



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SIAM WELLNESS GROUP 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 : SIAM WELLNESS GROUP PUBLIC COMPANY LIMITED

Symbol : SPA

Address : 565, 567 B.U. Place Building, 22nd Floor, Soi Suthiporn
Prachasongkroh Road, Dindaeng Sub-district, Dindaeng
District

Province : Bangkok

Postcode : 10400

Business : Siam Wellness Group PLC. operates the business of wellness spa and other related businesses. There are four main business operations:

- 1.Spa: The spa business under the brands "Let's Relax" "RarinJinda Wellness Spa" "Baansuan Massage" "Stretch me by Let's Relax" and "Dr. Spiller Pure Skin Care Solutions"
- 2.Hotel and Restaurant: A boutique hotel resort in Chiang Mai under the name "RarinJinda Wellness Spa Resort", managed "Rarin Villas" and a restaurant under the name "Deck 1" and cade "ORB Cafe & Bar" in Chiangmai Province and Pattaya City.
- 3.Sale of Spa Products: Distributes and sells spa related products under the brand "LRL (Let's Relax Lifestyle)" and imported spa products "Dr.Spiller, Biomimetic Skin Care Solutions"
- 4.School of Traditional Thai Massage: Operates a school of traditional Thai massage under the name "Siam Wellness Thai Massage and Spa School" to train therapist staff in massage and spa services to support SPA's business expansion.

Registration Number : 0107557000144

Telephone : 0-2641-6619-20

Fax (if applicable) : 0-2641-6621

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

Email : -

Total Shares Sold (shares)

Common Stock : 854,999,928

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	435,625.00	174,943.00	721,366.00
Spa & Wellness Business (Thousand baht)	348,538.00	127,232.00	599,951.00
Hotel & Restaurant Business (Thousand baht)	17,486.00	11,676.00	37,237.00
Spa Product Business (Thousand baht)	60,888.00	28,706.00	74,094.00
Other income (Thousand baht)	8,713.00	7,329.00	10,084.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Spa & Wellness Business (%)	80.01	72.73	83.17
Hotel & Restaurant Business (%)	4.01	6.67	5.16
Spa Product Business (%)	13.98	16.41	10.27
Other income (%)	2.00	4.19	1.40

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	435,625.00	174,943.00	721,366.00
Domestic (Thousand baht)	425,861.00	170,191.00	713,596.00

International (Thousand baht)	9,764.00	4,752.00	7,770.00
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	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	97.76	97.28	98.92
International (%)	2.24	2.72	1.08

*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)

Risk from the coronavirus outbreak

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

Operational Risk

- Delays in the development of future projects

Risks from changing consumer behavior

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk from the Fluctuation of Tourism Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risk from Competition with the Competitors in the Principal Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk Due to Renewal of Lease Agreements

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Property lease agreement execution

Risk from Dependence on the Executives

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk from Lawsuit from the Customers Using the Service

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk due to Shortage of Therapist Staff

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

Risk of trademark plagiarism

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Risk to Securities Holder (2.2.2)

Risk from the coronavirus outbreak

Risk Management Measures: Yes

Related Risk Topics

- Other

Risks from changing consumer behavior

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk from the Fluctuation of Tourism Industry

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk from Competition with the Competitors in the Principal Business

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk Due to Renewal of Lease Agreement

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk from Dependence on the Executives

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk from Lawsuit from the Customers Using the Service

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk due to Shortage of Therapist Staff

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk of trademark plagiarism

Risk Management Measures: Yes

Related Risk Topics

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Water Management, Waste 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 : No

Company human right guideline : Consumer Rights, Community and Environment Rights, 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)	72	59	70
Number of female employees (persons)	316	261	309
Total (persons)	388	320	379

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	111,522,000.00	80,363,000.00	88,550,000.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	6	6	12
Employee development and training expenses (baht)	300,000.00	200,000.00	350,000.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	1	0	3

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	85.05	56.88	62.27

• **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

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	5	55.56
Number of female directors	4	44.44
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	4	44.44

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. Mrs. PRANEE SUPHAWATANAKIAT Gender: Female Age: 65 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	7 Mar 2013	Media & Publishing

