



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

HUMANICA PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2021



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	7
Corporate Governance	
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	22
Financial Statement	
Statement of Financial Position	29
Statement of Comprehensive Income	32
Statement of Cash Flow	33
Financial Ratios	34

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : HUMANICA PUBLIC COMPANY LIMITED

Symbol : HUMAN

Address : No. 2 Soi Rongmuang 5, Rongmuang Road, Rongmuang Sub-District,
Pathumwan District

Province : Bangkok

Postcode : 10330

Business : The group of company operates as a software developer to
implement and provide human resources management services and
payroll outsourcing including accounting and finance
outsourcing services.

Registration Number : 0107560000338

Telephone : 0-2636-6999

Fax (if applicable) : 0-2092-9202

Website : www.humanica.com

Email : ACCOUNT@HUMANICA.COM

Total Shares Sold (shares)

Common Stock : 680,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2019	2020	2021
Total (Thousand baht)	613,864.00	740,351.00	770,493.00
Revenue from HR Solutions (Thousand baht)	495,052.00	612,100.00	616,898.00
Revenue from Financial Solutions (Thousand baht)	104,475.00	107,711.00	111,182.00

	2019	2020	2021
Total (%)	100.00	100.00	100.00
Revenue from HR Solutions (%)	80.65	82.68	80.07
Revenue from Financial Solutions (%)	17.02	14.55	14.43

By Geographical Area or Market

	2019	2020	2021
Total (Thousand baht)	613,864.00	740,351.00	770,493.00
Domestic (Thousand baht)	533,578.00	656,997.00	683,534.00

	2019	2020	2021
Total (%)	100.00	100.00	100.00
Domestic (%)	86.92	88.74	88.71

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)	2019	2020	2021
R&D expenses in the past 3 years	14,326,057.00	14,325,942.00	16,099,958.00

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)

Strategic Risk

Changes that may affect the company's business operations in the next 3-5 years (Emerging risks)	: Yes
Changes in the industry in which the company operates	: Yes
Changes in behavior or needs of customers / consumers	: Yes
Changes in government policy and the enforcement of new laws or regulations	: Yes
Changes in policies or international agreements related to business operations	: Yes
Technological advancement	: Yes
Changes in business operations of partners in the supply chain	: Yes
Reliance on major shareholders or affiliates of major shareholders or managements	: Yes
Reliance on large customers or few customers	: No
Reliance on large partners/distributors or few partners/distributors	: Yes
Damage to company image and reputation	: Yes

Operational Risk

Loss of employees in key positions	: Yes
Shortage of skilled workers	: Yes
Shortage of raw materials or productive resources	: No
Error, failure or lack of proper control regarding company's systems or work process	: Yes
Human error in business operations	: Yes

Product obsolescence	: Yes
Information security and cyber-attack	: Yes
Loss or damage from non-compliance of partners or counterparties	: Yes
Delays in the development of new projects	: Yes
Business operations that have no commercial results	: No
Lease agreement execution	: No
Safety, occupational health, and working environment	: Yes
Climate change and disasters	: Yes
Impact on the environment	: No
Impact from population structure	: Yes
Impact on human rights	: Yes
Corruption	: Yes

Compliance Risk

Change in laws and regulations	: Yes
Outdated laws and regulations	: Yes
Violations of laws and regulations	: Yes
Corporate Governance	: Yes

Financial Risk

Lack of proper and sufficient sources of funding	: No
Change in financial and investment policies of financial institutions that affect business operations	: No
Default on payment or exchange of goods	: Yes

Fluctuation in exchange rates, interest rates, or the inflation rate	: Yes
Fluctuation in return on assets or investment	: Yes
Unhedged loan and borrowing in a foreign currency	: No

Risk to Securities Holder (2.2.2)

Return from investment of securities holder	: Yes
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Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

Investment risk	: Yes
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Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Sustainability management policy and guideline : Yes

Company website on sustainable development : -
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Company environmental policy and guideline : No

Company website on sustainable
development – environmental aspect : -
(if applicable)

Results with Respect to the Environmental Aspect (3.3.2)

