



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SIAMRAJATHANEE 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 : SIAMRAJATHANEE PUBLIC COMPANY LIMITED

Symbol : SO

Address : 329 Moo 10 Kuson Song Samakkhi Soi 1 Old Railway Road, Samrong,
Phrapradaeng

Province : Samut Prakarn

Postcode : 10130

Business : The Company operates 2 main businesses which are;
1. Outsourcing Services, divided into 2 types: (1) Management service businesses including driver, office staff, technician staff and data entry services (2) Landscape management services
2. Rental and services business including automobile rental and property rental.

Registration Number : 0107562000297

Telephone : 0-2363-9300

Fax (if applicable) : 0-2363-9372

Website : <https://www.siamrajathanee.com/>

Email : cs@siamraj.com

Total Shares Sold (shares)

Common Stock : 446,391,617

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	2,067,256.00	2,112,389.00	2,318,776.00
Outsourcing Services (Thousand baht)	2,067,256.00	2,112,389.00	2,318,776.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Outsourcing Services (%)	100.00	100.00	100.00

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	2,067,256.00	2,112,389.00	2,318,776.00
Domestic (Thousand baht)	2,067,256.00	2,112,389.00	2,318,776.00
International (Thousand baht)	0.00	0.00	0.00

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

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 of shortage of personnel

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Reliance on large customers or few customers
- Other

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Compliance Risk

- Change in laws and regulations

Financial Risk

- 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 : Yes

URL of corporate sustainability policy : <https://www.siamrajathanee.com/storage/content/cg/cg-download/corporate-policies/so-corporate-policies-sustainability-policy-th.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Water Management

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	576,000.00	519,000.00	517,216.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	4,628.00	3,653.00	4,227.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
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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 : Yes

URL of human rights policy : <https://www.siamrajathanee.com/storage/content/cg/cg-download/corporate-policies/so-human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work

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)	79	82	88
Number of female employees (persons)	198	185	181
Total (persons)	277	267	269

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	112,734,681.00	108,925,816.00	113,933,610.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	405	184	450
Employee development and training expenses (baht)	800,535.75	668,754.00	1,386,577.08

• Health, safety and work environment

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

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	26.71	14.61	20.07

• **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://www.siamrajathanee.com/storage/content/cg/cg-policy/20230109-so-cg-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

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	11	100.00
Number of male directors	8	72.73
Number of female directors	3	27.27
Number of executive directors	4	36.36
Number of non-executive directors	7	63.64
Number of independent directors	5	45.45

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. WEIDT NUCHJALEARN Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	31 Aug 2017	Economics, Accounting, Finance

2.	Mr. KRAI VIMOLCHALAO Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	30 Sep 1997	Economics, Marketing, Data Analysis, Leadership, Strategic Management
3.	Mr. JIRANU KULCHANARAT Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: No	Director (Executive) Director type: Original director	23 Mar 2010	Law, Marketing
4.	Mrs. SOPA AROONRATANA Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	23 Mar 2010	Accounting, Finance
5.	Ms. KANTHIMA JANGWANSOOK Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 Dec 2016	Digital Marketing, Sustainability, Corporate Social Responsibility, Marketing, Strategic Management

6.	Mr. UDOMSAK ROJVIBOONCHAI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	31 Aug 2017	Finance, Accounting, Governance/ Compliance
7.	Mr. NATTAKIT TANGPOONSINTHANA Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	31 Aug 2017	Marketing, Governance/ Compliance, Sustainability, Corporate Social Responsibility
8.	Mrs. NAOWARAT VIMOLCHALAO Gender: Female Age: 60 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	18 Jan 2018	Corporate Management
9.	Mr. SUPACHAI PARCHARIYANON Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Nov 2020	Corporate Social Responsibility, Health Care Services

10.	Mr. NATTAPHOL VIMOLCHALAO	Director (Executive)	13 Jan 2021	Digital Marketing, Leadership, Corporate Social Responsibility, Marketing
	Gender: Male			
	Age: 36 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
11.	Mr. JIRAYUT SRUPSRISOPA	Director (Non-executive, Independent director)	4 Jan 2022	Economics
	Gender: Male			
	Age: 32 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Economics			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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 : 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. UDOMSAK ROJVIBOONCHAI [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	31 Aug 2017	Finance, Accounting, Governance/ Compliance
2. Mr. NATTAKIT TANGPOONSINTHANA [1] Gender: Male Age: 58 years old Highest level of education: Doctoral degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	31 Aug 2017	Marketing, Governance/ Compliance, Sustainability, Corporate Social Responsibility
3. Mr. SUPACHAI PARCHARIYANON [1] Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	10 Nov 2020	Corporate Social Responsibility, Health Care Services

[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. JIRANU KULCHANARAT Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: No	Chairman of the executive committee	8 Jul 2019
2. Mrs. NAOWARAT VIMOLCHALAO Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	8 Jul 2019
3. Ms. KANTHIMA JANGWANSOOK Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jul 2019
4. Mr. KRAI VIMOLCHALAO Gender: Male Age: 64 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jul 2019

5.	<p>Mrs. SOPA AROONRATANA</p> <p>Gender: Female</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	8 Jul 2019
6.	<p>Mr. NATTAPHOL VIMOLCHALAO</p> <p>Gender: Male</p> <p>Age: 36 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	8 Jul 2019

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
the Nomination and Remuneration, Corporate Governance and Sustainability Committee	Mr. NATTAKIT TANGPOONSINTHANA	Chairman
	Mr. UDOMSAK ROJVIBOONCHAI	Member
	Mr. KRAI VIMOLCHALAO	Member
The Risk Management Committee	Mr. WEIDT NUCHJALEARN	Chairman
	Mr. JIRANU KULCHANARAT	Member
	Ms. KANTHIMA JANGWANSOOK	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: the Nomination and Remuneration, Corporate Governance and Sustainability Committee
Sub-committees responsible for remuneration	: the Nomination and Remuneration, Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate governance	: the Nomination and Remuneration, Corporate Governance and Sustainability Committee

