



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

READYPLANET 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 : READYPLANET PUBLIC COMPANY LIMITED

Symbol : READY

Address : No.51 Major Tower Rama 9 - Ramkumhang Building 17th Floor, Room
No.1701-1706, Rama 9 Road, Hua Mak Sub-district, Bangkok
District

Province : Bangkok

Postcode : 10240

Business : The All-in-One Sales and Marketing Platform provider
comprising of Website, Digital Advertising Management,
Customer Relationship Management (CRM) and Hotel Direct
Booking - all provided by the company's own platform and
accompanied by expert team in providing consultations.

Registration Number : 0107565000239

Telephone : 0-2016-6789

Fax (if applicable) : 0-2016-6901

Website : www.readyplanet.com

Email : ir@readyplanet.com

Total Shares Sold (shares)

Common Stock : 100,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	142,804.74	145,651.83	161,145.32
Self Services (Thousand baht)	62,929.30	62,385.35	70,414.55
Managed Services (Thousand baht)	79,875.44	83,266.48	90,730.77

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Self Services (%)	44.07	42.83	43.70
Managed Services (%)	55.93	57.17	56.30

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	142,804.74	145,651.83	161,145.32
Domestic (Thousand baht)	134,355.71	145,651.83	161,145.32
International (Thousand baht)	8,449.03	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	94.08	100.00	100.00
International (%)	5.92	0.00	0.00

*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

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)

2.2.1 Risk Related to the Company's Business and Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies
- Other

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Information security and cyber-attack
- Other

Compliance Risk

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

Risk to Securities Holder (2.2.2)

2.2.2 Management Risk

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

URL of corporate sustainability policy : https://cg.readyplanet.com/attachments/view/?attach_id=317189

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://cg.readyplanet.com/attachments/view/?attach_id=317190

Company environmental guideline : Electricity Management, Water 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 : Yes

Company human right guideline : Employee Rights, 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)	48	38	38
Number of female employees (persons)	110	99	99
Total (persons)	158	137	137

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	N/A

• 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://cg.readyplanet.com/attachments/view/?attach_id=317191

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, 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 : 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	6	66.67
Number of female directors	3	33.33
Number of executive directors	2	22.22
Number of non-executive directors	7	77.78
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. Mr. VIWAT PHONGSATHORN Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	1 Oct 2018	Information & Communication Technology

2.	Mr. SONGYOT KANTHAMANON Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Computer Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Aug 2000	Information & Communication Technology, Digital Marketing, Marketing
3.	Mrs. JANISARA KANTHAMANON Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Aug 2000	Information & Communication Technology
4.	Mr. BURIN KLEDMANEE Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	7 Mar 2016	Engineering, Digital Marketing, Marketing
5.	Mrs. JULAPORN NAMCHASIRI Gender: Female Age: 65 years old Highest level of education: Doctoral degree Major: Organizational Development Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Oct 2018	Economics, Finance, Audit

6.	Mr. TANAI CHARINSARN Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	1 Oct 2018	Information & Communication Technology, Engineering, Strategic Management, Audit
7.	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	Director (Non-executive) Director type: Re-elected as director	1 Oct 2018	Information & Communication Technology, Accounting
8.	Mr. SIRAS SOMBATSIRI Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Business Administrative Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 Oct 2018	Accounting, Finance
9.	Ms. PENSRI SUTEERASARN Gender: Female Age: 54 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: Re-elected as director	7 Dec 2018	Accounting, Finance, Audit

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. Mrs. JULAPORN NAMCHASIRI [1] Gender: Female Age: 65 years old Highest level of education: Doctoral degree Major: Organizational Development Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	1 Oct 2018	Economics, Finance, Audit
2. Mr. TANAI CHARINSARN [1] Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 Oct 2018	Information & Communication Technology, Engineering, Strategic Management, Audit

3.	Ms. PENSRI SUTEERASARN [1] Gender: Female Age: 54 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: Re-elected as director	7 Dec 2018	Accounting, Finance, Audit
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[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. SONGYOT KANTHAMANON Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Computer Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	21 Feb 2019
2.	Mr. BURIN KLEDMANEE Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	21 Feb 2019
3.	Mrs. Pattira Chudhakorn Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Feb 2019

4.	Mr. Paradorn Sujarit-apirak Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administrative Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Mar 2021
5.	Ms. Ananya Sangratanadech Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	21 Feb 2019

