



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

STAR MONEY 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 : STAR MONEY PUBLIC COMPANY LIMITED

Symbol : SM

Address : 204/1-8 Sukhumwit Road, Thang Kwian, Klaeng

Province : Rayong

Postcode : 21110

Business : A dealer in electrical appliances which sell the products both in cash and installment and a credit provider in various types such as (1) Personal loan under regulations of Bank of Thailand ("BOT") with an original car registration as a mortgage security (2) Personal loan under regulations of BOT which is not a credit with an original car registration as a mortgage security (3) Secured loan with mortgage securities such as an original car registration, land and buildings including insurance broker service business.

Registration Number : 0107565000263

Telephone : 06-1393-9988

Fax (if applicable) : -

Website : www.star.money.co.th

Email : info@star.money.co.th

Total Shares Sold (shares)

Common Stock : 1,100,000,000

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)	1,237,421.00	1,399,436.00	1,379,854.00
Sales and service income (Thousand baht)	722,261.00	845,789.00	773,883.00
Loan interest income (Thousand baht)	410,991.00	410,441.00	455,351.00
Hire purchase interest income (Thousand baht)	58,327.00	85,121.00	84,563.00
Fee and service income (Thousand baht)	14,588.00	13,962.00	16,757.00
Other income (Thousand baht)	31,254.00	44,123.00	49,300.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Sales and service income (%)	58.37	60.44	56.08
Loan interest income (%)	33.21	29.33	33.00
Hire purchase interest income (%)	4.71	6.08	6.13
Fee and service income (%)	1.18	1.00	1.22
Other income (%)	2.53	3.15	3.57

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,237,421.00	1,399,436.00	1,379,854.00
Domestic (Thousand baht)	1,237,421.00	1,399,436.00	1,379,854.00
International (Thousand baht)	0.00	0.00	0.00

Thailand (Thousand baht)	0.00	0.00	0.00
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	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
Thailand (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	31,254.00	44,123.00	49,300.00
Other income from operations (Thousand baht)	30,891.00	43,182.00	48,459.00
Other income not from operations (Thousand baht)	363.00	941.00	841.00

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)

1) Risks from Competition in the Electrical Appliance Sales Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Changes in technologies
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

- Reliance on employees in key positions
- Delays in the development of future projects

Compliance Risk

- Laws and regulations is not favorable for doing business
- Corporate Governance

Financial Risk

- Liquidity risk
- Income volatility

2) Risk from Competition in the Hire Purchase Loan, Regulated Personal Loan, Regulated Microfinancing Loan and Other Loan Businesses and Arrival of New Business Competitors

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain

