



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

I.C.C. INTERNATIONAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : I.C.C. INTERNATIONAL PUBLIC COMPANY LIMITED

Symbol : ICC

Address : 530 Soi Sathupradit 58 Bangpongpan Subdistrict, Yannawa District

Province : Bangkok

Postcode : 10120

Business : The Company operates in import and distribution of products from upcountries . The products are cosmetics and fragrances, hair care products, skin care products, underwears, outfits, sport wears, washing and clothing care products, fashion and leather products.

Registration Number : 0107537001374

Telephone : 0-2293-9000, 0-2293-9300

Fax (if applicable) : 0-2294-3024

Website : <http://www.icc.co.th>

Email : webmaster@icc.co.th

Total Shares Sold (shares)

Common Stock : 290,633,730

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	8,329,078.60	7,442,721.93	9,456,077.53
Cosmetic, toiletries & perfumeries (Thousand baht)	739,170.00	535,858.58	559,463.11
Women's apparel (Thousand baht)	2,419,310.00	2,120,759.03	2,622,356.02
Men's apparel (Thousand baht)	2,123,320.00	1,877,079.33	2,737,690.09
Household products (Thousand baht)	0.00	1,368,249.11	1,350,135.63
Others (Thousand baht)	3,047,278.60	1,540,775.88	2,186,432.68

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Cosmetic, toiletries & perfumeries (%)	8.87	7.20	5.92
Women's apparel (%)	29.05	28.49	27.73
Men's apparel (%)	25.49	25.22	28.95
Household products (%)	0.00	18.38	14.28
Others (%)	36.59	20.70	23.12

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	8,329,078.60	7,442,721.93	9,456,077.53
Domestic (Thousand baht)	8,198,860.14	7,334,307.23	9,260,000.56
International (Thousand baht)	130,218.46	108,414.70	196,076.97
Denmark (Thousand baht)	1,603.40	0.00	0.00

Japan (Thousand baht)	7,389.81	6,187.58	11,309.51
Switzerland (Thousand baht)	364.50	121.50	0.00
Vietnam (Thousand baht)	3,337.00	3,906.21	7,380.97
Taiwan (Thousand baht)	3,363.30	2,027.06	0.00
Cambodia (Thousand baht)	20,176.35	16,130.86	25,445.92
China (Thousand baht)	188.21	1.48	303.95
Myanmar (Thousand baht)	62,660.37	65,199.22	135,606.86
Philippines (Thousand baht)	2,489.87	883.25	0.00
Maldives (Thousand baht)	163.75	103.97	106.49
Laos (Thousand baht)	27,753.72	13,853.57	15,244.51
Iraq (Thousand baht)	728.18	0.00	678.76

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	98.44	98.54	97.93
International (%)	1.56	1.46	2.07
Denmark (%)	1.23	0.00	0.00
Japan (%)	5.67	5.71	5.77
Switzerland (%)	0.28	0.11	0.00
Vietnam (%)	2.56	3.60	3.76
Taiwan (%)	2.58	1.87	0.00
Cambodia (%)	15.49	14.88	12.98
China (%)	0.14	0.00	0.16
Myanmar (%)	48.12	60.14	69.16

Philippines (%)	1.91	0.81	0.00
Maldives (%)	0.13	0.10	0.05
Laos (%)	21.31	12.78	7.77
Iraq (%)	0.56	0.00	0.35

*Excluding the profit margins in the associated companies

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	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)

Production Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain

Operational Risk

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

Product Management Risks in Stores

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain

Operational Risk

- Product obsolescence
- Climate change and disasters

Risks Relating to Sales Channels

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Risks Relating to Changing Customer Behavior

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Product obsolescence
- Climate change and disasters

Risk from the Government Sector's Free Trade Policy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

- Policies or international agreements related to business operations

Risks from reduction in the number of tourists

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy

Operational Risk

- Climate change and disasters

Risks to environmental impact

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Impact on the environment

Outdated Products

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Product obsolescence
- Climate change and disasters
- Impact on the environment

