



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SIKARIN 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 : SIKARIN PUBLIC COMPANY LIMITED

Symbol : SKR

Address : 976 Lasalle Road, Bangnatai, Bangna

Province : Bangkok

Postcode : 10260

Business : The Company operates three private hospitals located in eastern Bangkok, Samutprakarn province and Hat Yai District, Songkhla Province namely as Sikarin Hospital, Sikarin Samut Prakan Hospital and Sikarin Hat Yai Hospital.

Registration Number : 0107528000018

Telephone : 023669900

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

Email : ir.sikarin@sikarin.com

Total Shares Sold (shares)

Common Stock : 2,064,328,649

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	3,907.60	6,377.34	5,711.25
Healthcare (Thousand baht)	3,840.77	6,319.14	5,643.11
Other income (Thousand baht)	66.83	58.20	68.14

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Healthcare (%)	98.29	99.09	98.81
Other income (%)	1.71	0.91	1.19

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	3,907.60	6,377.34	5,711.25
Domestic (Thousand baht)	3,907.60	6,377.34	5,711.25
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	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)	2020	2021	2022
R&D expenses in the past 3 years	N/A	N/A	N/A

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)

Risk Management

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
- Business operations of partners in the supply chain
- Other

Operational Risk

- Shortage or reliance on skilled workers
- Human error in business operations
- Impact on the environment

Compliance Risk

- Corporate Governance

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://investor.sikarin.com/storage/content/corporate-governance/sustainable-development-enterprise-level-policy-th.pdf>

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://investor.sikarin.com/storage/content/corporate-governance/corporate-social-responsibility-policy-th.pdf>

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

Results with Respect to the Environmental Aspect (3.3.2)

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 : <https://investor.sikarin.com/storage/content/corporate-governance/human-rights-policy-th.pdf>

Company human right guideline : Employee 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)	422	388	448
Number of female employees (persons)	2,099	2,042	2,187
Total (persons)	2,521	2,430	2,635

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	912,344,973.64	952,197,401.63	1,110,729,882.63

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	44	36	40
Employee development and training expenses (baht)	17,350,359.08	13,337,593.95	14,541,571.37

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	0.00	0.00	0.00

• **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 : <https://investor.sikarin.com/storage/content/corporate-governance/corporate-governance-policy-governance-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, 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	15	100.00
Number of male directors	15	100.00
Number of female directors	0	0.00
Number of executive directors	6	40.00
Number of non-executive directors	9	60.00
Number of independent directors	6	40.00

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. SENI JITTAKASEM Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	10 Sep 2009	Law, Leadership

2.	Mr. SUNYA SARAYUTH Gender: Male Age: 81 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	25 May 2006	Economics
3.	Pol.Lt.Gen. JARAX SANGTAWEEP Gender: Male Age: 86 years old Highest level of education: Bachelor's degree Major: Police Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	20 Jul 2006	Leadership
4.	Mr. JARUN WIWATJESADAWUT Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Oct 2002	Leadership
5.	Mr. ATIRAT CHAROONSRI Gender: Male Age: 64 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	17 Oct 2002	Health Care Services

6.	<p>Mr. SAKCHAI TANABOONCHAI</p> <p>Gender: Male</p> <p>Age: 66 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	17 Oct 2002	Corporate Management, Project Management, Negotiation
7.	<p>Mr. PRAMUANCHAI TAWEESED</p> <p>Gender: Male</p> <p>Age: 66 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>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	15 Dec 2005	Engineering
8.	<p>Mr. SENEE KRAJANGSRI</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	10 Apr 2008	Accounting, Finance
9.	<p>Mr. KASIDIT AJANANT</p> <p>Gender: Male</p> <p>Age: 42 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>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	25 Apr 2012	Engineering

10.	Mr. SUCHEEP BOONVEERA Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	14 Jun 2012	Leadership
11.	Mr. VICHYA KREANGAM Gender: Male Age: 41 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Sep 2014	Law
12.	Mr. TIM NOPARUMPA Gender: Male Age: 37 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	1 Oct 2014	Engineering
13.	Mr. CHAISITH VIRIYAMETTAKUL Gender: Male Age: 73 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	19 Oct 2016	Engineering

14.	Mr. SURIYAN KOJONROJ Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	14 Jun 2017	Engineering
15.	ACM NIPAT WUTTIRONARIT Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	22 Apr 2020	Data Management

