



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

LEASE IT 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 : LEASE IT PUBLIC COMPANY LIMITED

Symbol : LIT

Address : 1023 MS Siam Tower, 29th Floor, Rama 3 Rd., Chongnonsi, Yannawa

Province : Bangkok

Postcode : 10120

Business : Providing the financial services for SMEs

Registration Number : 0107556000353

Telephone : 0-2163-4260

Fax (if applicable) : 0-2163-4291-4

Website : www.leaseit.co.th

Email : IR@leaseit.co.th

Total Shares Sold (shares)

Common Stock : 442,931,258

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) | 331,388.00 | 156,571.00 | 110,114.00 |
| Interest Income (Thousand baht) | 216,684.00 | 98,424.00 | 61,477.00 |
| Fee and Services Income (Thousand baht) | 88,554.00 | 46,873.00 | 37,654.00 |
| Other Income (Thousand baht) | 26,150.00 | 11,274.00 | 10,983.00 |

| | 2021 | 2022 | 2023 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Interest Income (%) | 65.39 | 62.86 | 55.83 |
| Fee and Services Income (%) | 26.72 | 29.94 | 34.20 |
| Other Income (%) | 7.89 | 7.20 | 9.97 |

By Geographical Area or Market

| | 2021 | 2022 | 2023 |
|---|------------|------------|------------|
| Total revenue from operations (Thousand baht) | 331,388.00 | 156,571.00 | 110,114.00 |
| Domestic (Thousand baht) | 331,388.00 | 156,571.00 | 110,114.00 |
| 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 | 0.00 | 0.00 | 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)

Credit 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
- Government policy

Risk of Interest Rate Fluctuations

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk of Asset Quality

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk of maintaining financial ratios of the Company

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Financial Risk

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

Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk from the most of debt is debt instrument

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk Competitive

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

The Risk of Reliance on Personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Risk of Influence in the Management of Major Shareholders

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risk from complying with conditions specified in loan agreement from financial institutions

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Financial Risk

- Other

The Risk of Information Technology and Communication

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk on Corruption

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Human error in business operations

Corporate Image and Reputation Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Risk to Securities Holder (2.2.2)

Risk of changes in the price of securities

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

Risk from the ability to pay dividends

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

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

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) | 57,473.20 | 54,183.00 | 54,504.00 |

Water management

- Water consumption

| | 2021 | 2022 | 2023 |
|---------------------------------------|------|------|--------|
| Total water withdrawal (Cubic meters) | 0.00 | 0.00 | 109.00 |

Waste management

- Waste from operations

| | 2021 | 2022 | 2023 |
|--|-------------|-------------|-----------------|
| Non-hazardous waste (Kilograms) | N/A | N/A | 1,196.70 |
| Total waste generated (Kilograms) | 0.00 | 0.00 | 1,196.70 |

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) | 6.04 | 5.13 | 4.83 |
| Scope 2 (Tons of carbon dioxide equivalents) | 33.45 | 31.56 | 31.73 |
| Scope 3 (Tons of carbon dioxide equivalents) | 6.81 | 6.81 | 5.67 |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 46.30 | 43.50 | 42.23 |

• 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

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) | 30 | 24 | 24 |
| Number of female employees (Persons) | 52 | 43 | 41 |
| Total number of employees (Persons) | 82 | 67 | 65 |

• Employee remuneration

| | 2021 | 2022 | 2023 |
|------------------------------|------|------|------|
| Employee remuneration (baht) | 0.00 | 0.00 | 0.00 |

• Employee development and training

| | 2021 | 2022 | 2023 |
|---|------|------|------|
| Average employee training hours (Hours / Person / Year) | 6.13 | 3.22 | 5.25 |

• Health, safety and work environment

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

• **Employee retention**

| | 2021 | 2022 | 2023 |
|--|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 28.05 | 55.22 | 24.62 |

• **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.leaseit.co.th/investor-relations/corporate-governance>

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 | 8 | 100.00 |
| Number of male directors | 4 | 50.00 |
| Number of female directors | 4 | 50.00 |
| Number of executive directors | 3 | 37.50 |
| Number of non-executive directors | 5 | 62.50 |
| Number of independent directors | 5 | 62.50 |

