



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

KRUNG THAI BANK PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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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 : KRUNG THAI BANK PUBLIC COMPANY LIMITED

Symbol : KTB

Address : 35 SUKHUMVIT ROAD, KHLONG TOEI NUA, WATTANA

Province : Bangkok

Postcode : 10110

Business : The Company is a large commercial bank in Thailand conducting its business through a nationwide branch network and in certain major centers of the world.

Registration Number : 0107537000882

Telephone : 0-2255-2222

Fax (if applicable) : 0-2255-9391-6

Website : <https://krungthai.com>

Email : whistletruth@krungthai.com

Total Shares Sold (shares)

Common Stock : 13,976,061,250

Preferred Stock : 5,500,000

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	115,786,000.00	125,391,000.00	149,465,000.00
Net interest income (Thousand baht)	83,372,000.00	90,405,000.00	113,419,000.00
Non-interest income (Thousand baht)	32,414,000.00	34,986,000.00	36,046,000.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Net interest income (%)	72.01	72.10	75.88
Non-interest income (%)	27.99	27.90	24.12

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	115,786,000.00	125,391,000.00	149,465,000.00
Domestic (Thousand baht)	115,786,000.00	125,391,000.00	149,465,000.00
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	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)

Transition Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Climate change and disasters

Sustainable Finance Landscape

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Economic risk
- ESG risk

Central Bank Digital Currency Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

Financial Risk

- Liquidity risk

Geopolitical Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Business operations of partners in the supply chain
- ESG risk

Polycrisis Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Pandemic risk

Operational Risk

- Impact on human rights
- Pandemic risk

Financial Risk

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

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in return on assets or investment
- Liquidity risk
- Income volatility

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Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Other

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

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Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods

Non-performing

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods

Market Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Liquidity risk

Interest Rate Risk in the Banking Book

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Financial Risk

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

Interest Rate Risk in the Trading Book

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Foreign Exchange Rate Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Equity Price Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in return on assets or investment

Commodity Price Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Delays in the development of future projects

Compliance Risk

- Corporate Governance

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Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding
- Liquidity risk

Reputation Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk
- Economic risk

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Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

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Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

Risk to Securities Holder (2.2.2)

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Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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://krungthai.com/th/sustainability/esg-policy/environmental/climate-risk>

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://krungthai.com/th/sustainability>

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
Diesel (Litres)	8,697.10	1,175,337.77	1,211,982.96
Gasoline (Litres)	4,484,977.86	3,145,613.25	3,374,420.05

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	89,517,157.58	84,239,425.60	74,036,381.89

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	420,445.00	400,942.00	378,167.96

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,351,897.26	1,186,127.23	746,436.00
Hazardous waste (Kilograms)	50,582.74	84,444.14	40,056.15
Total waste generated (Kilograms)	1,402,480.00	1,270,571.37	786,492.15

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	11,567.75	14,096.19	17,478.13
Scope 2 (Tons of carbon dioxide equivalents)	44,765.32	42,124.35	37,005.66
Scope 3 (Tons of carbon dioxide equivalents)	9,951.81	27,261.66	28,254.18
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	66,284.88	83,482.20	82,737.96

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : LRQA (THAILAND) LIMITED

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://krungthai.com/Download/generalcontent/MediaFile_15917HumanRightsOperations.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

	2021	2022	2023
Number of male employees (Persons)	5,545	4,926	4,677
Number of female employees (Persons)	13,392	12,231	11,744
Total number of employees (Persons)	18,937	17,157	16,421

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	21,851,000,000.00	20,033,100,000.00	19,626,400,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	105.46	72.18	68.94
Employee development and training expenses (baht)	115,670,000.00	150,280,000.00	243,404,177.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	0	2
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	8.90	10.92	6.94

• **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

Company website on corporate governance policy : https://krungthai.com/Download/aboutKTB/MediaFile_238CorporateGovernancePolicy2564.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	10	100.00
Number of male directors	9	90.00
Number of female directors	1	10.00
Number of executive directors	1	10.00
Number of non-executive directors	9	90.00
Number of independent directors	5	50.00

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. LAVARON SANGSNIT Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	21 Dec 2020	Finance, Economics, Business Administration, Banking, Human Resource Management