Other Information pertaining to committees

The Chairman is an independent director	: Yes
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. PRAMUANCHAI TAWEESEDT [1] Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	15 Dec 2005	Engineering
2. Mr. KASIDIT AJANANT Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	14 Feb 2013	Engineering
3. Mr. VICHYA KREANGAM Gender: Male Age: 41 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	11 Dec 2019	Law

[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. Pol.Lt.Gen. JARAX SANGTAWEEP Gender: Male Age: 86 years old Highest level of education: Bachelor's degree Major: Police Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	20 Jul 2006
2. Mr. ATIRAT CHAROONSRI Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Oct 2002
3. Mr. SURIYAN KOJONROJ Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Jun 2017
4. Mr. SENEE KRAJANGSRI Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Apr 2008

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. SENI JITTAKASEM	Chairman
	Mr. SAKCHAI TANABOONCHAI	Member
	Mr. CHAISITH VIRIYAMETTAKUL	Member
Audit Committee	Mr. PRAMUANCHAI TAWEESED	Chairman
	Mr. KASIDIT AJANANT	Member
	Mr. VICHYA KREANGAM	Member
Compensation Committee	Mr. SAKCHAI TANABOONCHAI	Chairman
	Mr. VICHYA KREANGAM	Member
	Mr. TIM NOPARUMPA	Member
Recruitment Committee	Mr. JARUN WIWATJESADAWUT	Chairman
	ACM NIPAT WUTTIRONARIT	Member
	Mr. TIM NOPARUMPA	Member
Corporate Governance Committee	Mr. SENI JITTAKASEM	Chairman
	Mr. SAKCHAI TANABOONCHAI	Member
	Mr. PRAMUANCHAI TAWEESED	Member
	Mr. KASIDIT AJANANT	Member
	Mr. VICHYA KREANGAM	Member
	ACM NIPAT WUTTIRONARIT	Member
Sustainability Committee	Pol.Lt.Gen. JARAX SANGTAWEEP	Chairman
	Mr. ATIRAT CHAROONSRI	Member
	Mr. SURIYAN KOJONROJ	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : Recruitment Committee

Sub-committees responsible for remuneration : Compensation Committee

Sub-committees responsible for corporate governance : Corporate Governance Committee

Sub-committees responsible for corporate sustainability development : 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. Pol.Lt.Gen. JARAX SANGTAWEEP Gender: Male Age: 86 years old Highest level of education: Bachelor's degree Major: Police	CHAIRMAN OF THE EXECUTIVE COMMITTEE	14 Nov 2002	Leadership
2. Mr. ATIRAT CHAROONSRI Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	17 Oct 2002	Health Care Services
3. Mr. SURIYAN KOJONROJ Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Political Science	Deputy Managing Director	28 Feb 2013	Engineering
4. Mr. SENEE KRAJANGSRI [1][2] Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Finance	Chief Financial Officer	28 Feb 2013	Accounting, Finance
5. Mr. Surasak Suttamas Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Chief Administrative Officer	28 Feb 2013	Corporate Management, Project Management, Negotiation

[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

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) : 448

Number of female employees (persons) : 2,187

Total (persons) : 2,635

Employee Remuneration

Total employee remuneration : 1,110,729,882.63

Provident fund

Total number of employees (persons) : 2,635

Number of employees contributing to the PVD (persons) : 0

Percentage of employees who are members (%) : 0.00

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Seni Krajangsri	ir.sikarin@sikarin.com	023669900

- Company secretary

General information	Email	Telephone
1. Mr. Suriyan Kojonroj	ir.sikarin@sikarin.com	023669900

- Head of internal audit

General information	Email	Telephone
1. Ms. Jureeporn Mardwan	ir.sikarin@sikarin.com	023669900

- Head of investor relations

General information	Email	Telephone
1. Ms. Chanakarn Yodying	ir.sikarin@sikarin.com	023669900