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination and Remuneration Committee	Ms. PENSRI SUTEERASARN	Chairman
	Mr. TANAI CHARINSARN	Member
	Mr. SONGYOT KANTHAMANON	Member
The Risk Management Committee	Mr. SONGYOT KANTHAMANON	Chairman
	Mr. BURIN KLEDMANEE	Vice chairman
	Mrs. Pattira Chudhakorn	Member
	Mr. Paradorn Sujarit-apirak	Member
	Ms. Ananya Sangratanadech	Member
	Mr. Saran Tiengsakul	Member
	Ms. Narisa Ronra	Member
	Ms. Roongrath Watthanakosit	Member

Roles of Sub-committees

Sub-committees responsible for risk management : The Risk Management 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. SONGYOT KANTHAMANON Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Computer Engineering	CHIEF EXECUTIVE OFFICER	1 Aug 2000	Information & Communication Technology, Digital Marketing, Marketing
2. Mr. BURIN KLEDMANEE Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President	1 Feb 2019	Engineering, Digital Marketing, Marketing
3. Mrs. Pattira Chudhakorn Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Senior Vice President	21 Feb 2019	Digital Marketing
4. Mr. Paradorn Sujarit-apirak Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administrative	Vice President	2 Mar 2021	Information & Communication Technology, Engineering

5.	Ms. Ananya Sangratanadech [1] Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Accounting	Senior Vice President	21 Feb 2019	Accounting, Audit
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[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)	15,549,765.11	14,906,840.58	15,563,601.48

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) : 38

Number of female employees (persons) : 99

Total (persons) : 137

Provident fund

Total number of employees (persons) : 137

Number of employees contributing to the PVD (persons) : 91

Percentage of employees who are members (%) : 66.42

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. TANAI CHARINSARN Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 1 Oct 2018	Information & Communication Technology, Engineering, Strategic Management, Audit
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	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 1 Oct 2018	Information & Communication Technology, Accounting
3. Ms. PENSRI SUTEERASARN Gender: Female Age: 54 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: Re-elected as director	Date position was assumed: 7 Dec 2018	Accounting, Finance, Audit

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VIWAT PHONGSATHORN	Chairman of the board	Non-participating
Mr. SONGYOT KANTHAMANON	Director	Non-participating
Mrs. JANISARA KANTHAMANON	Director	Non-participating
Mr. BURIN KLEDMANEE	Director	Non-participating
Mrs. JULAPORN NAMCHASIRI	Director	Non-participating
Mr. TANAI CHARINSARN	Director	Non-participating
Mr. SOONTORN DENTHAM	Director	Non-participating
Mr. SIRAS SOMBATSIRI	Director	Non-participating
Ms. PENSRI SUTEERASARN	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 : 28 Mar 2022

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. VIWAT PHONGSATHORN (Chairman of the board)	-	4/4	Non-participating	Non-participating

2.	Mr. SONGYOT KANTHAMANON (Director)	-	4/4	Participating	Participating
3.	Mrs. JANISARA KANTHAMANON (Director)	-	4/4	Participating	Participating
4.	Mr. BURIN KLEDMANEE (Director)	-	4/4	Participating	Participating
5.	Mrs. JULAPORN NAMCHASIRI (Director)	-	4/4	Non-participating	Non-participating
6.	Mr. TANAI CHARINSARN (Director)	-	3/4	Non-participating	Non-participating
7.	Mr. SOONTORN DENTHAM (Director)	-	2/4	Non-participating	Non-participating
8.	Mr. SIRAS SOMBATSIRI (Director)	-	4/4	Participating	Participating
9.	Ms. PENSRI SUTEERASARN (Director)	-	4/4	Non-participating	Non-participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. VIWAT PHONGSATHORN (Chairman of the board)	-	100,000.00	N/A	No
2.	Mr. SONGYOT KANTHAMANON (Director)	-	0.00	N/A	No
3.	Mrs. JANISARA KANTHAMANON (Director)	-	0.00	N/A	No
4.	Mr. BURIN KLEDMANEE (Director)	-	0.00	N/A	No
5.	Mrs. JULAPORN NAMCHASIRI (Director)	-	140,000.00	N/A	No
6.	Mr. TANAI CHARINSARN (Director)	-	120,000.00	N/A	No
7.	Mr. SOONTORN DENTHAM (Director)	-	30,000.00	N/A	No
8.	Mr. SIRAS SOMBATSIRI (Director)	-	0.00	N/A	No
9.	Ms. PENSRI SUTEERASARN (Director)	-	140,000.00	N/A	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.	Mrs. JULAPORN NAMCHASIRI (Chairman of the audit committee)	-	4/4
2.	Mr. TANAI CHARINSARN (Audit committee)	-	4/4
3.	Ms. PENSRI SUTEERASARN (Audit committee)	-	4/4