



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**SANSIRI PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2022



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
<b>Corporate Governance</b>	
Corporate Governance Policy	11
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	12
Performance Report on Corporate Governance	25

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : SANSIRI PUBLIC COMPANY LIMITED

Symbol : SIRI

Address : Siri Campus Building 59 Soi Rim Khlong Phra Khanong, Phra  
Khanong Nuea, Vadhana

Province : Bangkok

Postcode : 10110

Business : The Core businesses are 1. Property development consists of:  
1.1 For sale includes landed property - single detached house,  
detached house, townhouse, and high-rise property -  
condominium projects 1.2 For rent includes office buildings  
and leasehold commercial building and 2. Property services :  
Providing property and asset management, property brokerage  
services, property sales management, property development  
consultancy, and property management.

Registration Number : 0107538000665

Telephone : 0-2027-7888

Fax (if applicable) : 0-2109-5479

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

Email : [companysecretary@sansiri.com](mailto:companysecretary@sansiri.com)

Total Shares Sold (shares)

Common Stock : 15,473,461,291

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	34,707,256.21	29,557,748.86	34,983,484.31
Property Development (Thousand baht)	30,677,931.37	26,325,827.71	30,925,894.61
Property Services (Thousand baht)	3,155,201.61	2,316,078.06	2,786,209.34
Other income (Thousand baht)	874,123.23	915,843.09	1,271,380.36

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Property Development (%)	88.39	89.07	88.40
Property Services (%)	9.09	7.84	7.96
Other income (%)	2.52	3.10	3.63

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	34,707,256.21	29,557,748.86	34,983,484.31
Domestic (Thousand baht)	34,483,559.26	28,804,379.67	34,303,225.38
International (Thousand baht)	223,696.95	753,369.19	680,258.93
United States of America (Thousand baht)	161,597.88	685,052.26	653,231.43
United Kingdom (Thousand baht)	62,099.07	68,316.93	27,027.50

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	99.36	97.45	98.06

International (%)	0.64	2.55	1.94
United States of America (%)	72.24	90.93	96.03
United Kingdom (%)	27.76	9.07	3.97

\*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 : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	2,349,089.00	797,595.00	250,000.00

# 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)

### Land Acquisition

Risk Management Measures: Yes

#### Related Risk Topics

Strategic Risk

- Other

Operational Risk

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

### Fluctuation in Construction Material Prices

Risk Management Measures: Yes

#### Related Risk Topics

Operational Risk

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

### Changes in Interest Rate and Foreign Currency Exchange Rate

Risk Management Measures: Yes

#### Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

### Personal Data Protection Act

Risk Management Measures: Yes

#### Related Risk Topics



Compliance Risk

- Violations of laws and regulations

## **Climate change and Natural Disasters**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

# 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://o77site.s3.ap-southeast-1.amazonaws.com/pdf/sustainabilityreport/policy-sansiri-sustainable-development-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://www.sansiri.com/thai/%E0%B9%81%E0%B8%AA%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%A3%E0%B8%B4%E0%B9%80%E0%B8%9E%E0%B8%B7%E0%B9%88%E0%B8%AD%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1>

Company environmental guideline : Fuel Management, Renewable/Clean Energy Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Fuel consumption

	2020	2021	2022
Diesel (Litre)	19,309.77	31,775.00	60,202.62
Gasoline (Litre)	240.27	14,017.30	17,609.89
Fuel oil (liters)	N/A	0.00	0.00
Crude oil (barrels)	N/A	0.00	0.00
Natural gas (Standard cubic feet)	N/A	N/A	0.00

LPG (Kilogram)	18,183.00	16,700.84	26,657.36
Steam (tonnes)	N/A	0.00	0.00
Coal (tonnes)	N/A	0.00	0.00

• **Electricity consumption**

	2020	2021	2022
Amount of electricity purchased (kWh)	7,676,560.00	7,149,520.00	13,996,549.62

**Water management**

• **Water consumption**

	2020	2021	2022
Water consumption (cubic meters)	154,933.80	112,476.48	291,943.00

**Waste management**

• **Waste from operations**

	2020	2021	2022
Non-hazardous waste (kg)	207,530.00	102,065.00	560,824.00
Hazardous waste (kg)	144,120.00	637,100.00	436,507.00
<b>Total (kg)</b>	<b>351,650.00</b>	<b>739,165.00</b>	<b>997,331.00</b>

**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)	1,221.63	268.25	576.00
Scope 2 (Tons of carbon dioxide equivalents)	3,837.51	4,279.70	6,845.00
Scope 3 (Tons of carbon dioxide equivalents)	27,606.79	21,877.61	2,788,279.00

<b>Total (Tons of carbon dioxide equivalents)</b>	32,665.93	26,425.56	2,795,700.00
---	-----------	-----------	--------------

