



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

STARS MICROELECTRONICS (THAILAND) PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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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 : STARS MICROELECTRONICS (THAILAND) PUBLIC COMPANY LIMITED

Symbol : SMT

Address : 605-606kl Moo 2, Bang Pa-In Industrial Estate, Klongjig, Bang
Pa-In

Province : Ayutthya

Postcode : 13160

Business : Electronic Contract Manufacturing

Registration Number : 0107545000098

Telephone : 0-3525-8555

Fax (if applicable) : 0-3522-5914

Website : www.starsmicro.com

Email : ir@starsmicro.com

Total Shares Sold (shares)

Common Stock : 845,584,063

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2023	2024	2025
Total revenue from operations (Thousand baht)	2,580,440.00	2,061,442.00	2,031,377.00
IC PACKAGING (Thousand baht)	853,443.00	590,834.00	522,855.00
PCBA AND BOXBUILD (Thousand baht)	650,385.00	817,245.00	905,780.00
Optical (Thousand baht)	1,079,612.00	653,362.00	602,742.00
Other (Thousand baht)	67,004.00	78,980.00	140,693.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
IC PACKAGING (%)	33.07	28.66	25.74
PCBA AND BOXBUILD (%)	25.20	39.64	44.59
Optical (%)	41.84	31.69	29.67
Other (%)	2.53	3.69	6.48

By Geographical Area or Market

	2023	2024	2025
Total revenue from operations (Thousand baht)	2,580,440.00	2,061,442.00	2,031,377.00
Domestic (Thousand baht)	353,520.00	199,165.00	357,241.00
International (Thousand baht)	2,226,920.00	1,862,277.00	1,674,136.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	13.70	9.66	17.59
International (%)	86.30	90.34	82.41

Other income as specified in the financial statements

	2023	2024	2025
Total other income (Thousand baht)	67,004.00	78,980.00	140,693.00
Other income from operations (Thousand baht)	67,004.00	43,597.00	45,976.00
Other income not from operations (Thousand baht)	0.00	35,383.00	94,717.00

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)	2023	2024	2025
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
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources
- Loss or damage from non-compliance of partners or counterparties
- Safety, occupational health, and working environment
- Impact on the environment
- Impact from population structure
- Impact on human rights

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate

Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Corporate Governance

Emerging Risk Management

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk
- ESG risk
- Pandemic risk
- Climate change and disasters

Risk to Securities Holder (2.2.2)

Economic Uncertainty

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://investor.starsmicro.com/th/corporate-info/company-document/>
(if applicable)

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://investor.starsmicro.com/th/>
(if applicable)

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

	2023	2024	2025
Gasoline (Litres)	638.89	746.26	725.00
LPG (Kilograms)	16,580.00	14,377.00	14,135.00

• Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	23,923,621.00	25,560,067.00	25,438,102.00

Water management

• Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	197,254.00	174,743.00	175,613.00

Waste management

• Waste from operations

	2023	2024	2025
Non-hazardous waste (Kilograms)	37,430.00	45,200.00	13,400.00
Hazardous waste (Kilograms)	10,290.00	6,820.00	4,400.00
Total waste generated (Kilograms)	47,720.00	52,020.00	17,800.00

Greenhouse gas management

• Greenhouse gas emissions

	2023	2024	2025
Scope 1 (Tons of carbon dioxide equivalents)	0.00	N/A	288.00
Scope 2 (Tons of carbon dioxide equivalents)	10,244.00	12,218.00	13,233.00
Scope 3 (Tons of carbon dioxide equivalents)	2,056.00	2,412.00	7,318.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	12,300.00	14,630.00	20,839.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://investor.starsmicro.com/th/corporate-info/company-document/>

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

	2023	2024	2025
Number of male employees (Persons)	375	376	421
Number of female employees (Persons)	677	676	794
Total number of employees (Persons)	1,052	1,052	1,215

• Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	433,225,751.00	371,510,881.04	392,457,699.00

• Employee development and training

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	42.75	138.00	150.00
Employee development and training expenses (baht)	189,456.00	385,930.00	374,567.00

• Health, safety and work environment

	2023	2024	2025
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2023	2024	2025
Percentage of employees who voluntarily resigned (%)	N/A	19.49	18.02

• **Significant labor dispute**

	2023	2024	2025
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.starsmicro.com/th/corporate-info/company-document/>

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	7	100.00
Number of female directors	0	0.00
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. Mr. PREECHA JARUNGIDANAN Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	10 Sep 2007	Economics, Electronic Components, Finance, Internal Control, Risk Management

