



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SANSIRI PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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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 : 16,687,531,291

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	28,641,905.77	33,712,103.94	36,965,399.46
Property Development (Thousand baht)	26,170,233.96	30,716,206.94	32,829,102.52
Property Services (Thousand baht)	1,687,057.00	1,678,577.19	2,413,164.29
Hotel management services (Thousand baht)	314,797.92	548,090.99	573,675.10
Hotel business (Thousand baht)	83,637.79	298,815.92	868,702.70
Construction materials sales (Thousand baht)	52,346.80	45,434.47	48,704.46
Projects for rent (Thousand baht)	155,593.75	209,687.66	169,685.65
Other (Thousand baht)	178,238.55	215,290.77	62,364.74

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Property Development (%)	91.37	91.11	88.81
Property Services (%)	5.89	4.98	6.53
Hotel management services (%)	1.10	1.63	1.55
Hotel business (%)	0.29	0.89	2.35
Construction materials sales (%)	0.18	0.13	0.13
Projects for rent (%)	0.54	0.62	0.46
Other (%)	0.62	0.64	0.17

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	28,641,905.77	33,712,103.94	36,965,399.46
Domestic (Thousand baht)	28,327,107.85	34,416,451.25	35,849,938.71
International (Thousand baht)	314,797.92	567,033.06	1,115,460.75
United States of America (Thousand baht)	314,797.92	567,033.06	1,115,460.75

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	98.90	98.38	96.98
International (%)	1.10	1.68	3.02
United States of America (%)	100.00	100.00	100.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	915,843.10	1,271,380.37	2,116,719.14
Other income from operations (Thousand baht)	133,468.56	762,981.38	1,537,015.10
Income from forfeiture of booking and down payments (Thousand baht)	107,788.81	514,789.45	343,966.66
Gain on sale of land (Thousand baht)	N/A	239,525.75	559,541.75
Gain on sale of assets (Thousand baht)	25,139.01	4,764.94	630,889.17
Dividend income (Thousand baht)	540.74	3,901.24	2,617.52
Other income not from operations (Thousand baht)	782,374.54	508,398.99	579,704.04

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

	2021	2022	2023
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Share of profit (Thousand baht)	75,001.65	472,811.13	404,393.82
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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)	2021	2022	2023
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)

Climate Change and Natural Disasters

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Personal Data Protection Act

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Changes in Interest Rate and Foreign Currency Exchange Rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Land Acquisition

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Operational Risk

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

Fluctuation in Construction Material Prices

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : https://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 : <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

	2021	2022	2023
Diesel (Litres)	19,309.77	31,775.00	60,202.62
Gasoline (Litres)	240.27	14,017.30	17,609.89
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	N/A	0.00	0.00

LPG (Kilograms)	18,183.00	16,700.84	26,657.36
Steam (Metric tonnes)	N/A	0.00	0.00
Coal (Metric tonnes)	N/A	0.00	0.00

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	7,149,520.00	13,996,549.62	27,412,283.89

Water management

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	183,569.44	378,372.66	415,924.20

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	102,065.00	560,824.00	5,692,600.00
Hazardous waste (Kilograms)	637,100.00	48,000.00	13,500.00
Total waste generated (Kilograms)	739,165.00	608,824.00	5,706,100.00

Greenhouse gas management

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	268.25	576.00	1,370.91

Scope 2 (Tons of carbon dioxide equivalents)	4,279.70	6,845.00	13,109.79
Scope 3 (Tons of carbon dioxide equivalents)	21,877.61	2,788,279.00	1,915,122.57
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	26,425.56	2,795,700.00	1,929,603.27

• **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

	2021	2022	2023
Number of male employees (Persons)	878	996	1,127
Number of female employees (Persons)	756	816	918
Total number of employees (Persons)	1,634	1,812	2,045

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,608,659,792.06	2,197,225,177.26	2,577,868,107.84

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	10.30	11.64	11.67
Employee development and training expenses (baht)	2,102,337.24	2,655,675.00	3,891,983.45

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	2	6	N/A
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	20.50	22.41	18.44

• **Significant labor dispute**

	2021	2022	2023
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=2.82250006.1408919436.1709692319-329232941.1706773881

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
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Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct	: Yes
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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
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**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: 63 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	14 May 2019	Economics, Property Development, Marketing, Finance, Information & Communication Technology, Leadership, Strategic Management, Corporate Management

