



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

G CAPITAL 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 : G CAPITAL PUBLIC COMPANY LIMITED

Symbol : GCAP

Address : 161/1 SG Tower Soi Mahadleklung 3 Rajdamri Rd., Lumpini ,
Pathumwan

Province : Bangkok

Postcode : 10330

Business : Hire Purchase Loans, Personal Loans under Supervision, and
Nano Finance under Supervision.

Registration Number : 0107555000031

Telephone : 0-2651-9995

Website : www.gcapital.co.th

Email : cms.gcap@gcapital.co.th

Total Shares Sold (shares)

Common Stock : 422,495,145

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)	253,527.25	213,675.38	181,760.40
Hire Purchase (Thousand baht)	188,645.14	158,777.86	136,642.55
Personal Loan and Nano Finance (Thousand baht)	49,991.17	40,154.85	31,682.17
Late Payment Fee - Hire Purchase (Thousand baht)	9,468.98	7,339.74	5,570.75
Late Payment Fee - Personal Loan and Nano Finance (Thousand baht)	180.75	78.73	35.07
Others (Thousand baht)	5,241.21	7,324.20	7,829.86

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Hire Purchase (%)	74.41	74.31	75.18
Personal Loan and Nano Finance (%)	19.72	18.79	17.43
Late Payment Fee - Hire Purchase (%)	3.73	3.43	3.06
Late Payment Fee - Personal Loan and Nano Finance (%)	0.07	0.04	0.02
Others (%)	2.07	3.43	4.31

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	253,527.25	213,675.38	181,760.40
Domestic (Thousand baht)	253,527.25	213,675.38	181,760.40
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	1,200.00	600.00	710.00

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)

Risk from the spread of Coronavirus Disease 2019 or "COVID-19"

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Cyber Security Risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk from climate change and environment

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Risk from market competition

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

The risk of lending not meeting the target.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Credit risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Risk of not being able to follow up on collateral.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk from the management of repossessed assets

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk from personnel shortage and dependence on personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

- Shortage or reliance on skilled workers

Information Retention Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk from internal corruption of employees.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Risk of fraud from using the services of outsourced service providers.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Risk from funding sources and liquidity management

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk from dependency on borrowing sources

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk of inconsistency of loan term and funding source

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding
- Default on payment or exchange of goods

Risk from interest rate volatility

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from changes in accounting standards.

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Risks related to compliance with personal data protection laws.

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

Risk from Compliance with Laws and related regulations.

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance

Environmental risks

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on the environment

Reputation and Image Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Human Rights Violation Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

Good governance and corporate governance risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Compliance Risk

- Corporate Governance

Risk to Securities Holder (2.2.2)

Risk from operating results and ability to pay dividends.

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk from the issuance of convertible debentures

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk from Securities Price

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk of investing in foreign securities

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

Risk from early redemption of debentures

Risk Management Measures: Yes

Related Risk Topics

- 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://www.irplus.in.th/Listed/GCAP/pdf/GCAP_Social_Responsibility.pdf

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://www.irplus.in.th/Listed/GCAP/pdf/GCAP_Social_Responsibility.pdf

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	19,729.00	24,386.00	48,386.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	39.00	23.00	234.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	N/A	3,570.00
Hazardous waste (Kilograms)	N/A	N/A	30.00
Total waste generated (Kilograms)	0.00	0.00	3,600.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	15.55	18.77
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	9.86	12.19	24.19
Scope 3 (Tons of carbon dioxide equivalents)	6.51	7.57	10.50
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	16.37	19.76	34.69

• 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://www.irplus.in.th/Listed/GCAP/pdf/Human_Right_Policy_2022.pdf

Company human right guideline : Employee Rights, 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)	35	35	35
Number of female employees (Persons)	32	27	28
Total number of employees (Persons)	67	62	63

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	59,497,064.68	52,420,060.38	55,014,919.53

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	1.02	9.63	16.32
Employee development and training expenses (baht)	115,401.87	562,911.21	180,800.00

• Health, safety and work environment

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

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	19.40	16.13	12.70

• **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://www.irplus.in.th/Listed/GCAP/pdf/Principles_and_practices_of_cgpolicy_2022.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	9	100.00
Number of male directors	9	100.00
Number of female directors	0	0.00
Number of executive directors	1	11.11
Number of non-executive directors	8	88.89
Number of independent directors	5	55.56

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. BOONSAK CHIEMPRICHA Gender: Male Age: 74 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	23 Jan 2015	Food & Beverage, Insurance, Accounting, Finance, Sustainability, Leadership, Audit, Internal Control, Governance/ Compliance, Law, Risk Management, Corporate Social Responsibility

2.	<p>Mr. NATTAPHON SARASAS</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Re-elected as director</p>	24 Apr 2009	<p>Fashion, Marketing, Corporate Social Responsibility, IT Management, Risk Management, Strategic Management, Leadership, Human Resource Management</p>
3.	<p>Mr. PRAMESON PISITPAN</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	25 Apr 2011	<p>Finance, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Data Management, Leadership, Risk Management, Strategic Management, Audit, Internal Control, Governance/ Compliance</p>
4.	<p>Mr. CHAIYONG SATJIPANON</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	23 Apr 2015	<p>Law, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance</p>
5.	<p>Mr. ASA SARASAS</p> <p>Gender: Male</p> <p>Age: 38 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	16 Aug 2016	<p>Law, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance</p>

