



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SANSIRI PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : SANSIRI PUBLIC COMPANY LIMITED

Symbol : SIRI

Address : Siri Campus Building 59 Soi Rim Khlong Phra Khanong, Phra
Khanong Nuea, Vadhana

Province : Bangkok

Postcode : 10110

Business : The Company primarily focuses on the development of
residential properties, including single-detached houses,
detached houses, townhouses, and condominiums, in Bangkok
Metropolitan Region, as well as in other crucial provinces.
Furthermore, the Company also engages in property services
business by offering property management services, sales
management services and brokerage services.

Registration Number : 0107538000665

Telephone : 0-2027-7888

Fax (if applicable) : 0-2109-5479

Website : <http://www.sansiri.com>

Email : companysecretary@sansiri.com

Total Shares Sold (shares)

Common Stock : 17,373,121,291

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	33,712,103.94	36,965,399.46	37,786,432.13
Property Development (Thousand baht)	30,716,206.94	32,829,102.52	34,758,246.67
Property Services (Thousand baht)	1,678,577.19	2,413,164.29	2,285,161.60
Hotel management services (Thousand baht)	548,090.99	573,675.10	0.00
Hotel business (Thousand baht)	298,815.92	868,702.70	530,142.65
Construction materials sales (Thousand baht)	45,434.47	48,704.46	70,489.13
Projects for rent (Thousand baht)	209,687.66	169,685.65	142,392.08
Other (Thousand baht)	215,290.77	62,364.74	0.00
	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Property Development (%)	91.11	88.81	91.99
Property Services (%)	4.98	6.53	6.05
Hotel management services (%)	1.63	1.55	0.00
Hotel business (%)	0.89	2.35	1.40
Construction materials sales (%)	0.13	0.13	0.19
Projects for rent (%)	0.62	0.46	0.38
Other (%)	0.64	0.17	0.00

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	33,712,103.94	36,965,399.46	37,786,432.13
Domestic (Thousand baht)	34,416,451.25	35,849,938.71	37,631,285.59
International (Thousand baht)	567,033.06	1,115,460.75	155,146.54
United States of America (Thousand baht)	567,033.06	1,115,460.75	155,146.54

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	102.09	96.98	99.59
International (%)	1.68	3.02	0.41
United States of America (%)	100.00	100.00	100.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	1,271,380.37	2,116,719.14	1,418,135.21
Other income from operations (Thousand baht)	762,981.38	1,537,015.10	668,928.03
Income from forfeiture of booking and down payments (Thousand baht)	514,789.45	343,966.66	167,537.24
Gain on sale of land (Thousand baht)	239,525.75	559,541.75	466,495.84
Gain on sale of assets (Thousand baht)	4,764.94	630,889.17	20,851.39
Dividend income (Thousand baht)	3,901.24	2,617.52	14,043.56
Other income not from operations (Thousand baht)	508,398.99	579,704.04	749,207.18

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
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Share of profit (Thousand baht)	472,811.13	404,393.82	1,141,630.26
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Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Land Acquisition Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Compliance Risk

- Change in laws and regulations

Construction Material Price Volatility Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk of Economic Volatility and Competition

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Financial Risk

- Income volatility

Changes in Interest Rate and Foreign Currency Exchange Rate Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

Risk from Personal Data Protection Act

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations
- Legal risk

Risk of Environmental Impact Assessment (EIA) Report Approval for Residential Project

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Climate Change Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Climate change and disasters

Compliance Risk

- Change in laws and regulations

Risk of Changes in Information Technology and Cyber Threats

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

Customer Complaint Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Human Rights Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy (if applicable) : https://assets.sansiri.com/o77site/pdf/sustainabilityreport/policy-sansiri-sustainable-development-policy-TH.pdf?_ga=2.220513560.1408919436.1709692319-329232941.1706773881

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice (if applicable) : <https://www.sansiri.com/thai/%E0%B9%81%E0%B8%AA%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%A3%E0%B8%B4%E0%B9%80%E0%B8%9E%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	31,775.00	60,202.62	N/A
Gasoline (Litres)	14,017.30	17,609.89	N/A
Fuel oil (Litres)	0.00	0.00	N/A
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	0.00	0.00	N/A

LPG (Kilograms)	16,700.84	26,657.36	N/A
Steam (Metric tonnes)	0.00	0.00	N/A
Coal (Metric tonnes)	0.00	0.00	N/A

• **Electricity consumption**

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	13,996,549.62	27,412,283.89	31,155,240.00

Water management

• **Water consumption**

	2022	2023	2024
Total water withdrawal (Cubic meters)	317,171.66	415,924.20	343,295.34

