



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

RAIMON LAND 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 : RAIMON LAND PUBLIC COMPANY LIMITED

Symbol : RML

Address : 3 Rajanakarn Building 19th Floor South Sathorn Road, Yannawa,
Sathorn, Bangkok

Province : Bangkok

Postcode : 10120

Business : The Company is principally engaged in the property
development. The focus will be mid-to-high-end condominium,
niche town house and villa projects in Bangkok and the resorts.

Registration Number : 0107536001508

Telephone : 0-2029-1889

Fax (if applicable) : 0-2029-1891

Website : www.raimonland.com

Email : ir@raimonland.com

Total Shares Sold (shares)

Common Stock : 4,172,484,127

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	3,171,500.82	2,514,593.74	352,053.33
Revenue from sales of real estate (Thousand baht)	2,961,108.30	2,188,683.98	67,596.59
Revenue from sales of food and beverage (Thousand baht)	8,531.98	0.00	0.00
Revenue from Rental and Services (Thousand baht)	30,955.89	26,722.75	36,992.75
Project management income (Thousand baht)	55,110.75	103,888.21	129,202.30
Marketing commission income (Thousand baht)	16,580.37	21,233.24	31,235.36
Guarantee fee income (Thousand baht)	42,222.94	49,976.35	57,404.25
Other income (Thousand baht)	56,990.59	124,089.21	29,622.08

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from sales of real estate (%)	93.37	87.04	19.20
Revenue from sales of food and beverage (%)	0.27	0.00	0.00
Revenue from Rental and Services (%)	0.98	1.06	10.51
Project management income (%)	1.74	4.13	36.70
Marketing commission income (%)	0.52	0.84	8.87
Guarantee fee income (%)	1.33	1.99	16.31
Other income (%)	1.80	4.93	8.41

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	3,171,500.82	2,514,593.74	352,053.33
Domestic (Thousand baht)	3,158,923.74	2,511,875.01	348,803.61
International (Thousand baht)	12,577.08	2,718.73	3,249.72
Singapore (Thousand baht)	12,577.08	2,718.73	3,249.72

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	99.60	99.89	99.08
International (%)	0.40	0.11	0.92
Singapore (%)	100.00	100.00	100.00

*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)

Operation Risk and Emerging Risk

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
- Other

Operational Risk

- Information security and cyber-attack
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Change in laws and regulations

Risk to Securities Holder (2.2.2)

Investment Risk of security holder

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

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

Risk related to the investment 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 : Yes

URL of corporate sustainability policy : <https://www.raimonland.com/en/investor-relations/sustainability>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

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)

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

Company human right guideline : Employee Rights, 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)	84	95	93
Number of female employees (persons)	104	99	94
Total (persons)	188	194	187

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	1	2	1

• Health, safety and work environment

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

• 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.raimonland.com/storage/document/cg/20220315-rml-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, 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	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
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. KRIS NARONGDEJ Gender: Male Age: 51 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) Director type: Original director	20 Nov 2019	

2.	<p>Mrs. ORANUCH APISAKSIRIKUL</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	13 Mar 2021
3.	<p>Mr. KORN NARONGDEJ</p> <p>Gender: Male</p> <p>Age: 43 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	20 Nov 2019
4.	<p>Mr. VICHET KASEMTHONGSRI</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Political 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>	16 Jan 2020
5.	<p>Mr. STEPHANE MICHEL</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education:</p> <p>Bachelor's degree</p> <p>Major: International Relations</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	9 Sep 2020

6.	Mr. SWEE BENG KELVIN TAN Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	9 Sep 2020
7.	Mr. KIAN SENG JOHN TAY Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	9 Sep 2020
8.	Mr. FRANCK CHARLES-ANTOINE CANCELLONI Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director) Director type: Original director	13 Mar 2021
9.	Ms. JANJIRA PANITPON 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: Re-elected as director	13 May 2021

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 : Yes

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. Mrs. ORANUCH APISAKSIRIKUL [1] Gender: Female Age: 63 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	13 Mar 2021	
2. Mr. VICHET KASEMTHONGSRI Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	16 Jan 2020	

3.	Mr. FRANCK CHARLES-ANTOINE CANCELLONI Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Audit committee (Non-executive, Independent director) Director type: Original director	13 Mar 2021
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[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. KORN NARONGDEJ Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	20 Nov 2019
2. Mr. STEPHANE MICHEL Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: International Relations Thai nationality: No Residing in Thailand: Yes	Member of the executive committee	9 Sep 2020
3. Mr. KIAN SENG JOHN TAY Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Member of the executive committee	9 Sep 2020

4.	<p>Ms. JANJIRA PANITPON</p> <p>Gender: Female</p> <p>Age: 46 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>13 May 2021</p>
5.	<p>Ms. Pleumjit Chaiya</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Architecture</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>11 Nov 2021</p>
6.	<p>Ms. Maneekarn Wuttikullert</p> <p>Gender: Female</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>12 Nov 2022</p>
7.	<p>Mr. Krit Likitbanakorn</p> <p>Gender: Male</p> <p>Age: 40 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>12 Nov 2022</p>
8.	<p>Mr. Apinya Tanalarpipat</p> <p>Gender: Male</p> <p>Age: 40 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>17 Sep 2020</p>