Sub-committees responsible for corporate sustainability development

: the Nomination and Remuneration, 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. NATTAPHOL VIMOLCHALAO Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Science	CHIEF EXECUTIVE OFFICER	1 Sep 2021	Digital Marketing, Leadership, Corporate Social Responsibility, Marketing
2. Mrs. SOPA AROONRATANA [1] Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer	8 Jul 2019	Accounting, Finance
3. Ms. KANTHIMA JANGWANSOOK Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Business Administration	President	8 Jul 2019	Digital Marketing, Sustainability, Corporate Social Responsibility, Marketing, Strategic Management
4. Ms. ESSARA VIMOLCHALAO Gender: Female Age: 41 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts	Vice President – Outsource 2	1 Sep 2021	Marketing

5.	Mr. CHINAPAT CHADCHAROEN Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Business Administration	Vice President - Information Technology	1 Sep 2021	Information & Communication Technology, IT Management, Data Analysis, Digital Marketing
6.	Mr. NATTANONT KRISSANARUNGREUNG [2] Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Accounting	Vice President - Accounting & Financial	1 Sep 2021	Accounting, Finance
7.	Mr. APHIWAT KRIENGWATTANAKUL Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Business Administration	Vice President - Investment & Project	1 Jan 2022	Banking, Data Analysis
8.	Mrs. SUCHITRA DITPAN Gender: Female Age: 58 years old Highest level of education: Bachelor's degree Major: Accounting	Vice President - Payroll & Billing	1 Sep 2021	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)	35,900,666.67	33,726,400.00	32,323,333.00

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) : 88

Number of female employees (persons) : 181

Total (persons) : 269

Employee Remuneration

Total employee remuneration : 113,933,610.00

Provident fund

Total number of employees (persons) : 269

Number of employees contributing to the PVD (persons) : 192

Percentage of employees who are members (%) : 71.38

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. WEIDT NUCHJALEARN	Chairman of the board	Participating
Mr. KRAI VIMOLCHALAO	Director	Participating
Mr. JIRANU KULCHANARAT	Director	Participating
Mrs. SOPA AROONRATANA	Director	Participating
Ms. KANTHIMA JANGWANSOOK	Director	Participating
Mr. UDOMSAK ROJVIBOONCHAI	Director	Participating
Mr. NATTAKIT TANGPOONSINTHANA	Director	Participating
Mrs. NAOWARAT VIMOLCHALAO	Director	Participating
Mr. SUPACHAI PARCHARIYANON	Director	Participating
Mr. NATTAPHOL VIMOLCHALAO	Director	Participating
Mr. JIRAYUT SRUPSRISOPA	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) : 6

Date of AGM meeting : 8 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. WEIDT NUCHJALEARN (Chairman of the board)	-	N/A	N/A	Did not hold the meeting
2.	Mr. KRAI VIMOLCHALAO (Director)	-	N/A	N/A	Did not hold the meeting
3.	Mr. JIRANU KULCHANARAT (Director)	-	N/A	N/A	Did not hold the meeting
4.	Mrs. SOPA AROONRATANA (Director)	-	N/A	N/A	Did not hold the meeting
5.	Ms. KANTHIMA JANGWANSOOK (Director)	-	N/A	N/A	Did not hold the meeting
6.	Mr. UDOMSAK ROJVIBOONCHAI (Director)	-	N/A	N/A	Did not hold the meeting
7.	Mr. NATTAKIT TANGPOONSINTHANA (Director)	-	N/A	N/A	Did not hold the meeting
8.	Mrs. NAOWARAT VIMOLCHALAO (Director)	-	N/A	N/A	Did not hold the meeting
9.	Mr. SUPACHAI PARCHARIYANON (Director)	-	N/A	N/A	Did not hold the meeting
10.	Mr. NATTAPHOL VIMOLCHALAO (Director)	-	N/A	N/A	Did not hold the meeting
11.	Mr. JIRAYUT SRUPSRISOPA (Director)	-	N/A	N/A	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. WEIDT NUCHJALEARN (Chairman of the board)	-	160,000.00	0.00	No
2.	Mr. KRAI VIMOLCHALAO (Director)	-	330,000.00	0.00	No
3.	Mr. JIRANU KULCHANARAT (Director)	-	0.00	0.00	No
4.	Mrs. SOPA AROONRATANA (Director)	-	0.00	0.00	No
5.	Ms. KANTHIMA JANGWANSOOK (Director)	-	0.00	0.00	No
6.	Mr. UDOMSAK ROJVIBOONCHAI (Director)	-	250,000.00	0.00	No
7.	Mr. NATTAKIT TANGPOONSINTHANA (Director)	-	245,000.00	0.00	No
8.	Mrs. NAOWARAT VIMOLCHALAO (Director)	-	270,000.00	0.00	No
9.	Mr. SUPACHAI PARCHARIYANON (Director)	-	165,000.00	0.00	No
10.	Mr. NATTAPHOL VIMOLCHALAO (Director)	-	0.00	0.00	No
11.	Mr. JIRAYUT SRUPSRISOPA (Director)	-	90,000.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. UDOMSAK ROJVIBOONCHAI (Chairman of the audit committee)	-	5/5
2.	Mr. NATTAKIT TANGPOONSINTHANA (Audit committee)	-	5/5
3.	Mr. SUPACHAI PARCHARIYANON (Audit committee)	-	5/5