occasions every year (every 3 months). In 2023, 351 employees registered to give blood, donating a total 351 units or 140,400 cc.

### **"Giving right": Leave to perform religious activities**

The Company recognizes the importance of religious preservation and therefore entitles employees to take leave to practice their religion. 5 days per year In addition, various charitable activities are promoted continuously and regularly, such as the organization of alms giving activities. Dry food Offered to monks on important days for auspiciousness. Carry on good traditions and offer as Buddhist worship.

### **Continuing the faith "Yi Tong Tian Tai"**

The company recognizes the importance of continuing Buddhism and supporting executives and employees in the company and in the Sahapat Group Join in donating according to your faith. To join in creating and maintain the Guanyin Pavilion "Yi Tong Tian Tai", where the figure of the Guanyin Bodhisattva on a dragon turtle at SahaGroup Industrial Park, Nonsi Sub-district, Kabinburi District. Prachinburi Province.

As for the pavilion, the construction has started in year 2015. This year, 2023, is the 9th year of the construction. Currently open for worship every day, no holidays. You can also donate according to your means at the Dr. Thiam Chokwattana Foundation, account number 068-292-0498, Siam Commercial Bank. Sathupradit Branch, or contact 0-2293-9000 for more information.





# ICC Gives Back to Society



## (1) Project: Excellent Model School

I.C.C. International Public Company Limited collaborates with Thonburi Commercial College to organized the Excellent Model School project to continuously develop the Higher Vocational Certificate Program in Marketing to focus on the development of learners. They have the opportunity to work with leading brands such as Arrow menswear, DAKS women's clothing, Guy Laroche men's lingerie, Enfant children's clothing and Naturalizer shoes.



## (2) Burapha University's Thai music competition project

The company has supported the Faculty of Music and Performing Art of Burapha University In organizing a Thai music competition for students in the Eastern Region to compete for the Royal Trophy of Her Royal Highness Princess Maha Chakri Sirindhorn. Her Royal Highness Princess Maha Chakri Sirindhorn Princess Maha Chakri Sirindhorn annually continuing for the 39th year with the objective of promoting arts and culture. Encourage practice and continue Thai music. In 2023, there were a total of 500 contestants from schools throughout the eastern country.

Thai music competition for students in the Eastern Region It is a project that has been held continuously every year. Therefore, it is not only about promoting cooperation in preserving arts and culture. Still building relationships and promote unity Encourage youth to be aware of the value of Thai art and music. Which is unique and the good culture of the nation will continue.





### (3) ARTY PROFESSIONAL Organization METAVERSE BEAUTY CHALLENGE CONTEST

ARTY PROFESSIONAL Cosmetics by BSC, Company Representative by Dr. Janjira Jnchome. Assistant Director of Cosmetics and Fragrances, Mr. Anurak Kosonchotchalthorn, Product Manager, and Mr. Tee-min Teeratanaudomwut, Creative make up Director, cosmetics behind many fashion-makeup. Organize a contest Give people who love makeup a chance. There is no gender limit, no age limit, everyone is equal. Emphasis on creativity new makeup styles that come out beautiful and modern Win prizes and prizes worth more than 200,000 baht.



### (4) Provision and support of wheelchairs and disability aids for children and persons with disabilities. (RICD Wheelchair Project)

Company Support the cost of transportation of wheelchairs or assistive devices for people with disabilities donated by domestic and foreign organizations to Ratchanakarin Institute of Child Development. Department of Mental Health Ministry of Public Health Projects under Royal Patronage In His Majesty the King Department of HRH Princess Maha Chakri Sirindhorn which has been operating since 2011 until now.

In 2023 (January-December), 195,107.43 baht was contributed to transportation expenses and local employment to help the foundation. In sewing materials for wheelchairs, the plan was implemented to provide wheelchairs and disability aids. 618 items in total



### (5) Support every beauty with confidence with Arty Professional.

To enhance beauty and reflect yourself confidently. Arty Professional by BSC cosmetics has been entrusted as makeup sponsorship for celebrities. Actors and artists who participated in the 19th "Sharp Depth Awards" and in the "Miss LGBT 2023" contest







#### (6) Project “Wacoal Pink Ribbon Fight breast cancer”

Wacoal products moving forward to help reduce the death rate in Thailand from breast cancer. Sending activities under the “Wacoal Pink Ribbon Fights Breast Cancer” project continuously for more than 24 years.