2.	Mr. KRAIRIT EUCHUKANONCHAI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	15 Oct 2015	Risk Management, Change Management, Banking, Finance, Business Administration
3.	Mr. VICHAI ASSARASAKORN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	24 Nov 2017	Finance, Business Administration, Governance/ Compliance, Audit, Sustainability
4.	Mr. THANWA LAOHASIRIWONG Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Jan 2016	Human Resource Management, Engineering, Information & Communication Technology, Banking, Risk Management
5.	Mr. KITTIPONG KITTAYARAK Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	24 Jul 2014	Law, Banking, Commerce, Sustainability, Governance/ Compliance

6.	Mr. TEERAPONG WONGSIWAWILAS	Director (Non-executive, Independent director)	21 Dec 2020	Law, Human Resource Management, Commerce, Banking, Governance/ Compliance
	Gender: Male			
	Age: 59 years old			
	Highest level of education:			
	Bachelor's degree	Director type: Original director		
	Major: Law			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
7.	Mr. VIRASAK SUTANTHAVIBUL	Director (Non-executive, Independent director)	7 Apr 2023	Risk Management, Business Administration, Marketing, Human Resource Management, Banking
	Gender: Male			
	Age: 66 years old			
	Highest level of education:			
	Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
8.	Ms. JIRAPHON KAWSWAT	Director (Non-executive, Independent director)	26 Oct 2022	Accounting, Finance, Economics, Banking, Governance/ Compliance
	Gender: Female			
	Age: 61 years old			
	Highest level of education:			
	Master's degree	Director type: Original director		
	Major: Accounting			
	Thai nationality: Yes			
	Residing in Thailand: Yes			
9.	Mr. Attapol Attaworadej	Director (Non-executive)	7 Apr 2023	Law, Risk Management, Change Management, Banking, Governance/ Compliance
	Gender: Male			
	Age: 50 years old			
	Highest level of education:			
	Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Law			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

10.	Mr. PAYONG SRIVANICH Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	8 Nov 2016	Economics, Change Management, Banking, Engineering, Business Administration
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List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. GEN. TIENCHAI RUBPORN Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Master of Arts, Command and General Staff College Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 12 Apr 2019 Date directorship ended: 7 Apr 2023	Mr. VIRASAK SUTANTHAVIBUL Date position was assumed: 7 Apr 2023
2. Mr. KRISADA CHINAVICHARANA Gender: Male Age: 60 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)	Date position was assumed: 28 Oct 2020 Date directorship ended: 31 Aug 2023	No replacement director
3. Mr. POONNIS SAKUNTANAGA Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 28 Jan 2015 Date directorship ended: 17 Aug 2023	No replacement director

4.	Ms. KULAYA TANTITEMIT Gender: Female Age: 51 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 9 Nov 2021 Date directorship ended: 1 Jan 2023	Mr. CHAMROEN PHOTHIYOD Date position was assumed: 11 Jan 2023
5.	Mr. CHAMROEN PHOTHIYOD Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 11 Jan 2023 Date directorship ended: 7 Apr 2023	Mr. Attapol Attaworadej Date position was assumed: 7 Apr 2023

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	: Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. VICHAI ASSARASAKORN Gender: Male Age: 63 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	12 Apr 2019	Finance, Business Administration, Governance/ Compliance, Audit, Sustainability
2. Ms. JIRAPHON KAWSWAT [1] Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	26 Oct 2022	Accounting, Finance, Economics, Banking, Governance/ Compliance
3. Mr. THANWA LAOHASIRIWONG Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	13 Sep 2023	Human Resource Management, Engineering, Information & Communication Technology, Banking, Risk Management

[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. GEN. TIENCHAI RUBPORN [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Master of Arts, Command and General Staff College Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 28 Jan 2015 Date directorship ended: 7 Apr 2023	No replacement director
2. Mr. VIRASAK SUTANTHAVIBUL Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 11 Apr 2023 Date directorship ended: 1 Sep 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
1. Mr. KRAIRIT EUCHUKANONCHAI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	15 Oct 2015

2.	Mr. VIRASAK SUTANTHAVIBUL Gender: Male Age: 66 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 Sep 2023
3.	Mr. PAYONG SRIVANICH Gender: Male 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	8 Nov 2016

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

General information	Position	Tenure	Replacement Director
1. Mr. POONNIS SAKUNTANAGA Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 28 Jan 2015 Date directorship ended: 17 Aug 2023	No replacement director
2. Mr. LAVARON SANGSNIT Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 23 Dec 2020 Date directorship ended: 11 Oct 2023	No replacement director