The Outbreak of Corona Virus 2019

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

External market competition

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance

Risk from Corruption

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Compliance Risk

- Corporate Governance

Risk in Human Rights

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

Compliance Risk

- Corporate Governance

Risk in Personal Information Protection

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations

Risk in the Cyber Safety

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations

Risk to Securities Holder (2.2.2)

Investment

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Loans and guarantees

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risks from uncertainty of returns that investors expected to receive

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risks of incapability to pay dividends as investors expected

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

–None–

Risk Management Measures: No

Related Risk Topics

- Other

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 : <http://investor.icc.co.th/index.php/publication-th/sustainability-report-th/>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <http://investor.icc.co.th/index.php/publication-th/sustainability-report-th/>

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)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	4,832,818.00	4,241,000.00	4,323,565.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	74,651.00	48,111.00	53,745.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	4,488.00	1,136.00	1,179.00
Hazardous waste (kg)	0.00	0.00	N/A
Total (kg)	4,488.00	1,136.00	1,179.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <http://investor.icc.co.th/index.php/publication-th/sustainability-report-th/>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, 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

	2020	2021	2022
Number of male employees (persons)	540	461	444
Number of female employees (persons)	3,778	3,173	2,932
Total (persons)	4,318	3,634	3,376

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	N/A	N/A	1,010,888,278.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	209	430	280
Employee development and training expenses (baht)	3,266,189.10	2,355,391.70	2,213,646.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	11	11	3

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	N/A	N/A	23.99

• **Significant labor dispute**

	2020	2021	2022
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <http://investor.icc.co.th/wp-content/uploads/2019/07/CG-Code-ไทย.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, 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	8	66.67
Number of female directors	4	33.33
Number of executive directors	3	25.00
Number of non-executive directors	9	75.00
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. BOONKIET CHOKWATANA Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	31 May 2016	Marketing, Engineering, Corporate Management, Strategic Management, Change Management, Fashion, Commerce

2.	<p>Mr. THAMARAT CHOKWATANA</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	24 Mar 1999	Marketing, Fashion, Strategic Management, Risk Management, Corporate Management, Commerce
3.	<p>Mr. THIRAPHONG VIKITSET</p> <p>Gender: Male</p> <p>Age: 76 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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>	26 Apr 1999	Economics, Audit
4.	<p>Mr. AMORN ASVANUNT</p> <p>Gender: Male</p> <p>Age: 74 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: Original director</p>	14 Nov 1980	Accounting, Risk Management, Audit
5.	<p>Mr. NOPHORN BHONGSVEJ</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</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>	27 Apr 2015	Economics, Accounting, Audit, Governance/ Compliance

6.	<p>Mr. ANUCHIT ANUCHITANUKUL</p> <p>Gender: Male</p> <p>Age: 51 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Computer Science</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>	9 Apr 2020	Engineering, Audit, IT Management, Digital Marketing
7.	<p>Mrs. NUALPHAN LAMSAM</p> <p>Gender: Female</p> <p>Age: 56 years old</p> <p>Highest level of education: 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: Newly appointed director to replace ex-director</p>	14 Oct 2022	Marketing, Fashion, Insurance, Commerce
8.	<p>Mr. SOMPHOL CHAISIRIROJ</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Arts</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>	29 Sep 2009	Marketing, Fashion, Commerce
9.	<p>Ms. MUNCHUSA TERAPONGPIPAT</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Public 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>	25 Apr 2016	Human Resource Management, Risk Management, Sustainability, Corporate Social Responsibility

10.	Mrs. KOBSUK SAENGSAWAD Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	25 Apr 2016	Law
11.	Mr. SURAT WONGRATTANAPASSORN Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	13 Jan 2017	IT Management, Information & Communication Technology
12.	Mrs. CHAILADA TANTIVEJAKUL Gender: Female Age: 46 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	22 Apr 2019	Marketing, Governance/ Compliance, Fashion, Commerce

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

General information	Position	Tenure	Replacement Director
1. Mr. VIRITPOL CHAITHAVORNSATHIEN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 26 Apr 2021 Date directorship ended: 13 Oct 2022	Mrs. NUALPHAN LAMSAM Date position was assumed: 14 Oct 2022