In 2023, activities were organized in a variety of formats, including:

- Supporting mammogram screenings in 9 hospitals, 30 people each, including Thai women who found lumps in their breasts from participating in activities organized by Wacoal. and Thai women who were screened found lumps and had economic problems.
- Make hats to give to breast cancer patients undergoing chemotherapy treatment. It was given through representatives of 9 hospitals, 300 cards per hospital, totaling a monetary value of support of 100,000 baht per hospital.
- Organized a breast screening activity for 120 women in the Sathorn area along with a lecture to provide knowledge about breast cancer. Teach how to take care of yourself to avoid breast cancer. along with a demonstration of self-diagnosis of breast abnormalities by a team of doctors and nurses from Charoenk-rung Pracharak Hospital Ready to practice breast self-examination and breast screening by expert nurses
- Donate money to the Kanchanabarami Foundation in the amount of 200,000 baht and donate money to the Breast Cancer Club of Thailand in the amount of 100,000 baht to be used to care for impoverished breast cancer patients.

Additionally, Her Royal Highness Prince Sirivannavari Rattanakanya unveiled the Balancing Bra in 2023, designed for breast cancer patients as part of the Wacoal X SIRIVANNAVARI “PRINCESS COLLECTION.” The collection aims to empower women of all races and shapes with love and positive energy, emphasizing the importance of love and support for one another. A portion of the sales from the “PRINCESS COLLECTION” will be donated to the Kanchanabarami Foundation and the National Cancer Institute, both organizations supporting breast cancer patients.



# Sustainable Development in Environmental Dimension

The organization emphasizes energy management and is dedicated to being environmentally conscious. It aims to foster an ethos of environmental conservation among its employees, partners, customers, and stakeholders.





# Environmental Policy

The company is continually dedicated to operating its business with responsibility to consumers, with supervision of every stage in the process of manufacturing, distributing, and providing service in every product. The company also considers responsibility to the environment and energy conservation, with operating guidelines stipulated as follows:

1. Operating the business in compliance with environmental laws, regulations and policies by considering impacts to natural resources and the environment with constant review and assessment of operations
2. Creating innovation in the organization and creating awareness among staff at every level, bringing about cooperation and responsibility in managing the environment and using resources efficiently and sustainably.
3. Promoting giving knowledge and training to every member of staff about the environment through the e-learning system. The content consists of caring for the environment and saving energy, including evaluation forms to test their understanding. This process is now in progress and to be driven as one of the key topics in training new staff.
4. Promoting environmental management systems, from using resources economically and measures to treat, revive and replace, and monitoring and preventing of impacts on natural resources and the environment sustainably.
5. A system to select suppliers in the supply chain who operate their businesses in an environmentally friendly way.
6. Promoting the development and dissemination of environmentally friendly technology.



In 2023, there were no environmental complaints from communities nearby the company.  
In 2023, there were no significant violations of environmental laws and regulations.

# Sustainable management of the environment

The company, as a creator of fashion and beauty products, recognizes the importance of environmental management for all stakeholders. The focus remains on following a sustainable environmental management framework, with a commitment to accountability to society. This responsibility encompasses partner selection, raw material sourcing, the production process, delivery, and after-sales service.

## Environmental Challenges and Solutions:

### • Organization's Energy

Problem	Management Approach
1. The problem of using electricity and energy without value	<ul style="list-style-type: none"> <li>Motivate staff to increase their awareness and understanding of energy conservation through environmental training.</li> <li>Research and implement strategies to conserve energy across multiple platforms.</li> </ul>
2. Environmental problems from fossil energy use	<ul style="list-style-type: none"> <li>Consider using clean or renewable energy.</li> </ul>

### • Garbage and waste management

Problem	Problem
1. Challenges with waste management within the organization	<ul style="list-style-type: none"> <li>Enhancing understanding about waste management and adopting the 3Rs approach (Reduce, Reuse, Recycle).</li> <li>Advocating for mindful consumption of resources, especially plastic water bottles and paper products.</li> <li>Optimizing the packaging practices for transportation.</li> <li>Initiating campaigns to raise awareness and influence consumer behavior positively.</li> </ul>