1. Energy management

1.1 Fuel consumption

Information on fuel consumption : No

1.2 Electricity consumption

Information on electricity consumption : Yes

	2019	2020	2021
Amount of electricity purchased (kWh)	446,306.60	451,910.15	457,451.92

2. Water management

2.1 Water consumption

Information on water consumption : Yes

	2019	2020	2021
Water consumption (cubic meters)	4,495.00	4,960.57	4,606.45

3. Waste management

3.1 Waste from operations

Information on waste from operations : No

4. Greenhouse gas management

4.1 Greenhouse gas emissions

Information on greenhouse gas emissions : No

4.2 Verification of greenhouse gas emissions

Third-party verification : No

Name of verifying organization : -

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human rights policy : Yes

Company website on human rights policy (if applicable) : -

Results with Respect to the Social Aspect (3.4.2)

1. Information about employees

1.1 Total number of employees

	2019	2020	2021
Number of male employees (persons)	229	233	220
Number of female employees (persons)	312	349	352
Total (persons)	541	582	572

1.2 Employee remuneration

	2019	2020	2021
Employee remuneration (baht)	259,179,445.21	313,429,593.04	325,480,482.66

1.3 Employee development and training

Information on employee development and training : Yes

	2019	2020	2021
Average training hours of employees (hour / person / year)	1.32	0.93	0.72
Employee development and training expenses (baht)	1,376,272.73	957,264.12	474,215.82

1.4 Health, safety and work environment

Information on Safety : Yes

	2019	2020	2021
Number of employee work injuries leading to employee absence (times)	0.00	0.00	0.00

1.5 Employee retention

Information on employee retention : Yes

	2019	2020	2021
Percentage of employees who voluntarily resigned (%)	34.00	23.00	45.00

2. Information on community and society

Activities or projects organized for the community and society : Quality of life, health, and sport; Community environment development; The disabled and the disadvantaged

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Company website on corporate : -
governance policy

Policy and Guideline Related to the Board of Directors (6.1.1)

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

1. Establishing a Code of Conduct

Code of Conduct : Yes

2. 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	6	100.00
Number of male directors	5	83.33
Number of female directors	1	16.67
Number of executive directors	1	16.67
Number of non-executive directors	5	83.33
Number of independent directors	4	66.67

Information on the board of directors and persons with authority to control the company (7.2.2)

1. List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. ANOTAI ADULBHAN Gender: Male Age: 49 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	14 Jul 2017	Digital Marketing, IT Management, Finance, Human Resource Management, Finance & Securities

2. Mr. SOONTORN DENTHAM Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	14 Jul 2017	Digital Marketing, IT Management, Project Management, Human Resource Management, Corporate Management, Accounting, Finance
3. Mr. PATARA YONGVANICH Gender: Male Age: 47 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: Re-elected as director	14 Jul 2017	Finance & Securities, Corporate Management, Human Resource Management, IT Management
4. Mr. THANACHART NUMNONGDA Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	14 Jul 2017	Human Resource Management, Industrial Materials & Machinery, Marketing, Banking, Information & Communication Technology
5. Mr. PATAI PADUNGTHIN Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	31 Jan 2019	Human Resource Management, Property Development, Information & Communication Technology
6. Ms. PIYAPORN PHANACHET Gender: Female Age: 55 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: Newly appointed director to replace ex-director	3 Feb 2021	Human Resource Management, Property Development, Finance & Securities, Food & Beverage, Project Management, Tourism & Leisure

2. List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. ANUPHAN KITNITCHIVA	Director	Date position was	No replacement director
Gender: Male	(Non-executive,	assumed:	
Age: 59 years old	Independent	14 Jul 2017	
Highest level of education:	director)	Date directorship	
Doctoral degree		ended:	
Major: Business Administration	Director type:	23 Dec 2021	
Thai nationality: Yes	Original director		
Residing in Thailand: Yes			

3. 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)

1. Audit Committee

1.1 List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PATARA YONGVANICH [1] Gender: Male Age: 47 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)	14 Jul 2017	Finance & Securities, Corporate Management, Human Resource Management, IT Management
2. Mr. THANACHART NUMNONDA [1] Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	14 Jul 2017	Human Resource Management, Industrial Materials & Machinery, Marketing, Banking, Information & Communication Technology
3. Ms. PIYAPORN PHANACHET [1] Gender: Female Age: 55 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)	3 Feb 2021	Human Resource Management, Property Development, Finance & Securities, Food & Beverage, Project Management, Tourism & Leisure
	Director type: Re-elected as director		
	Director type: Re-elected as director		
	Director type: Newly appointed director to replace ex-director		