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 : Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	Mr. THIRAPHONG VIKITSET Gender: Male Age: 76 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	26 May 1999	Economics, Audit
2.	Mr. AMORN ASVANUNT [1] Gender: Male Age: 74 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	26 May 1999	Accounting, Risk Management, Audit
3.	Mr. NOPHORN BHONGSVEJ Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	27 Apr 2015	Economics, Accounting, Audit, Governance/ Compliance

4.	Mr. ANUCHIT ANUCHITANUKUL	Audit committee	9 Apr 2020	Engineering, Audit, IT
	Gender: Male	(Non-executive,		Management, Digital
	Age: 51 years old	Independent director)		Marketing
	Highest level of education:			
	Doctoral degree	Director type: Original		
	Major: Computer Science	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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. THAMARAT CHOKWATANA	Chairman of the executive committee	21 May 2021
	Gender: Male		
	Age: 53 years old		
	Highest level of education: Bachelor's degree		
	Major: Arts		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
2.	Ms. MUNCHUSA TERAPONGPIPAT	Member of the executive committee	25 May 2010
	Gender: Female		
	Age: 64 years old		
	Highest level of education: Bachelor's degree		
	Major: Public Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mrs. Nonglaks Techaboonanek	Member of the executive committee	18 May 2015
	Gender: Female		
	Age: 68 years old		
	Highest level of education: Bachelor's degree		
	Major: Communication Arts		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

4.	Mr. Nattapat Petchratanaporn Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2010
5.	Mrs. Ramida Russell Maneesatiean Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2010
6.	Mr. VIRITPOL CHAITHAVORNSATHIEN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2017
7.	Mr. Yothin Suvannakate Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 May 2021

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
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Audit Committee	Mr. THIRAPHONG VIKITSET	Chairman
	Mr. AMORN ASVANUNT	Member
	Mr. NOPHORN BHONGSVEJ	Member
	Mr. ANUCHIT ANUCHITANUKUL	Member
Nomination Committee	Mr. BOONKIET CHOKWATANA	Chairman
	Mr. THAMARAT CHOKWATANA	Member
	Ms. MUNCHUSA TERAPONGPIPAT	Member
Remuneration Committee	Mr. THAMARAT CHOKWATANA	Chairman
	Mr. Boonsithi Chokwatana	Member
	Mr. Manu Leelanuwatana	Member
	Mr. BOONKIET CHOKWATANA	Member
	Ms. MUNCHUSA TERAPONGPIPAT	Member
Risk Management Committee	Mr. AMORN ASVANUNT	Chairman
	Mr. THAMARAT CHOKWATANA	Member
	Ms. MUNCHUSA TERAPONGPIPAT	Member
	Mr. VIRITPOL CHAITHAVORNSATHIEN	Member
	Mr. Yothin Suvannakate	Member
	Ms. Yauwaluk Namakorn	Member
	Mrs. Duangrudee Milintanggul	Member
Corporate Governance and Sustainable Development Committee	Mr. NOPHORN BHONGSVEJ	Chairman
	Ms. MUNCHUSA TERAPONGPIPAT	Member
	Mrs. CHAILADA TANTIVEJAKUL	Member
	Mr. Nattapat Petchratanaporn	Member
	Mrs. Duangrudee Milintanggul	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Remuneration Committee
Sub-committees responsible for remuneration	: Nomination Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development 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. THAMARAT CHOKWATANA Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Arts	EXECUTIVE CHAIRMAN	21 May 2021	Marketing, Fashion, Strategic Management, Risk Management, Corporate Management, Commerce
2. Ms. MUNCHUSA TERAPONGPIPAT Gender: Female Age: 64 years old Highest level of education: Bachelor's degree Major: Public Administration	Vice President Company Administration Div	25 May 2010	Human Resource Management, Risk Management, Sustainability, Corporate Social Responsibility
3. Mr. SURAT WONGRATTANAPASSORN Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Business Administration	Vice President Information Technology	1 May 2013	IT Management, Information & Communication Technology
4. Mrs. Ramida Russell Maneesatiean Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Communication Arts	Vice President Division B	25 May 2010	Fashion, Marketing
5. Mr. VIRITPOL CHAITHAVORNSATHIEN Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Vice President Division I	1 Mar 2014	Marketing, Fashion

