

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

RABBIT HOLDINGS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022

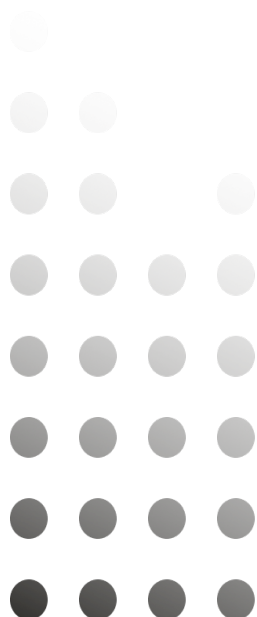


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : RABBIT HOLDINGS PUBLIC COMPANY LIMITED

Symbol : RABBIT

Address : No. 21, TST Tower Soi Choei Phuang, Viphavadi-Rangsit Road,
Chomphon, Chatuchak

Province : Bangkok

Postcode : 10900

Business : The Company conducts the business of full-range real estate
development for lease, service, sale, and management.

Registration Number : 010753700459

Telephone : 0-2273-8838

Fax (if applicable) : 0-2273-8858

Website : www.rabbitholdings.co.th

Email : ir@rabbitholdings.co.th

Total Shares Sold (shares)

Common Stock : 5,613,718,693

Preferred Stock : 26,205,452,290

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	5,651,228.00	6,571,815.00	7,929,647.00
Hotel (Thousand baht)	3,051,300.00	1,905,428.00	3,079,893.00
Other income (Thousand baht)	2,599,928.00	4,666,387.00	4,849,754.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Hotel (%)	53.99	28.99	38.84
Other income (%)	46.01	71.01	61.16

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	5,651,228.00	6,571,815.00	7,929,647.00
Domestic (Thousand baht)	1,061,000.00	1,036,000.00	2,889,000.00
International (Thousand baht)	4,590,228.00	5,535,815.00	5,040,647.00
Germany (Thousand baht)	1,768,806.00	815,954.00	1,082,087.00
Other countries (Thousand baht)	2,821,422.00	4,719,861.00	3,958,560.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	18.77	15.76	36.43
International (%)	81.23	84.24	63.57
Germany (%)	38.53	14.74	21.47

Other countries (%)	61.47	85.26	78.53
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*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	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)

Environmental 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
- Changes in technologies

Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Social and Community Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Damage to company image and reputation

Operational Risk

- Climate change and disasters
- Impact on the environment
- Impact on human rights

Compliance Risk

- Change in laws and regulations

Risk to Securities Holder (2.2.2)

Investment Risk of Securities Holders

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk from the Issuance of Newly Issued Ordinary Shares

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk from Having a Major Shareholder > 25%

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)

Risk of investing in Foreign Securities

Risk Management Measures: Yes

Related Risk Topics

- Investment risk

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

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.rabbitholdings.co.th/storage/download/cg-document/environmental-management-policy-th.pdf>

Company environmental guideline : Renewable/Clean Energy Management, Water Management, Waste 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://www.rabbitholdings.co.th/storage/download/cg-document/human-rights-policy-th.pdf>

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)	37	67	68
Number of female employees (persons)	62	86	79
Total (persons)	99	153	147

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	1	3	13

• 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 (%)	41.41	18.30	27.89

• 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://www.rabbitholdings.co.th/storage/download/cg-document/code-conduct-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	8	100.00
Number of male directors	7	87.50
Number of female directors	1	12.50
Number of executive directors	1	12.50
Number of non-executive directors	7	87.50
Number of independent directors	3	37.50

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. KEEREE KANJANAPAS Gender: Male Age: 72 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	7 Jul 2017	Finance & Securities, Finance, Transportation & Logistics, Property Development, Marketing, Risk Management

2.	Mr. CHAIWAT ATSAWINTARANGKUN Gender: Male Age: 70 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	28 Apr 2005	Property Development, Law, Accounting, Finance, Risk Management, Internal Control, Audit, Finance & Securities
3.	Mr. SURAJIT GONGVATANA Gender: Male Age: 71 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Jul 2017	Agribusiness, Marketing, Brand Management, Strategic Management, Risk Management
4.	Mr. KAVIN KANJANAPAS Gender: Male Age: 47 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Jul 2017	Finance & Securities, Transportation & Logistics, Marketing, Accounting, Finance, Engineering, IT Management, Risk Management
5.	Mr. PLAKORN WANGLEE Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	7 Jul 2017	Economics, Banking, Finance & Securities, Insurance, Finance, Accounting, Risk Management, Strategic Management, Audit

6.	Mr. KONG CHI KEUNG Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Jul 2017	Economics, Finance & Securities, Insurance, Property Development, Transportation & Logistics, Accounting, Finance
7.	Mr. RUNGSON SRIWORASAT Gender: Male Age: 67 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	19 Dec 2017	Banking, Finance & Securities, Accounting, Finance, Risk Management, Audit
8.	Ms. SORAYA SATIANGOSET Gender: Female Age: 46 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	15 Dec 2020	Accounting, Finance, Finance & Securities, Insurance, Property Development, Budgeting, Risk Management

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. RUNGSON SRIWORASAT [1] Gender: Male Age: 67 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	19 Dec 2017	Banking, Finance & Securities, Accounting, Finance, Risk Management, Audit
2. Mr. PLAKORN WANGLEE [1] Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	7 Jul 2017	Economics, Banking, Finance & Securities, Insurance, Finance, Accounting, Risk Management, Strategic Management, Audit
3. Mr. CHAIWAT ATSAWINTARANGKUN [1] Gender: Male Age: 70 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	19 Dec 2017	Property Development, Law, Accounting, Finance, Risk Management, Internal Control, Audit, Finance & Securities