Waste management

• **Waste from operations**

	2022	2023	2024
Non-hazardous waste (Kilograms)	560,830.00	5,710,600.00	1,014,330.00
Hazardous waste (Kilograms)	437,460.00	13,500.00	14,800.00
Total waste generated (Kilograms)	998,290.00	5,724,100.00	1,029,130.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	1,021.62	1,157.91	2,290.81
Scope 2 (Tons of carbon dioxide equivalents)	9,639.05	13,109.79	15,023.28

Scope 3 (Tons of carbon dioxide equivalents)	2,351,181.00	2,007,551.00	1,958,623.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	2,361,841.67	2,021,818.70	1,975,937.09

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : https://assets.sansiri.com/o77site/pdf/sustainabilityreport/policy-human-rights-policy-TH.pdf?_ga=2.7709106.1408919436.1709692319-329232941.1706773881

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	996	1,127	1,114
Number of female employees (Persons)	816	918	960
Total number of employees (Persons)	1,812	2,045	2,074

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	2,197,225,177.26	2,577,868,107.84	2,088,460,000.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	11.64	11.67	11.59
Employee development and training expenses (baht)	2,655,675.00	3,891,983.45	5,809,869.65

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	6	1	3
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	13.36

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : https://assets.sansiri.com/o77site/pdf/sustainabilityreport/corporate-governance-code-of-ethics-handbook-TH.pdf?_ga=2.239675843.1323716094.1742457355-454799220.1715323344&_gac=1.115806964.1742457355.Cj0KCQjw-e6-BhDmARIsAOxxlxWxwuc5FoyyvfwToKZI9VgySrb9q8A2R5X0F5e1GRXdAtw88HdoSjwaApzLEALw_wcB

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	12	100.00
Number of male directors	12	100.00
Number of female directors	0	0.00
Number of executive directors	5	41.67
Number of non-executive directors	7	58.33
Number of independent directors	5	41.67

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. APICHART CHUTRAKUL Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	22 Nov 1995	Property Development, Finance, Leadership, Strategic Management, Business Administration

2.	<p>Mr. JESADAVAT PRIEBJRIVAT</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: MBA, MEA. In Engineering Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	13 Jun 2008	Finance, Risk Management, Audit, Accounting, Business Administration
3.	<p>Mr. WANCHAK BURANASIRI</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	22 Nov 1995	Property Development, Risk Management, Strategic Management, Engineering, Business Administration
4.	<p>Mr. PORNTAT AMATAVIVADHANA</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	13 Jun 2008	Economics, Property Development, Governance/ Compliance, Finance, Business Administration
5.	<p>Mr. THONGCHAI JIRA-ALONGKORN</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education:</p> <p>Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	20 May 2013	Property Development, Marketing, Leadership, Business Administration, Corporate Management

6.	<p>Mr. KITTICHAIRAKTAKANIT</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	27 Jul 2015	<p>Sustainability, Governance/ Compliance, Business Administration, Audit, Internal Control</p>
7.	<p>Mr. VICHAYA CHATIKAVANIJ</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Marketing</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	26 Apr 2016	<p>Property Development, Marketing, Governance/ Compliance, Business Administration, Transportation & Logistics</p>
8.	<p>Mr. SUPAKORN VEJJAJIVA</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: International Relations</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	28 May 2018	<p>Economics, Marketing, Business Administration, Media & Publishing, Corporate Social Responsibility</p>
9.	<p>Mr. UTHAI UTHAISANGSUK</p> <p>Gender: Male</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	28 May 2018	<p>Property Development, Project Management, Engineering, Strategic Management, Construction Materials</p>

10.	Mr. WEERANANT CHUENSUWAN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	3 Aug 2020	Economics, Property Development, Marketing, Leadership, Governance/ Compliance
11.	Mr. PONGSATORN SUKSANGIUM Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	27 Oct 2023	Business Administration, Economics, Risk Management, Audit, Public Administration
12.	Mr. Poomipak Julmanichoti Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 Feb 2024	Finance, Strategic Management, Human Resource Management, Information & Communication Technology, Business Administration

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of
the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. JESADAVAT PRIEBJRIVAT [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: MBA, MEA. In Engineering Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	24 Jul 2015	Finance, Risk Management, Audit, Accounting, Business Administration
2. Mr. KITTICHAIRAKTAKANIT [1] Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Jul 2015	Sustainability, Governance/ Compliance, Business Administration, Audit, Internal Control
3. Mr. WEERANANT CHUENSUWAN [1] Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	25 Sep 2020	Economics, Property Development, Marketing, Leadership, Governance/ Compliance

