



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**CIMB THAI BANK 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 : CIMB THAI BANK PUBLIC COMPANY LIMITED

Symbol : CIMBT

Address : 44, LANGSUAN ROAD, LUMPINI SUBDISTRICT, PATHUMWAN DISTRICT,

Province : Bangkok

Postcode : 10330

Business : The Company is a commercial bank conducting its businesses through a network of branches covering all parts of Thailand. Since late 2008, it became a member of the CIMB Group, a leading financial institution mainly based in Malaysia.

Registration Number : 0107537002338

Telephone : 02-626-7000, 02-657-3000 นท 0, 02-638-8000

Fax (if applicable) : 02-657-3333

Website : <http://www.cimbthai.com>

Email : [cs@cimbthai.com](mailto:cs@cimbthai.com)

#### Total Shares Sold (shares)

Common Stock : 34,822,261,748

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) | 13,600,645.17 | 13,771,583.66 | 15,102,558.69 |
| Commercial Banking (Thousand baht)            | 9,933,478.37  | 10,421,365.67 | 12,012,031.09 |
| Other (Thousand baht)                         | 3,667,166.80  | 3,350,217.99  | 3,090,527.60  |

|                                   | 2022   | 2023   | 2024   |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Commercial Banking (%)            | 73.04  | 75.67  | 79.54  |
| Other (%)                         | 26.96  | 24.33  | 20.46  |

By Geographical Area or Market

|   | 2022          | 2023          | 2024          |
|---|---------------|---------------|---------------|
| Total revenue from operations (Thousand baht) | 13,600,645.17 | 13,771,583.66 | 15,102,558.69 |
| Domestic (Thousand baht)                      | 13,600,645.17 | 13,771,583.66 | 15,102,558.69 |
| 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 |

**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)**

### Strategic Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Changes in technologies
- Damage to company image and reputation

### Operational Risk

**Risk Management Measures:** Yes

#### Related Risk Topics

Operational Risk

- Systems or internal control system
- Loss or damage from non-compliance of partners or counterparties
- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights
- Corruption



### **Compliance Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

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

### **Financial Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods

## **Risk to Securities Holder (2.2.2)**

### **Risk To Securities Holders' Investment**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Return from investment of securities holder

## **Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)**

## **Financial Risk**

**Risk Management Measures:** Yes

### **Related Risk Topics**

- Foreign Investment Risk

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

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

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

##### • Fuel consumption

|                                   | 2022       | 2023       | 2024       |
|-----------------------------------|------------|------------|------------|
| Jet fuel (Litres)                 | 0.00       | 0.00       | 0.00       |
| Diesel (Litres)                   | 16,899.26  | 21,103.82  | 13,702.00  |
| Gasoline (Litres)                 | 146,943.07 | 139,996.27 | 140,877.00 |
| Fuel oil (Litres)                 | 0.00       | 0.00       | 0.00       |
| Crude oil (Barrels)               | 0.00       | 0.00       | 0.00       |
| Natural gas (Standard cubic feet) | 0.00       | 0.00       | 0.00       |
| LPG (Kilograms)                   | 0.00       | 0.00       | 0.00       |
| Steam (Metric tonnes)             | 0.00       | 0.00       | 0.00       |
| Coal (Metric tonnes)              | 0.00       | 0.00       | 0.00       |

• Electricity consumption

|  | 2022         | 2023         | 2024         |
|--|--------------|--------------|--------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 9,306,000.51 | 8,917,000.00 | 8,975,000.30 |

Water management

• Water consumption

|                                       | 2022      | 2023      | 2024      |
|---------------------------------------|-----------|-----------|-----------|
| Total water withdrawal (Cubic meters) | 54,912.13 | 67,092.40 | 73,466.00 |

Waste management

• Waste from operations

|  | 2022              | 2023              | 2024              |
|--|-------------------|-------------------|-------------------|
| Non-hazardous waste (Kilograms)          | 103,407.00        | 328,130.34        | 232,581.00        |
| Hazardous waste (Kilograms)              | 0.00              | 0.00              | 0.00              |
| <b>Total waste generated (Kilograms)</b> | <b>103,407.00</b> | <b>328,130.34</b> | <b>232,581.00</b> |

Greenhouse gas management

• Greenhouse gas emissions

|   | 2022            | 2023            | 2024            |
|---|-----------------|-----------------|-----------------|
| Scope 1 (Tons of carbon dioxide equivalents)                            | 418.52          | 503.55          | 942.00          |
| Scope 2 (Tons of carbon dioxide equivalents)                            | 4,618.93        | 3,943.63        | 5,490.00        |
| Scope 3 (Tons of carbon dioxide equivalents)                            | N/A             | N/A             | N/A             |
| <b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b> | <b>5,037.45</b> | <b>4,447.18</b> | <b>6,432.00</b> |

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : KPMG Phoomchai Audit Co., Ltd.