### • Greenhouse Gas Emissions

Problem	Problem
1. Global warming problem	<ul style="list-style-type: none"> <li>Seriously reduce greenhouse gas emissions from the organization. Both directly and indirectly</li> </ul>
2. The problem of climate change	<ul style="list-style-type: none"> <li>Carbon Footprint Formation</li> </ul>



## • Water Usage Concerns

Problem	Management Approach
1. Water scarcity	<ul style="list-style-type: none"> <li>Promote economical and valuable use of water.</li> </ul>
2. The problem of water quality deterioration	<ul style="list-style-type: none"> <li>Treat wastewater before releasing it to the public.</li> <li>Collaborate with the public and private sectors to support clean water projects.</li> </ul>
3. The problem of access to water resources	<ul style="list-style-type: none"> <li>Conservation and development of watersheds</li> <li>Encourage communities to have their own water sources.</li> </ul>

## • Biodiversity Issues

Problem	Management Approach
1. The problem of extinct animals	<ul style="list-style-type: none"> <li>Conserve and promote environmentally friendly practices</li> <li>Habitat restoration</li> </ul>
2. The problem of deforestation	<ul style="list-style-type: none"> <li>Promote reforestation and reforestation activities.</li> <li>Restore watersheds through the development of environmentally friendly products.</li> </ul>
3. Shortage of raw materials	<ul style="list-style-type: none"> <li>Promote sustainable farming practices</li> <li>Create agricultural sites</li> <li>Sourcing raw materials to produce sustainable products</li> </ul>

## Key Environmental Operations



Install plugs for **charging points** for **6** electric vehicles.

### Waste Management

Passed on **3,047 kilograms** of waste to the decomposition process.



Carton box **736** kilograms



**505** kilograms degraded white paper



**1,584** kilograms of other waste paper



**222** kilograms plastic bottle



Bottle processing **26** kilograms



### Develop vacant land to be agricultural land.

Total **309 Rai**

**251** acres for farming

Planting **4,670** trees

on **75** rai

- 2,880 Eucalyptus
- 1,000 Golden Teak
- 650 Mangoes

- 140 coconuts
- Burmese Sal 18-0-0 Rai

### Greenhouse Gas Emissions

Total greenhouse gas emissions (category 1+2 only) amounted to 2,053 Ton CO<sub>2</sub> e.

### Electricity consumption

In 2023, the Company can reduce energy consumption by **0.48%**.



Installing solar cells saves **3.66%** of energy per month.

### Water Usage

**10,950** cubic meters of wastewater treatment

Average **913** cubic meters / month





## Fuel energy management

The company is a distributor of various types of products. Including being a service provider for delivering various products to reach customers safely. Therefore, the company is aware of the efficient management of fuel energy. and reduce environmental and social impacts of air pollution emissions in every activity

### Activities using fuel energy in brief:

- Oil welfare for executive cars
- Gasoline benefits for employees to use on business-related travel.
- Fuel costs for utilities within the company

### Performance in 2023

Energy use activities (divided according to scope of use)	Amount of use (liter)
<b>Stationary</b>	
• Diesel Fuel Burning for Fire Pump	-
• Diesel Fuel Burning for Generator	369.76
• Gasoline combustion for lawn mowers	88.25
<b>Mobile Combustion</b>	
• Diesel fuel combustion B7	93,320.33
• Diesel fuel combustion B10	760.55
• Gasohol 91 gasoline burning	2,046.10
• Gasohol 95 gasoline burning	3,805.70



### Goals for 2024

The Company recognizes the importance of using renewable energy as a sustainable alternative in terms of energy. Therefore, employees have installed 6 power outlets to plug in EV chargers and encourage employees to use EVs instead. It also provides promotions for employees to use charging points at welfare prices to incentivize and encourage participation.





## **'ICC' partners with 'Shell Thailand'**

### **Unveiling of the Inaugural SHELL RECHARGE at business sector organizations' premises;**

I.C.C. International Public Company Limited is devoted to advancing clean energy and endorsing the nation's net-zero carbon reduction policy. Hence, we have teamed up with Shell of Thailand Limited to establish electric vehicle (EV) charging points under the Shell brand. The Shell Recharge signifies the company's premier station in Thailand, strategically situated at business sector organizations' locations to ignite and advocate employee awareness of the significance of embracing alternative energy solutions.

