



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

DO DAY DREAM 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 : DO DAY DREAM PUBLIC COMPANY LIMITED

Symbol : DDD

Address : 32 Keharomklao Rd., Ratpattana, Saphansung

Province : Bangkok

Postcode : 10240

Business : Produces, researches and develops, markets, and distributes consumer goods in the categories of skin care, oral care, hair equipment, beauty equipment, health care, home and kitchen appliances, and lifestyle goods under company's own brands.

Registration Number : 0107560000109

Telephone : 0-2917-3055

Fax (if applicable) : 0-2917-3054

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

Email : comsec@dodaydream.com

Total Shares Sold (shares)

Common Stock : 317,887,700

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)	1,763,870.53	1,667,968.49	1,496,110.60
Skincare segments (Thousand baht)	815,825.22	829,076.11	897,934.86
Beauty products segments (Thousand baht)	786,973.00	758,825.62	529,178.46
Other (Thousand baht)	161,072.31	80,066.76	68,997.28

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Skincare segments (%)	46.25	49.71	60.02
Beauty products segments (%)	44.62	45.49	35.37
Other (%)	9.13	4.80	4.61

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,763,870.53	1,667,968.49	1,496,110.60
Domestic (Thousand baht)	556,017.00	1,042,656.82	1,050,094.60
International (Thousand baht)	1,207,853.53	625,311.67	446,016.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	31.52	62.51	70.19
International (%)	68.48	37.49	29.81

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	1,763,870.53	1,667,968.49	1,496,110.60
Other income from operations (Thousand baht)	161,072.31	80,066.77	68,991.27
Other income not from operations (Thousand baht)	1,602,798.22	1,587,901.72	1,427,119.33

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

	2022	2023	2024
Share of profit (Thousand baht)	0.00	0.00	0.00

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	261.70	634.49	1,126.79

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.dodaydream.com/storage/download/sustainability/cg/20230216-ddd-sustainability-policy-th.pdf>
(if applicable)

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.dodaydream.com/storage/download/sustainability/cg/20190111-ddd-cg-policy-th.pdf>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Jet fuel (Litres)	N/A	0.00	0.00
Diesel (Litres)	N/A	56,017.61	85,070.26
Gasoline (Litres)	N/A	89,849.99	75,317.71
Fuel oil (Litres)	N/A	0.00	0.00
Crude oil (Barrels)	N/A	0.00	0.00
Natural gas (Standard cubic feet)	N/A	0.00	0.00
LPG (Kilograms)	N/A	13,344.00	11,040.00

Steam (Metric tonnes)	N/A	0.00	0.00
Coal (Metric tonnes)	N/A	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,449,203.20	1,150,100.94	1,299,220.78

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	14,085.49	13,545.08	17,333.70

Waste management

• Waste from operations

	2022	2023	2024
Total waste generated (Kilograms)	25,270.00	17,570.00	N/A

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	68.22	43.53	50.31
Scope 2 (Tons of carbon dioxide equivalents)	519.62	338.26	399.90
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	587.84	381.79	450.21

- **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://www.dodaydream.com/th/sustainability/corporate-social-responsibility/csr-policy>

Company human right guideline : Employee Rights, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	191	184	186
Number of female employees (Persons)	455	438	479
Total number of employees (Persons)	646	622	665

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	341.50	325.06	334.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	12.01	9.72	9.97
Employee development and training expenses (baht)	1,015,772.00	2,649,023.00	N/A

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	1	0	1
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	48.14	42.12	47.22

• **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://www.dodaydream.com/storage/download/sustainability/cg/20190111-ddd-cg-policy-th.pdf>

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

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation

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, Whistleblowing

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	3	33.33

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

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. RITTIKRAI THAMMARAKSA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Media Communication Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	16 Dec 2021	Marketing, Business Administration