4.	Mr. PONGSATORN SUKSANGIUM [1] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	26 Oct 2023	Business Administration, Economics, Risk Management, Audit, Public Administration
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[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. WANCHAK BURANASIRI Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 Aug 2019
2. Mr. UTHAI UTHAISANGSUK Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Aug 2019
3. Mr. Thalin Aeimtitawat Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Aug 2019

4.	<p>Mr. Nopporn Boonthanom</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	14 Aug 2019
5.	<p>Ms. Suwannee Mahanarongchai</p> <p>Gender: Female</p> <p>Age: 49 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	14 Aug 2019
6.	<p>Mr. Poomipak Julmanichoti</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	14 Dec 2020
7.	<p>Mr. Wichan Wiriya-phusit</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	21 Oct 2021
8.	<p>Mr. Arnut Kittikulmetee</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	15 Feb 2024

9.	Ms. Sriamphai Rattanamayoon	Member of the executive committee	15 Feb 2024
	Gender: Female		
	Age: 48 years old		
	Highest level of education: Bachelor's degree		
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Compensation Committee	Mr. JESADAVAT PRIEBJRIVAT	Chairman
	Mr. PORNTAT AMATAVIVADHANA	Member
	Mr. KITTICHA RAKTAKANIT	Member
	Mr. VICHAYA CHATIKAVANIJ	Member
Risk Management Committee	Mr. JESADAVAT PRIEBJRIVAT	Chairman
	Mr. KITTICHA RAKTAKANIT	Member
	Mr. WANCHAK BURANASIRI	Member
	Mr. UTHAI UTHAISANGSUK	Member
	Mr. PONGSATORN SUKSANGIUM	Member
	Mr. Poomipak Julmanichoti	Member
Corporate Governance and Sustainability Committee	Mr. KITTICHA RAKTAKANIT	Chairman
	Mr. PORNTAT AMATAVIVADHANA	Member
	Mr. WEERANANT CHUENSUWAN	Member
	Mr. UTHAI UTHAISANGSUK	Member
	Mr. APICHART CHUTRAKUL	Member
Investment Committee	Mr. APICHART CHUTRAKUL	Chairman
	Mr. WANCHAK BURANASIRI	Vice chairman
	Mr. UTHAI UTHAISANGSUK	Member
	Mr. SUPAKORN VEJJAJIVA	Member
	Mr. Samatcha Promsiri	Member
	Mr. Wichan Wiriaphusit	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination	: Nomination and Compensation Committee
Sub-committees responsible for remuneration	: Nomination and Compensation Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. UTHAI UTHAISANGSUK Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	President	15 Feb 2024	Property Development, Project Management, Engineering, Strategic Management, Construction Materials
2. Mr. Prasert Trakranvachirahut Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Project Procurement Department	1 Mar 2023	Business Administration, Home & Office Products, Construction Materials, Procurement, Engineering
3. Mr. Arnut Kittikulmetee Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Engineering	Senior Executive Vice President - Project Development Department (Low Rise)	1 Sep 2019	Business Administration, Construction Materials, Property Development, Engineering, Leadership
4. Ms. Sriamphai Rattanamayoon Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Finance	Chief Marketing Officer	1 Nov 2023	Banking, Marketing, Finance, Digital Marketing, Brand Management

5.	Mr. Wichan Wiriyaiphut [1] Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	1 Jan 2022	Economics, Accounting, Finance, Budgeting, Business Administration
6.	Mr. Somboon Songpipat Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President - Project Development Department (Low Rise)	8 Nov 2021	Construction Materials, Property Development, Engineering, Construction Services, Leadership
7.	Mr. Warradage Timcharttong Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Accounting Department	1 Nov 2019	Business Administration, Property Development, Accounting, Finance, Budgeting
8.	Mr. Nopporn Boonthanom Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Law	Senior General Counselor	1 Nov 2023	Property Development, Law, Leadership, Business Administration, Governance/ Compliance
9.	Mr. Poomipak Julmanichoti Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Chief Strategy Officer	1 Nov 2023	Finance, Strategic Management, Human Resource Management, Information & Communication Technology, Business Administration
10.	Mr. Thalin Aeimtitawat Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President-Internal Audit Department	1 Nov 2023	Economics, Property Development, Law, Accounting, Finance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

	2022	2023	2024
Total executive remuneration (baht)	222,400,000.00	278,000,000.00	354,050,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : Yes

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 1,114

Number of female employees (persons) : 960

Total number of employees (persons) : 2,074

Employee Remuneration

Total employee remuneration : 2,088,460,000.00

Provident fund

Total number of employees (persons) : 2,074

Number of employees contributing to the PVD (persons) : 1,767

Percentage of employees who are members (%) : 85.20

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. THONGCHAI JIRA-ALONGKORN Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 20 May 2013	Property Development, Marketing, Leadership, Business Administration, Corporate Management
2. Mr. VICHAYA CHATIKAVANIJ Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 26 Apr 2016	Property Development, Marketing, Governance/ Compliance, Business Administration, Transportation & Logistics
3. Mr. UTHAI UTHAISANGSUK Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 28 May 2018	Property Development, Project Management, Engineering, Strategic Management, Construction Materials