2.	Mr. PROMPONG CHAIKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	7 Nov 2019	Engineering, Electronic Components, Corporate Management, Leadership, Governance/ Compliance
3.	Mr. AEKKACHAI NITTAYAGASETWAT Gender: Male Age: 62 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	29 Apr 2011	Economics, Finance, Risk Management, Electronic Components
4.	Mr. KAMPHOL PANYAGOMETH Gender: Male Age: 53 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	29 Apr 2011	Finance, Electronic Components, Leadership, Risk Management
5.	Mr. NATTAPONG CHAIKUL Gender: Male Age: 30 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Nov 2019	Finance, Engineering, Electronic Components, Leadership

6.	Mr. YUNYONG SAWASDI Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	20 Feb 2020	Accounting, Sustainability, Corporate Management, Electronic Components, Human Resource Management
7.	Mr. JITKASAME NGARMNIL Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	19 Feb 2021	Electronic Components, Engineering, Governance/ Compliance, IT Management

Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PREECHA JARUNGIDANAN [1] Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	16 Mar 2016	Economics, Electronic Components, Finance, Internal Control, Risk Management
2. Mr. AEKKACHAI NITTAYAGASETWAT [1] Gender: Male Age: 62 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	29 Apr 2011	Economics, Finance, Risk Management, Electronic Components
3. Mr. KAMPHOL PANYAGOMETH [1] Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	29 Apr 2011	Finance, Electronic Components, Leadership, Risk Management

[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. PROMPONG CHAIKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	18 Feb 2021
2. Mr. YUNYONG SAWASDI Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Feb 2021
3. Mr. NARIS CHANDANG Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Nov 2022
4. Mr. CHAIYOT THAVEERATITHAM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	6 Jan 2023

5.	Mr. NATTAPONG CHAIKUL	Member of the executive committee	4 Mar 2023
	Gender: Male		
	Age: 30 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
The Nomination & Remuneration Committee	Mr. PREECHA JARUNGIDANAN	Chairman
	Mr. AEKKACHAI NITTAYAGASETWAT	Member
	Mr. YUNYONG SAWASDI	Member
Risk Management Committee	Mr. KAMPHOL PANYAGOMETH	Chairman
	Mr. PROMPONG CHAIKUL	Chairman
	Mr. YUNYONG SAWASDI	Member
	Mr. Tongchai Chuenchujit	Member
	Mr. NARIS CHANDANG	Member
	Mr. CHAIYOT THAVEERATITHAM	Member
	Mrs. PRANKVALAI TARUNOTAI	Member
	Ms. SUNAN WONGMUTTHAVANICH	Member
	Mr. MONTEAIN NITHAKOCH	Member

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. PROMPONG CHAIKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer	24 Apr 2025	Engineering, Electronic Components, Corporate Management, Leadership, Governance/ Compliance

[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) : 421

Number of female employees (persons) : 794

Total number of employees (persons) : 1,215

Employee Remuneration

Total employee remuneration : 392,457,699.00

Provident fund

Total number of employees (persons) : 1,215

Number of employees contributing to the PVD (persons) : 802

Percentage of employees who are members (%) : 66.01

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PREECHA JARUNGIDANAN	Chairman of the board	Participating
Mr. PROMPONG CHAIKUL	Director	Participating
Mr. AEKKACHAI NITTAYAGASETWAT	Director	Participating
Mr. KAMPHOL PANYAGOMETH	Director	Participating
Mr. NATTAPONG CHAIKUL	Director	Participating
Mr. YUNYONG SAWASDI	Director	Participating
Mr. JITKASAME NGARMNIL	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 24 Apr 2025

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PREECHA JARUNGIDANAN (Chairman of the board)	-	7/7	Participating	Did not hold the meeting

2.	Mr. PROMPONG CHAIKUL (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. AEKKACHAI NITTAYAGASETWAT (Director)	-	7/7	Participating	Did not hold the meeting
4.	Mr. KAMPHOL PANYAGOMETH (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. NATTAPONG CHAIKUL (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. YUNYONG SAWASDI (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mr. JITKASAME NGARMNIL (Director)	-	7/7	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. PREECHA JARUNGIDANAN (Chairman of the board)	-	75,075,000.00	N/A	N/A
2.	Mr. PROMPONG CHAIKUL (Director)	-	35,000.00	N/A	N/A
3.	Mr. AEKKACHAI NITTAYAGASETWAT (Director)	-	70,000.00	N/A	N/A
4.	Mr. KAMPHOL PANYAGOMETH (Director)	-	75,000.00	N/A	N/A
5.	Mr. NATTAPONG CHAIKUL (Director)	-	30,000.00	N/A	N/A
6.	Mr. YUNYONG SAWASDI (Director)	-	55,000.00	N/A	N/A
7.	Mr. JITKASAME NGARMNIL (Director)	-	35,000.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PREECHA JARUNGIDANAN (Chairman of the audit committee)	-	4/4
2.	Mr. AEKKACHAI NITTAYAGASETWAT (Vice Chairman of the audit committee)	-	4/4
3.	Mr. KAMPHOL PANYAGOMETH (Audit committee)	-	4/4

Remark : 4 times