



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

DOHOME PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Sustainable Development	4
Corporate Governance	
Corporate Governance Policy	8
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	9
Performance Report on Corporate Governance	22

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : DOHOME PUBLIC COMPANY LIMITED

Symbol : DOHOME

Address : 60 Soi Ruam Mit, Din Daeng Road, Sam Sen Nai Sub-district, Phaya Thai District

Province : Bangkok

Postcode : 10400

Business : Comprehensive retail and wholesale business of construction materials and home decoration items.

Registration Number : 0107561000196

Telephone : 0-2027-8787

Website : <https://www.dohome.co.th/>

Email : ir@dohome.co.th

Total Shares Sold (shares)

Common Stock : 2,906,740,337

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	18,852,962.13	25,917,780.93	31,530,181.72
Sales and Services Income (Thousand baht)	18,726,662.14	25,784,602.55	31,320,626.24
Other income (Thousand baht)	126,299.99	133,178.38	209,555.48

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Sales and Services Income (%)	99.33	99.49	99.34
Other income (%)	0.67	0.51	0.66

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	18,852,962.13	25,917,780.93	31,530,181.72
Domestic (Thousand baht)	0.00	0.00	0.00
International (Thousand baht)	18,852,962.13	25,917,780.93	31,530,181.72

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

*Excluding the profit margins in the associated companies

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	N/A	N/A	N/A

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 : Yes

URL of environmental policy and practice : <https://investor.dohome.co.th/storage/corporate-governance/download/dohome-environmental-protection-policy-th.pdf>

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

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	N/A	N/A	50,204,412.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	N/A	N/A	474,663.00

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	6,792.91
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total (Tons of carbon dioxide equivalents)	N/A	N/A	6,792.91

• **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://investor.dohome.co.th/storage/corporate-governance/download/20220818-dohome-human-right-policy-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2020	2021	2022
Number of male employees (persons)	2,948	3,501	4,469
Number of female employees (persons)	2,228	2,718	3,368
Total (persons)	5,176	6,219	7,837

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	N/A
Employee development and training expenses (baht)	1,882,080.00	3,484,482.47	27,943,965.00

• 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

Company website on corporate governance policy : <https://investor.dohome.co.th/storage/corporate-governance/download/20221216-dohome-corporate-governance-policy-th.pdf>

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

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	8	100.00
Number of male directors	4	50.00
Number of female directors	4	50.00
Number of executive directors	5	62.50
Number of non-executive directors	3	37.50
Number of independent directors	3	37.50

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. CHATRCHAI TUONGRATANAPHAN Gender: Male Age: 66 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	10 Nov 2017	

2.	Mr. ADISAK TANGMITRPHRACHA Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Original director	22 Nov 1993
3.	Mrs. NATTAYA TANGMITRPHRACHA Gender: Female Age: 68 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	22 Nov 1993
4.	Ms. ARIYA TANGMITRPHRACHA Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Commerce and Accounting Major in Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	6 Feb 2014
5.	Mrs. SALILTIP RUANGSUTTIPAP Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	19 Feb 2007

6.	Mr. SUVAIT THEERAVACHIRAKUL 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	26 Apr 2019	Accounting, Audit
7.	Mr. MARUAY TANGMITRPHRACHA Gender: Male Age: 31 years old Highest level of education: Master's degree Major: Global MBA Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	3 Jul 2019	
8.	Ms. NARUECHON DHUMRONGPIYAWUT Gender: Female Age: 39 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 Feb 2022	

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

General information	Position	Tenure	Replacement Director
1. Mr. TARIN THANİYAVARN Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 3 Jul 2019 Date directorship ended: 17 Feb 2022	Ms. NARUECHON DHUMRONGPIYAWUT Date position was assumed: 17 Feb 2022

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. SUVAIT THEERAVACHIRAKUL [1] Gender: Male Age: 63 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) Director type: Re-elected as director	26 Apr 2019	Accounting, Audit
2. Mr. CHATRCHAI TUONGRATANAPHAN Gender: Male Age: 66 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	10 Nov 2017	
3. Ms. NARUECHON DHUMRONGPIYAWUT Gender: Female Age: 39 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 Feb 2022	