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. POL. GEN. JATE MONGKOLHUTTHI Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive, Independent director) Director type: Original director | 11 Nov 2012 | Banking, Insurance, Law, Leadership, Risk Management, Audit, Governance/ Compliance |

| | | | | |
|----|---|--|-------------|---|
| 2. | Mr. SUTHUD KHANCHAROENSUK 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, Independent director) Director type: Original director | 29 Apr 2013 | Food & Beverage, Finance & Securities, Petrochemicals & Chemicals, Electronic Components, Audit |
| 3. | Ms. SITAPHATR NIROJTHANARAT Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | 7 Apr 2016 | Food & Beverage, Marketing, Digital Marketing, Brand Management |
| 4. | Mrs. SUDA SUWANNAPIROM Gender: Female Age: 64 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: Re-elected as director | 14 Oct 2016 | Human Resource Management, Corporate Management, Audit, Governance/ Compliance, Strategic Management |
| 5. | Ms. PARICHATARA LAOTHEERASIRIVONG Gender: Female Age: 68 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 | 28 Jun 2018 | Banking, Property Development, Corporate Management, Leadership, Audit, Automotive |

| | | | | |
|----|---|--|-------------|--|
| 6. | <p>Mrs. WASARA CHOTITHAMMARAT</p> <p>Gender: Female</p> <p>Age: 58 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 1 Jul 2020 | Food & Beverage, Automotive, Industrial Materials & Machinery, Electronic Components, Accounting, Finance, Audit |
| 7. | <p>Mr. PONGSAK CHEWCHARAT</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p> | 2 Dec 2020 | Banking, IT Management, Corporate Management, Leadership |
| 8. | <p>Mr. Alongkot Boonmasuk</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p> | 11 Aug 2023 | Business Administration, Banking, Property Development, Marketing, Data Analysis, Corporate Management, Strategic Management |

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

| General information | Position | Tenure | Replacement Director |
|---|------------------------------------|---|--|
| <p>1. Mrs. CHONTICHA SUPALUXMETHA</p> <p>Gender: Female</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> | <p>Date position was assumed:</p> <p>11 Aug 2021</p> <p>Date directorship ended:</p> <p>21 Apr 2023</p> | <p>Mr. Alongkot Boonmasuk</p> <p>Date position was assumed:</p> <p>11 Aug 2023</p> |

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. PONGSAK CHEWCHARAT Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes | Chairman of the audit committee (Non-executive, Independent director) Director type: Original director | 2 Dec 2020 | Banking, IT Management, Corporate Management, Leadership |
| 2. Mr. SUTHUD KHANCHAROENSUK Gender: Male Age: 65 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) Director type: Original director | 29 Apr 2013 | Food & Beverage, Finance & Securities, Petrochemicals & Chemicals, Electronic Components, Audit |
| 3. Mrs. SUDA SUWANNAPIROM Gender: Female Age: 64 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 | 14 Oct 2016 | Human Resource Management, Corporate Management, Audit, Governance/ Compliance, Strategic Management |

| | | | | |
|----|---|--|------------|--|
| 4. | Mrs. WASARA CHOTITHAMMARAT [1] Gender: Female Age: 58 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 | 1 Jul 2020 | Food & Beverage, Automotive, Industrial Materials & Machinery, Electronic Components, Accounting, Finance, Audit |
|----|---|--|------------|--|

[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. | Ms. PARICHATARA LAOTHEERASIRIVONG Gender: Female 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 | 25 May 2021 |
| 2. | Mr. Alongkot Boonmasuk Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 21 Apr 2023 |
| 3. | Ms. SITAPHATR NIROJTHANARAT Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 25 May 2021 |

| | | | |
|----|---|-----------------------------------|-------------|
| 4. | Ms. Pemika Patiroobwatee Gender: Female Age: 34 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 25 May 2021 |
|----|---|-----------------------------------|-------------|

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

| General information | Position | Tenure | Replacement Director |
|--|-----------------------------------|--|---|
| 1. Mrs. CHONTICHA SUPALUXMETHA Gender: Female Age: 51 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: 25 May 2021 Date directorship ended: 21 Apr 2023 | Mr. Alongkot Boonmasuk Date position was assumed: 21 Apr 2023 |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|------------------------|---|--|
| Audit Committee Acting | Mr. PONGSAK CHEWCHARAT Mr. SUTHUD KHANCHAROENSUK Mrs. SUDA SUWANNAPIROM Mrs. WASARA CHOTITHAMMARAT | Chairman Member Member Member |

