



# **Annual Registration Statement / Annual Report**

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

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

**STARS MICROELECTRONICS (THAILAND) 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 : 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](http://www.starsmicro.com)

Email : [ir@starsmicro.com](mailto: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

	2022	2023	2024
Total revenue from operations (Thousand baht)	2,835,461.00	2,580,440.00	2,061,442.00
IC PACKAGING (Thousand baht)	1,261,308.00	853,443.00	590,834.00
PCBA AND BOXBUILD (Thousand baht)	804,652.00	650,385.00	817,245.00
Optical (Thousand baht)	769,501.00	1,079,612.00	653,362.00
Other (Thousand baht)	81,874.00	41,000.00	63,273.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
IC PACKAGING (%)	44.48	33.07	28.66
PCBA AND BOXBUILD (%)	28.38	25.20	39.64
Optical (%)	27.14	41.84	31.69
Other (%)	2.81	0.80	2.98

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	2,835,461.00	2,580,440.00	2,061,442.00
Domestic (Thousand baht)	405,576.33	353,520.00	199,165.00
International (Thousand baht)	2,429,884.67	2,226,920.00	1,862,277.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	14.30	13.70	9.66
International (%)	85.70	86.30	90.34

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	81,874.00	41,000.00	63,273.00
Other income from operations (Thousand baht)	81,874.00	41,000.00	27,890.00
Other income not from operations (Thousand baht)	0.00	0.00	35,383.00

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
- 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

	2022	2023	2024
Gasoline (Litres)	714.29	638.89	746.26
LPG (Kilograms)	15,625.00	16,580.00	14,377.00

###### • Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	26,170,145.00	23,923,621.00	25,560,067.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	329,872.00	259,166.00	234,020.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	52,500.00	37,430.00	45,200.00
Hazardous waste (Kilograms)	4,420.00	10,290.00	6,820.00
Total waste generated (Kilograms)	56,920.00	47,720.00	52,020.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	11,383.00	10,244.00	12,218.00
Scope 3 (Tons of carbon dioxide equivalents)	1,986.00	2,056.00	2,412.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	13,369.00	12,300.00	14,630.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Energy and Ecological Economics Management Research

## 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

	2022	2023	2024
Number of male employees (Persons)	361	375	376
Number of female employees (Persons)	740	677	676
<b>Total number of employees (Persons)</b>	<b>1,101</b>	<b>1,052</b>	<b>1,052</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	439,330,339.06	433,225,751.00	371,510,881.04

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	41.19	42.75	138.00
Employee development and training expenses (baht)	160,287.00	189,456.00	385,930.00

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

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	19.49

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

# Corporate Governance Policy



## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.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	3	42.86
Number of non-executive directors	4	57.14
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: 77 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: 38 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)  Director type: Original director	7 Nov 2019	Engineering, Electronic Components, Corporate Management, Leadership, Governance/ Compliance
3.	Mr. AEKKACHAI NITTAYAGASETWAT Gender: Male Age: 61 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: 52 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: 29 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	Finance, Engineering, Electronic Components, Leadership

6.	Mr. YUNYONG SAWASDI Gender: Male Age: 72 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: 58 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: 77 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: 61 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	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: 52 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: 38 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: 72 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. Tongchai Chuenchujit 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	1 Jan 2024
4. Mr. NARIS CHANDANG Gender: Male Age: 55 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

5.	Mr. CHAIYOT THAVEERATITHAM Gender: Male Age: 54 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
6.	Mr. NATTAPONG CHAIKUL Gender: Male Age: 29 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	4 Mar 2023