[1] A director with the accounting expertise needed to review financial statements

1.2 List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
No information			

2. Other sub-committees

2.1 Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. ANOTAI ADULBHAN	Member
	Mr. THANACHART NUMNONDA	Member
	Ms. PIYAPORN PHANACHET	Chairman

2.2 Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : 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)

1. The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOONTORN DENTHAM Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Accounting	CHIEF EXECUTIVE OFFICER	14 Jul 2017	Digital Marketing, IT Management, Project Management, Human Resource Management, Corporate Management, Accounting, Finance
2. Ms. CHUENCHOM TECHARUNGKIAT Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Technology Management	CHIEF OPERATION OFFICER - HR SOLUTIONS	14 Jul 2017	Human Resource Management, Corporate Management, Project Management
3. Mrs. SASITHORN HIRUNSAK Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting	CHIEF OPERATION OFFICER - FINANCIAL SOLUTIONS	14 Jul 2017	Accounting, Project Management, Corporate Management, Finance
4. Ms. BEE BEE LIM Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Management	CHIEF OPERATION OFFICER - COMMERCIAL AND INTERNATIONAL BUSINESS	14 Jul 2017	Human Resource Management, Strategic Management, IT Management, Project Management, Finance, Accounting
5. Ms. HATHAICHANOK SUWANJANG Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Computer Science	CHIEF TECHNOLOGY OFFICER	14 Jul 2017	Human Resource Management, IT Management
6. Mr. SOMSAK TANTITANAWAT Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	10 Sep 2019	Human Resource Management, IT Management

7. Mr. THAMMANOON KORNIATWANICH [1][2] Gender: Male Age: 47 years old Highest level of education: Bachelor's degree Major: Accounting	CHIEF FINANCIAL OFFICER	1 Jul 2021	Accounting, Finance
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[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Executive director and executive remuneration (7.4.2 – 7.4.3)

1. Remuneration policy for executive directors and executives

Remuneration policy for executive directors and executives : Yes

2. Remuneration

	2019	2020	2021
Total executive director and executive remuneration (baht)	24,164,749.60	28,630,876.11	34,991,311.46

3. Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

1. Employees

Number of male employees (persons) : 220

Number of female employees (persons) : 352

Total (persons) : 572

2. Employee Remuneration

Total employee remuneration : 325,480,482.66

3. Provident fund

Information on employee provident fund : Yes

Total number of employees (persons) : 572

Number of employees contributing to the PVD (persons) : 307

Percentage of employees who are members (%) : 53.67

Other Significant Information (7.6)

Other significant information

1. Assigned persons

1.1 Person assigned to take direct responsibility for accounting oversight

Person assigned to take direct
responsibility for accounting oversight : Yes

General information	Email	Telephone
1. Ms. PANJAPORN TIEOSAKUN	Panjaporn.t@humanica.com	02-636-6999#1610

1.2 Company secretary

Company secretary : Yes

General information	Email	Telephone
1. Mr. THAMMANOON KORKIATWANICH	Thammanoon.k@humanica.com	02-636-6999#1616

1.3 Head of internal audit

Head of internal audit : Yes

General information	Email	Telephone
1. Mr. SUTEE TANWANICHKUL	sutee.t@iasignature.co.th	

1.4 Head of compliance unit

Head of compliance unit : Yes

General information	Email	Telephone
1. Mr. SOONTORN DENTHAM	Soontorn.d@humanica.com	02-636-6999#1111

1.5 Head of investor relations

Head of investor relations : Yes

General information	Email	Telephone
1. Mr. THAMMANOON KORFIATWANICH	Thammanoon.k@humanica.com	02-636-6999#1616

2. Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED	1. Ms. Wimolporn Boonyusthian Email: Wboonyusthian@deloitte.com Telephone: -	2,940,000.00	Details: 1. Audit of impairment assessment of goodwill 2. Audit of BOI Total service fee (baht): 250,000.00