2.	Mr. JESADAVAT PRIEBJRIVAT Gender: Male Age: 66 years old Highest level of education: Master's degree Major: MBA, MEA. In Engineering Management Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Original director	12 Jun 2008	Banking, Finance & Securities, Property Development, Finance, Marketing, Risk Management, Governance/ Compliance, Internal Control, Audit, Accounting, Engineering, Leadership
3.	Mr. WANCHAK BURANASIRI Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	19 Jul 1996	Economics, Banking, Property Development, Marketing, Finance, Risk Management, Governance/ Compliance, Budgeting, Leadership, Strategic Management, Change Management, Corporate Management, Engineering, Project Management, Negotiation
4.	Mr. PORNTAT AMATAVIVADHANA Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	12 Jun 2008	Economics, Banking, Property Development, Law, Engineering, Governance/ Compliance, Leadership, Finance, Accounting, Marketing
5.	Mr. THONGCHAI JIRA-ALONGKORN Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	13 May 2013	Finance & Securities, Property Development, Marketing, Leadership

6.	<p>Mr. KITTICHAIRAKTAKANIT</p> <p>Gender: Male</p> <p>Age: 63 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>	24 Jul 2015	<p>Banking, Property Development, Information & Communication Technology, Marketing, Accounting, Finance, Sustainability, IT Management, Leadership, Governance/ Compliance</p>
7.	<p>Mr. VICHAYA CHATIKAVANIJ</p> <p>Gender: Male</p> <p>Age: 59 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: Original director</p>	26 Apr 2016	<p>Property Development, Marketing, Corporate Social Responsibility, Sustainability, Digital Marketing, IT Management, Governance/ Compliance, Leadership</p>
8.	<p>Mr. SUPAKORN VEJJAJIVA</p> <p>Gender: Male</p> <p>Age: 56 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>	27 Apr 2018	<p>Economics, Property Development, Marketing, Digital Marketing, Brand Management, Leadership, Governance/ Compliance</p>
9.	<p>Mr. UTHAI UTHAISANGSUK</p> <p>Gender: Male</p> <p>Age: 55 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: Original director</p>	27 Apr 2018	<p>Economics, Property Development, Marketing, Procurement, Negotiation, Project Management, Engineering, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>

10.	Mr. WEERANANT CHUENSUWAN Gender: Male Age: 64 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	24 Jul 2020	Economics, Property Development, Marketing, Leadership, Governance/ Compliance
11.	Mr. PONGSATORN SUKSANGIUM Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	2 Nov 2023	Business Administration, Economics, Banking, Finance & Securities, Property Development, Information & Communication Technology, Marketing, Finance, Corporate Social Responsibility, Sustainability, IT Management, Risk Management, Governance/ Compliance
12.	Mr. Poomipak Julmanichoti Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	16 Feb 2024	Economics, Banking, Marketing, Accounting, Finance, IT Management, Data Analysis, Data Management, Corporate Management, Strategic Management, Budgeting, Leadership, Human Resource Management, Property Development, Information & Communication Technology, Risk Management

List of directors who resigned/vacated their position during the year

General information		Position	Tenure	Replacement Director
1.	Mr. SRETTA THAVISIN Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 22 Nov 1995 Date directorship ended: 3 Apr 2023	Mr. Poomipak Julmanichoti Date position was assumed: 16 Feb 2024

2.	Mr. SUPANIT CHAIYAWAT	Director	Date position was assumed:	Mr. PONGSATORN SUKSANGIUM
	Gender: Male	(Non-executive,		Date position was assumed:
	Age: 63 years old	Independent director)	15 Oct 2014	27 Oct 2023
	Highest level of education:		Date directorship ended:	
	Master's degree			
	Major: Business Administration		19 Sep 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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: 66 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	Banking, Finance & Securities, Property Development, Finance, Marketing, Risk Management, Governance/ Compliance, Internal Control, Audit, Accounting, Engineering, Leadership
2. Mr. KITTICHAIRAKTAKANIT [1] Gender: Male Age: 63 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	Banking, Property Development, Information & Communication Technology, Marketing, Accounting, Finance, Sustainability, IT Management, Leadership, Governance/ Compliance
3. Mr. WEERANANT CHUENSUWAN [1] Gender: Male Age: 64 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: 59 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, Banking, Finance & Securities, Property Development, Information & Communication Technology, Marketing, Finance, Corporate Social Responsibility, Sustainability, IT Management, Risk Management, Governance/ Compliance
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[1] A director with the accounting expertise needed to review financial statements

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. SUPANIT CHAIYAWAT [1] Gender: Male Age: 63 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)	Date position was assumed: 11 Nov 2014 Date directorship ended: 19 Sep 2023	Mr. PONGSATORN SUKSANGIUM Date position was assumed: 27 Oct 2023