2.	<p>Dr. SARAWUT PORNPATANARAK</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Non-executive)</p> <p>Director type: Original director</p>	11 Sep 2010	Finance, Human Resource Management, Accounting, Business Administration
3.	<p>Mr. NITIROJ MANOLAMAI</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Science in Internet and E-Commerce Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	23 Sep 2015	Sustainability, Governance/ Compliance
4.	<p>Mr. SUPHAWAT VANICHPRAPHA</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: MBA International Trading</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	23 Sep 2015	Business Administration, Human Resource Management
5.	<p>Mr. YUTHAPONG MA</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	24 Apr 2018	Business Administration, Accounting, Finance, Finance & Securities

6.	<p>Asst. Prof. Dr. TERDSAK ROJSURAKITTI</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	25 Apr 2019	<p>Business Administration, Health Care Services, Accounting, Governance/ Compliance, Human Resource Management</p>
7.	<p>Mr. WASIN PARITHAN</p> <p>Gender: Male</p> <p>Age: 39 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Bachelor of Engineering (Industrial Engineering)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	2 Feb 2021	<p>Business Administration, Finance & Securities, Accounting, Finance</p>
8.	<p>Ms. NUNTAWAN SUWANDEJ</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Master of Arts / Communication Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	22 Apr 2021	<p>Business Administration, Marketing, Corporate Management</p>
9.	<p>Ms. Wiyada Gongsri</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>Director (Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	21 Feb 2025	<p>Marketing</p>

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

General information	Position	Tenure	Replacement Director
1. Mr. PHILIPPE SOUVANHEUANE Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Feb 2022 Date directorship ended: 21 Jan 2025	Ms. Wiyada Gongsri Date position was assumed: 21 Feb 2025

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. WASIN PARITHAN [1] Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Bachelor of Engineering (Industrial Engineering) Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	2 Feb 2021	Business Administration, Finance & Securities, Accounting, Finance
2. Asst. Prof. Dr. TERDSAK ROJSURAKITTI [1] Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	25 Apr 2019	Business Administration, Health Care Services, Accounting, Governance/ Compliance, Human Resource Management
3. Mr. PHILIPPE SOUVANHEUANE [1] Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	25 Feb 2022	Business Administration, Accounting, Finance, Corporate Management, Risk Management

[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. PHILIPPE SOUVANHEUANE [1] Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 25 Feb 2022 Date directorship ended: 21 Jan 2025	Ms. Wiyada Gongsri Date position was assumed: 21 Feb 2025

[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. Dr. SARAWUT PORNPATANARAK Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	11 Sep 2010
2. Ms. NUNTAWAN SUWANDEJ Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Master of Arts / Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	14 Aug 2020

3.	Mr. SUPHAWAT VANICHPRAPHA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: MBA International Trading Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Aug 2021
4.	Mr. RITTIKRAI THAMMARAKSA Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Media Communication Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	30 Sep 2021
5.	Mr. NITIROJ MANOLAMAI Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Master of Science in Internet and E-Commerce Technology Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	30 Sep 2021

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
SUSTAINABILITY AND RISK MANAGEMENT COMMITTEE	Dr. SARAWUT PORNPATANARAK	Member
	Mr. NITIROJ MANOLAMAI	Member
	Ms. Wiyada Gongsri	Chairman
	Mr. PHILIPPE SOUVANHEUANE	Chairman
NOMINATION AND REMUNERATION COMMITTEE	Asst. Prof. Dr. TERDSAK ROJSURAKITTI	Chairman
	Mr. SUPHAWAT VANICHPRAPHA	Member
	Ms. Wiyada Gongsri	Member
	Mr. PHILIPPE SOUVANHEUANE	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: None
Sub-committees responsible for nomination	: None
Sub-committees responsible for remuneration	: None
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Ms. NUNTAWAN SUWANDEJ Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Master of Arts / Communication Arts	CHIEF EXECUTIVE OFFICER	2 Feb 2021	Business Administration, Marketing, Corporate Management
2. Mr. Theerawat Preechawipat Gender: Male Age: 35 years old Highest level of education: Bachelor's degree Major: Finance	Chief Financial Officer (CFO)	1 Jan 2025	Business Administration, Finance & Securities, Finance, Strategic Management
3. Mr. Thanest Thuksinvarachan Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Engineering	Chief Operation Officer (COO)	1 Jan 2025	Marketing, Engineering, Strategic Management
4. Mr. Pharaphop Phonoi Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy in OD	Chief Commercial Officer (CCO)	1 Jan 2025	Business Administration
5. Mr. Thirasak Vidach Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Science Industrial and Organizational Psychology	Acting Chief People Officer (CPO)	1 Jan 2025	Human Resource Management