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)

1. List of new directors appointed in the past year

1.1 Re-elected as director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOONTORN DENTHAM Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	Date position was assumed: 14 Jul 2017	Digital Marketing, IT Management, Project Management, Human Resource Management, Corporate Management, Accounting, Finance
2. Mr. PATARA YONGVANICH Gender: Male Age: 47 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: Re-elected as director	Date position was assumed: 14 Jul 2017	Finance & Securities, Corporate Management, Human Resource Management, IT Management
3. Mr. THANACHART NUMNONGDA Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 14 Jul 2017	Human Resource Management, Industrial Materials & Machinery, Marketing, Banking, Information & Communication Technology

1.2 Newly appointed director to replace ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Ms. PIYAPORN PHANACHET Gender: Female Age: 55 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: Newly appointed director to replace ex-director	Date position was assumed: 3 Feb 2021	Human Resource Management, Property Development, Finance & Securities, Food & Beverage, Project Management, Tourism & Leisure

1.3 Additional and newly-appointed directors

General information	Position	Date position was assumed	Experience and expertise
No information			

2. Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. ANOTAI ADULBHAN	Chairman of the board	/
Mr. SOONTORN DENTHAM	Vice Chairman	/
Mr. PATARA YONGVANICH	Director	/
Mr. THANACHART NUMNONDA	Director	/
Mr. PATAI PADUNGTIN	Director	/
Ms. PIYAPORN PHANACHET	Director	/

3. Directors' performance assessment

Method used to evaluate directors' performance	: Individual-director assessment (self-assessment)
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Meeting attendance and remuneration to each Board member (8.1.2)

1. Meetings involving company directors

Number of board meetings : 7

Date of AGM Meeting : 19 Apr 2021

Number of EGM meetings : No

2. Attendance of each director

2.1 Meeting information of current directors

List of directors	Position	Board meetings	AGM meetings	EGM meetings
1. Mr. ANOTAI ADULBHAN	Chairman of the board	7/7	Attended the meeting	Did not hold the meeting
2. Mr. SOONTORN DENTHAM	Vice Chairman	7/7	Attended the meeting	Did not hold the meeting
3. Mr. PATARA YONGVANICH	Director	7/7	Attended the meeting	Did not hold the meeting
4. Mr. THANACHART NUMNONDA	Director	7/7	Attended the meeting	Did not hold the meeting
5. Mr. PATAI PADUNGTIN	Director	7/7	Attended the meeting	Did not hold the meeting
6. Ms. PIYAPORN PHANACHET	Director	5/7	Attended the meeting	Did not hold the meeting

2.2 Meeting information of directors who resigned/vacated their position during the year

List of directors	Position	Board meetings	AGM meetings	EGM meetings
1. Mr. ANUPHAN KITNITCHIVA	Director	5/7	Did not attend the meeting	Did not hold the meeting

3. Remuneration for company directors

3.1 Remuneration information for current directors

List of directors	Meeting allowance (baht)	Salary (baht)	Bonus (baht)	Other (baht)	Total (baht)
1. Mr. ANOTAI ADULBHAN	215,000.00	-	-	-	215,000.00
2. Mr. SOONTORN DENTHAM	0.00	-	-	-	0.00
3. Mr. PATARA YONGVANICH	300,000.00	-	-	-	300,000.00
4. Mr. THANACHART NUMNONDA	280,000.00	-	-	-	280,000.00
5. Mr. PATAI PADUNGTIN	150,000.00	-	-	-	150,000.00
6. Ms. PIYAPORN PHANACHET	225,000.00	-	-	-	225,000.00

3.2 Remuneration information for directors who resigned/vacated their positions during the year

List of directors	Meeting allowance (baht)	Salary (baht)	Bonus (baht)	Other (baht)	Total (baht)
1. Mr. ANUPHAN KITNITCHIVA	105,000.00	-	-	-	105,000.00

