



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SISB 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 : SISB PUBLIC COMPANY LIMITED

Symbol : SISB

Address : 498/12 Soi Ramkhamhaeng 39 (Tepleela 1), Wangthonglang,
Wangthonglang

Province : Bangkok

Postcode : 10310

Business : SISB operates an international school who adopted Singapore curriculum as a basic curriculum in schools. SISB was established with the school license under the Private School Act. Currently, there are 5 international schools within the group.

Registration Number : 0107561000218

Telephone : 0-2158-9072

Fax (if applicable) : 0-2158-9091

Website : <http://www.sisb.ac.th>

Email : csecretary@sisb.ac.th

Total Shares Sold (shares)

Common Stock : 940,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	1,068,836.45	1,071,241.31	1,339,967.59
Tuition Fees and Service Income (Thousand baht)	1,040,476.04	1,050,084.99	1,310,743.24
Education Equipment Income (Thousand baht)	7,653.12	4,773.71	8,515.53
Other income (Thousand baht)	20,707.29	16,382.61	20,708.82

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Tuition Fees and Service Income (%)	97.35	98.03	97.82
Education Equipment Income (%)	0.72	0.45	0.64
Other income (%)	1.94	1.53	1.55

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	1,068,836.45	1,071,241.31	1,339,967.59
Domestic (Thousand baht)	0.00	0.00	0.00
International (Thousand baht)	1,068,836.45	1,071,241.31	1,339,967.59

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	0.00	0.00	0.00
International (%)	100.00	100.00	100.00

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 Factors

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
- Changes in technologies
- Business operations of partners in the supply chain
- Damage to company image and reputation

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Product obsolescence
- Information security and cyber-attack
- Delays in the development of future projects
- Property lease agreement execution

- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact from population structure
- Impact on human rights
- Corruption

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in return on assets or investment

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

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	226.00	386.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	1,573.00	2,483.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	N/A	1,799.00	2,869.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : EY Office Limited

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : No

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)	201	219	253
Number of female employees (persons)	517	508	553
Total (persons)	718	727	806

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	18	18	18
Employee development and training expenses (baht)	827,384.00	927,112.00	1,181,144.00

• Health, safety and work environment

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

• 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

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	7	100.00
Number of male directors	5	71.43
Number of female directors	2	28.57
Number of executive directors	2	28.57
Number of non-executive directors	5	71.43
Number of independent directors	4	57.14

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. NONTIGORN KANCHANACHITRA Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Human Resources Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	17 Dec 2015	

2.	Ms. WILAWAN KAEWKANOKVIJIT Gender: Female Age: 19 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Aug 2003	Accounting
3.	Ms. TRITHIP SIVAKRISKUL Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	17 Dec 2015	
4.	Mr. CHATRAPEE TANTIXALERM Gender: Male Age: 59 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	17 Dec 2015	
5.	Mr. MEECHAI PRASERTSRI Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	17 Dec 2015	

6.	Mr. PRASITCHAI KRITSANAYUNYONG Gender: Male Age: 58 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	17 Dec 2015
7.	Mr. YEW HOCK KOH Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: No Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Feb 2016

Other Information pertaining to committees

The Chairman is an independent director	: Yes
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. CHATRAPEE TANTIXALERM [1] Gender: Male Age: 59 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	17 Dec 2015	
2. Ms. TRITHIP SIVAKRISKUL [1] Gender: Female Age: 56 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	17 Dec 2015	
3. Mr. PRASITCHAI KRITSANAYUNYONG [1] Gender: Male Age: 58 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	17 Dec 2015	

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration	Mr. NONTIGORN KANCHANACHITRA	Chairman
	Mr. CHATRAPEE TANTIXALERM	Member
	Ms. TRITHIP SIVAKRISKUL	Member
	Mr. YEW HOCK KOH	Member

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : Nomination and Remuneration

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. YEW HOCK KOH Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	1 Feb 2016	
2. Ms. WILAWAN KAEWKANOKVIJIT Gender: Female Age: 19 years old Highest level of education: Bachelor's degree Major: Accounting	Admissions Director	1 Aug 2011	Accounting
3. Mrs. Panthip Kolyanee Gender: Female Age: 9 years old Highest level of education: Master's degree Major: Political Science	Licensee	4 Jan 2013	Leadership
4. Ms. Sunandha Leelasaengsai [1][2] Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Accounting	Account and Finance Director	1 Sep 2015	Accounting, Finance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	28,026,702.00	28,524,058.00	32,635,288.00

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) : 253

Number of female employees (persons) : 553

Total (persons) : 806

Provident fund

Total number of employees (persons) : 806

Number of employees contributing to the PVD (persons) : 193

Percentage of employees who are members (%) : 23.95

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. NONTIGORN KANCHANACHITRA	Chairman of the board	Non-participating
Ms. WILAWAN KAEWKANOKVIJIT	Director	Non-participating
Ms. TRITHIP SIVAKRISKUL	Director	Non-participating
Mr. CHATRAPEE TANTIXALERM	Director	Non-participating
Mr. MEECHAI PRASERTSRI	Director	Non-participating
Mr. PRASITCHAI KRITSANAYUNYONG	Director	Non-participating
Mr. YEW HOCK KOH	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) : 6

Date of AGM meeting : 12 Apr 2023

EGM meeting : No

List of directors		Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. NONTIGORN KANCHANACHITRA (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Ms. WILAWAN KAEWKANOKVIJIT (Director)	-	6/6	Participating	Did not hold the meeting
3.	Ms. TRITHIP SIVAKRISKUL (Director)	-	5/6	Participating	Did not hold the meeting
4.	Mr. CHATRAPEE TANTIXALERM (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. MEECHAI PRASERTSRI (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. PRASITCHAI KRITSANAYUNYONG (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. YEW HOCK KOH (Director)	-	5/6	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. NONTIGORN KANCHANACHITRA (Chairman of the board)	-	695,000.00	600,000.00	N/A
2.	Ms. WILAWAN KAEWKANOKVIJIT (Director)	-	0.00	0.00	N/A
3.	Ms. TRITHIP SIVAKRISKUL (Director)	-	410,000.00	360,000.00	N/A
4.	Mr. CHATRAPEE TANTIXALERM (Director)	-	455,000.00	360,000.00	N/A
5.	Mr. MEECHAI PRASERTSRI (Director)	-	370,000.00	360,000.00	N/A
6.	Mr. PRASITCHAI KRITSANAYUNYONG (Director)	-	420,000.00	360,000.00	N/A
7.	Mr. YEW HOCK KOH (Director)	-	0.00	0.00	N/A

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

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

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. CHATRAPEE TANTIXALERM (Chairman of the audit committee)	-	5/5
2.	Ms. TRITHIP SIVAKRISKUL (Audit committee)	-	4/5
3.	Mr. PRASITCHAI KRITSANAYUNYONG (Audit committee)	-	5/5