## 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://www.cimbthai.com/th/personal/who-we-are/sustainability/sustainability.html>

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)         | 1,370        | 1,145        | 1,366        |
| Number of female employees (Persons)       | 2,258        | 1,989        | 2,311        |
| <b>Total number of employees (Persons)</b> | <b>3,628</b> | <b>3,134</b> | <b>3,677</b> |

##### • Employee remuneration

|                              | 2022             | 2023             | 2024             |
|------------------------------|------------------|------------------|------------------|
| Employee remuneration (baht) | 3,336,504,226.00 | 3,764,760,726.46 | 4,106,103,300.00 |

##### • Employee development and training

|   | 2022         | 2023          | 2024          |
|---|--------------|---------------|---------------|
| Average employee training hours (Hours / Person / Year) | 38.77        | 53.00         | 43.20         |
| Employee development and training expenses (baht)       | 9,750,000.00 | 16,700,000.00 | 13,310,000.00 |

##### • Health, safety and work environment

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
|--|------|------|------|

|  |   |   |   |
|--|---|---|---|
| Total number of lost time injury incidents by employees<br>(Cases) | 0 | 0 | 0 |
|--|---|---|---|

• **Employee retention**

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
| Percentage of employees who voluntarily resigned (%) | 9.98 | 8.58 | 6.12 |

• **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://www.cimbthai.com/content/dam/cimbth/personal/documents/who-we-are/corporate-governance-policy/2024%20CG\\_Website\\_TH\\_DEC%202024\\_FINAL.pdf](https://www.cimbthai.com/content/dam/cimbth/personal/documents/who-we-are/corporate-governance-policy/2024%20CG_Website_TH_DEC%202024_FINAL.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         | 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. TENGKU AZMIL ZAHRUDDIN BIN RAJA<br>ABDUL AZIZ<br>Gender: Male<br>Age: 54 years old<br>Highest level of education:<br>Bachelor's degree<br>Major: Economics<br>Thai nationality: No<br>Residing in Thailand: No | Chairman of the board<br>(Non-executive)<br><br>Director type: Original<br>director | 19 Jul 2024               | Banking, Accounting, Finance, Risk Management |

|    |   |  |             |  |
|----|---|--|-------------|--|
| 2. | <p>Mr. Natasak Rodjanapiches</p> <p>Gender: Male</p> <p>Age: 62 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>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 18 Apr 2019 | Information & Communication Technology         |
| 3. | <p>Mrs. Oranuch Apisaksirikul</p> <p>Gender: Female</p> <p>Age: 66 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 26 Jun 2019 | Banking, Finance & Securities, Fund Management |
| 4. | <p>Mr. PAUL WONG CHEE KIN</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Finance</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>                       | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>                           | 8 Feb 2021  | Banking, Insurance                             |
| 5. | <p>Mrs. Vera Handajani</p> <p>Gender: Female</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>                        | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>                           | 5 Jul 2022  | Banking, Risk Management                       |

|    |   |   |             |   |
|----|---|---|-------------|---|
| 6. | Mr. WORAPONG JANYANGYUEN<br>Gender: Male<br>Age: 50 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes                     | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 14 Feb 2024 | Business Administration,<br>Banking, Finance,<br>Accounting, Sustainability |
| 7. | Mr. Anon Sirisaengtaksin<br>Gender: Male<br>Age: 72 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Honorary Doctor of Public<br>Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 26 Jun 2020 | Energy & Utilities, Banking,<br>Business Administration                     |

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

| General information  | Position                                 | Tenure   | Replacement Director    |
|--|--|--|-------------------------|
| 1. Dato' Robert Cheim Dau Meng<br>Gender: Male<br>Age: 73 years old<br>Highest level of education:<br>Bachelor's degree<br>Major: Accounting<br>Thai nationality: No<br>Residing in Thailand: No | Chairman of the board<br>(Non-executive) | Date position was assumed:<br>23 May 2019<br>Date directorship ended:<br>19 Apr 2024 | No replacement director |
| 2. Mr. ABDUL RAHMAN BIN AHMAD<br>Gender: Male<br>Age: 55 years old<br>Highest level of education:<br>Master's degree<br>Major: Economics<br>Thai nationality: No<br>Residing in Thailand: No     | Director<br>(Executive)                  | Date position was assumed:<br>6 Oct 2020<br>Date directorship ended:<br>30 Jun 2024  | No replacement director |