4. Non-monetary remuneration for the board of directors

4.1 Remuneration information for current directors

List of directors	D&O (Directors and Officers' Liability Insurance)	ESOP (Employee Stock Ownership Plan)	EJIP (Employee Joint Investment Program)
1. Mr. ANOTAI ADULBHAN	-	-	-
2. Mr. SOONTORN DENTHAM	-	-	-
3. Mr. PATARA YONGVANICH	-	-	-
4. Mr. THANACHART NUMNONDA	-	-	-
5. Mr. PATAI PADUNGTIN	-	-	-
6. Ms. PIYAPORN PHANACHET	-	-	-

4.2 Remuneration information for directors who resigned/vacated their positions during the year

List of directors	D&O (Directors and Officers' Liability Insurance)	ESOP (Employee Stock Ownership Plan)	EJIP (Employee Joint Investment Program)
1. Mr. ANUPHAN KITNITCHIVA	-	-	-

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

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

1. Audit committee meetings

Number of Audit committee meetings (times) : 5

2. Audit committee meeting attendance

2.1 Meeting information of current audit committee members

List of directors	Position	Audit Committee meetings
1. Mr. PATARA YONGVANICH	Chairman of the audit committee	5/5
2. Mr. THANACHART NUMNONDA	Audit committee	5/5
3. Ms. PIYAPORN PHANACHET	Audit committee	5/5

2.2 Meeting information of audit committee members who resigned/vacated their position during the year

List of directors	Position	Audit Committee meetings
No information		

Statement of Financial Position

Statement of Financial Position

Assets

(Unit : Thousand baht)	2019	2020	2021
Current Assets			
Cash And Cash Equivalents	159,474.00	246,798.00	334,587.00
Short-Term Investments - Net	83,068.00	227,768.00	50,096.00
Trade And Other Receivables - Current - Net	114,232.00	126,253.00	128,569.00
Inventories - Net	9,417.00	14,979.00	14,551.00
Other Current Assets	29,084.00	37,606.00	43,706.00
Total Current Assets	395,275.00	653,404.00	571,509.00
Non-Current Assets			
Trade And Other Receivables - Non-Current - Net	0.00	0.00	0.00
Investment In Subsidiaries, Associates And Joint Ventures Using The Equity Method - Net	24,634.00	28,565.00	63,675.00
Property, Plant And Equipment - Net	40,106.00	44,647.00	43,740.00
Other Non-Current Assets	915,570.00	865,036.00	1,091,089.00
Total Non-Current Assets	980,310.00	938,248.00	1,198,504.00
Total Assets	1,375,585.00	1,591,652.00	1,770,013.00

Liabilities

(Unit : Thousand baht)	2019	2020	2021
Current Liabilities			
Bank Overdrafts And Short-Term Borrowings From Financial Institutions	0.00	0.00	0.00
Trade And Other Payables - Current	48,499.00	58,542.00	51,127.00
Short-Term Borrowings	0.00	0.00	0.00
Current Portion Of Long-Term Debts	1,237.00	20,237.00	20,670.00
Other Current Liabilities	66,468.00	72,322.00	83,886.00
Total Current Liabilities	116,204.00	151,101.00	155,683.00
Non-Current Liabilities			
Trade And Other Payables - Non-Current	0.00	0.00	0.00
Non-Current Portion Of Long-Term Debts	2,640.00	117,388.00	128,992.00
Other Non-Current Liabilities	62,799.00	56,310.00	47,711.00
Total Non-Current Liabilities	65,439.00	173,698.00	176,703.00
Total Liabilities	181,643.00	324,799.00	332,386.00

Equity

(Unit : Thousand baht)	2019	2020	2021
Issued And Paid-Up Share Capital	340,000.00	340,000.00	340,000.00
Premium (Discount) On Share Capital	649,124.00	649,124.00	649,124.00
Retained Earnings (Deficits)	198,886.00	292,775.00	404,962.00
Other Components Of Equity	5,931.00	(16,277.00)	37,930.00
Equity Attributable To Owners Of The Parent	1,193,941.00	1,265,622.00	1,432,016.00
Total Equity	1,193,942.00	1,266,853.00	1,437,627.00