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 186

Number of female employees (persons) : 479

Total number of employees (persons) : 665

Employee Remuneration

Total employee remuneration : 334.00

Provident fund

Total number of employees (persons) : 665

Number of employees contributing to the PVD (persons) : 329

Percentage of employees who are members (%) : 49.47

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. Nutthanant Kuljiratitikal	nutthanant.k@dodaydream.com	02-917-3055

• Company secretary

General information	Email	Telephone
1. Mr. Nitiroj Manolamai	nitiroj@dodaydream.com	02-917-3055 ต่อ 808

• Head of internal audit

General information	Email	Telephone
1. Mr. Tadpong Sapcharoen	tadpong.s@dodaydream.com	02-917-3055 ต่อ 305

• Head of compliance unit

General information	Email	Telephone
1. Mr. Nitiroj Manolamai	nitiroj@dodaydream.com	02-917-3055 ต่อ 808

• Head of investor relations

General information	Email	Telephone
1. Ms. Chalida Kimyong	chalida.k@dodaydream.com	02-917-3055 ต่อ 808

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1.	KPMG PHOOMCHAI AUDIT COMPANY LIMITED	3,966,000.00	-

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. Ms. Wiyada Gongsri Gender: Female Age: 48 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: Newly appointed director to replace ex-director	Date position was assumed: 21 Feb 2025	Marketing

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. RITTIKRAI THAMMARAKSA	Chairman of the board	Participating
Dr. SARAWUT PORNPATANARAK	Vice Chairman	Participating
Mr. NITIROJ MANOLAMAI	Director	Participating
Mr. SUPHAWAT VANICHPRAPHA	Director	Participating
Mr. YUTHAPONG MA	Director	Non-participating
Asst. Prof. Dr. TERDSAK ROJSURAKITTI	Director	Participating
Mr. WASIN PARITHAN	Director	Participating
Ms. NUNTAWAN SUWANDEJ	Director	Participating

Ms. Wiyada Gongsri	Director	Non-participating
Mr. PHILIPPE SOUVANHEUANE	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 11 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. RITTIKRAI THAMMARAKSA (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Dr. SARAWUT PORNPATANARAK (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
3.	Mr. NITIROJ MANOLAMAI (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. SUPHAWAT VANICHPRAPHA (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. YUTHAPONG MA (Director)	-	6/6	Participating	Did not hold the meeting
6.	Asst. Prof. Dr. TERDSAK ROJSURAKITTI (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. WASIN PARITHAN (Director)	-	6/6	Participating	Did not hold the meeting
8.	Ms. NUNTAWAN SUWANDEJ (Director)	-	6/6	Participating	Did not hold the meeting
9.	Ms. Wiyada Gongsri (Director)	-	0/6	Non-participating	Did not hold the meeting

10.	Mr. PHILIPPE SOUVANHEUANE (Director)	21 Jan 2025	5/6	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. RITTIKRAI THAMMARAKSA (Chairman of the board)	-	N/A	N/A	No
2.	Dr. SARAWUT PORNPATANARAK (Vice Chairman)	-	N/A	N/A	No
3.	Mr. NITIROJ MANOLAMAI (Director)	-	N/A	N/A	No
4.	Mr. SUPHAWAT VANICHPRAPHA (Director)	-	N/A	N/A	No
5.	Mr. YUTHAPONG MA (Director)	-	N/A	N/A	No
6.	Asst. Prof. Dr. TERDSAK ROJSURAKITTI (Director)	-	285,000.00	N/A	No
7.	Mr. WASIN PARITHAN (Director)	-	285,000.00	N/A	No
8.	Ms. NUNTAWAN SUWANDEJ (Director)	-	N/A	N/A	No
9.	Ms. Wiyada Gongsri (Director)	-	N/A	N/A	No
10.	Mr. PHILIPPE SOUVANHEUANE (Director)	21 Jan 2025	267,500.00	N/A	No