6.	<p>Mrs. Nonglaks Techaboonanek</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Communication Arts</p>	<p>Vice President</p> <p>Division O</p>	1 Feb 2006	Fashion, Marketing, Economics
7.	<p>Mr. Nattapat Petchratanaporn</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p>	<p>Vice President Sales</p> <p>Administration</p> <p>Division</p>	25 May 2010	Marketing, Data Management, Data Analysis
8.	<p>Mr. Yothin Suvannakate</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Information Technology</p>	<p>Vice President</p> <p>Business Support</p> <p>Division and Second</p> <p>Vice</p>	1 Apr 2022	Data Analysis, Statistics, Data Management, Information & Communication Technology
9.	<p>Mrs. Kityaporn Chaithavornsathien</p> <p>Gender: Female</p> <p>Age: 47 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p>	<p>Vice President</p> <p>Division D</p>	16 Apr 2011	Fashion, Marketing
10.	<p>Mr. Sawat Posinsomwong</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Vice President</p> <p>Division W</p>	1 Nov 2014	Fashion, Marketing
11.	<p>Mr. Thitipoom Chokwatana</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Computer Science</p>	<p>Vice President</p> <p>Division X</p>	1 Sep 2018	Fashion, Information & Communication Technology, Marketing, Data Management, Data Analysis
12.	<p>Ms. Yauwaluk Namakorn [1][2]</p> <p>Gender: Female</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Vice President</p> <p>Accounting & Finance</p> <p>Division</p>	1 Apr 2022	Banking, 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 policy for executives

Remuneration policy for executives : Yes

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	8,446,000.00	7,546,000.00	5,896,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 444

Number of female employees (persons) : 2,932

Total (persons) : 3,376

Employee Remuneration

Total employee remuneration : 1,010,888,278.00

Provident fund

Total number of employees (persons) : 3,376

Number of employees contributing to the PVD (persons) : 2,643

Percentage of employees who are members (%) : 78.29

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. YAUWALUK NAMAKORN	yauwaluk_nam@icc.co.th	098-691-5636

- Company secretary

General information	Email	Telephone
1. Mrs. DUANGRUDEE MILLINTANGGUL	duangm@icc.co.th	0-2295-0688

- Head of internal audit

General information	Email	Telephone
1. Ms. SOMCHAREE KAWKOMDEE	somcharee@dir.co.th	087-519-5550

- Head of compliance unit

General information	Email	Telephone
1. Division The Company Secretary Office .	iccset@icc.co.th	0-2295-0688

• Head of investor relations

General information	Email	Telephone
1. Mrs. Duangrudee Milintangul	duangm@icc.co.th	0-2295-0688
2. Mrs. Thanyaluck Wattanakulroj	iccset@icc.co.th	0-2295-0688

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mr. Krit Dhammathatto Email: kritt@kpmg.co.th Telephone: 02-6772392</p> <p>2. Mr. Ekkasit Chuthamsatid Email: ekkasitc@kpmg.co.th Telephone: 02-6772108</p> <p>3. Mr. Watchara Pattarapitak Email: watcharap@kpmg.co.th Telephone: 02-6772304</p> <p>4. Mr. Bunyarit Thanormcharoen Email: bunyaritt@kpmg.co.th Telephone: 02-6772389</p>	2,695,000.00	-

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. Mrs. NUALPHAN LAMSAM Gender: Female Age: 56 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: Newly appointed director to replace ex-director	Date position was assumed: 14 Oct 2022	Marketing, Fashion, Insurance, Commerce

