



# **Annual Registration Statement / Annual Report**

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

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

**CIMB THAI BANK PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	7
<b>Corporate Governance</b>	
Corporate Governance Policy	12
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	13
Performance Report on Corporate Governance	27

# 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

	2021	2022	2023
Total revenue from operations (Thousand baht)	14,159,968.32	13,600,645.17	13,771,583.66
Commercial Banking (Thousand baht)	9,979,335.84	9,933,478.37	10,421,365.67
Other (Thousand baht)	4,180,632.48	3,667,166.80	3,350,217.99

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Commercial Banking (%)	70.48	73.04	75.67
Other (%)	29.52	26.96	24.33

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	14,159,968.32	13,600,645.17	13,771,583.66
Domestic (Thousand baht)	14,159,968.32	13,600,645.17	13,771,583.66
International (Thousand baht)	0.00	0.00	0.00

  

	2021	2022	2023
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**

	2021	2022	2023
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)	2021	2022	2023
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, Greenhouse Gas and Climate Change Management

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

##### Energy management

###### • Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	14,818.50	16,899.26	21,103.82
Gasoline (Litres)	170,991.41	146,943.07	139,996.27
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**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	9,696,587.63	9,306,061.21	8,917,013.38

**Water management**

• **Water consumption**

	2021	2022	2023
Total water withdrawal (Cubic meters)	61,460.65	54,912.13	67,092.40

**Waste management**

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	59,103.00	103,407.00	328,130.34
Remark :	2023 data: Covered paper waste, plastic waste, food waste, and general waste.		
	2021 and 2022 data: Covered paper waste only.		
Hazardous waste (Kilograms)	0.00	0.00	0.00
<b>Total waste generated (Kilograms)</b>	<b>59,103.00</b>	<b>103,407.00</b>	<b>328,130.34</b>

**Greenhouse gas management**

• **Greenhouse gas emissions**

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	6,036.68	5,394.48	4,752.28
Scope 1 (Tons of carbon dioxide equivalents)	492.03	418.52	503.55
Scope 2 (Tons of carbon dioxide equivalents)	4,819.20	4,618.93	3,943.63
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>5,311.23</b>	<b>5,037.45</b>	<b>4,447.18</b>
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• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : KPMG Phoomchai Audit Ltd.

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

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

	2021	2022	2023
Number of male employees (Persons)	1,414	1,370	1,145
Number of female employees (Persons)	2,232	2,258	1,989
<b>Total number of employees (Persons)</b>	<b>3,646</b>	<b>3,628</b>	<b>3,134</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	3,284,858,342.00	3,336,504,226.00	3,764,760,726.46

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	46.41	38.77	53.00
Employee development and training expenses (baht)	3,273,044.40	9,750,000.00	16,700,000.00

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

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	0	0	0

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	11.19	9.98	8.58

• **Significant labor dispute**

	2021	2022	2023
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

#### 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	3	42.86
Number of non-executive directors	4	57.14
Number of independent directors	3	42.86

#### 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. Dato' Robert Cheim Dau Meng Gender: Male Age: 72 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive)  Director type: Original director	23 May 2019	Finance, Risk Management

2.	Mr. Natasak Rodjanapiches Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	18 Apr 2019	Information & Communication Technology
3.	Mrs. Oranuch Apisaksirikul Gender: Female Age: 65 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	26 Jun 2019	Banking, Finance & Securities, Fund Management
4.	Mr. Anon Sirisaengtaksin Gender: Male Age: 71 years old Highest level of education: Doctoral degree Major: - Honorary Doctor of Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	26 Jun 2020	Energy & Utilities, Banking, Petrochemicals & Chemicals
5.	Dato' Abdul Rahman Bin Ahmad Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Economics Thai nationality: No Residing in Thailand: No	Director (Executive)  Director type: Original director	6 Oct 2020	Banking, Property Fund & REITs

6.	Mr. Paul Wong Chee Kin Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: No Residing in Thailand: No	Director (Executive)  Director type: Original director	8 Feb 2021	Banking, Insurance
7.	Mrs. Vera Handajani Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Economics Thai nationality: No Residing in Thailand: No	Director (Executive)  Director type: Original director	5 Jul 2022	Banking, Risk Management

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

General information	Position	Tenure	Replacement Director
1. Mr. Chanmanu Sumawong Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 20 Apr 2018 Date directorship ended: 13 Apr 2023	No replacement director
2. Mr. Rom Hiranpruk Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Computer Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 13 Dec 2018 Date directorship ended: 13 Apr 2023	No replacement director

3.	Mr. Niti Jungnitnirundr	Director	Date position was	No replacement director
	Gender: Male	(Non-executive,	assumed:	
	Age: 65 years old	Independent director)	18 Apr 2019	
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Accounting		12 Aug 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