[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: 58 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.	<p>Mr. UTHAI UTHAISANGSUK</p> <p>Gender: Male</p> <p>Age: 55 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
3.	<p>Mr. Thalin Aeimtitawat</p> <p>Gender: Male</p> <p>Age: 62 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
4.	<p>Mr. Nopporn Boonthanom</p> <p>Gender: Male</p> <p>Age: 58 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: 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 Aug 2019
6.	<p>Mr. Poomipak Julmanichoti</p> <p>Gender: Male</p> <p>Age: 47 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.	Mr. Wichan Wiriyaphusit Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Oct 2021
8.	Mr. Arnut Kittikulmetee Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 Feb 2024
9.	Ms. Sriamphai Rattanamayoon Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 Feb 2024

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 VEJAJIVA	Member
	Mr. Samatcha Promsiri	Member
	Mr. Wichan Wiriya-Phusit	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: 55 years old Highest level of education: Master's degree Major: Business Administration	President	15 Feb 2024	Economics, Property Development, Marketing, Procurement, Negotiation, Project Management, Engineering, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
2. Mr. Prasert Trakranvachirahut Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Project Procurement Department	1 Mar 2023	Business Administration, Economics, Home & Office Products, Construction Materials, Property Development, Marketing, Procurement, Engineering
3. Mr. Arnut Kittikulmetee Gender: Male Age: 51 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, Marketing, Procurement, Negotiation, Engineering, Leadership, Risk Management
4. Ms. Sriamphai Rattanamayoon Gender: Female Age: 47 years old Highest level of education: Bachelor's degree Major: Finance	Chief Marketing Officer	1 Nov 2023	Business Administration, Economics, Banking, Property Development, Marketing, Finance, Digital Marketing, Brand Management, Leadership
5. Mr. Wichan Wiriyaaphusit [1] Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	1 Jan 2022	Economics, Marketing, Accounting, Finance, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting

6.	Mr. Somboon Songpipat Gender: Male Age: 48 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
7.	Mr. Warradage Timcharttong Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Accounting Department	1 Nov 2019	Business Administration, Economics, Property Development, Accounting, Finance, Negotiation, Leadership, Risk Management, Budgeting, Audit
8.	Mr. Nopporn Boonthanom Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Law	Senior General Counselor	1 Nov 2023	Property Development, Law, Finance, Leadership, Business Administration, Governance/ Compliance
9.	Mr. Poomipak Julmanichoti Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration	Chief Strategy Officer	1 Nov 2023	Economics, Banking, Marketing, Accounting, Finance, IT Management, Data Analysis, Data Management, Corporate Management, Strategic Management, Budgeting, Leadership, Human Resource Management, Property Development, Information & Communication Technology, Risk Management
10.	Mr. Thalin Aeimtitiwat Gender: Male Age: 62 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, Leadership

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	93,600,000.00	222,400,000.00	278,000,000.00

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) : 1,127

Number of female employees (persons) : 918

Total number of employees (persons) : 2,045

Employee Remuneration

Total employee remuneration : 2,577,868,107.84

Provident fund

Total number of employees (persons) : 2,045

Number of employees contributing to the PVD (persons) : 1,705

Percentage of employees who are members (%) : 83.37

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Bangon Khawpuek	bangon@sansiri.com	02-027-7888

- Company secretary

General information	Email	Telephone
1. Mr. Nopporn Boonthanom	nopporn@sansiri.com	02-027-7888

- Head of internal audit

General information	Email	Telephone
1. Mr. Thalin Aeimtitawat	thalin@sansiri.com	02-027 7888

- Head of investor relations

General information	Email	Telephone
1. Mr. Wichan Wiriyaiphut	wichan@sansiri.com	02-027-7888

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. EY OFFICE LIMITED	<p>1. Mrs. Gingkarn Atsawarangsalit</p> <p>Email: gingkarn.atsawarangsalit@th.ey.com</p> <p>Telephone: -</p>	13.23	-
	<p>2. Ms. Pimjai Manitkajohnkit</p> <p>Email: pimjai.manitkajohnkit@th.ey.com</p> <p>Telephone: -</p>		
	<p>3. Mrs. Nummon Kerdmongkhonchai</p> <p>Email: nummon.kerdmongkhonchai@th.ey.com</p> <p>Telephone: -</p>		

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PONGSATORN SUKSANGIUM Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 2 Nov 2023	Business Administration, Economics, Banking, Finance & Securities, Property Development, Information & Communication Technology, Marketing, Finance, Corporate Social Responsibility, Sustainability, IT Management, Risk Management, Governance/ Compliance
2. Mr. Poomipak Julmanichoti Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 16 Feb 2024	Economics, Banking, Marketing, Accounting, Finance, IT Management, Data Analysis, Data Management, Corporate Management, Strategic Management, Budgeting, Leadership, Human Resource Management, Property Development, Information & Communication Technology, Risk Management