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

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. TARIN THANIYAVARN Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 17 Feb 2021 Date directorship ended: 17 Feb 2022	Ms. NARUECHON DHUMRONGPIYAWUT Date position was assumed: 17 Feb 2022

[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. ADISAK TANGMITRPHRACHA Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	22 Nov 1993
2. Mrs. NATTAYA TANGMITRPHRACHA Gender: Female Age: 68 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	22 Nov 1993

3.	Ms. ARIYA TANGMITRPHRACHA Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Commerce and Accounting Major in Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	6 Feb 2014
4.	Mrs. SALILTIP RUANGSUTTIPAP Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Feb 2007
5.	Mr. MARUAY TANGMITRPHRACHA Gender: Male Age: 31 years old Highest level of education: Master's degree Major: Global MBA Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Jul 2019

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination and Remuneration Committee	Mr. CHATRCHAI TUONGRATANAPHAN	Chairman
	Mrs. NATTAYA TANGMITRPHRACHA	Member
	Mr. SUVAIT THEERAVACHIRAKUL	Member
The Risk Committee	Ms. NARUECHON DHUMRONGPIYAWUT	Chairman
	Mr. ADISAK TANGMITRPHRACHA	Member
	Mr. SUVAIT THEERAVACHIRAKUL	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Committee
Sub-committees responsible for nomination	: The Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: The Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. ADISAK TANGMITRPHRACHA Gender: Male Age: 69 years old Highest level of education: Bachelor's degree Major: Engineering	MANAGING DIRECTOR	22 Nov 1993	
2. Mrs. NATTAYA TANGMITRPHRACHA Gender: Female Age: 68 years old Highest level of education: Below a bachelor's degree Major: -	Deputy Managing Director	22 Nov 1993	
3. Mrs. SALILTIP RUANGSUTTIPAP Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Economics	Deputy Managing Director - Accounting Finance and Organization Support	19 Feb 2007	
4. Ms. ARIYA TANGMITRPHRACHA Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Commerce and Accounting Major in Marketing	Deputy Managing Director - Operations and procurement	6 Feb 2014	
5. Mr. MARUAY TANGMITRPHRACHA Gender: Male Age: 31 years old Highest level of education: Master's degree Major: Global MBA	Deputy Managing Director - Information technology and E-Commerce	3 Jul 2019	

6.	Mr. Chayanon Horpattaporn [1] Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Finance	Assistant Managing Director - Accounting and Finance Department	20 Feb 2020
7.	Mr. Aphiyuch Fookul Gender: Male Age: 48 years old Highest level of education: Bachelor's degree Major: Computer Science	Assistant Managing Director - Information Technology	27 Apr 2018
8.	Mrs. Jintana Koontawee Gender: Female Age: 53 years old Highest level of education: Below a bachelor's degree Major: Marketing	Assistant Managing Director - Operations	27 Apr 2018
9.	Ms. Panee Phiwnaun Gender: Female Age: 38 years old Highest level of education: Bachelor's degree Major: Business Administration	Assistant Managing Director - Marketing Administration	27 Apr 2018
10.	Mrs. Nongyao Sa-art Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Management	Assistant Managing Director - Human Resources	27 Apr 2018
11.	Mrs. Pornsiri Loesrapaporn [2] Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Accounting	First Assistance Vice President Accounting	20 Feb 2020

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	19,435,152.00	34,111,789.00	53,663,209.00

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) : 4,469

Number of female employees (persons) : 3,368

Total (persons) : 7,837

Provident fund

Total number of employees (persons) : 7,837

Number of employees contributing to the PVD (persons) : 694

Percentage of employees who are members (%) : 8.86

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Pornsiri Loesrapaporn	pornsiri.vis@dohome.co.th	

- Company secretary

General information	Email	Telephone
1. Ms. Mayuree Seeta	mayuree.see@dohome.co.th	

