



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CHAYO GROUP 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 : CHAYO GROUP PUBLIC COMPANY LIMITED

Symbol : CHAYO

Address : No. 44/543-544 Phahonyothin Road, Anusawari Sub-district,
Bang Khen District

Province : Bangkok

Postcode : 10220

Business : The Company and its subsidiaries operate with its objectives to
provide debt collection service, manage non-performing
assets from purchases and transfers of secured and non-secured
non-performing assets from the financial institutions,
credit facility companies and call center services

Registration Number : 0107560000214

Telephone : 0-2016-4499

Website : www.chayo555.com

Email : center@chayo555.com

Total Shares Sold (shares)

Common Stock : 1,137,190,272

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)	805,788.00	1,057,109.00	1,628,781.00
Interest Income from loan to non-performing assets (Thousand baht)	641,860.00	888,854.00	1,368,857.00
Service income from debt collection services (Thousand baht)	40,112.00	35,034.00	33,716.00
Interest Income from lending business (Thousand baht)	13,595.00	74,563.00	106,947.00
Revenue from recruitment service (Thousand baht)	0.00	0.00	17,552.00
Revenue from Sales (Thousand baht)	24,820.00	755.00	0.00
Gain on disposal of foreclosed assets (Thousand baht)	75,976.00	49,524.00	88,683.00
Other (Thousand baht)	9,425.00	8,379.00	13,026.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Interest Income from loan to non-performing assets (%)	79.66	84.08	84.04
Service income from debt collection services (%)	4.98	3.31	2.07
Interest Income from lending business (%)	1.69	7.05	6.57
Revenue from recruitment service (%)	0.00	0.00	1.08
Revenue from Sales (%)	3.08	0.07	0.00
Gain on disposal of foreclosed assets (%)	9.43	4.68	5.44
Other (%)	1.17	0.79	0.80

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	805,788.00	1,057,109.00	1,628,781.00
Domestic (Thousand baht)	805,788.00	1,057,109.00	1,628,781.00
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	N/A	N/A	N/A

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Risks from various disasters, epidemics, and political policies or issues that may affect the business environment and operating results of the company

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Operational Risk

- Climate change and disasters
- Impact on the environment
- Pandemic risk

Risk to Securities Holder (2.2.2)

Risk from having a major shareholder holding more than 36 percent.

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk from having a major shareholder who influences the determination of management policy.

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

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)	0.00	0.00	0.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	0.00

Waste management

• Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

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)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• 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 : No

Company human right guideline : Employee Rights, 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)	47	68	74
Number of female employees (Persons)	110	125	152
Total number of employees (Persons)	157	193	226

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	0.00

• Health, safety and work environment

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

• 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.chayo555.com/th/corporate-governance/corporate-governance-policy>

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	7	77.78
Number of female directors	2	22.22
Number of executive directors	4	44.44
Number of non-executive directors	5	55.56
Number of independent directors	4	44.44

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. WUTISAK LAPCHAROENSAP Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	17 Aug 2015	Leadership, Corporate Management

2.	<p>Mr. SUKSAN YASASIN</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Original director</p>	11 Mar 1997	<p>Finance & Securities, Property Development, Law, Negotiation, Corporate Management, Leadership</p>
3.	<p>Mrs. PIM PATTAMASING NA AYUTHAYA</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: real estate development</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	8 Apr 2010	<p>Property Development, Human Resource Management, Negotiation, Business Administration, Procurement</p>
4.	<p>Mr. TEERANUT THANGSATAPORNpong</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</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>	17 Aug 2015	<p>Economics, Leadership</p>
5.	<p>Mr. VITTHAYA INALA</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Organization Development and Transformation</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	19 Nov 2015	<p>Petrochemicals & Chemicals, Corporate Management</p>