### 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] Gender: Female Age: 65 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	26 Jun 2019	Banking, Finance & Securities, Fund Management
2. Mr. Natasak Rodjanapiches Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Apr 2023	Information & Communication Technology
3. Mr. Anon Sirisaengtaksin [1] Gender: Male Age: 71 years old Highest level of education: Doctoral degree Major: – Honorary Doctor of Public Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Aug 2023	Energy & Utilities, Banking, Petrochemicals & Chemicals

[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. Chanmanu Sumawong Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 20 Apr 2018 Date directorship ended: 13 Apr 2023	No replacement director
2. Mr. Rom Hiranpruk Gender: Male Age: 69 years old Highest level of education: Doctoral degree Major: Computer Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 14 Dec 2018 Date directorship ended: 13 Apr 2023	No replacement director
3. Mr. Niti Jungnitnirundr [1] Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 18 Apr 2019 Date directorship ended: 12 Aug 2023	No replacement director

[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
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1.	<p>Mr. Paul Wong Chee Kin</p> <p>Gender: Male</p> <p>Age: 54 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>Chairman of the executive committee</p>	1 Feb 2021
2.	<p>Mr. Jason Kok Yew Leong</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Vice-chairman of the executive committee</p>	30 Dec 2016
3.	<p>Mr. Arthit Masathirakul</p> <p>Gender: Male</p> <p>Age: 57 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>	1 Jan 2017
4.	<p>Mr. Pao Chatakanonta</p> <p>Gender: Male</p> <p>Age: 52 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>	29 Jul 2020
5.	<p>Mr. Wut Thanittiraporn</p> <p>Gender: Male</p> <p>Age: 43 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>	1 Jan 2023

6.	<p>Mr. Songphot Vijayaporn</p> <p>Gender: Male</p> <p>Age: 44 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: 49 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: 50 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: 42 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>Mr. Zethjak Leeyakars</p> <p>Gender: Male</p> <p>Age: 54 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>1 May 2018</p>

11.	Ms. Pajaree Thongvanit Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 May 2018
12.	Ms. Uthaiwan Sukphanpim Gender: Female Age: 55 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 2018
13.	Mr. Konthee Prasertwongse Gender: Male Age: 54 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 Dec 2022
14.	Ms. Panida Tangsriwong Gender: Female 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	20 May 2022

**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
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1.	Mr. Prapas Thongsuk	Member of the executive committee	Date position was assumed: 20 Apr 2017	No replacement director
	Gender: Male			
	Age: 60 years old			
	Highest level of education:		Date directorship ended:	
	Master's degree			
	Major: Business Administration		15 May 2023	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mrs. Oranuch Apisaksirikul	Chairman
	Mr. Anon Sirisaengtaksin	Member
	Mr. Natasak Rodjanapiches	Member
Nomination, Remuneration and Corporate Governance Committee	Mr. Anon Sirisaengtaksin	Chairman
	Dato' Robert Cheim Dau Meng	Member
	Mr. Natasak Rodjanapiches	Member
Board Risk and Compliance Committee	Mr. Natasak Rodjanapiches	Chairman
	Mr. Anon Sirisaengtaksin	Member
	Mrs. Vera Handajani	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: Board Risk and Compliance Committee
Sub-committees responsible for nomination	: Nomination, Remuneration and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination, Remuneration and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination, Remuneration and Corporate Governance Committee
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 Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Finance	PRESIDENT & CEO	1 Feb 2021	Banking, Insurance
2. Ms. Siriporn Sanunpairaue Gender: Female Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Head of Corporate Assurance	1 Feb 2015	Banking, Internal Control, Audit
3. Mrs. Kanokpai Vongsatitporn Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Head of Human Resources	30 Dec 2016	Banking, Insurance
4. Mr. Jason Kok Yew Leong [1] Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Economics	Head of Finance	30 Dec 2016	Banking, Audit, Fund Management
5. Mr. Arthit Masathirakul Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Head of Risk Management	1 Jan 2017	Banking, Risk Management

6.	Mr. Zethjak Leeyakars Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Economics	Head of Compliance	1 May 2018	Banking, Governance/ Compliance
7.	Ms. Waewalai Wattana [2] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Accounting	Head of Financial Control	17 Sep 2018	Banking, Accounting, Finance
8.	Mr. Yeong Thian Lim Gender: Male Age: 42 years old Highest level of education: Bachelor's degree Major: Computer Science	Head of Strategy and CEO s Office	1 Dec 2022	Banking, Strategic Management
9.	Mr. Keat Jin Tan Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Head of Consumer Banking	2 Jan 2020	Banking, Fund Management
10.	Mr. Pao Chatakanonta Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Economics	Head of Treasury & Markets	29 Jul 2020	Banking
11.	Mr. Songphot Vijayaporn Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Engineering	Head of Technology and Data	3 Jul 2023	Banking, IT Management
12.	Mr. Konthee Prasertwongse Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Head of Investment Banking	1 Dec 2022	Banking, Finance & Securities, Finance