• **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://o77site.s3.ap-southeast-1.amazonaws.com/pdf/sustainabilityreport/policy-human-rights-policy-TH.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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)	902	878	996
Number of female employees (persons)	798	756	816
<b>Total (persons)</b>	<b>1,700</b>	<b>1,634</b>	<b>1,812</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	1,521,561,460.64	1,608,659,792.06	2,197,225,177.26

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	11	10	13
Employee development and training expenses (baht)	8,000,000.00	2,102,337.24	2,655,675.00

##### • Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	6	2	6

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	14.35	18.60	20.09

• **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://o77site.s3.ap-southeast-1.amazonaws.com/pdf/sustainabilityreport/corporate-governance-code-of-ethics-handbook-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	12	100.00
Number of male directors	12	100.00
Number of female directors	0	0.00
Number of executive directors	5	41.67
Number of non-executive directors	7	58.33
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. APICHART CHUTRAKUL Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Original director	14 May 2019	Economics, Property Development, Marketing, Finance, Information & Communication Technology, Leadership, Strategic Management, Corporate Management

2.	<p>Mr. JESADAVAT PRIEBJRIVAT</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: MBA, MEA. In Engineering Management</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>	12 Jun 2008	<p>Banking, Finance &amp; Securities, Property Development, Finance, Marketing, Risk Management, Governance/ Compliance, Internal Control, Audit, Accounting, Engineering, Leadership</p>
3.	<p>Mr. SRETTA THAVISIN</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Business 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>	22 Nov 1995	<p>Property Development, Marketing, Finance, Corporate Social Responsibility, Budgeting, Strategic Management, Leadership, Change Management, Negotiation, Brand Management, Corporate Management</p>
4.	<p>Mr. WANCHAK BURANASIRI</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	19 Jul 1996	<p>Economics, Banking, Property Development, Marketing, Finance, Risk Management, Governance/ Compliance, Budgeting, Leadership, Strategic Management, Change Management, Corporate Management, Engineering, Project Management, Negotiation</p>
5.	<p>Mr. PORNTAT AMATAVIVADHANA</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education:</p> <p>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: Original director</p>	12 Jun 2008	<p>Economics, Banking, Property Development, Law, Engineering, Governance/ Compliance, Leadership, Finance, Accounting, Marketing</p>

6.	Mr. THONGCHAI JIRA-ALONGKORN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	13 May 2013	Finance & Securities, Property Development, Marketing, Leadership
7.	Mr. SUPANIT CHAIYAWAT Gender: Male Age: 62 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	15 Oct 2014	Economics, Property Development, Marketing, Digital Marketing, Engineering, Leadership, Governance/ Compliance
8.	Mr. KITTICHAIRAKTAKANIT Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	24 Jul 2015	Banking, Property Development, Information & Communication Technology, Marketing, Accounting, Finance, Sustainability, IT Management, Leadership, Governance/ Compliance
9.	Mr. VICHAYA CHATIKAVANIJ Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	26 Apr 2016	Property Development, Marketing, Corporate Social Responsibility, Sustainability, Digital Marketing, IT Management, Governance/ Compliance, Leadership

10.	Mr. UTHAI UTHAISANGSUK Gender: Male Age: 54 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	27 Apr 2018	Economics, Property Development, Marketing, Procurement, Negotiation, Project Management, Engineering, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
11.	Mr. SUPAKORN VEJJAJIVA Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: International Relations Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	27 Apr 2018	Economics, Property Development, Marketing, Digital Marketing, Brand Management, Leadership, Governance/ Compliance
12.	Mr. WEERANANT CHUENSUWAN Gender: Male Age: 63 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	24 Jul 2020	Economics, Property Development, Marketing, Leadership, Governance/ Compliance

#### 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. JESADAVAT PRIEBJRIVAT [1] Gender: Male Age: 65 years old Highest level of education: Master's degree Major: MBA, MEA. In Engineering Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	24 Jul 2015	Banking, Finance & Securities, Property Development, Finance, Marketing, Risk Management, Governance/ Compliance, Internal Control, Audit, Accounting, Engineering, Leadership
2. Mr. SUPANIT CHAIYAWAT [1] Gender: Male Age: 62 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	11 Nov 2014	Economics, Property Development, Marketing, Digital Marketing, Engineering, Leadership, Governance/ Compliance
3. Mr. KITTICHAIRAKTAKANIT [1] Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Jul 2015	Banking, Property Development, Information & Communication Technology, Marketing, Accounting, Finance, Sustainability, IT Management, Leadership, Governance/ Compliance