Statement of Comprehensive Income

Statement of Comprehensive Income

Statement of Comprehensive Income

(Unit : Thousand baht)	2019	2020	2021
Revenue			
Revenue From Operations	599,527.00	719,824.00	728,692.00
Total Revenue	613,864.00	740,351.00	770,493.00
Cost And Expenses			
Costs	335,262.00	384,966.00	398,258.00
Selling And Administrative Expenses	121,851.00	160,248.00	176,951.00
Total Cost And Expenses	457,113.00	545,214.00	575,209.00
Share Of Profit (Loss) From Investments Accounted For Using The Equity Method	1,934.00	931.00	13.00
Finance Costs	430.00	8,369.00	9,342.00
Income Tax Expense	14,524.00	22,841.00	20,617.00
Net Profit (Loss) For The Period	146,976.00	164,858.00	165,338.00
Net Profit (Loss) Attributable To : Owners Of The Parent	143,731.00	165,754.00	169,822.00
Basic Earnings (Loss) Per Share (Baht/Share)	0.21137	0.24376	0.24974
EBITDA	213,947.00	274,074.00	278,666.00
Operating Profit	142,414.00	174,610.00	153,483.00
Normalize Profit	143,731.00	164,858.00	165,338.00

Statement of Cash Flow

Statement of Cash Flow

Statement of Cash Flow

	2019	2020	2021
Net Cash From Operating Activities			
Depreciation And Amortisation	55,262.00	78,006.00	83,369.00
Net Cash From (Used In) Operating Activities	200,055.00	235,643.00	242,876.00
Net Cash From Investing Activities			
Payment For Purchase Of Fixed Assets	(24,208.00)	(42,300.00)	(38,196.00)
Net Cash From (Used In) Investing Activities	(62,025.00)	(40,827.00)	(36,554.00)
Net Cash From Financing Activities			
Dividend Paid	(81,600.00)	(81,600.00)	(95,200.00)
Net Cash From (Used In) Financing Activities	(87,480.00)	(108,185.00)	(126,418.00)

Financial Ratios

Financial Ratios

Liquidity

	2019	2020	2021
Current ratio (times)	3.40	4.32	3.67
Quick ratio (times)	2.30	2.47	2.97
Cash flow liquidity ratio (Average) (times)	2.07	1.80	1.87
Average account recievable turnover (times)	6.26	6.59	6.42
Average collection period (days)	57.47	54.62	56.08
Average finish goods turnover (times)	-	-	-
Average finish goods turnover period (days)	-	-	-
Average inventory turnover (times)	2.61	3.52	2.60
Average inventory turnover period (days)	140.00	104.00	140.00
Average account payable turnover (times)	7.74	7.19	7.26
Average payment period (days)	46.53	50.05	49.57
Average cash cycle (days)	10.94	4.57	6.51

Profitability

	2019	2020	2021
EBITDA margin (%)	35.69	38.08	38.24
Gross profit margin (%)	44.08	46.52	45.35
Operating margin (%)	23.75	24.26	21.06
Net profit margin (%)	23.97	22.90	22.69
Return on equity (ROE) (Average) (%)	12.43	13.04	12.23
Capacity utilization rate (%)	-	-	-
Fixed asset turnover ratio (times)	2.62	2.65	2.44
Gross profit margin (from project for sale) (%)	-	-	-
Operating margin before fuel expenses (%)	-	-	-
Other income to total income (%)	2.34	2.77	5.43
Cash from operation to operating profit (%)	150.63	146.13	177.03

Financial Policy

	2019	2020	2021
Interest coverage ratio (times)	369.03	23.43	20.91
Debt service coverage ratio (times)	172.96	13.54	13.38
Total debts to total equity (times)	0.15	0.26	0.23
Interest-bearing debt to equity ratio (times)	0.00	0.11	0.10
Dividend per shares (baht/share)	0.12	0.14	0.16
Dividend payout ratio (%)	68.46	72.95	58.99
Dividend yield (%)	0.02	0.02	0.01
Debt from financial institutions to total liabilities (times)	-	-	-
Interest bearing debt due in 1 year to total interest bearing debt (times)	31.91	14.70	13.81
Interest bearing debt to EBITDA ratio (times)	0.02	0.50	0.54

Efficiency

	2019	2020	2021
Asset turnover (Average) (times)	0.47	0.50	0.46
Return on asset (ROA) (Average) (%)	11.05	11.11	9.84
Return On Fixed Assets (%)	22.54	23.61	31.67