6.	<p>Mr. ANUWAT KOSOL</p> <p>Gender: Male</p> <p>Age: 65 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	1 May 2021	<p>Finance & Securities, Property Fund & REITs, Property Development, Mining, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Law, Accounting, Finance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Corporate Management, Project Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Agribusiness</p>
7.	<p>Mr. YONGYUTH TARIYO</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Technology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	11 Aug 2021	<p>Banking, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Leadership, Strategic Management, Corporate Management, Risk Management, Governance/ Compliance</p>
8.	<p>Mr. PITITNAN LILAMETHWAT</p> <p>Gender: Male</p> <p>Age: 40 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	6 Sep 2021	<p>Accounting, Finance, Leadership, Audit, Internal Control, Governance/ Compliance</p>

9.	Pol.Lt.Gen. PONGSIRI SUANKAEW	Director	23 Feb 2023	Law, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
	Gender: Male	(Non-executive,		
	Age: 65 years old	Independent director)		
	Highest level of education:			
	Doctoral degree	Director type: Re-elected		
	Major: Arts	as director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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	: 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. Mr. PITITNAN LILAMETHWAT [1] Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	6 Sep 2021	Accounting, Finance, Leadership, Audit, Internal Control, Governance/ Compliance
2. Mr. PRAMESON PISITPAN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	25 Apr 2011	Finance, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Data Management, Leadership, Risk Management, Strategic Management, Audit, Internal Control, Governance/ Compliance
3. Mr. CHAIYONG SATJIPANON Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	16 Aug 2016	Law, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance

[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. Pol.Lt.Gen. PONGSIRI SUANKAEW Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 31 Jan 2020 Date directorship ended: 23 Feb 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. YONGYUTH TARIYO Gender: Male Age: 72 years old Highest level of education: Master's degree Major: Technology Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	23 Apr 2015
2. Mr. NATTAPHON SARASAS Gender: Male Age: 45 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	6 Sep 2021

3.	Mr. ASA SARASAS Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 May 2021
4.	Mr. ANUWAT KOSOL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 May 2021
5.	Pol.Lt.Gen. PONGSIRI SUANKAEW Gender: Male Age: 65 years old Highest level of education: Doctoral degree Major: Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Feb 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. CHAIYONG SATJIPANON	Chairman
	Mr. NATTAPHON SARASAS	Member
	Mr. ASA SARASAS	Member
	Mr. PRAMESON PISITPAN	Member
Nomination and Remuneration Committee	Mr. PRAMESON PISITPAN	Chairman
	Mr. CHAIYONG SATJIPANON	Member
	Mr. NATTAPHON SARASAS	Member
Audit and Corporate Governance Committee	Mr. PITITNAN LILAMETHWAT	Chairman
	Mr. CHAIYONG SATJIPANON	Member
	Mr. PRAMESON PISITPAN	Member

Executive Committee	Mr. YONGYUTH TARIYO	Chairman
	Mr. NATTAPHON SARASAS	Member
	Mr. ASA SARASAS	Member
	Mr. ANUWAT KOSOL	Member
	Pol.Lt.Gen. PONGSIRI SUANKAEW	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management 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	: Audit and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Executive 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. ANUWAT KOSOL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance	CHIEF EXECUTIVE OFFICER	1 May 2021	Finance & Securities, Property Fund & REITs, Property Development, Mining, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Law, Accounting, Finance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Corporate Management, Project Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Agribusiness
2. Mr. Nitai Chaiyanate Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Economics	Deputy Managing Director	1 Jan 2024	Economics, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Agribusiness
3. Ms. Panida Jangkit Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration	Assistant Managing Director	1 Jan 2023	Marketing, Corporate Social Responsibility, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Agribusiness

4.	Ms. Thanasa Kittiradanun [1][2] Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Management	Director - Accounting and Finance	1 Jan 2024	Business Administration, Budgeting, Banking, Finance & Securities, Accounting, Finance, Sustainability, Governance/ Compliance, Agribusiness
5.	Ms. Nuchanad Jirakiatmongkol Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Marketing	Director - Branding, Corporate Communication, and Investor Relations	1 Jan 2024	Business Administration, Agribusiness, Media & Publishing, Information & Communication Technology, Marketing, Finance, Corporate Social Responsibility, Sustainability, Data Analysis, Digital Marketing, Brand Management, Negotiation, Project Management, Design, Strategic Management, Budgeting, Governance/ Compliance
6.	Mr. Chamnan Somnug Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Business Administration	Director - Sales and Dealer Management	1 Jan 2024	Business Administration, Automotive, Agribusiness, Marketing, Corporate Social Responsibility, Sustainability
7.	Mr. Nontawat Siripattharajinda Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Business Administration	Director - Management Information System	1 Jan 2024	Business Administration, Banking, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Statistics, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Agribusiness