## 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. Mrs. Oranuch Apisaksirikul [1]<br>Gender: Female<br>Age: 66 years old<br>Highest level of education: Doctoral degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the audit committee<br>(Non-executive, Independent director)<br>Director type: Original director | 26 Jun 2019               | Banking, Finance & Securities, Fund Management                        |
| 2. Mr. Natasak Rodjanapiches<br>Gender: Male<br>Age: 62 years old<br>Highest level of education: Master's degree<br>Major: Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes                        | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 1 Apr 2023                | Information & Communication Technology                                |
| 3. Mr. WORAPONG JANYANGYUEN<br>Gender: Male<br>Age: 50 years old<br>Highest level of education: Doctoral degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes         | Audit committee<br>(Non-executive, Independent director)<br>Director type: Original director                 | 1 Mar 2024                | Business Administration, Banking, Finance, Accounting, Sustainability |

[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. Anon Sirisaengtaksin<br>Gender: Male<br>Age: 72 years old<br>Highest level of education:<br>Doctoral degree<br>Major: – Honorary Doctor of Public<br>Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive,<br>Independent director) | Date position was<br>assumed:<br>25 Jul 2023<br>Date directorship<br>ended:<br>1 Mar 2024 | Mr. WORAPONG JANYANGYUEN<br>Date position was assumed:<br>1 Mar 2025 |

[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. PAUL WONG CHEE KIN<br>Gender: Male<br>Age: 55 years old<br>Highest level of education: Bachelor's degree<br>Major: Finance<br>Thai nationality: No<br>Residing in Thailand: No     | Chairman of the executive committee      | 1 Feb 2021                |
| 2. Mr. Jason Kok Yew Leong<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Bachelor's degree<br>Major: Economics<br>Thai nationality: No<br>Residing in Thailand: Yes | Vice-chairman of the executive committee | 30 Dec 2016               |

|    |  |  |                    |
|----|--|--|--------------------|
| 3. | <p>Mr. Arthit Masathirakul</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>1 Jan 2017</p>  |
| 4. | <p>Mr. Pao Chatakanonta</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                | <p>Member of the executive committee</p> | <p>29 Jul 2020</p> |
| 5. | <p>Mr. Wut Thanittiraporn</p> <p>Gender: Male</p> <p>Age: 44 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>              | <p>Member of the executive committee</p> | <p>1 Jan 2023</p>  |
| 6. | <p>Mr. Songphot Vijayaporn</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>           | <p>Member of the executive committee</p> | <p>3 Jul 2023</p>  |
| 7. | <p>Mr. Keat Jin Tan</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>         | <p>Member of the executive committee</p> | <p>2 Jan 2020</p>  |

|     |  |  |                    |
|-----|--|--|--------------------|
| 8.  | <p>Mrs. Kanokpai Vongsatitporn</p> <p>Gender: Female</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Member of the executive committee</p> | <p>30 Dec 2016</p> |
| 9.  | <p>Mr. Yeong Thian Lim</p> <p>Gender: Male</p> <p>Age: 43 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Computer Science</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>                 | <p>Member of the executive committee</p> | <p>1 Dec 2022</p>  |
| 10. | <p>Ms. Pajaree Thongvanit</p> <p>Gender: Female</p> <p>Age: 44 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>                          | <p>Member of the executive committee</p> | <p>1 May 2018</p>  |
| 11. | <p>Ms. Uthaiwan Sukphanpim</p> <p>Gender: Female</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>     | <p>Member of the executive committee</p> | <p>1 Aug 2018</p>  |
| 12. | <p>Mr. Konthee Prasertwongse</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>     | <p>Member of the executive committee</p> | <p>1 Dec 2022</p>  |

|     |   |                     |             |
|-----|---|---------------------|-------------|
| 13. | Ms. Panida Tangsriwong                      | Member of the       | 20 May 2022 |
|     | Gender: Female                              | executive committee |             |
|     | Age: 53 years old                           |                     |             |
|     | Highest level of education: Master's degree |                     |             |
|     | Major: Business Administration              |                     |             |
|     | Thai nationality: Yes                       |                     |             |
|     | Residing in Thailand: Yes                   |                     |             |