6.	Mr. SEKSAN RANGSIYERANON Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Master of Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	19 Nov 2015	Property Development, Corporate Management
7.	ACM ANON JARAYAPANT Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	19 Nov 2015	Leadership, Strategic Management
8.	Mr. KITTI TUNGSRIWONG Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	30 Apr 2019	Finance & Securities, Property Development, Accounting, Negotiation, Corporate Management, Budgeting, Governance/ Compliance
9.	Mrs. ROSPORN SOOKSOMPORN Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Dec 2021	Audit, Data 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 : 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. ACM ANON JARAYAPANT Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	27 Dec 2021	Leadership, Strategic Management
2. Mr. TEERANUT THANGSATAPORNpong [1] Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	17 Aug 2015	Economics, Leadership

3.	Mrs. ROSPORN SOOKSOMPORN	Audit committee	27 Dec 2021	Audit, Data Management
	Gender: Female	(Non-executive,		
	Age: 68 years old	Independent director)		
	Highest level of education:			
	Bachelor's degree	Director type: Original		
	Major: Law	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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. KITTI TUNGSRIWONG	Vice-chairman of the executive committee	2 Apr 2019
	Gender: Male		
	Age: 54 years old		
	Highest level of education: Master's degree		
	Major: Science		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
2.	Mr. SUKSAN YASASIN	Chairman of the executive committee	4 Dec 1997
	Gender: Male		
	Age: 62 years old		
	Highest level of education: Master's degree		
	Major: Political Science		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mrs. PIM PATTAMASING NA AYUTHAYA	Member of the executive committee	4 Dec 2003
	Gender: Female		
	Age: 52 years old		
	Highest level of education: Master's degree		
	Major: real estate development		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

4.	Mr. SEKSAN RANGSIYERANON Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Master of Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	5 Nov 2015
5.	Mr. Nattapol Thipchatchawanwong Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Feb 2016
6.	Mr. Natthawat Yasasin Gender: Male Age: 33 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 May 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	ACM ANON JARAYAPANT	Chairman
	Mr. TEERANUT THANGSATAPORNPOONG	Member
	Mr. SUKSAN YASASIN	Member
	Mr. KITTI TUNGSRIWONG	Member
Risk Management Committee	Mr. TEERANUT THANGSATAPORNPOONG	Chairman
	Mr. SUKSAN YASASIN	Member
	Mrs. PIM PATTAMASING NA AYUTHAYA	Member
	Mr. SEKSAN RANGSIYERANON	Member
	Mr. KITTI TUNGSRIWONG	Member

Corporate Governance Committee	Mr. TEERANUT THANGSATAPORN PONG	Chairman
	Mr. SUKSAN YASASIN	Member
	Mrs. PIM PATTAMASING NA AYUTHAYA	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	: Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance 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. SUKSAN YASASIN Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Political Science	CHIEF EXECUTIVE OFFICER	11 Mar 1997	Finance & Securities, Property Development, Law, Negotiation, Corporate Management, Leadership
2. Mr. KITTI TUNGSRIWONG [1] Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Science	Deputy Chief Executive Officer	2 Apr 2019	Finance & Securities, Property Development, Accounting, Negotiation, Corporate Management, Budgeting, Governance/ Compliance
3. Mr. Natthawat Yasasin Gender: Male Age: 33 years old Highest level of education: Bachelor's degree Major: Law	Managing Director Asset Management	1 Apr 2023	Business Administration, Law
4. Ms. Waraporn Inthanu Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Agriculture	Managing Director of Service Division	10 Feb 2021	Business Administration
5. Mrs. PIM PATTAMASING NA AYUTHAYA Gender: Female Age: 52 years old Highest level of education: Master's degree Major: real estate development	Managing Director of Administrative support	1 Apr 2003	Property Development, Human Resource Management, Negotiation, Business Administration, Procurement

6.	Ms. Thanchanok Klaiklueng Gender: Female Age: 36 years old Highest level of education: Bachelor's degree Major: English	Managing Director of Labor Management Division	1 Mar 2023	Business Administration, Human Resource Management, Corporate Management
7.	Ms. Suphanad Srikusalanukul [2] Gender: Female Age: 30 years old Highest level of education: Bachelor's degree Major: Accounting	Accounting and Finance Manager	1 Apr 2023	Accounting, Finance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	20,324,925.00	27,622,516.00	19,796,522.00