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Corporate Governance and Sustainability Committee	Mr. KITTIPONG KITTAYARAK	Chairman
	Mr. VICHAI ASSARASAKORN	Member
	Ms. JIRAPHON KAWSWAT	Member
	Mr. Attapol Attaworadej	Member
Nomination and Remuneration Committee	Mr. THANWA LAOHASIRIWONG	Chairman
	Mr. TEERAPONG WONGSIWAWILAS	Member
Risk Oversight Committee	Mr. KRAIRIT EUCHUKANONCHAI	Chairman
	Mr. THANWA LAOHASIRIWONG	Member
	Mr. VIRASAK SUTANTHAVIBUL	Member
	Mr. PAYONG SRIVANICH	Member
Compliance Committee	Mr. TEERAPONG WONGSIWAWILAS	Chairman
	Mr. THANWA LAOHASIRIWONG	Member
	Mr. KITTIPONG KITTAYARAK	Member
	Mr. Attapol Attaworadej	Member
Independent Director Committee	Mr. VIRASAK SUTANTHAVIBUL	Chairman
	Mr. THANWA LAOHASIRIWONG	Member
	Mr. VICHAI ASSARASAKORN	Member
	Mr. TEERAPONG WONGSIWAWILAS	Member
	Ms. JIRAPHON KAWSWAT	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Oversight Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PAYONG SRIVANICH Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	PRESIDENT	8 Nov 2016	Economics, Change Management, Banking, Engineering, Business Administration
2. Mr. Suratun Kongton Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Political Science	Chief Wholesale Banking Officer	8 Oct 2018	Finance, Banking, Finance & Securities
3. Mr. Ekachai Techawiriyakul Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	Chief Risk Officer	1 Nov 2017	Finance, Banking, Risk Management
4. Ms. Saranya Vejagul [1] Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Strategy & Resources Management Officer	1 Jul 2019	Finance, Banking, Accounting
5. Mr. Tawatchai Cheevanon Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Chief Product & Business Solutions Officer	2 Jan 2019	IT Management, Banking, Marketing

6.	Mr. Pongsit Chaichutpornasuk Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Law	Chief Legal Compliance & Financial Crime Officer	1 Oct 2020	Law, Risk Management, Banking
7.	Mr. Chanchai Sinsuparat Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration	Chief Service Fulfillment Officer	1 Dec 2019	Finance, Banking
8.	Mr. Panabhand Hankijjakul Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Economics	Chief Audit Officer	2 Mar 2020	Internal Control, Risk Management, Banking, Finance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	327,748,412.00	339,200,000.00	184,600,000.00

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)	: 4,677
Number of female employees (persons)	: 11,744
Total number of employees (persons)	: 16,421

Employee Remuneration

Total employee remuneration	: 19,626,400,000.00
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Provident fund

Total number of employees (persons)	: 16,421
Number of employees contributing to the PVD (persons)	: 15,872
Percentage of employees who are members (%)	: 96.66

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. KITTIPONG KITTAYARAK Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 24 Jul 2014	Law, Banking, Commerce, Sustainability, Governance/ Compliance
2. Mr. PAYONG SRIVANICH Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 8 Nov 2016	Economics, Change Management, Banking, Engineering, Business Administration

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. VIRASAK SUTANTHAVIBUL Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 7 Apr 2023	Risk Management, Business Administration, Marketing, Human Resource Management, Banking
2.	Mr. Attapol Attaworadej Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 7 Apr 2023	Law, Risk Management, Change Management, Banking, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. LAVARON SANGSNIT	Chairman of the board	Participating
Mr. KRAIRIT EUCHUKANONCHAI	Vice Chairman	Participating
Mr. VICHAI ASSARASAKORN	Director	Participating
Mr. THANWA LAOHASIRIWONG	Director	Participating
Mr. KITTIPONG KITTAYARAK	Director	Participating
Mr. TEERAPONG WONGSIWAWILAS	Director	Participating
Mr. VIRASAK SUTANTHAVIBUL	Director	Participating
Ms. JIRAPHON KAWSWAT	Director	Participating
Mr. Attapol Attaworadej	Director	Participating
Mr. PAYONG SRIVANICH	Director	Participating
GEN. TIENCHAI RUBPORN	Director	Non-participating
Mr. KRISADA CHINAVICHARANA	Chairman of the board	Non-participating