- Head of internal audit

General information	Email	Telephone
1. Ms. Pikun Somwan	pikun.som@dohome.co.th	

- Head of compliance unit

General information	Email	Telephone
1. Ms. Mayuree Seeta	mayuree.see@dohome.co.th	

• Head of investor relations

General information	Email	Telephone
1. Ms. Mayuree Seeta	mayuree.see@dohome.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Ms. Manee Rattanabunnakit Email: manee.rattanabunnakit@th.ey.com Telephone: -	3,600,000.00	Details: - Total service fee (baht): 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)

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. Ms. ARIYA TANGMITRPHRACHA Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Commerce and Accounting Major in Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 6 Feb 2014	
2. Mrs. SALILTIP RUANGSUTTIPAP Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 19 Feb 2007	
3. Mr. MARUAY TANGMITRPHRACHA Gender: Male Age: 31 years old Highest level of education: Master's degree Major: Global MBA Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 3 Jul 2019	

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHATRCHAI TUONGRATANAPHAN	Chairman of the board	Participating
Mr. ADISAK TANGMITRPHRACHA	Vice Chairman	Non-participating
Mrs. NATTAYA TANGMITRPHRACHA	Director	Non-participating
Ms. ARIYA TANGMITRPHRACHA	Director	Participating
Mrs. SALILTIP RUANGSUTTIPAP	Director	Participating
Mr. SUVAIT THEERAVACHIRAKUL	Director	Non-participating
Mr. MARUAY TANGMITRPHRACHA	Director	Participating
Ms. NARUECHON DHUMRONGPIYAWUT	Director	Non-participating
Mr. TARIN THANİYAVARN	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) : 4

Date of AGM meeting : 21 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
-------------------	------------------	-------------------------	--------------	--------------

1.	Mr. CHATRCHAI TUONGRATANAPHAN (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. ADISAK TANGMITRPHRACHA (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
3.	Mrs. NATTAYA TANGMITRPHRACHA (Director)	-	4/4	Participating	Did not hold the meeting
4.	Ms. ARIYA TANGMITRPHRACHA (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mrs. SALILTIP RUANGSUTTIPAP (Director)	-	3/4	Participating	Did not hold the meeting
6.	Mr. SUVAIT THEERAVACHIRAKUL (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. MARUAY TANGMITRPHRACHA (Director)	-	4/4	Participating	Did not hold the meeting
8.	Ms. NARUECHON DHUMRONGPIYAWUT (Director)	-	3/3	Participating	Did not hold the meeting
9.	Mr. TARIN THANIVAVARN (Director)	17 Feb 2022	0/4	Non-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. CHATRCHAI TUONGRATANAPHAN (Chairman of the board)	-	250,000.00	480,000.00	No
2. Mr. ADISAK TANGMITRPHRACHA (Vice Chairman)	-	0.00	0.00	No
3. Mrs. NATTAYA TANGMITRPHRACHA (Director)	-	0.00	0.00	No
4. Ms. ARIYA TANGMITRPHRACHA (Director)	-	0.00	0.00	No
5. Mrs. SALILTIP RUANGSUTTIPAP (Director)	-	0.00	0.00	No
6. Mr. SUVAIT THEERAVACHIRAKUL (Director)	-	320,000.00	360,000.00	No
7. Mr. MARUAY TANGMITRPHRACHA (Director)	-	0.00	0.00	No
8. Ms. NARUECHON DHUMRONGPIYAWUT (Director)	-	210,000.00	300,000.00	No

9.	Mr. TARIN THANIVAVARN (Director)	17 Feb 2022	0.00	60,000.00	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. SUVAIT THEERAVACHIRAKUL (Chairman of the audit committee)	-	4/4
2.	Mr. CHATRCHAI TUONGRATANAPHAN (Audit committee)	-	4/4
3.	Ms. NARUECHON DHUMRONGPIYAWUT (Audit committee)	-	3/3
4.	Mr. TARIN THANIVAVARN (Audit committee)	17 Feb 2022	0/4