Furthermore, the company is unwavering in conducting its operations ethically and transparently, accounting for various stakeholders' interests. This is exemplified through diverse initiatives include the implementation of solar panels on building rooftops to bolster the utilization of renewable energy, as well as the enhancement of interior and exterior surroundings of office premises, along with several other ongoing ventures slated to be an integral part of Thailand's progress towards a sustainable, "zero-carbon" society.





# Electrical energy management

In 2023, the company was affected by the COVID-19 outbreak situation, which results in the company Need to reduce the amount of expenses in many parts. Including finding tenants To help alleviate energy costs. However, the company still has measures in place to supervise energy use for maximum efficiency. With minimal impact on work as follows:

- Adjust office building closing time 1 hour earlier.
- Adjust the time to turn on and off the air conditioner, in order to reduce working hours
- Activate electrical power only where it is needed.

## 2023 Performance

### Electricity consumption

A total of **4,417,000 KWh** of electricity was consumed.  
When deducting the amount of electricity consumption  
from 24 tenant companies.

Total electricity consumption  
**3,392,358 KWh**

The cost of electricity consumption  
amounted to **18,975,232 baht.**

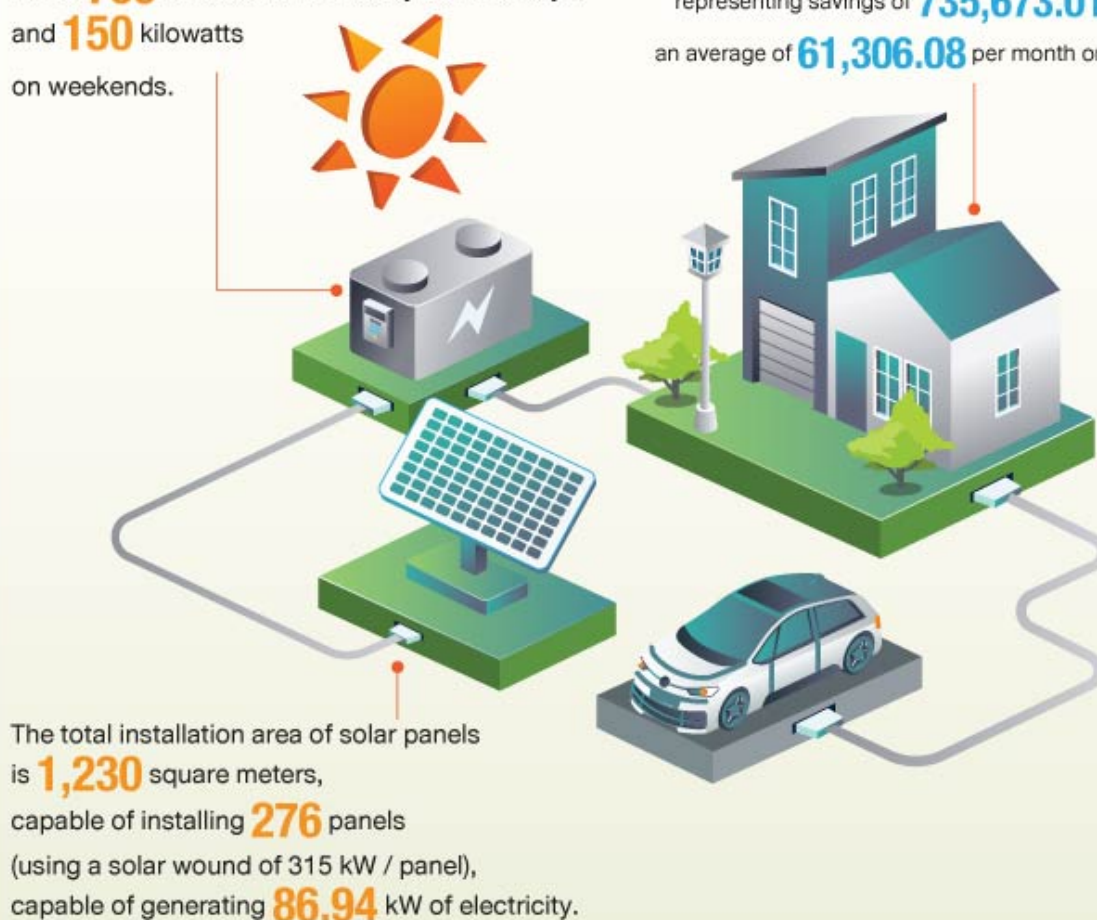
The increase from 2022  
was **16.31%** due to FT fees and  
the increase in the number of tenants.