13.	Ms. Panida Tangsriwong Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Head of Financial Institution Thailand and CLMV	20 May 2022	Banking
14.	Mr. Wut Thanittiraporn Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Engineering	Head of Corporate Banking and Transaction Banking	20 May 2022	Banking

[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

	2021	2022	2023
Total executive remuneration (baht)	123,250,000.00	131,220,000.00	119,390,000.00

### 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)	: 1,145
Number of female employees (persons)	: 1,989
<b>Total number of employees (persons)</b>	<b>: 3,134</b>

#### Employee Remuneration

Total employee remuneration	: 3,764,760,726.46
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#### Provident fund

Total number of employees (persons)	: 3,134
Number of employees contributing to the PVD (persons)	: 2,796
Percentage of employees who are members (%)	: 89.22

# 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
Dato' Robert Cheim Dau Meng	Chairman of the board	Participating
Mr. Natasak Rodjanapiches	Director	Participating
Mrs. Oranuch Apisaksirikul	Director	Participating
Mr. Anon Sirisaengtaksin	Director	Participating
Dato' Abdul Rahman Bin Ahmad	Director	Participating
Mr. Paul Wong Chee Kin	Director	Participating
Mrs. Vera Handajani	Director	Participating
Mr. Chanmanu Sumawong	Director	Participating
Mr. Rom Hiranpruk	Director	Participating
Mr. Niti Jungnitnirundr	Director	Participating

##### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Cross-assessment (Assessment of another director)

#### Meeting attendance and remuneration to each Board member (8.1.2)

## Meeting attendance of the board of directors

Number of board meetings (times) : 12

Date of AGM meeting : 12 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Dato' Robert Cheim Dau Meng (Chairman of the board)	-	12/12	Participating	Did not hold the meeting
2. Mr. Natasak Rodjanapiches (Director)	-	12/12	Non-participating	Did not hold the meeting
3. Mrs. Oranuch Apisaksirikul (Director)	-	12/12	Participating	Did not hold the meeting
4. Mr. Anon Sirisaengtaksin (Director)	-	12/12	Participating	Did not hold the meeting
5. Dato' Abdul Rahman Bin Ahmad (Director)	-	12/12	Participating	Did not hold the meeting
6. Mr. Paul Wong Chee Kin (Director)	-	12/12	Participating	Did not hold the meeting
7. Mrs. Vera Handajani (Director)	-	10/12	Participating	Did not hold the meeting
8. Mr. Chanmanu Sumawong (Director)	13 Apr 2023	4/4	Participating	Did not hold the meeting
9. Mr. Rom Hiranpruk (Director)	13 Apr 2023	4/4	Participating	Did not hold the meeting
10. Mr. Niti Jungnitnirundr (Director)	12 Aug 2023	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
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1.	Dato' Robert Cheim Dau Meng (Chairman of the board)	-	2,880,000.00	0.00	No
2.	Mr. Natasak Rodjanapiches (Director)	-	1,200,000.00	0.00	No
3.	Mrs. Oranuch Apisaksirikul (Director)	-	1,200,000.00	0.00	No
4.	Mr. Anon Sirisaengtaksin (Director)	-	1,200,000.00	0.00	No
5.	Dato' Abdul Rahman Bin Ahmad (Director)	-	0.00	0.00	No
6.	Mr. Paul Wong Chee Kin (Director)	-	0.00	0.00	No
7.	Mrs. Vera Handajani (Director)	-	0.00	0.00	No
8.	Mr. Chanmanu Sumawong (Director)	13 Apr 2023	320,000.00	0.00	No
9.	Mr. Rom Hiranpruk (Director)	13 Apr 2023	320,000.00	0.00	No
10.	Mr. Niti Jungnitnirundr (Director)	12 Aug 2023	717,742.00	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) : 14

	List of directors	Termination date	Number of the audit committee meeting
1.	Mrs. Oranuch Apisaksirikul (Chairman of the audit committee)	-	14/14
2.	Mr. Natasak Rodjanapiches (Audit committee)	-	11/14
3.	Mr. Anon Sirisaengtaksin (Audit committee)	-	6/14
4.	Mr. Chanmanu Sumawong (Audit committee)	13 Apr 2023	3/3
5.	Mr. Rom Hiranpruk (Audit committee)	13 Apr 2023	3/3
6.	Mr. Niti Jungnitnirundr (Audit committee)	12 Aug 2023	8/8