## Other sub-committees

### Sub-committees information

| Name of sub-committees                                      | List of directors               | Position      |
|---|---------------------------------|---------------|
| Nomination, Remuneration and Corporate Governance Committee | Mr. Anon Sirisaengtaksin        | Chairman      |
|   | TENGKU AZMIL ZAHRUDDIN BIN RAJA | Vice chairman |
|   | ABDUL AZIZ                      | Member        |
| Board Risk and Compliance Committee                         | Mr. WORAPONG JANYANGYUEN        |               |
|   | Mr. Natasak Rodjanapiches       | Chairman      |
|   | Mrs. Vera Handajani             | Member        |
|   | Mr. Anon Sirisaengtaksin        | Vice chairman |

### Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

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. PAUL WONG CHEE KIN<br>Gender: Male<br>Age: 55 years old<br>Highest level of education: Bachelor's degree<br>Major: Finance                      | PRESIDENT & CEO           | 1 Feb 2021                | Banking, Insurance              |
| 2. Mrs. Kanokpai Vongsatitporn<br>Gender: Female<br>Age: 51 years old<br>Highest level of education: Master's degree<br>Major: Business Administration | Head of Human Resources   | 30 Dec 2016               | Banking, Insurance              |
| 3. Mr. Jason Kok Yew Leong [1]<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Bachelor's degree<br>Major: Economics               | Head of Finance           | 30 Dec 2016               | Banking, Audit, Fund Management |
| 4. Mr. Arthit Masathirakul<br>Gender: Male<br>Age: 58 years old<br>Highest level of education: Master's degree<br>Major: Business Administration       | Head of Risk Management   | 1 Jan 2017                | Banking, Risk Management        |
| 5. Ms. Waewalai Wattana [2]<br>Gender: Female<br>Age: 59 years old<br>Highest level of education: Master's degree<br>Major: Accounting                 | Head of Financial Control | 17 Sep 2018               | Banking, Accounting, Finance    |

|     |   |   |             |   |
|-----|---|---|-------------|---|
| 6.  | Mr. Yeong Thian Lim<br>Gender: Male<br>Age: 43 years old<br>Highest level of education: Bachelor's degree<br>Major: Computer Science            | Head of Strategy and<br>CEO s Office                    | 1 Dec 2022  | Banking, Strategic<br>Management          |
| 7.  | Mr. Keat Jin Tan<br>Gender: Male<br>Age: 50 years old<br>Highest level of education: Master's degree<br>Major: Business Administration          | Head of Consumer<br>Banking                             | 2 Jan 2020  | Banking, Fund Management                  |
| 8.  | Mr. Pao Chatakanonta<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Bachelor's degree<br>Major: Economics                  | Head of Treasury &<br>Markets                           | 29 Jul 2020 | Banking                                   |
| 9.  | Mr. Songphot Vijayaporn<br>Gender: Male<br>Age: 45 years old<br>Highest level of education: Bachelor's degree<br>Major: Engineering             | Head of Technology and<br>Data                          | 3 Jul 2023  | Banking, IT Management                    |
| 10. | Mr. Konthee Prasertwongse<br>Gender: Male<br>Age: 55 years old<br>Highest level of education: Master's degree<br>Major: Business Administration | Head of Investment<br>Banking                           | 1 Dec 2022  | Banking, Finance &<br>Securities, Finance |
| 11. | Ms. Panida Tangsriwong<br>Gender: Female<br>Age: 53 years old<br>Highest level of education: Master's degree<br>Major: Business Administration  | Head of Financial<br>Institution Thailand<br>and CLMV   | 20 May 2022 | Banking                                   |
| 12. | Mr. Wut Thanittiraporn<br>Gender: Male<br>Age: 44 years old<br>Highest level of education: Master's degree<br>Major: Engineering                | Head of Corporate<br>Banking and<br>Transaction Banking | 20 May 2022 | Banking                                   |

|     |   |                              |            |              |
|-----|---|------------------------------|------------|--------------|
| 13. | Ms. Pajaree Thongvanit                      | Head of Legal and Compliance | 1 Jan 2025 | Banking, Law |
|     | Gender: Female                              |                              |            |              |
|     | Age: 44 years old                           |                              |            |              |
|     | Highest level of education: Master's degree |                              |            |              |
|     | Major: Law                                  |                              |            |              |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 1,366