Development of directors over the past year

List of directors	Position	Participated in director development program
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Mr. APICHART CHUTRAKUL	Chairman of the board	Participating
Mr. JESADAVAT PRIEBJRIVAT	Vice Chairman	Non-participating
Mr. WANCHAK BURANASIRI	Director	Non-participating
Mr. PORNTAT AMATAVIVADHANA	Director	Non-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	Non-participating
Mr. Poomipak Julmanichoti	Director	N/A
Mr. SRETTA THAVISIN	Director	Non-participating
Mr. SUPANIT CHAIYAWAT	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) : 14

Date of AGM meeting : 28 Apr 2023

EGM meeting : No

List of directors		Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. APICHART CHUTRAKUL (Chairman of the board)	-	14/14	Participating	Did not hold the meeting
2.	Mr. JESADAVAT PRIEBJRIVAT (Vice Chairman)	-	13/14	Participating	Did not hold the meeting
3.	Mr. WANCHAK BURANASIRI (Director)	-	14/14	Participating	Did not hold the meeting
4.	Mr. PORNTAT AMATAVIVADHANA (Director)	-	14/14	Participating	Did not hold the meeting
5.	Mr. THONGCHAI JIRA-ALONGKORN (Director)	-	14/14	Participating	Did not hold the meeting
6.	Mr. KITTICHAIRAKTAKANIT (Director)	-	14/14	Participating	Did not hold the meeting
7.	Mr. VICHAYA CHATIKAVANIJ (Director)	-	14/14	Participating	Did not hold the meeting
8.	Mr. SUPAKORN VEJJAJIVA (Director)	-	14/14	Participating	Did not hold the meeting
9.	Mr. UTHAI UTHAISANGSUK (Director)	-	14/14	Participating	Did not hold the meeting
10.	Mr. WEERANANT CHUENSUWAN (Director)	-	14/14	Participating	Did not hold the meeting
11.	Mr. PONGSATORN SUKSANGIUM (Director)	-	2/2	Participating	Did not hold the meeting
12.	Mr. Poomipak Julmanichoti (Director)	-	0/0	Participating	Did not hold the meeting
13.	Mr. SRETTA THAVISIN (Director)	3 Apr 2023	3/4	Participating	Did not hold the meeting
14.	Mr. SUPANIT CHAIYAWAT (Director)	19 Sep 2023	10/10	Participating	Did not hold the meeting

Remuneration for company directors

List of directors		Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. APICHART CHUTRAKUL (Chairman of the board)	-	280,000.00	0.00	No
2.	Mr. JESADAVAT PRIEBJRIVAT (Vice Chairman)	-	280,000.00	1,000,000.00	No
3.	Mr. WANCHAK BURANASIRI (Director)	-	280,000.00	0.00	No
4.	Mr. PORNTAT AMATAVIVADHANA (Director)	-	280,000.00	1,000,000.00	No
5.	Mr. THONGCHAI JIRA-ALONGKORN (Director)	-	280,000.00	1,000,000.00	No
6.	Mr. KITTICHA RAKTAKANIT (Director)	-	280,000.00	1,000,000.00	No
7.	Mr. VICHAYA CHATIKAVANIJ (Director)	-	280,000.00	1,000,000.00	No
8.	Mr. SUPAKORN VEJJAJIVA (Director)	-	280,000.00	0.00	No
9.	Mr. UTHAI UTHAISANGSUK (Director)	-	280,000.00	0.00	No
10.	Mr. WEERANANT CHUENSUWAN (Director)	-	280,000.00	1,000,000.00	No
11.	Mr. PONGSATORN SUKSANGIUM (Director)	-	40,000.00	0.00	No
12.	Mr. Poomipak Julmanichoti (Director)	-	0.00	0.00	No
13.	Mr. SRETTA THAVISIN (Director)	3 Apr 2023	80,000.00	0.00	No
14.	Mr. SUPANIT CHAIYAWAT (Director)	19 Sep 2023	220,000.00	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) : 7

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. JESADAVAT PRIEBJRIVAT (Chairman of the audit committee)	-	7/7
2.	Mr. KITTICHAJ RAKTAKANIT (Audit committee)	-	7/7
3.	Mr. WEERANANT CHUENSUWAN (Audit committee)	-	7/7
4.	Mr. PONGSATORN SUKSANGIUM (Audit committee)	-	1/1
5.	Mr. SUPANIT CHAIYAWAT (Audit committee)	19 Sep 2023	6/6