2.	Mr. WIBOON UTSAHAJIT Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Nov 2001	Commerce, Professional Services, Marketing
3.	Mr. PRASERT JIRAVANSTIT Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	28 Nov 2001	Commerce, Professional Services, Marketing
4.	Mrs. THANIT AMORNTIRASAN Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Graphic Design Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	28 Nov 2001	Brand Management, Architecture, Design
5.	Mr. NARUN WIWATTANAKRAI Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	2 Mar 2013	Marketing

6.	Mr. POLCHET LIKITTANASOMBAT Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	2 Mar 2013	Accounting, Engineering, Corporate Management
7.	M.R. PENSIRI CHAKRABANDHU Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	2 Mar 2013	Corporate Social Responsibility
8.	Mrs. KOBBOON SRICHA Gender: Female Age: 56 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	22 Feb 2021	Sustainability, Law
9.	Mr. PHUMIPHAN BUNJAPAMAI Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Business Management Phychology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	22 Feb 2021	Brand 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 : Yes

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. POLCHET LIKITTANASOMBAT [1] Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	2 Mar 2013	Accounting, Engineering, Corporate Management
2. M.R. PENSIRI CHAKRABANDHU Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	2 Mar 2013	Corporate Social Responsibility

3.	Mrs. KOBBOON SRICHAJ	Audit committee	22 Feb 2021	Sustainability, Law
	Gender: Female	(Non-executive,		
	Age: 56 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. WIBOON UTSAHAJIT	Chairman of the executive committee	28 Nov 2001
	Gender: Male		
	Age: 58 years old		
	Highest level of education: Bachelor's degree		
	Major: Computer Science		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
2.	Mr. PRASERT JIRAVANSTIT	Member of the executive committee	8 May 2014
	Gender: Male		
	Age: 59 years old		
	Highest level of education: Bachelor's degree		
	Major: Marketing		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mrs. THANIT AMORNTIRASAN	Member of the executive committee	8 May 2014
	Gender: Female		
	Age: 60 years old		
	Highest level of education: Master's degree		
	Major: Graphic Design		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

4.	Mr. NARUN WIWATTANAKRAI Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 May 2014
5.	Mr. Juckpat Jiravanstit Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Science Business Administration General Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 May 2014

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Compensation Committee	Mr. POLCHET LIKITTANASOMBAT	Chairman
	Mr. PRASERT JIRAVANSTIT	Member
	M.R. PENSIRI CHAKRABANDHU	Member
Corporate Governance Committee	M.R. PENSIRI CHAKRABANDHU	Chairman
	Mrs. THANIT AMORNTIRASAN	Member
	Mr. POLCHET LIKITTANASOMBAT	Member
	Mrs. KOBBOON SRICHA	Member
Risk Management Committee	Mrs. KOBBOON SRICHA	Chairman
	Mr. NARUN WIWATTANAKRAI	Member
	Mr. PHUMIPHAN BUNJAPAMAI	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 Committee

Sub-committees responsible for corporate sustainability development : Corporate Governance 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. WIBOON UTAHAJIT Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Computer Science	Chairman of Executive Committee	8 May 2014	Commerce, Professional Services, Marketing
2. Mr. PRASERT JIRAVANSTIT Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Marketing	MANAGING DIRECTOR	8 May 2014	Commerce, Professional Services, Marketing
3. Mr. NARUN WIWATTANAKRAI Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Marketing	Duputy Managing Director	8 May 2014	Marketing
4. Ms. Yonlawan Ahemalongkorn [1][2] Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Business Administration	Assistant Managing Director (CFO)	8 May 2014	Accounting, Finance

5.	Mr. Prin Ekmanochai Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Law	Assistant Managing Director (CLO)	1 Mar 2021	Law
6.	Ms. Chutaporn jiravanstit Gender: Female Age: 32 years old Highest level of education: Master's degree Major: Marketing	Assistant Managing Director (COO)	1 Mar 2021	Marketing, 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)	8,566,800.00	9,929,850.00	13,795,750.00

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) : 70

Number of female employees (persons) : 309

Total (persons) : 379

Employee Remuneration

Total employee remuneration : 88,550,000.00

Provident fund

Total number of employees (persons) : 379

Number of employees contributing to the PVD (persons) : 85

Percentage of employees who are members (%) : 22.43

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. Yonlawan Ahemalongkorn	yonlawan@siamwellnessgroup.com	02-641-6619