[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. SURAJIT GONGVATANA Gender: Male Age: 71 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	16 Jun 2018
2. Ms. SORAYA SATIANGOSET Gender: Female Age: 46 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	16 Jun 2018
3. Mr. Veerapong Rodjanawarodom Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	16 Jun 2018

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Board of Nomination and Remuneration Committee	Mr. CHAIWAT ATSAWINTARANGKUN	Chairman
	Mr. PLAKORN WANGLEE	Member
	Mr. RUNGSON SRIWORASAT	Member

Executive Committee	Mr. SURAJIT GONGVATANA	Chairman
	Ms. SORAYA SATIANGOSET	Member
	Mr. Veerapong Rodjanawarodom	Member
Audit Committee	Mr. RUNGSON SRIWORASAT	Chairman
	Mr. CHAIWAT ATSAWINTARANGKUN	Member
	Mr. PLAKORN WANGLEE	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Executive Committee
Sub-committees responsible for nomination	: Board of Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Board of Nomination and Remuneration Committee
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. Mr. SURAJIT GONGVATANA Gender: Male Age: 71 years old Highest level of education: Below a bachelor's degree Major: Business Administration	CHAIRMAN OF THE EXECUTIVE COMMITTEE	16 Jun 2018	Agribusiness, Marketing, Brand Management, Strategic Management, Risk Management
2. Ms. SORAYA SATIANGOSET [1] Gender: Female Age: 46 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President, Accounting Department and Acting Vice Presiden	16 May 2020	Accounting, Finance, Finance & Securities, Insurance, Property Development, Budgeting, Risk Management
3. Mr. Veerapong Rodjanawarodom Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Executive Director and Chief Operation Officer	1 Jul 2016	Engineering, Property Development, Construction Services, Construction Materials, Architecture, Design
4. Ms. Nuttapun Giramethakul [2] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Accounting	Senior Vice President, Accounting Department and Acting Vice Presiden	1 Apr 2020	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)	33.16	19.86	19.44

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) : 68

Number of female employees (persons) : 79

Total (persons) : 147

Provident fund

Total number of employees (persons) : 147

Number of employees contributing to the PVD (persons) : 71

Percentage of employees who are members (%) : 48.30

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. Nuttapun Giramethakul	nuttapun.gir@rabbitholdings.co.th	

- Company secretary

General information	Email	Telephone
1. Ms. Hassaya Nunchang	hassaya.nun@rabbitholdings.co.th	

- Head of internal audit

General information	Email	Telephone
1. Mr. Prapat Manorat	prapat.man@rabbitholdings.co.th	

- Head of compliance unit

General information	Email	Telephone
1. Ms. Hassaya Nunchang	hassaya.nun@rabbitholdings.co.th	

• Head of investor relations

General information	Email	Telephone
1. Ms. Soraya Satiangoset	ir@rabbitholdings.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Ms. Sirirat Sricharoensup Email: Sirirat.sricharoensup@th.ey.com Telephone: - 2. Ms. Isaraporn Wisutthiyan Email: Isaraporn.wisutthiyan@th.ey.com Telephone: - 3. Mr. Chatchai Kasemsrithanawat Email: Chatchai.kasemsrithanawat@th.ey.com Telephone: -	4,000,000.00	Details: - Total service fee (baht): 12.67

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. KEEREE KANJANAPAS	Chairman of the board	Non-participating
Mr. CHAIWAT ATSAWINTARANGKUN	Director	Participating
Mr. SURAJIT GONGVATANA	Director	Non-participating
Mr. KAVIN KANJANAPAS	Director	Non-participating
Mr. PLAKORN WANGLEE	Director	Non-participating
Mr. KONG CHI KEUNG	Director	Non-participating
Mr. RUNGSON SRIWORASAT	Director	Participating
Ms. SORAYA SATIANGOSET	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) : 7

Date of AGM meeting : 25 Apr 2022

EGM meeting : Yes

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. KEEREE KANJANAPAS (Chairman of the board)	-	7/7	Participating	Participating
2.	Mr. CHAIWAT ATSAWINTARANGKUN (Director)	-	7/7	Participating	Participating
3.	Mr. SURAJIT GONGVATANA (Director)	-	6/7	Participating	Participating
4.	Mr. KAVIN KANJANAPAS (Director)	-	7/7	Participating	Non-participating
5.	Mr. PLAKORN WANGLEE (Director)	-	7/7	Participating	Participating
6.	Mr. KONG CHI KEUNG (Director)	-	7/7	Participating	Participating
7.	Mr. RUNGSON SRIWORASAT (Director)	-	7/7	Participating	Participating
8.	Ms. SORAYA SATIANGOSET (Director)	-	7/7	N/A	Participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. KEEREE KANJANAPAS (Chairman of the board)	-	140,000.00	600,000.00	No
2.	Mr. CHAIWAT ATSAWINTARANGKUN (Director)	-	220,000.00	360,000.00	No
3.	Mr. SURAJIT GONGVATANA (Director)	-	120,000.00	360,000.00	No
4.	Mr. KAVIN KANJANAPAS (Director)	-	140,000.00	360,000.00	No
5.	Mr. PLAKORN WANGLEE (Director)	-	220,000.00	360,000.00	No
6.	Mr. KONG CHI KEUNG (Director)	-	140,000.00	360,000.00	No
7.	Mr. RUNGSON SRIWORASAT (Director)	-	210,000.00	360,000.00	No
8.	Ms. SORAYA SATIANGOSET (Director)	-	140,000.00	360,000.00	Yes

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

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

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. RUNGSON SRIWORASAT (Chairman of the audit committee)	-	6/6
2.	Mr. PLAKORN WANGLEE (Audit committee)	-	6/6
3.	Mr. CHAIWAT ATSAWINTARANGKUN (Audit committee)	-	6/6