

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SAMMAKORN PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

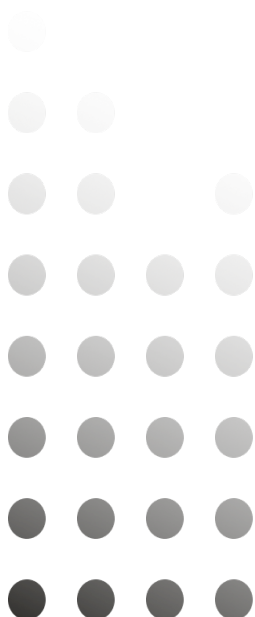


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : SAMMAKORN PUBLIC COMPANY LIMITED

Symbol : SAMCO

Address : Spring Tower Building, 21st Floor, 188 Phayathai Road, Thung Phayathai, Ratchathewi

Province : Bangkok

Postcode : 10400

Business : The Company is principally engaged in the real estate development business focusing on developing residential projects in housing as well as after-sale maintenance services.

Registration Number : UU๗.290

Telephone : 0-2106-8300

Website : www.sammakorn.co.th

Email : IR@sammakorn.co.th

Total Shares Sold (shares)

Common Stock : 641,800,446

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	2,404,189.29	2,002,846.71	1,582,635.71
Revenues from real estate sales (Thousand baht)	2,166,453.63	1,757,869.62	1,270,449.51
Rental income (Thousand baht)	108,219.35	87,764.76	61,710.20
Service income (Thousand baht)	91,702.59	114,627.94	147,435.94
Revenue from food and bakery (Thousand baht)	21,897.46	19,751.34	38,466.43
Other income (Thousand baht)	15,916.26	22,833.05	64,573.63

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenues from real estate sales (%)	90.11	87.77	80.27
Rental income (%)	4.50	4.38	3.90
Service income (%)	3.81	5.72	9.32
Revenue from food and bakery (%)	0.91	0.99	2.43
Other income (%)	0.66	1.14	4.08

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	2,404,189.29	2,002,846.71	1,582,635.71
Domestic (Thousand baht)	2,404,189.29	2,002,846.71	1,582,635.71
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
Share of profit (Thousand baht)	254.64	24,244.87	27,399.78

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)	2022	2023	2024
R&D expenses in the past 3 years	0.00	0.00	0.00

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)

Risk Factors for the Company's Business Operation

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
- Competition risk
- Economic risk

Operational Risk

- Inventory risk

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Liquidity risk
- Income volatility

Risk Factors for the Company's Business Operation

Risk Management Measures: No

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Economic risk

Operational Risk

- Delays in the development of future projects

Compliance Risk

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

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

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 (if applicable) : <https://investor.sammakorn.co.th/storage/download/cg/cg/20221226-samco-sustainability-policy-th.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice (if applicable) : <https://investor.sammakorn.co.th/storage/download/cg/cg/20240308-samco-code-of-conduct.pdf>

Company environmental guideline : Electricity 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)

Energy management

- Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	3,216,625.55	3,679,005.49	3,593,222.88

Water management

- Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	56,504.93	1,886,502.54	11,269,362.06

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	586.00	644.00	2,909.50
Hazardous waste (Kilograms)	1,283.00	1,115.00	3,611.00
Total waste generated (Kilograms)	1,869.00	1,759.00	6,520.50

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
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 GHG emissions (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	0.00

• 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 and Practice : Yes

URL of human rights policy : <https://investor.sammakorn.co.th/storage/download/cg/cg/20240308-samco-code-of-conduct.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

	2022	2023	2024
Number of male employees (Persons)	98	132	143
Number of female employees (Persons)	135	158	198
Total number of employees (Persons)	233	290	341

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	110,583,146.78	152,553,230.10	154,516,506.20

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	7.13	8.14	6.50
Employee development and training expenses (baht)	948,279.50	1,242,046.00	960,523.00

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	1	3	1
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	30.47	25.86	32.26

• **Significant labor dispute**

	2022	2023	2024
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.sammakorn.co.th/storage/download/cg/cg/20240308-samco-cg-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	9	100.00
Number of male directors	8	88.89
Number of female directors	1	11.11
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	3	33.33

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. BIBIT BIJAISORADAT 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 board (Non-executive) Director type: Original director	20 Oct 2016	Property Development, Strategic Management, Human Resource Management, Corporate Management, Corporate Social Responsibility

2.	Mr. KITTIPOL PRAMOJ NA AYUDHYA Gender: Male Age: 52 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	1 Jan 2004	Property Fund & REITs, Strategic Management, Project Management, Leadership, Property Development
3.	Mr. ANUTHIP KRAIRIKSH Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	13 Nov 2008	Marketing, Corporate Social Responsibility
4.	Mr. SATJA JANETUMNUGUL Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	12 Dec 2012	Human Resource Management, Leadership
5.	Mr. TAWAT UNGSUPRASERT Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	4 Apr 2013	Petrochemicals & Chemicals, Property Development, Property Fund & REITs, Brand Management, Marketing

6.	Mr. TAWATCHAI CHONGDARAKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Jan 2014	Law, Risk Management, Audit, Negotiation, Internal Control
7.	Mrs. KOONTHALA SASASMIT Gender: Female Age: 67 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	1 Jun 2016	Finance, Accounting, Data Analysis, Internal Control, Governance/ Compliance
8.	Mr. NAPON JANETUMNUGUL Gender: Male Age: 38 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	21 Jul 2020	Property Fund & REITs, Strategic Management, Property Development, Economics, Finance & Securities
9.	Mr. PIYABUTR LERTDAMRIKARN Gender: Male Age: 64 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	8 Apr 2021	Project Management, Property Development, Property Fund & REITs, Budgeting, Construction Materials