### The amount of electricity generated is self-used.

In 2016, the Company set up a solar rooftop project by installing solar panels on the roof of I.C.C. International Public Company Limited's headquarters in Bangkok.

Currently, the company uses about **700** kilowatts of electricity on weekdays and **150** kilowatts on weekends.

In 2023, the Company can use solar energy to generate electricity for corporate use, which replaces electricity consumption by **108,543.6 KWh**, representing savings of **735,673.01** baht / year, an average of **61,306.08** per month or **3.87%**.



### Goals for 2024

In line with international sustainability guidelines and environmental policies, the Company recognizes the importance of using renewable energy as a sustainable alternative in the field of energy. Therefore, the company has installed 6 power outlets for employees to plug in chargers for electric vehicles. This is expected to save about 10% on electricity bills.



# Greenhouse Gas Management

Throughout its operation, the Company is committed to conducting business responsibly in all dimensions, especially in the environmental dimension, which is a limited natural resource, and in line with the guidelines for the preparation of the 56-1 One Report on the preparation of greenhouse gas emissions in the industrial and service sectors for listed companies and to reduce the Company's risk from the impacts arising from both direct and indirect greenhouse gas emissions.

To build credibility in awareness of greenhouse gas emissions problems. In 2023, the Company has collected data to prepare greenhouse gas emission reports for use in submitting data verification and certification of carbon footprint data from verified persons registered by the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO) or equivalent. Such information can be disclosed initially, as follows:

## The amount of greenhouse gas emissions (tCO<sub>2</sub>e)

Sources of greenhouse gas emissions From scope Type 1	Consumption (liters)	GHG emissions (tCO <sub>2</sub> e)
<b>Stationary</b>		
Diesel fuel combustion	369.76	1.00
Gasoline combustion	88.25	0.19
<b>Mobile Combustion</b>		
Diesel fuel combustion	93,128.09	254.34
Gasoline combustion	12,093.79	53.59
<b>Fugitive</b>		
Methane (CH <sub>4</sub> ) leakage from toilets	2,582.18	72.30
R134a refrigerant leak of refrigerator and water dispenser	No purchases or refills this year.	
R407C refrigerant leak from Machine Generator	No purchases or refills this year.	



Sources of greenhouse gas emissions From scope Type 2	Consumption (kWh)	GHG emissions (tCO <sub>2</sub> e)
Electricity consumption from the Metropolitan Electricity Authority	3,392,358	1,695.84

Sources of greenhouse gas emissions From scope Type 3	Consumption (Kilometers)	GHG emissions (tCO <sub>2</sub> e)
Transportation	Not reported in this issue	

In addition, greenhouse gas emissions from the scope of operations of the reported categories are further separated. as follows:

Sources of greenhouse gas emissions	Consumption (Kilogram)	GHG emissions (tCO <sub>2</sub> e)
R22 Refrigerant leak for air conditioners	298	524.48

#### Carbon Concentration Index

Sources of greenhouse gas emissions	Consumption	Unit
Scope 1	357.0	tCO <sub>2</sub> e
Scope 2	1,696.00	tCO <sub>2</sub> e
Scope 3	Not reported in this issue	tCO <sub>2</sub> e
Total (Scope 1+2)	2,053	tCO <sub>2</sub> e
Total (Scope 1+2+3)	2,053	tCO <sub>2</sub> e

This is as of the reporting date. Consumption and greenhouse gas emissions are figures that have passed the initial verification of the organization's carbon footprint. It is then validated and confirmed in the final process by an independent reviewer.







# Waste Management

In 2023, the Company has been working to raise awareness among employees to use resources wisely through various campaigns, including waste separation.