Roles of Sub-committees

Sub-committees responsible for risk management : Audit Committee Acting

Sub-committees responsible for nomination : Audit Committee Acting

Sub-committees responsible for remuneration : Audit Committee Acting

Sub-committees responsible for corporate governance : Audit Committee Acting

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. Alongkot Boonmasuk Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration | Chief Executive Officer | 21 Apr 2023 | Business Administration, Banking, Property Development, Marketing, Data Analysis, Corporate Management, Strategic Management |
| 2. Ms. SITAPHATR NIROJTHANARAT Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Management | Deputy Chief Executive Officer | 11 Aug 2021 | Food & Beverage, Marketing, Digital Marketing, Brand Management |
| 3. Ms. Nantaporn Thammasuaydee Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Business Administration | Chief Operation Officer (COO) | 16 Feb 2023 | Business Administration, Finance & Securities, Risk Management |
| 4. Ms. Pemika Patiroobwatee [1] Gender: Female Age: 34 years old Highest level of education: Bachelor's degree Major: Accounting | Chief Financial Officer (CFO) | 13 Aug 2021 | Accounting, Finance, Audit, Budgeting, Risk Management |

| | | | | |
|----|---|---------------------|------------|----------------------------|
| 5. | Ms. Kenika Boonlerttotam | Deputy Executive | 1 Nov 2022 | Banking, Negotiation, Risk |
| | Gender: Female | Director, Legal and | | Management |
| | Age: 51 years old | Collection | | |
| | Highest level of education: Bachelor's degree | | | |
| | Major: Travel & Hotel | | | |

[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) | 17,140,000.00 | 14,670,000.00 | 16,110,000.00 |

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) : 24

Number of female employees (persons) : 41

Total number of employees (persons) : 65

Employee Remuneration

Total employee remuneration : 0.00

Provident fund

Total number of employees (persons) : 65

Number of employees contributing to the PVD (persons) : 32

Percentage of employees who are members (%) : 49.23

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. Manisa Nacharoean | manisa_n@leaseit.co.th | 021634260 |

• Company secretary

| General information | Email | Telephone |
|------------------------|------------------------|-----------|
| 1. Ms. Piyanan Mongkol | pmongkol@leaseit.co.th | 021634253 |

• Head of internal audit

| General information | Email | Telephone |
|-------------------------|------------------------|-----------|
| 1. Mr. Atiwat Poorahong | atiwat_p@leaseit.co.th | 021634260 |

• Head of compliance unit

| General information | Email | Telephone |
|-------------------------|------------------------|-----------|
| 1. Mr. Atiwat Poorahong | atiwat_p@leaseit.co.th | 021634260 |

• Head of investor relations

| General information | Email | Telephone |
|-----------------------------|-----------------------------|-----------|
| 1. Ms. Wiphacharee Thanuset | wiphacharee_t@leaseit.co.th | 021634260 |

Company's auditor

| Company | Names and general information of auditors | Audit fee (baht) | Other non-audit fees (baht) |
|----------------------|--|------------------|-----------------------------|
| 1. EY OFFICE LIMITED | <p>1. Ms. Sarinda Hiranpraertwutti Email: sarinda.hirunprasurtwutti@th.ey.com Telephone: 02 264 0777</p> <p>2. Ms. Satida Rattananurak Email: satida.rattananurak@th.ey.com Telephone: 02 264 0777</p> <p>3. Ms. Siriwan Suratepin Email: siriwan.suratepin@th.ey.com Telephone: 02 264 0777</p> | 2,220,000.00 | - |

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. Ms. SITAPHATR NIROJTHANARAT Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Director (Executive) Director type: Re-elected as director | Date position was assumed: 7 Apr 2016 | Food & Beverage, Marketing, Digital Marketing, Brand Management |
| 2. Mrs. SUDA SUWANNAPIROM Gender: Female Age: 64 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: Re-elected as director | Date position was assumed: 14 Oct 2016 | Human Resource Management, Corporate Management, Audit, Governance/ Compliance, Strategic Management |