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)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. TAWATCHAI CHONGDARAKUL Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	9 May 2017	Law, Risk Management, Audit, Negotiation, Internal Control
2. Mr. ANUTHIP KRAIRIKSH Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	7 Apr 2016	Marketing, Corporate Social Responsibility

3.	Mrs. KOONTHALA SASASMIT [1] Gender: Female Age: 67 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	1 Jun 2016	Finance, Accounting, Data Analysis, Internal Control, Governance/ Compliance
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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. TAWAT UNGSUPRASERT Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Feb 2014
2. Mr. BIBIT BIJAISORADAT Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Apr 2002
3. Mr. SATJA JANETUMNUGUL Gender: Male Age: 70 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Dec 2012

4.	Mr. KITTIPOL PRAMOJ NA AYUDHYA Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Aug 1998
5.	Mr. PIYABUTR LERTDAMRIKARN Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	25 Jan 2022
6.	Mr. NAPON JANETUMNUGUL Gender: Male Age: 38 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 Jul 2020

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. TAWATCHAI CHONGDARAKUL	Chairman
	Mr. ANUTHIP KRAIRIKSH	Member
	Mrs. KOONTHALA SASASMIT	Member
Nomination and Remuneration Committee	Mr. TAWATCHAI CHONGDARAKUL	Chairman
	Mr. ANUTHIP KRAIRIKSH	Member
	Mrs. KOONTHALA SASASMIT	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : None

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)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. NAPON JANETUMNUGUL Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	1 Mar 2021	Property Fund & REITs, Strategic Management, Property Development, Economics, Finance & Securities
2. Mrs. Supanee Tanchaisrinakorn [1] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Finance	General Manager (Finance & Administration Function)	1 Sep 2013	Property Development, Accounting, Finance, Budgeting, Governance/ Compliance
3. Mr. Pantitr Thongsomran Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Business Administration	General Manager (Marketing Management & Sales Function)	12 Mar 2019	Marketing, Digital Marketing, Brand Management

4.	Mr. MONTIEN KAMPLONG Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering	General Manager, Construction Management Function	21 Feb 2023	Property Development, Construction Materials, Design, Construction Services, Engineering
5.	Mr. Chatchawee Pornpramote Gender: Male Age: 33 years old Highest level of education: Bachelor's degree Major: Science	General Manager, Operations Function	21 Feb 2023	Data Management, Data Analysis, Negotiation, Project Management, Strategic Management

[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

	2022	2023	2024
Total executive remuneration (baht)	8,628,230.40	14,536,526.00	12,445,255.00

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) : 143

Number of female employees (persons) : 198

Total number of employees (persons) : 341

Employee Remuneration

Total employee remuneration : 154,516,506.20

Provident fund

Total number of employees (persons) : 341

Number of employees contributing to the PVD (persons) : 145

Percentage of employees who are members (%) : 62.50

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. BIBIT BIJAISORADAT	Chairman of the board	Non-participating
Mr. KITTIPOL PRAMOJ NA AYUDHYA	Director	Non-participating
Mr. ANUTHIP KRAIRIKSH	Director	Non-participating
Mr. SATJA JANETUMNUGUL	Director	Participating
Mr. TAWAT UNGSUPRASERT	Director	Non-participating
Mr. TAWATCHAI CHONGDARAKUL	Director	Participating
Mrs. KOONTHALA SASASMIT	Director	Participating
Mr. NAPON JANETUMNUGUL	Director	Non-participating
Mr. PIYABUTR LERTDAMRIKARN	Director	Non-participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 23 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. BIBIT BIJAISORADAT (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. KITTIPOL PRAMOJ NA AYUDHYA (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. ANUTHIP KRAIRIKSH (Director)	-	6/7	Participating	Did not hold the meeting
4.	Mr. SATJA JANETUMNUGUL (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. TAWAT UNGSUPRASERT (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. TAWATCHAI CHONGDARAKUL (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mrs. KOONTHALA SASASMIT (Director)	-	6/7	Participating	Did not hold the meeting
8.	Mr. NAPON JANETUMNUGUL (Director)	-	7/7	Participating	Did not hold the meeting
9.	Mr. PIYABUTR LERTDAMRIKARN (Director)	-	7/7	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. BIBIT BIJAISORADAT (Chairman of the board)	-	402,000.00	0.00	No
2.	Mr. KITTIPOL PRAMOJ NA AYUDHYA (Director)	-	300,000.00	0.00	No
3.	Mr. ANUTHIP KRAIRIKSH (Director)	-	300,000.00	0.00	No
4.	Mr. SATJA JANETUMNUGUL (Director)	-	300,000.00	0.00	No
5.	Mr. TAWAT UNGSUPRASERT (Director)	-	300,000.00	0.00	No
6.	Mr. TAWATCHAI CHONGDARAKUL (Director)	-	300,000.00	0.00	No

7.	Mrs. KOONTHALA SASASMIT (Director)	-	300,000.00	0.00	No
8.	Mr. NAPON JANETUMNUGUL (Director)	-	300,000.00	0.00	No
9.	Mr. PIYABUTR LERTDAMRIKARN (Director)	-	300,000.00	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) : 8

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. TAWATCHAI CHONGDARAKUL (Chairman of the audit committee)	-	8/8
2.	Mr. ANUTHIP KRAIRIKSH (Audit committee)	-	7/8
3.	Mrs. KOONTHALA SASASMIT (Audit committee)	-	8/8