## 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	Member
	Mr. YUNYONG SAWASDI	Member
	Mr. Tongchai Chuenchujit	Member
	Mr. NARIS CHANDANG	Member
	Mr. CHAIYOT THAVEERATITHAM	Member
	Mrs. PRANKVALAI TARUNOTAI	Member
	Ms. SUNAN WONGMUTTHAVANICH	Member
Audit Committee	Mr. MONTEAIN NITHAKOCH	Member
	Mr. PREECHA JARUNGIDANAN	Chairman
	Mr. AEKKACHAI NITTAYAGASETWAT	Member
	Mr. KAMPHOL PANYAGOMETH	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: 38 years old Highest level of education: Master's degree Major: Business Administration	CHAIRMAN OF THE EXECUTIVE COMMITTEE & CHIEF EXECUTIVE OFFICER	7 Nov 2019	Engineering, Electronic Components, Corporate Management, Leadership, Governance/ Compliance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

### Remuneration policy for executives (7.4.2 – 7.4.3)

#### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 376

Number of female employees (persons) : 676

**Total number of employees (persons)** : 1,052

#### Employee Remuneration

Total employee remuneration : 371,510,881.04

## Provident fund

Total number of employees (persons) : 1,052

Number of employees contributing to the PVD (persons) : 737

Percentage of employees who are members (%) : 70.06

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

##### • Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. CHAIYOT THAVEERATITHAM	chaiyot-th@starsmicro.com	035 258 555 ต่อ 357

##### • Company secretary

General information	Email	Telephone
1. Mr. YUNYONG SAWASDI	Yunyong-sa@starsmicro.com	035 258 555 ต่อ 390

##### • Head of internal audit

General information	Email	Telephone
1. Ms. SUNAN WONGMUTTHAVANICH	Sunan-wo@starsmicro.com	035 258 555 ต่อ 344

##### • Head of compliance unit

General information	Email	Telephone
1. Ms. SUPHATTARAPHON PORNMAHATTHANA	Suphattaraphon-po@starsmicro.com	035 258 555 ต่อ 352

• Head of investor relations

General information	Email	Telephone
1. Mr. WERACHAI LERTLUCKPREECHA	ir@starsmicro.com	035-258-555 ต่อ 301

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED	1. Mrs. VILAILAK LAOHASRISAKUL Email: Vilailak. Laohasrisakul@th.ey.com Telephone: -	2,425,000.00	-

# 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	Non-participating
Mr. PROMPONG CHAIKUL	Vice Chairman	Non-participating
Mr. AEKKACHAI NITTAYAGASETWAT	Director	Non-participating
Mr. KAMPHOL PANYAGOMETH	Director	Non-participating
Mr. NATTAPONG CHAIKUL	Director	Non-participating
Mr. YUNYONG SAWASDI	Director	Non-participating
Mr. JITKASAME NGARMNIL	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) : 6

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PREECHA JARUNGIDANAN (Chairman of the board)	-	6/6	Participating	Did not hold the meeting

2.	Mr. PROMPONG CHAIKUL (Vice Chairman)	-	6/6	Participating	Did not hold the meeting
3.	Mr. AEKKACHAI NITTAYAGASETWAT (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. KAMPHOL PANYAGOMETH (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. NATTAPONG CHAIKUL (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. YUNYONG SAWASDI (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. JITKASAME NGARMNIL (Director)	-	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.	Mr. PREECHA JARUNGIDANAN (Chairman of the board)	-	60,000.00	984,000.00	N/A
2.	Mr. PROMPONG CHAIKUL (Vice Chairman)	-	30,000.00	348,000.00	N/A
3.	Mr. AEKKACHAI NITTAYAGASETWAT (Director)	-	60,000.00	420,000.00	N/A
4.	Mr. KAMPHOL PANYAGOMETH (Director)	-	70,000.00	420,000.00	N/A
5.	Mr. NATTAPONG CHAIKUL (Director)	-	30,000.00	348,000.00	N/A
6.	Mr. YUNYONG SAWASDI (Director)	-	40,000.00	348,000.00	N/A
7.	Mr. JITKASAME NGARMNIL (Director)	-	30,000.00	348,000.00	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 (Audit committee)	-	4/4
3.	Mr. KAMPHOL PANYAGOMETH (Audit committee)	-	4/4