[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)	18,920,004.52	18,779,500.16	23,494,751.09

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) : 35

Number of female employees (persons) : 28

Total number of employees (persons) : 63

Employee Remuneration

Total employee remuneration : 55,014,919.53

Provident fund

Total number of employees (persons) : 63

Number of employees contributing to the PVD (persons) : 49

Percentage of employees who are members (%) : 77.78

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Thanasa Kittiradanun	thanasak@gcapital.co.th	092-916-1989

• Company secretary

General information	Email	Telephone
1. Mr. Niton Chaiyanate	nitanc@gcapital.co.th	0819853973

• Head of internal audit

General information	Email	Telephone
1. Mr. Khamnung Sarisara	khamnung@kasadvisory.com	0945806555

• Head of compliance unit

General information	Email	Telephone
1. Mr. Niton Chaiyanate	nitanc@gcapital.co.th	0819853973

• Head of investor relations

General information	Email	Telephone
1. Ms. Nuchanad Jirakiatmongkol	nuchanadj@gcapital.co.th	0837055584

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DHARMNITI AUDITING COMPANY LIMITED	1. Ms. Nannaphat Wannasomboon Email: nannaphat.w@daa.co.th Telephone: 0891269669	820,000.00	-

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)

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. NATTAPHON SARASAS Gender: Male Age: 45 years old Highest level of education: Below a bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 24 Apr 2009	Fashion, Marketing, Corporate Social Responsibility, IT Management, Risk Management, Strategic Management, Leadership, Human Resource Management
2. Mr. ANUWAT KOSOL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 1 May 2021	Finance & Securities, Property Fund & REITs, Property Development, Mining, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Law, Accounting, Finance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Corporate Management, Project Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Agribusiness

3.	Pol.Lt.Gen. PONGSIRI SUANKAEW	Director	Date position was assumed:	Law, Corporate Social Responsibility, Sustainability, Human Resource Management, IT Management, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
	Gender: Male	(Non-executive, Independent director)	23 Feb 2023	
	Age: 65 years old			
	Highest level of education:			
	Doctoral degree	Director type: Re-elected as director		
	Major: Arts			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. BOONSAK CHIEMPRICHA	Chairman of the board	Non-participating
Mr. NATTAPHON SARASAS	Director	Non-participating
Mr. PRAMESON PISITPAN	Director	Non-participating
Mr. CHAIYONG SATJIPANON	Director	Participating
Mr. ASA SARASAS	Director	Non-participating
Mr. ANUWAT KOSOL	Director	Non-participating
Mr. YONGYUTH TARIYO	Director	Participating
Mr. PITITNAN LILAMETHWAT	Director	Participating
Pol.Lt.Gen. PONGSIRI SUANKAEW	Director	Non-participating

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 27 Apr 2023

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. BOONSAK CHIEMPRICHA (Chairman of the board)	-	9/9	Participating	Participating
2. Mr. NATTAPHON SARASAS (Director)	-	9/9	Participating	Participating
3. Mr. PRAMESON PISITPAN (Director)	-	9/9	Participating	Participating
4. Mr. CHAIYONG SATJIPANON (Director)	-	9/9	Participating	Participating
5. Mr. ASA SARASAS (Director)	-	9/9	Participating	Participating
6. Mr. ANUWAT KOSOL (Director)	-	9/9	Participating	Participating
7. Mr. YONGYUTH TARIYO (Director)	-	9/9	Participating	Participating
8. Mr. PITITNAN LILAMETHWAT (Director)	-	9/9	Participating	Participating
9. Pol.Lt.Gen. PONGSIRI SUANKAEW (Director)	-	9/9	Participating	Participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. BOONSAK CHIEMPRICHA (Chairman of the board)	-	200,000.00	350,000.00	Yes
2. Mr. NATTAPHON SARASAS (Director)	-	330,000.00	350,000.00	No
3. Mr. PRAMESON PISITPAN (Director)	-	270,000.00	310,000.00	No
4. Mr. CHAIYONG SATJIPANON (Director)	-	280,000.00	310,000.00	No
5. Mr. ASA SARASAS (Director)	-	290,000.00	300,000.00	No
6. Mr. ANUWAT KOSOL (Director)	-	120,000.00	150,000.00	No
7. Mr. YONGYUTH TARIYO (Director)	-	315,000.00	270,000.00	Yes
8. Mr. PITITNAN LILAMETHWAT (Director)	-	220,000.00	210,000.00	No

9.	Pol.Lt.Gen. PONGSIRI SUANKAEW (Director)	-	255,000.00	250,000.00	No
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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. PITITNAN LILAMETHWAT (Chairman of the audit committee)	-	4/4
2.	Mr. PRAMESON PISITPAN (Audit committee)	-	4/4
3.	Mr. CHAIYONG SATJIPANON (Audit committee)	-	4/4
4.	Pol.Lt.Gen. PONGSIRI SUANKAEW (Audit committee)	23 Feb 2023	1/1