- Company secretary

General information	Email	Telephone
1. Mr. Prin Ekmanochai	prine@siamwellnessgroup.com	026416619 ต่อ 108

- Head of internal audit

General information	Email	Telephone
1. Ms. Tassanee Vannasin	tassanee@siamwellnessgroup.com	026416619

- Head of investor relations

General information	Email	Telephone
1. Ms. Yonlawan Ahemalongkorn	yonlawan@siamwellnessgroup.com	026416619

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	<p>1. Ms. Orawan Techawatanasirikul Email: Orawan.Techawatanasirikul@th.ey.com Telephone: +66 2264 0777</p> <p>2. Ms. Rosaporn Decharkom Email: Rosaporn.Decharkom@th.ey.com Telephone: 02 264 0777</p> <p>3. Mr. Chayapol Suppasdtanon Email: Chayapol.Suppasdtanon@th.ey.com Telephone: 02 264 0777</p> <p>4. Ms. Kirdsiri Kanjanaprakasit Email: Kirdsiri.Kanjanaprakasit@th.ey.com Telephone: +66 2264 0777</p>	1,290,000.00	-

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

• List of 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. PRASERT JIRAVANSTIT Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 28 Nov 2001	Commerce, Professional Services, Marketing
2. Mrs. THANIT AMORNTIRASAN Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Graphic Design Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 28 Nov 2001	Brand Management, Architecture, Design
3. Mr. NARUN WIWATTANAKRAI Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 2 Mar 2013	Marketing

Development of directors over the past year

List of directors	Position	Participated in director development program
Mrs. PRANEE SUPHAWATANAKIAT	Chairman of the board	Non-participating
Mr. WIBOON UTSAHAJIT	Director	Non-participating
Mr. PRASERT JIRAVANSTIT	Director	Non-participating
Mrs. THANIT AMORNTIRASAN	Director	Non-participating
Mr. NARUN WIWATTANAKRAI	Director	Non-participating
Mr. POLCHET LIKITTANASOMBAT	Director	Non-participating
M.R. PENSIRI CHAKRABANDHU	Director	Non-participating
Mrs. KOBBOON SRICHAJ	Director	Non-participating
Mr. PHUMIPHAN BUNJAPAMAI	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) : 5

Date of AGM meeting : 22 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mrs. PRANEE SUPHAWATANAKIAT (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mr. WIBOON UTSAHAJIT (Director)	-	5/5	Participating	Did not hold the meeting
3.	Mr. PRASERT JIRAVANSTIT (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mrs. THANIT AMORNTIRASAN (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. NARUN WIWATTANAKRAI (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. POLCHET LIKITTANASOMBAT (Director)	-	5/5	Participating	Did not hold the meeting
7.	M.R. PENSIRI CHAKRABANDHU (Director)	1 Apr 2023	5/5	Participating	Did not hold the meeting
8.	Mrs. KOBBOON SRICHAJ (Director)	-	5/5	Participating	Did not hold the meeting
9.	Mr. PHUMIPHAN BUNJAPAMAI (Director)	-	5/5	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.	Mrs. PRANEE SUPHAWATANAKIAT (Chairman of the board)	-	60,000.00	264,000.00	No
2.	Mr. WIBOON UTSAHAJIT (Director)	-	60,000.00	0.00	No
3.	Mr. PRASERT JIRAVANSTIT (Director)	-	120,000.00	0.00	No
4.	Mrs. THANIT AMORNTIRASAN (Director)	-	72,000.00	132,000.00	No
5.	Mr. NARUN WIWATTANAKRAI (Director)	-	84,000.00	0.00	No
6.	Mr. POLCHET LIKITTANASOMBAT (Director)	-	264,000.00	128,000.00	No

7.	M.R. PENSIRI CHAKRABANDHU (Director)	1 Apr 2023	130,000.00	198,000.00	No
8.	Mrs. KOBBOON SRICHAJ (Director)	-	152,000.00	198,000.00	No
9.	Mr. PHUMIPHAN BUNJAPAMAI (Director)	-	84,000.00	132,000.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. POLCHET LIKITTANASOMBAT (Chairman of the audit committee)	-	4/4
2.	M.R. PENSIRI CHAKRABANDHU (Audit committee)	1 Apr 2023	4/4
3.	Mrs. KOBBOON SRICHAJ (Audit committee)	-	4/4