9.	Mr. Teerasak Passaree Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Sep 2020
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List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. Apinya Tanalarpipat Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 17 Sep 2020 Date directorship ended: 3 May 2022	No replacement director
2. Mr. Teerasak Passaree Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 17 Sep 2020 Date directorship ended: 12 Nov 2022	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination and Remuneration Committee	Mr. FRANCK CHARLES-ANTOINE CANCELLONI Mrs. ORANUCH APISAKSIRIKUL Mr. KORN NARONGDEJ	Chairman Member Member

The Enterprise Risk Management Committee	Mr. KORN NARONGDEJ	Chairman
	Mr. STEPHANE MICHEL	Member
	Ms. JANJIRA PANITPON	Member

Roles of Sub-committees

Sub-committees responsible for risk management : The Enterprise Risk Management Committee

Sub-committees responsible for nomination : The Nomination and Remuneration Committee

Sub-committees responsible for remuneration : The 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. KORN NARONGDEJ Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Science	CHIEF EXECUTIVE OFFICER	22 Jan 2021	
2. Mr. STEPHANE MICHEL Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: International Relations	Chief International Expansion Officer	11 Oct 2022	
3. Ms. JANJIRA PANITPON [1] Gender: Female Age: 46 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer	13 May 2021	
4. Ms. Pleumjit Chaiya Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Architecture	Chief Project Development Officer	9 Sep 2021	
5. Ms. Maneekarn Wuttikullert [2] Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Accounting	VP - Finance & Accounting	1 Jan 2017	

6.	Mr. Krit Likitbanakorn Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration	VP – Business Development	16 Jul 2022
7.	Mr. Atipong Chittchang Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Law	VP – Legal	15 Dec 2022
8.	Ms. Issada Therawat Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Architecture	VP – Project Development	1 Mar 2022
9.	Ms. Piyanuch Jombunud na Ayudhya Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Human Resources	VP – Human Resources	1 Nov 2022
10.	Mr. Haris Kurdthip Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Arts	VP – Marketing	1 Nov 2022
11.	Mr. Teerasak Passaree Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Law	VP – Corporate Services	17 Sep 2020

[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)	56,283,829.18	51,858,344.00	72,139,107.00

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) : 93

Number of female employees (persons) : 94

Total (persons) : 187

Provident fund

Total number of employees (persons) : 187

Number of employees contributing to the PVD (persons) : 139

Percentage of employees who are members (%) : 74.33

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 continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SWEE BENG KELVIN TAN Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 9 Sep 2020	
2. Mr. KIAN SENG JOHN TAY Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 9 Sep 2020	
3. Ms. JANJIRA PANITPON 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: Re-elected as director	Date position was assumed: 13 May 2021	

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. KRIS NARONGDEJ	Chairman of the board	Non-participating
Mrs. ORANUCH APISAKSIRIKUL	Vice Chairman	Non-participating
Mr. KORN NARONGDEJ	Director	Participating
Mr. VICHET KASEMTHONGSRI	Director	Non-participating
Mr. STEPHANE MICHEL	Director	Non-participating
Mr. SWEE BENG KELVIN TAN	Director	Non-participating
Mr. KIAN SENG JOHN TAY	Director	Non-participating
Mr. FRANCK CHARLES-ANTOINE CANCELLONI	Director	Non-participating
Ms. JANJIRA PANITPON	Director	Non-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) : 8

Date of AGM meeting : 29 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
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1.	Mr. KRIS NARONGDEJ (Chairman of the board)	-	6/8	Participating	Did not hold the meeting
2.	Mrs. ORANUCH APISAKSIRIKUL (Vice Chairman)	-	8/8	Participating	Did not hold the meeting
3.	Mr. KORN NARONGDEJ (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. VICHET KASEMTHONGSRI (Director)	-	7/8	Participating	Did not hold the meeting
5.	Mr. STEPHANE MICHEL (Director)	-	8/8	Participating	Did not hold the meeting
6.	Mr. SWEE BENG KELVIN TAN (Director)	-	6/8	Participating	Did not hold the meeting
7.	Mr. KIAN SENG JOHN TAY (Director)	-	6/8	Participating	Did not hold the meeting
8.	Mr. FRANCK CHARLES-ANTOINE CANCELLONI (Director)	-	7/8	Participating	Did not hold the meeting
9.	Ms. JANJIRA PANITPON (Director)	-	8/8	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. KRIS NARONGDEJ (Chairman of the board)	-	0.00	1,200,000.00	Yes
2.	Mrs. ORANUCH APISAKSIRIKUL (Vice Chairman)	-	0.00	1,200,000.00	Yes
3.	Mr. KORN NARONGDEJ (Director)	-	0.00	0.00	Yes
4.	Mr. VICHET KASEMTHONGSRI (Director)	-	0.00	648,000.00	Yes
5.	Mr. STEPHANE MICHEL (Director)	-	0.00	0.00	Yes
6.	Mr. SWEE BENG KELVIN TAN (Director)	-	0.00	348,000.00	Yes
7.	Mr. KIAN SENG JOHN TAY (Director)	-	0.00	348,000.00	Yes

8.	Mr. FRANCK CHARLES-ANTOINE CANCELLONI (Director)	-	0.00	888,000.00	Yes
9.	Ms. JANJIRA PANITPON (Director)	-	0.00	0.00	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) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. ORANUCH APISAKSIRIKUL (Chairman of the audit committee)	-	5/5
2.	Mr. VICHET KASEMTHONGSRI (Audit committee)	-	4/5
3.	Mr. FRANCK CHARLES-ANTOINE CANCELLONI (Audit committee)	-	3/5