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)	: 74
Number of female employees (persons)	: 152
Total number of employees (persons)	: 226

Employee Remuneration

Total employee remuneration	: 0.00
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Provident fund

Total number of employees (persons)	: 226
Number of employees contributing to the PVD (persons)	: 35
Percentage of employees who are members (%)	: 15.49

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. Suphanad Srikusalanukul	suphanad@chayo555.com	

- Company secretary

General information	Email	Telephone

1.	Mr. Kittit Tungswong	kitti@chayo555.com
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• Head of internal audit

General information	Email	Telephone
1. Mr. Wiwat Limnantisin	wiwatli@kpsaudit.com	

• Head of investor relations

General information	Email	Telephone
1. Mr. Kittit Tungswong	kitti@chayo555.com	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Mr. Paiboon Tunkun Email: - Telephone: -	5,730,000.00	-

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. WUTISAK LAPCHAROENSAP	Chairman of the board	Non-participating
Mr. SUKSAN YASASIN	Vice Chairman	Non-participating
Mrs. PIM PATTAMASING NA AYUTHAYA	Director	Non-participating
Mr. TEERANUT THANGSATAPORN PONG	Director	Non-participating
Mr. VITTHAYA INALA	Director	Non-participating
Mr. SEKSAN RANGSIYERANON	Director	Non-participating
ACM ANON JARAYAPANT	Director	Non-participating
Mr. KITTI TUNGSRIWONG	Director	Non-participating
Mrs. ROSPORN SOOKSOMPORN	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) : 8

Date of AGM meeting : 26 Apr 2023

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. WUTISAK LAPCHAROENSAP (Chairman of the board)	-	7/8	Participating	N/A
2. Mr. SUKSAN YASASIN (Vice Chairman)	-	8/8	Participating	N/A
3. Mrs. PIM PATTAMASING NA AYUTHAYA (Director)	-	8/8	Participating	N/A
4. Mr. TEERANUT THANGSATAPORN PONG (Director)	-	7/8	Participating	N/A
5. Mr. VITTHAYA INALA (Director)	-	2/8	Non-participating	N/A
6. Mr. SEKSAN RANGSIYERANON (Director)	-	8/8	Participating	N/A
7. ACM ANON JARAYAPANT (Director)	-	8/8	Participating	N/A
8. Mr. KITTI TUNGSRIWONG (Director)	-	8/8	Participating	N/A
9. Mrs. ROSPORN SOOKSOMPORN (Director)	-	8/8	Participating	N/A

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. WUTISAK LAPCHAROENSAP (Chairman of the board)	-	275,000.00	170,000.00	No
2. Mr. SUKSAN YASASIN (Vice Chairman)	-	N/A	N/A	No
3. Mrs. PIM PATTAMASING NA AYUTHAYA (Director)	-	N/A	N/A	No
4. Mr. TEERANUT THANGSATAPORN PONG (Director)	-	235,000.00	140,000.00	No
5. Mr. VITTHAYA INALA (Director)	-	90,000.00	120,000.00	No
6. Mr. SEKSAN RANGSIYERANON (Director)	-	290,000.00	120,000.00	No
7. ACM ANON JARAYAPANT (Director)	-	225,000.00	140,000.00	No
8. Mr. KITTI TUNGSRIWONG (Director)	-	N/A	N/A	No

9.	Mrs. ROSPORN SOOKSOMPORN (Director)	-	200,000.00	140,000.00	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.	ACM ANON JARAYAPANT (Chairman of the audit committee)	-	4/4
2.	Mr. TEERANUT THANGSATAPORN PONG (Audit committee)	-	3/4
3.	Mrs. ROSPORN SOOKSOMPORN (Audit committee)	-	4/4