4.	Mr. WEERANANT CHUENSUWAN [1]	Audit committee	25 Sep 2020	Economics, Property Development, Marketing, Leadership, Governance/ Compliance
	Gender: Male	(Non-executive,		
	Age: 63 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Business Administration	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. SRETTA THAVISIN Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 Aug 2019
2.	Mr. WANCHAK BURANASIRI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	14 Aug 2019
3.	Mr. UTHAI UTHAISANGSUK Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Aug 2019



4.	Mr. Thalin Aeimtitiwat Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Aug 2019
5.	Mr. Nopporn Boonthanom Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Aug 2019
6.	Ms. Suwannee Mahanarongchai Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Aug 2019
7.	Mr. Poomipak Julmanichoti Gender: Male 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	14 Dec 2020
8.	Mr. Wichan Wiriya-phusit Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Oct 2021

#### Other sub-committees

## Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Compensation Committee	Mr. JESADAVAT PRIEBJRIVAT	Chairman
	Mr. PORNTAT AMATAVIVADHANA	Member
	Mr. KITTICHA RAKTAKANIT	Member
	Mr. VICHAYA CHATIKAVANIJ	Member
Risk Management Committee	Mr. JESADAVAT PRIEBJRIVAT	Chairman
	Mr. SUPANIT CHAIYAWAT	Member
	Mr. KITTICHA RAKTAKANIT	Member
	Mr. WANCHAK BURANASIRI	Member
	Mr. UTHAI UTHAISANGSUK	Member
Corporate Governance and Sustainability Committee	Mr. KITTICHA RAKTAKANIT	Chairman
	Mr. PORNTAT AMATAVIVADHANA	Member
	Mr. WEERANANT CHUENSUWAN	Member
	Mr. UTHAI UTHAISANGSUK	Member
Investment Committee	Mr. APICHART CHUTRAKUL	Chairman
	Mr. SRETTA THAVISIN	Vice chairman
	Mr. WANCHAK BURANASIRI	Member
	Mr. UTHAI UTHAISANGSUK	Member
	Mr. SUPAKORN VEJJAJIVA	Member
	Mr. Samatcha Promsiri	Member
	Mr. Wichan Wiriyaiphut	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Compensation Committee
Sub-committees responsible for remuneration	: Nomination and Compensation Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and 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. Mr. SRETTA THAVISIN Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	22 Nov 1995	Property Development, Marketing, Finance, Corporate Social Responsibility, Budgeting, Strategic Management, Leadership, Change Management, Negotiation, Brand Management, Corporate Management
2. Mr. UTHAI UTHAISANGSUK Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	1 Jul 2017	Economics, Property Development, Marketing, Procurement, Negotiation, Project Management, Engineering, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
3. Mr. Thalin Aeimtitawat Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration	Senior Executive Vice President - Accounting Department	1 Mar 2010	Economics, Property Development, Law, Accounting, Finance, Leadership
4. Mr. Nopporn Boonthanom Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Law	Senior General Counsel - Legal Office and Government Affairs	1 Mar 2016	Property Development, Law, Finance, Leadership

5.	Mr. Arnut Kittikulmetee Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Engineering	Senior Executive Vice President-Project Development Dept. (Low Rise)	1 Mar 2023	Construction Materials, Construction Services, Property Development, Project Management, Leadership, Strategic Management
6.	Mr. Warradage Timcharttong Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Accounting Department	1 Nov 2019	Economics, Accounting, Marketing, Finance, Leadership
7.	Mr. Somboon Songpipat Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President - Project Development Department (Low Rise)	8 Nov 2021	Construction Materials, Construction Services, Property Development, Project Management, Engineering, Leadership
8.	Mr. Poomipak Julmanichoti Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Business Administration	Chief of Staff	1 Jan 2019	Economics, Banking, Marketing, Accounting, Finance, IT Management, Data Analysis, Data Management, Corporate Management, Strategic Management, Budgeting, Leadership, Human Resource Management
9.	Mr. Wichan Wiriyaaphusit [1] Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	1 Jan 2022	Economics, Marketing, Accounting, Finance, Negotiation, Leadership, Strategic Management, Risk Management, Budgeting
10.	Mr. Nimit Poonsawat Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Project Development Department (Low Rise)	9 Sep 2022	Construction Materials, Construction Services, Engineering

[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 : No

## Remuneration

	2020	2021	2022
Total executive remuneration (baht)	213,860,000.00	93,600,000.00	222,400,000.00

## Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 996

Number of female employees (persons) : 816

Total (persons) : 1,812

#### Employee Remuneration

Total employee remuneration : 2,197,225,177.26

#### Provident fund

Total number of employees (persons) : 1,812

Number of employees contributing to the PVD (persons) : 1,398

Percentage of employees who are members (%) : 77.15

## 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. Bangon Khawpuek	bangon@sansiri.com	02-027-7888

- Company secretary

General information	Email	Telephone
1. Mr. Nopporn Boonthanom	nopporn@sansiri.com	02-027-7888