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONKIET CHOKWATANA	Chairman of the board	Participating
Mr. THAMARAT CHOKWATANA	Director	Participating
Mr. THIRAPHONG VIKITSET	Director	N/A
Mr. AMORN ASVANUNT	Director	N/A
Mr. NOPHORN BHONGSVEJ	Director	Participating
Mr. ANUCHIT ANUCHITANUKUL	Director	N/A
Mrs. NUALPHAN LAMSAM	Director	N/A
Mr. SOMPHOL CHAISIRIROJ	Director	Participating

Ms. MUNCHUSA TERAPONGPIPAT	Director	Participating
Mrs. KOBSUK SAENGSAWAD	Director	Participating
Mr. SURAT WONGRATTANAPASSORN	Director	Participating
Mrs. CHAILADA TANTIVEJAKUL	Director	Participating
Mr. VIRITPOL CHAITHAVORNSATHIEN	Director	N/A

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 : 25 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. BOONKIET CHOKWATANA (Chairman of the board)	-	14/14	Participating	Did not hold the meeting
2. Mr. THAMARAT CHOKWATANA (Director)	-	14/14	Participating	Did not hold the meeting
3. Mr. THIRAPHONG VIKITSET (Director)	-	14/14	Participating	Did not hold the meeting
4. Mr. AMORN ASVANUNT (Director)	-	12/14	Participating	Did not hold the meeting
5. Mr. NOPHORN BHONGSVEJ (Director)	-	14/14	Participating	Did not hold the meeting

6.	Mr. ANUCHIT ANUCHITANUKUL (Director)	-	14/14	Participating	Did not hold the meeting
7.	Mrs. NUALPHAN LAMSAM (Director)	-	N/A	N/A	Did not hold the meeting
8.	Mr. SOMPHOL CHAISIROJ (Director)	-	14/14	Participating	Did not hold the meeting
9.	Ms. MUNCHUSA TERAPONGPIPAT (Director)	-	14/14	Participating	Did not hold the meeting
10.	Mrs. KOBSUK SAENGSAWAD (Director)	-	14/14	Participating	Did not hold the meeting
11.	Mr. SURAT WONGRATTANAPASSORN (Director)	-	14/14	Participating	Did not hold the meeting
12.	Mrs. CHAILADA TANTIVEJAKUL (Director)	-	14/14	Participating	Did not hold the meeting
13.	Mr. VIRITPOL CHAITHAVORNSATHIEN (Director)	13 Oct 2022	14/14	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. BOONKIET CHOKWATANA (Chairman of the board)	-	694,000.00	N/A	No
2.	Mr. THAMARAT CHOKWATANA (Director)	-	748,000.00	N/A	No
3.	Mr. THIRAPHONG VIKITSET (Director)	-	524,000.00	N/A	No
4.	Mr. AMORN ASVANUNT (Director)	-	530,000.00	N/A	No
5.	Mr. NOPHORN BHONGSVEJ (Director)	-	498,000.00	N/A	No
6.	Mr. ANUCHIT ANUCHITANUKUL (Director)	-	450,000.00	N/A	No
7.	Mrs. NUALPHAN LAMSAM (Director)	-	N/A	N/A	N/A
8.	Mr. SOMPHOL CHAISIROJ (Director)	-	354,000.00	N/A	No
9.	Ms. MUNCHUSA TERAPONGPIPAT (Director)	-	562,000.00	N/A	No

10.	Mrs. KOB SUK SAENGSAWAD (Director)	-	354,000.00	N/A	No
11.	Mr. SURAT WONGRATTANAPASSORN (Director)	-	354,000.00	N/A	No
12.	Mrs. CHAILADA TANTIVEJAKUL (Director)	-	402,000.00	N/A	No
13.	Mr. VIRITPOL CHAITHAVORNSATHIEN (Director)	13 Oct 2022	426,000.00	N/A	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) : 13

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. THIRAPHONG VIKITSET (Chairman of the audit committee)	-	13/13
2.	Mr. AMORN ASVANUNT (Audit committee)	-	13/13
3.	Mr. NOPHORN BHONGSVEJ (Audit committee)	-	12/13
4.	Mr. ANUCHIT ANUCHITANUKUL (Audit committee)	-	13/13