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

| General information | Position | Date position was assumed | Experience and expertise |
|---------------------|----------|---------------------------|--------------------------|
|---------------------|----------|---------------------------|--------------------------|

| | | | | |
|----|--------------------------------|-----------------------|-------------------|------------------------------|
| 1. | Mr. Alongkot Boonmasuk | Director | Date position was | Business Administration, |
| | Gender: Male | (Executive) | assumed: | Banking, Property |
| | Age: 61 years old | | 11 Aug 2023 | Development, Marketing, Data |
| | Highest level of education: | Director type: Newly | | Analysis, Corporate |
| | Master's degree | appointed director to | | Management, Strategic |
| | Major: Business Administration | replace ex-director | | Management |
| | Thai nationality: Yes | | | |
| | Residing in Thailand: Yes | | | |

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|-----------------------------------|-----------------------|--|
| POL. GEN. JATE MONGKOLHUTTHI | Chairman of the board | Participating |
| Mr. SUTHUD KHANCHAROENSUK | Director | Participating |
| Ms. SITAPHATR NIROJTHANARAT | Director | Participating |
| Mrs. SUDA SUWANNAPIROM | Director | Participating |
| Ms. PARICHATARA LAOTHEERASIRIVONG | Director | Participating |
| Mrs. WASARA CHOTITHAMMARAT | Director | Participating |
| Mr. PONGSAK CHEWCHARAT | Director | Participating |
| Mr. Alongkot Boonmasuk | Director | Participating |
| Mrs. CHONTICHA SUPALUXMETHA | Director | 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) : 12

Date of AGM meeting : 3 Apr 2023

EGM meeting : No

| List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|--|------------------|-------------------------|-------------------|--------------------------|
| 1. POL. GEN. JATE MONGKOLHUTTHI (Chairman of the board) | - | 12/12 | Participating | Did not hold the meeting |
| 2. Mr. SUTHUD KHANCHAROENSUK (Director) | - | 12/12 | Participating | Did not hold the meeting |
| 3. Ms. SITAPHATR NIROJTHANARAT (Director) | - | 12/12 | Participating | Did not hold the meeting |
| 4. Mrs. SUDA SUWANNAPIROM (Director) | - | 12/12 | Non-participating | Did not hold the meeting |
| 5. Ms. PARICHATARA LAOTHEERASIRIVONG (Director) | - | 12/12 | Participating | Did not hold the meeting |
| 6. Mrs. WASARA CHOTITHAMMARAT (Director) | - | 12/12 | Participating | Did not hold the meeting |
| 7. Mr. PONGSAK CHEWCHARAT (Director) | - | 12/12 | Participating | Did not hold the meeting |
| 8. Mr. Alongkot Boonmasuk (Director) | - | 4/4 | Non-participating | Did not hold the meeting |
| 9. Mrs. CHONTICHA SUPALUXMETHA (Director) | 21 Apr 2023 | 3/4 | 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. POL. GEN. JATE MONGKOLHUTTHI (Chairman of the board) | - | 60,000.00 | 1,770,000.00 | No |
| 2. Mr. SUTHUD KHANCHAROENSUK (Director) | - | 95,000.00 | 600,000.00 | No |
| 3. Ms. SITAPHATR NIROJTHANARAT (Director) | - | 60,000.00 | 0.00 | No |

| | | | | | |
|----|---|-------------|-----------|------------|----|
| 4. | Mrs. SUDA SUWANNAPIROM (Director) | - | 90,000.00 | 600,000.00 | No |
| 5. | Ms. PARICHATARA LAOTHEERASIRIVONG (Director) | - | 60,000.00 | 0.00 | No |
| 6. | Mrs. WASARA CHOTITHAMMARAT (Director) | - | 95,000.00 | 600,000.00 | No |
| 7. | Mr. PONGSAK CHEWCHARAT (Director) | - | 95,000.00 | 900,000.00 | No |
| 8. | Mr. Alongkot Boonmasuk (Director) | - | 20,000.00 | 0.00 | No |
| 9. | Mrs. CHONTICHA SUPALUXMETHA (Director) | 21 Apr 2023 | 15,000.00 | 0.00 | No |

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 6

| | List of directors | Termination date | Number of the audit committee meeting |
|----|---|------------------|---------------------------------------|
| 1. | Mr. PONGSAK CHEWCHARAT (Chairman of the audit committee) | - | 6/6 |
| 2. | Mr. SUTHUD KHANCHAROENSUK (Audit committee) | - | 6/6 |
| 3. | Mrs. SUDA SUWANNAPIROM (Audit committee) | - | 5/6 |
| 4. | Mrs. WASARA CHOTITHAMMARAT (Audit committee) | - | 6/6 |