**Under the concept of 3Rs (Reduce, Reuse, Recycle)**

## Management Approach

- Distinguish used paper from other types of waste by removing used paper. Pages are recycled and converted into sticky notes / notebooks instead of post-it notes.
- For important papers, they are sorted and destroyed with a paper shredder to prevent data leakage and to respect personal information (PDPA).
- The adoption of electronic channels instead of paperless in all departments resulted in a significant decrease in the number of paper usage and orders for paper for internal use.
- E-waste, The Company has inspected the condition of use according to the annual agenda and screened equipment that cannot be serviced. Forward it to a factory that has a dedicated e-waste recycling process.
- Donate and distribute to destructive sources to put waste into the decomposition process in the right way.





## Operations in 2023

Types of sorted paper include:



Carton box  
**736** kilograms



**505** kilograms  
of white paper



Waste paper  
**1,584** kilograms



**222** kilograms  
of plastic bottles



### (1) "Waste bottles for us" project

Public Relations Division The company office has set up a donation point for waste water bottles. In front of the restrooms on every floor of the head office building and in the food court area, and posters were put up for executives and employees to dispose of plastic bottles properly. Start by separating the lid. Separate labels and squeeze bottles.



### (2) Forward plastic bottles for processing.

Public relations department together with the administrative department Company office department Take some of the plastic bottles from the "Using Leftover Bottles" project and give them to Wat Chak Daeng, Samut Prakan Province, where "plastic bottles" will be processed into fibers for the production of monk robes, and various clothing, "labels" are melted back into energy fuels, and "caps" are melted back into plastic items, replacement for new construction

### (3) Project to accept donations of desk calendars for the blind.

Company office department Serves as a medium for receiving donations of used calendars from employees within the company, and affiliated companies to donate to agencies in need. In 2023, old calendars were given to the cleanliness department, Yannawa District Office to be donated to relevant agencies. These calendars will be reused to provide blind people with a notebook for taking notes. And another part will be sold to generate income for the center, in purchasing necessary equipment to continue maintaining other utilities.





## Water management

Water resources are an important resource and are necessary for the survival of humans and animals. The Company is aware of its importance and is committed to sustainable water management. To be able to use limited resources as efficiently as possible. At the same time, we control and ensure that there is no impact on the community. and the surrounding environment from the release of wastewater.

The company has prepared wastewater treatment from office building activities Under water quality standards set by law before releasing into natural sources so that the community can recycle it and use it in various ways, such as watering plants. cleaning It also encourages employees to be aware of conserving water resources through various methods. In addition, the company Water management measures have also been added. By checking the water meter every day. To observe the amount of water used each day and in order to prevent the case that if there is a water leak, the problem can be resolved in a timely manner.

### In 2022

the company used

**53,745** cubic

meters of water, with water usage

costs of **839,102** baht.

### In 2023

In 2023, the company used

**85,408** cubic meters of water,

with water usage costs of

**1,364,179.55** baht.



Increased by **503,939.59** baht or **58.58%**

(This is a result of increasing the number of tenant companies within the company area. and the number of employees returning to work as usual after the COVID-19 situation has resolved)



# Sustainable Water Resource Management

The Company recognizes the value of water resources, which are the main necessities for life. At present, water or clean water sources are at risk of scarcity, especially in remote and arid areas, so the Company has focused on water resource management through the following projects:

## Wastewater Treatment Project

The Company has installed wastewater treatment machines by recognizing the use of water resources wisely, as well as studying the process of reuse to reduce wastewater discharge into public streams and treating them for reuse in the organization.

### 2023 Performance

The Company is able to treat wastewater in a total of **10,950** cubic meters, with an average treatment capacity of **913** cubic meters / month.

Treated water is used to water the plants. Car wash, floor wash in the area around the company.

Some of them are released into public streams.