Mr. POONNIS SAKUNTANAGA	Director	Non-participating
Ms. KULAYA TANTITEMIT	Director	Non-participating
Mr. CHAMROEN PHOTHIYOD	Director	Non-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) : 25

Date of AGM meeting : 7 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. LAVARON SANGSNIT (Chairman of the board)	-	25/25	Participating	Did not hold the meeting
2. Mr. KRAIRIT EUCHUKANONCHAI (Vice Chairman)	-	21/25	Participating	Did not hold the meeting
3. Mr. VICHAI ASSARASAKORN (Director)	-	25/25	Participating	Did not hold the meeting
4. Mr. THANWA LAOHASIRIWONG (Director)	-	25/25	Participating	Did not hold the meeting
5. Mr. KITTIPONG KITTAYARAK (Director)	-	25/25	Participating	Did not hold the meeting
6. Mr. TEERAPONG WONGSIWAWILAS (Director)	-	24/25	Participating	Did not hold the meeting

7.	Mr. VIRASAK SUTANTHAVIBUL (Director)	-	18/18	Non-participating	Did not hold the meeting
8.	Ms. JIRAPHON KAWSWAT (Director)	-	25/25	Participating	Did not hold the meeting
9.	Mr. Attapol Attaworadej (Director)	-	18/18	Non-participating	Did not hold the meeting
10.	Mr. PAYONG SRIVANICH (Director)	-	24/25	Participating	Did not hold the meeting
11.	GEN. TIENCHAI RUBPORN (Director)	7 Apr 2023	7/7	Participating	Did not hold the meeting
12.	Mr. KRISADA CHINAVICHARANA (Chairman of the board)	31 Aug 2023	16/16	Participating	Did not hold the meeting
13.	Mr. POONNIS SAKUNTANAGA (Director)	17 Aug 2023	14/15	Participating	Did not hold the meeting
14.	Ms. KULAYA TANTITEMIT (Director)	1 Jan 2023	0/0	Non-participating	Did not hold the meeting
15.	Mr. CHAMROEN PHOTHIYOD (Director)	7 Apr 2023	6/7	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. LAVARON SANGSNIT (Chairman of the board)	-	2,599,193.55	N/A	No
2.	Mr. KRAIRIT EUCHUKANONCHAI (Vice Chairman)	-	2,640,000.00	N/A	No
3.	Mr. VICHAI ASSARASAKORN (Director)	-	2,640,000.00	N/A	No
4.	Mr. THANWA LAOHASIRIWONG (Director)	-	2,550,000.00	N/A	No
5.	Mr. KITTIPONG KITTAYARAK (Director)	-	2,550,000.00	N/A	No
6.	Mr. TEERAPONG WONGSIWAWILAS (Director)	-	2,550,000.00	N/A	No
7.	Mr. VIRASAK SUTANTHAVIBUL (Director)	-	1,866,500.00	N/A	No
8.	Ms. JIRAPHON KAWSWAT (Director)	-	2,460,000.00	N/A	No

9.	Mr. Attapol Attaworadej (Director)	-	1,844,000.00	N/A	No
10.	Mr. PAYONG SRIVANICH (Director)	-	2,430,000.00	N/A	No
11.	GEN. TIENCHAI RUBPORN (Director)	7 Apr 2023	633,666.67	N/A	No
12.	Mr. KRISADA CHINAVICHARANA (Chairman of the board)	31 Aug 2023	1,874,838.71	N/A	No
13.	Mr. POONNIS SAKUNTANAGA (Director)	17 Aug 2023	1,561,290.32	N/A	No
14.	Ms. KULAYA TANTITEMIT (Director)	1 Jan 2023	0.00	N/A	No
15.	Mr. CHAMROEN PHOTHYOD (Director)	7 Apr 2023	592,860.22	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) : 22

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. VICHAI ASSARASAKORN (Chairman of the audit committee)	-	21/22
2.	Ms. JIRAPHON KAWSWAT (Audit committee)	-	22/22
3.	Mr. THANWA LAOHASIRIWONG (Audit committee)	-	6/6
4.	GEN. TIENCHAI RUBPORN (Audit committee)	7 Apr 2023	6/6
5.	Mr. VIRASAK SUTANTHAVIBUL (Audit committee)	1 Sep 2023	10/10