- Head of internal audit

General information	Email	Telephone
1. Mrs. Supanan Rueangjirapa	supanan@sansiri.com	02-027-7888

- Head of investor relations

General information	Email	Telephone
1. Mr. Wichan Wiriyaiphut	wichan@sansiri.com	02-027-7888

## Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Mrs. Gingkarn Atsawarangsalit Email: gingkarn.atsawarangsalit@th.ey.com Telephone: -</p> <p>2. Ms. Pimjai Manitkajohnkit Email: pimjai.manitkajohnkit@th.ey.com Telephone: -</p> <p>3. Mrs. Nummon Kerdmongkhonchai Email: nummon.kerdmongkhonchai@th.ey.com Telephone: -</p>	12,180,000.00	-

# 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)

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. APICHART CHUTRAKUL	Chairman of the board	Non-participating
Mr. JESADAVAT PRIEBJRIVAT	Vice Chairman	Non-participating
Mr. SRETTA THAVISIN	Director	Non-participating
Mr. WANCHAK BURANASIRI	Director	Non-participating
Mr. PORNTAT AMATAVIVADHANA	Director	Non-participating
Mr. THONGCHAI JIRA-ALONGKORN	Director	Non-participating
Mr. SUPANIT CHAIYAWAT	Director	Participating
Mr. KITTICHAIRAKTAKANIT	Director	Participating
Mr. VICHAYA CHATIKAVANIJ	Director	Non-participating
Mr. UTHAI UTHAISANGSUK	Director	Non-participating
Mr. SUPAKORN VEJJAJIVA	Director	Non-participating
Mr. WEERANANT CHUENSUWAN	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) : 10

Date of AGM meeting : 29 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. APICHART CHUTRAKUL (Chairman of the board)	-	10/10	Participating	Did not hold the meeting
2. Mr. JESADAVAT PRIEBJRIVAT (Vice Chairman)	-	10/10	Participating	Did not hold the meeting
3. Mr. SRETTA THAVISIN (Director)	-	10/10	Participating	Did not hold the meeting
4. Mr. WANCHAK BURANASIRI (Director)	-	10/10	Participating	Did not hold the meeting
5. Mr. PORNTAT AMATAVIVADHANA (Director)	-	10/10	Participating	Did not hold the meeting
6. Mr. THONGCHAI JIRA-ALONGKORN (Director)	-	9/10	Participating	Did not hold the meeting
7. Mr. SUPANIT CHAIYAWAT (Director)	-	10/10	Participating	Did not hold the meeting
8. Mr. KITTICHAIRAKTAKANIT (Director)	-	10/10	Participating	Did not hold the meeting
9. Mr. VICHAYA CHATIKAVANIJ (Director)	-	10/10	Participating	Did not hold the meeting
10. Mr. UTHAI UTHAISANGSUK (Director)	-	10/10	Participating	Did not hold the meeting
11. Mr. SUPAKORN VEJJAJIVA (Director)	-	10/10	Participating	Did not hold the meeting

12.	Mr. WEERANANT CHUENSUWAN (Director)	-	10/10	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. APICHART CHUTRAKUL (Chairman of the board)	-	200,000.00	0.00	No
2.	Mr. JESADAVAT PRIEBJRIVAT (Vice Chairman)	-	700,000.00	0.00	No
3.	Mr. SRETTA THAVISIN (Director)	-	200,000.00	0.00	No
4.	Mr. WANCHAK BURANASIRI (Director)	-	200,000.00	0.00	No
5.	Mr. PORNTAT AMATAVIVADHANA (Director)	-	700,000.00	0.00	No
6.	Mr. THONGCHAI JIRA-ALONGKORN (Director)	-	700,000.00	0.00	No
7.	Mr. SUPANIT CHAIYAWAT (Director)	-	700,000.00	0.00	No
8.	Mr. KITTICHA RAKTAKANIT (Director)	-	700,000.00	0.00	No
9.	Mr. VICHAYA CHATIKAVANIJ (Director)	-	700,000.00	0.00	No
10.	Mr. UTHAI UTHAISANGSUK (Director)	-	200,000.00	0.00	No
11.	Mr. SUPAKORN VEJAJIVA (Director)	-	200,000.00	0.00	No
12.	Mr. WEERANANT CHUENSUWAN (Director)	-	700,000.00	0.00	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) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. JESADAVAT PRIEBJRIVAT (Chairman of the audit committee)	-	6/6
2.	Mr. SUPANIT CHAIYAWAT (Audit committee)	-	6/6
3.	Mr. KITTICHAJ RAKTAKANIT (Audit committee)	-	6/6
4.	Mr. WEERANANT CHUENSUWAN (Audit committee)	-	6/6