## “W B G-Water is Life” Project / โครงการ เพราะน้ำคือชีวิต

The company has created a special collection W B G to support Utopat Foundation under Royal Patronage Since May 2017, the company has continuously used the proceeds from organizing a charity gala dinner with the foundation. Dr. Thiam Chokwattana and SahaGroup 3,325,999 baht to support the “Pond for Life, Consecration of the Father of the Land” project of Utopat Foundation, resulting in communities participating in the project having a reserve water source. Reduce household expenses Reduce energy costs Earnings throughout the year Sustainable self-reliance

Since 2018, W B G has continuously supported the activities of Utopat Foundation until now. The Yang District, Phetchaburi Province, which was originally an abandoned golf course. Water cannot be stored for local use. The company has participated in the development of water resources. Agriculture according to the new theory build a split-level water tower. In 2023, the company contributed 878,700 baht for the development of water link structures and the installation of solar energy systems for the packing and storage buildings. As a result, communities have sufficient water resources for farming and consumption. This resulted in a stable income with the King’s science until it became successful today.

The Company remains committed to continuing its work with the Utopat Foundation to support the Petch Nam Nueng community and other communities.



## Increasing green space

increasing green space. It is one of the missions that the company gives importance to because it is found that at present Thailand is experiencing a shortage of green space. Especially in Bangkok which is the location of the company's head office. Therefore, the company is committed to creating and support activities to increase green space within the organization Including participation with communities and agencies in restoring, caring for, and conserving the environment on an ongoing basis. To preserve biodiversity and the original ecosystem.



### Operational goals

1. Manage green space both inside and outside the organization.
2. Allocate green space that is accessible to all genders and ages in cooperation with the public and private sectors.
3. Regularly inspect and take care to ensure that the area is always fertile.
4. Planting more trees every year for the public benefit of the community and the general public



## Indicators based on guidelines of international sustainable development report

GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-1 Organizational details	89	7-13				
	2-2 Entities included in the organization's sustainability reporting	89	7				
	2-3 Reporting period, frequency and contact point	15	6				
	2-4 Restatements of information						
	2-5 External assurance						
	2-6 Activities, value chain and other business relationships	12-14, 16-29	48-51				
	2-7 Employees	100	56-57				
	2-8 Workers who are not employees	63-81					
	2-9 Governance structure and composition	89	7				
	2-10 Nomination and selection of the highest governance body	229					
	2-11 Chair of the highest governance body		4-5				
	2-12 Role of the highest governance body in overseeing the management of impacts	230-231	35				
	2-13 Delegation of responsibility for managing impacts		7				
	2-14 Role of the highest governance body in sustainability reporting	230-231	4-5				
	2-15 Conflicts of interest	124-133					
	2-16 Communication of critical concerns		76				
	2-17 Collective knowledge of the highest governance body						



GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	101					
	2-19 Remuneration policies	95, 229	71				
	2-20 Process to determine remuneration	95, 229					
	2-21 Annual total compensation ratio	115-116	71				
	2-22 Statement on sustainable development strategy	46	87				
	2-23 Policy commitments	46-47	88-89				
	2-24 Embedding policy commitments	46-47	75, 78-79				
	2-25 Processes to remediate negative impacts						
	2-26 Mechanisms for seeking advice and raising concerns	121	75-76				
	2-27 Compliance with laws and regulations	43	40-41				
GRI 3: Material Topics 2021	2-28 Membership associations						
	2-29 Approach to stakeholder engagement	63-125	36-39				
	2-30 Collective bargaining agreements						
	3-1 Process to determine material topics						
	3-2 List of material topics						
GRI 201: Economic Performance 2016	3-3 Management of material topics						
	201-1 Direct economic value generated and distributed						
	201-2 Financial implications and other risks and opportunities due to climate change		20				
	201-3 Defined benefit plan obligations and other retirement plans	76-77, 100	68				
	201-4 Financial assistance received from government						

GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	100					
	202-2 Proportion of senior management hired from the local community		56-57				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported						
	203-2 Significant indirect economic impacts		20				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers						
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	76, 120-121	40-41				
	205-2 Communication and training about anti-corruption policies and procedures	120-121	40-41				
	205-3 Confirmed incidents of corruption and actions taken	121					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices						
GRI 207: Tax 2019	207-1 Approach to tax						
	207-2 Tax governance, control, and risk management						
	207-3 Stakeholder engagement and management of concerns related to tax		36-39				
	207-4 Country-by-country reporting						
GRI 301: Materials 2016	301-1 Materials used by weight or volume						
	301-2 Recycled input materials used						
	301-3 Reclaimed products and their packaging materials						

GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 302: Energy 2016	302-1 Energy consumption within the organization		90-93				
	302-2 Energy consumption outside of the organization		92-93				
	302-3 Energy intensity						
	302-4 Reduction of energy consumption		88-89				
	302-5 Reductions in energy requirements of products and services						
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		99				
	303-2 Management of water discharge-related impacts		98-99				
	303-3 Water withdrawal						
	303-4 Water discharge		98-99				
	303-5 Water consumption		98-99				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas						
	304-2 Significant impacts of activities, products and services on biodiversity						
	304-3 Habitats protected or restored						
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations						

GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		94				
	305-2 Energy indirect (Scope 2) GHG emissions		95				
	305-3 Other indirect (Scope 3) GHG emissions			Not Report in This Issue			
	305-4 GHG emissions intensity		95				
	305-5 Reduction of GHG emissions						
	305-6 Emissions of ozone-depleting substances (ODS)						
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		96-97				
	306-2 Management of significant waste-related impacts		96-97				
	306-3 Waste generated		96-97, 98-99				
	306-4 Waste diverted from disposal		96-97				
	306-5 Waste directed to disposal		96-97				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria						
	308-2 Negative environmental impacts in the supply chain and actions taken						
	401-1 New employee hires and employee turnover						
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	76-100	56-57, 71				
	401-3 Parental leave		70-71				
	402-1 Minimum notice periods regarding operational changes						
GRI 402: Labor/Management Relations 2016							



GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		72-74				
	403-2 Hazard identification, risk assessment, and incident investigation						
	403-3 Occupational health services	75-76, 100	72-74				
	403-4 Worker participation, consultation, and communication on occupational health and safety						
	403-5 Worker training on occupational health and safety		73				
	403-6 Promotion of worker health		72-74				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		72-74				
	403-8 Workers covered by an occupational health and safety management system	76, 100					
	403-9 Work-related injuries	76	57				
	403-10 Work-related ill health						
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		59				
	404-2 Programs for upgrading employee skills and transition assistance programs	107-109	60-63				
	404-3 Percentage of employees receiving regular performance and career development reviews						
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		56-57, 67				
	405-2 Ratio of basic salary and remuneration of women to men						
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken						

GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk						
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor						
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor						
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures						
GRI 411: Rights of Indigenous Peoples 2016							
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		81, 82-85				
	413-2 Operations with significant actual and potential negative impacts on local communities						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria						
	414-2 Negative social impacts in the supply chain and actions taken						
GRI 415: Public Policy 2016	415-1 Political contributions						
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		44, 77				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services						

GRI STANDARD	DISCLOSURE	LOCATION		OMISSION			ASSURANCE
		AR	SR	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		43				
	417-2 Incidents of non-compliance concerning product and service information and labeling						
	417-3 Incidents of non-compliance concerning marketing communications						
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data						

## Reader Survey

Feedback from reader opinion surveys on the 2023 Sustainability Report will inform content improvements and the format for future reports. Please use a ✓ to mark your preferences or provide your opinions in the space provided.

1. Basic information

☐ Female    ☐ Male    ☐ Not Specified

2. Which Stakeholder groups do you belong to as a reader of the Sustainability Report 2023?

☐ Employee    ☐ Customer    ☐ Investor and Shareholder  
☐ Business alliance and partner    ☐ Supplier    ☐ Government  
☐ Credit and financial institution    ☐ Society and community  
☐ Media    ☐ Other, please specify .....

3. Through which channels did you receive this Sustainability Report 2023

(Select all that apply)

☐ www.icc.co.th    ☐ Seminar    ☐ ICC's employee  
☐ Other, please specify .....

4. What are the objects of reading this Sustainability Report 2023 (Select all that apply)

☐ As information for making investment decisions  
☐ As a guideline for developing your sustainability report  
☐ For research and education  
☐ To use as a guideline for applying for work  
☐ Other, please specify

5. Please rate your opinion on the ICC's Sustainability Report 2023?

	High	Moderate	Low	Need improvement
After reading the disclosure, how well do you understand ICC's materiality issue?				
How well do the contents correspond to your expectations?				
To what extent are you satisfied with the overall sustainability report?				







WE MAKE PEOPLE HAPPY AND BEAUTIFUL



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