Number of female employees (persons) : 2,311

**Total number of employees (persons) : 3,677**

#### Employee Remuneration

Total employee remuneration : 4,106,103,300.00

#### Provident fund

Total number of employees (persons) : 3,677

Number of employees contributing to the PVD (persons) : 2,204

Percentage of employees who are members (%) : 93.71

# 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 |
|--|-----------------------|--|
| TENGKU AZMIL ZAHRUDDIN BIN RAJA ABDUL AZIZ | Chairman of the board | Participating                                |
| Mr. Natasak Rodjanapiches                  | Director              | Participating                                |
| Mrs. Oranuch Apisaksirikul                 | Director              | Participating                                |
| Mr. PAUL WONG CHEE KIN                     | Director              | Participating                                |
| Mrs. Vera Handajani                        | Director              | Participating                                |
| Mr. WORAPONG JANYANGYUEN                   | Director              | Participating                                |
| Mr. Anon Sirisaengtaksin                   | Director              | Participating                                |
| Dato' Robert Cheim Dau Meng                | Chairman of the board | Non-participating                            |
| Mr. ABDUL RAHMAN BIN AHMAD                 | 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) : 14

Date of AGM meeting : 19 Apr 2024

EGM meeting : No

|    | List of directors   | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings             |
|----|---|------------------|-------------------------|---------------|--------------------------|
| 1. | TENGKU AZMIL ZAHRUDDIN BIN RAJA ABDUL AZIZ<br>(Chairman of the board) | -                | 14/14                   | Participating | Did not hold the meeting |
| 2. | Mr. Natasak Rodjanapiches<br>(Director)                               | -                | 14/14                   | Participating | Did not hold the meeting |
| 3. | Mrs. Oranuch Apisaksirikul<br>(Director)                              | -                | 14/14                   | Participating | Did not hold the meeting |
| 4. | Mr. PAUL WONG CHEE KIN<br>(Director)                                  | -                | 14/14                   | Participating | Did not hold the meeting |
| 5. | Mrs. Vera Handajani<br>(Director)                                     | -                | 14/14                   | Participating | Did not hold the meeting |
| 6. | Mr. WORAPONG JANYANGYUEN<br>(Director)                                | -                | 14/14                   | Participating | Did not hold the meeting |
| 7. | Mr. Anon Sirisaengtaksin<br>(Director)                                | -                | 13/13                   | Participating | Did not hold the meeting |
| 8. | Dato' Robert Cheim Dau Meng<br>(Chairman of the board)                | 19 Apr 2024      | 4/4                     | Participating | Did not hold the meeting |
| 9. | Mr. ABDUL RAHMAN BIN AHMAD<br>(Director)                              | 30 Jun 2024      | 6/6                     | 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. | TENGKU AZMIL ZAHRUDDIN BIN RAJA ABDUL AZIZ<br>(Chairman of the board) | -                | 1,329,677.39             | N/A                                | N/A                |
| 2. | Mr. Natasak Rodjanapiches<br>(Director)                               | -                | 1,100,000.00             | N/A                                | N/A                |
| 3. | Mrs. Oranuch Apisaksirikul<br>(Director)                              | -                | 1,200,000.00             | N/A                                | N/A                |
| 4. | Mr. PAUL WONG CHEE KIN<br>(Director)                                  | -                | 0.00                     | N/A                                | N/A                |
| 5. | Mrs. Vera Handajani<br>(Director)                                     | -                | 0.00                     | N/A                                | N/A                |

|    |  |             |              |     |     |
|----|--|-------------|--------------|-----|-----|
| 6. | Mr. WORAPONG JANYANGYUEN<br>(Director)                 | -           | 1,077,586.24 | N/A | N/A |
| 7. | Mr. Anon Sirisaengtaksin<br>(Director)                 | -           | 1,539,290.32 | N/A | N/A |
| 8. | Dato' Robert Cheim Dau Meng<br>(Chairman of the board) | 19 Apr 2024 | N/A          | N/A | N/A |
| 9. | Mr. ABDUL RAHMAN BIN AHMAD<br>(Director)               | 30 Jun 2024 | N/A          | N/A | 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

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 14

|    | List of directors   | Termination date | Number of the audit committee meeting |
|----|---|------------------|---------------------------------------|
| 1. | Mrs. Oranuch Apisaksirikul<br>(Chairman of the audit committee) | -                | 14/14                                 |
| 2. | Mr. Natasak Rodjanapiches<br>(Audit committee)                  | -                | 11/14                                 |
| 3. | Mr. WORAPONG JANYANGYUEN<br>(Audit committee)                   | -                | 13/13                                 |
| 4. | Mr. Anon Sirisaengtaksin<br>(Audit committee)                   | 1 Mar 2024       | 2/2                                   |