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DHARMNITI AUDITING COMPANY LIMITED	<p>1. Ms. Pojanarat Siripipat Email: ir.sikarin@sikarin.com Telephone: 023669900</p> <p>2. Mr. Thanawat Piboonsawat Email: ir.sikarin@sikarin.com Telephone: 023669900</p>	1,540,000.00	<p>Details: Transportation Cost Total service fee (baht): 80,000.00</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)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SENI JITTAKASEM	Chairman of the board	Non-participating
Mr. SUNYA SARAYUTH	Vice Chairman	Non-participating
Pol.Lt.Gen. JARAX SANGTAWEEP	Vice Chairman	Non-participating
Mr. JARUN WIWATJESADAWUT	Director	Non-participating
Mr. ATIRAT CHAROONSRI	Director	Non-participating
Mr. SAKCHAI TANABOONCHAI	Director	Non-participating
Mr. PRAMUANCHAI TAWEESEDT	Director	Non-participating
Mr. SENEK KRAJANGSRI	Director	Non-participating
Mr. KASIDIT AJANANT	Director	Non-participating
Mr. SUCHEEP BOONVEERA	Director	Non-participating
Mr. VICHYA KREANGAM	Director	Participating
Mr. TIM NOPARUMPA	Director	Non-participating
Mr. CHAISITH VIRIYAMETTAKUL	Director	Non-participating
Mr. SURIYAN KOJONROJ	Director	Non-participating
ACM NIPAT WUTTIRONARIT	Director	Non-participating

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 18 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SENI JITTAKASEM (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2. Mr. SUNYA SARAYUTH (Vice Chairman)	-	12/12	Participating	Did not hold the meeting
3. Pol.Lt.Gen. JARAX SANGTAWEEP (Vice Chairman)	-	12/12	Participating	Did not hold the meeting
4. Mr. JARUN WIWATJESADAWUT (Director)	-	12/12	Participating	Did not hold the meeting
5. Mr. ATIRAT CHAROONSRI (Director)	-	12/12	Participating	Did not hold the meeting
6. Mr. SAKCHAI TANABOONCHAI (Director)	-	12/12	Participating	Did not hold the meeting
7. Mr. PRAMUANCHAI TAWEESED (Director)	-	12/12	Participating	Did not hold the meeting
8. Mr. SENEK KRAJANGSRI (Director)	-	12/12	Participating	Did not hold the meeting
9. Mr. KASIDIT AJANANT (Director)	-	12/12	Participating	Did not hold the meeting

10.	Mr. SUCHEEP BOONVEERA (Director)	-	12/12	Participating	Did not hold the meeting
11.	Mr. VICHYA KREANGAM (Director)	-	12/12	Participating	Did not hold the meeting
12.	Mr. TIM NOPARUMPA (Director)	-	12/12	Participating	Did not hold the meeting
13.	Mr. CHAISITH VIRIYAMETTAKUL (Director)	-	12/12	Participating	Did not hold the meeting
14.	Mr. SURIYAN KOJONROJ (Director)	-	12/12	Participating	Did not hold the meeting
15.	ACM NIPAT WUTTIRONARIT (Director)	-	12/12	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. SENI JITTAKASEM (Chairman of the board)	-	360,000.00	N/A	No
2.	Mr. SUNYA SARAYUTH (Vice Chairman)	-	360,000.00	N/A	No
3.	Pol.Lt.Gen. JARAX SANGTAWEEP (Vice Chairman)	-	360,000.00	N/A	No
4.	Mr. JARUN WIWATJESADAWUT (Director)	-	360,000.00	N/A	No
5.	Mr. ATIRAT CHAROONSRI (Director)	-	360,000.00	N/A	No
6.	Mr. SAKCHAI TANABOONCHAI (Director)	-	360,000.00	N/A	No
7.	Mr. PRAMUANCHAI TAWEESEDT (Director)	-	360,000.00	N/A	No
8.	Mr. SENEK KRAJANGSRI (Director)	-	360,000.00	N/A	No
9.	Mr. KASIDIT AJANANT (Director)	-	360,000.00	N/A	No
10.	Mr. SUCHEEP BOONVEERA (Director)	-	360,000.00	N/A	No
11.	Mr. VICHYA KREANGAM (Director)	-	360,000.00	N/A	No
12.	Mr. TIM NOPARUMPA (Director)	-	360,000.00	N/A	No

13.	Mr. CHAISITH VIRIYAMETTAKUL (Director)	-	360,000.00	N/A	No
14.	Mr. SURIYAN KOJONROJ (Director)	-	360,000.00	N/A	No
15.	ACM NIPAT WUTTIRONARIT (Director)	-	360,000.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PRAMUANCHAI TAWEESEDT (Chairman of the audit committee)	-	4/4
2.	Mr. KASIDIT AJANANT (Audit committee)	-	4/4
3.	Mr. VICHYA KREANGAM (Audit committee)	-	4/4