4.	Mr. PONGSATORN SUKSANGIUM	Director (Non-executive, Independent director)	Date position was assumed: 27 Oct 2023	Business Administration, Economics, Risk Management, Audit, Public Administration
	Gender: Male			
	Age: 60 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected as director		
	Major: Political Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. APICHART CHUTRAKUL	Chairman of the board	Non-participating
Mr. JESADAVAT PRIEBJRIVAT	Vice Chairman	Participating
Mr. WANCHAK BURANASIRI	Director	Non-participating
Mr. PORNTAT AMATAVIVADHANA	Director	Participating
Mr. THONGCHAI JIRA-ALONGKORN	Director	Non-participating
Mr. KITTICHAIRAKTAKANIT	Director	Participating
Mr. VICHAYA CHATIKAVANIJ	Director	Non-participating
Mr. SUPAKORN VEJJAJIVA	Director	Non-participating
Mr. UTHAI UTHAISANGSUK	Director	Participating
Mr. WEERANANT CHUENSUWAN	Director	Participating
Mr. PONGSATORN SUKSANGIUM	Director	Participating
Mr. Poomipak Julmanichoti	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 10

Date of AGM meeting : 30 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. APICHART CHUTRAKUL (Chairman of the board)	-	9/10	Participating	Did not hold the meeting
2.	Mr. JESADAVAT PRIEBJRIVAT (Vice Chairman)	-	10/10	Participating	Did not hold the meeting
3.	Mr. WANCHAK BURANASIRI (Director)	-	10/10	Participating	Did not hold the meeting
4.	Mr. PORNTAT AMATAVIVADHANA (Director)	-	9/10	Participating	Did not hold the meeting
5.	Mr. THONGCHAI JIRA-ALONGKORN (Director)	-	9/10	Participating	Did not hold the meeting
6.	Mr. KITTICHAIRAKTAKANIT (Director)	-	10/10	Participating	Did not hold the meeting
7.	Mr. VICHAYA CHATIKAVANIJ (Director)	-	9/10	Participating	Did not hold the meeting
8.	Mr. SUPAKORN VEJJAJIVA (Director)	-	10/10	Participating	Did not hold the meeting
9.	Mr. UTHAI UTHAISANGSUK (Director)	-	10/10	Participating	Did not hold the meeting
10.	Mr. WEERANANT CHUENSUWAN (Director)	-	10/10	Participating	Did not hold the meeting
11.	Mr. PONGSATORN SUKSANGIUM (Director)	-	10/10	Participating	Did not hold the meeting

12. Mr. Poomipak Julmanichoti (Director)	-	8/9	Participating	Did not hold the meeting
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Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1. Mr. APICHART CHUTRAKUL (Chairman of the board)	-	200,000.00	0.00	No
2. Mr. JESADAVAT PRIEBJRIVAT (Vice Chairman)	-	200,000.00	1,500,000.00	No
3. Mr. WANCHAK BURANASIRI (Director)	-	200,000.00	0.00	No
4. Mr. PORNTAT AMATAVIVADHANA (Director)	-	200,000.00	1,500,000.00	No
5. Mr. THONGCHAI JIRA-ALONGKORN (Director)	-	200,000.00	1,500,000.00	No
6. Mr. KITTICHA RAKTAKANIT (Director)	-	200,000.00	1,500,000.00	No
7. Mr. VICHAYA CHATIKAVANIJ (Director)	-	200,000.00	1,500,000.00	No
8. Mr. SUPAKORN VEJJAJIVA (Director)	-	200,000.00	0.00	No
9. Mr. UTHAI UTHAISANGSUK (Director)	-	200,000.00	0.00	No
10. Mr. WEERANANT CHUENSUWAN (Director)	-	200,000.00	1,500,000.00	No
11. Mr. PONGSATORN SUKSANGIUM (Director)	-	200,000.00	500,000.00	No
12. Mr. Poomipak Julmanichoti (Director)	-	180,000.00	0.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. JESADAVAT PRIEBJRIVAT (Chairman of the audit committee)	-	6/6
2.	Mr. KITTICHAJ RAKTAKANIT (Audit committee)	-	6/6
3.	Mr. WEERANANT CHUENSUWAN (Audit committee)	-	6/6
4.	Mr. PONGSATORN SUKSANGIUM (Audit committee)	-	6/6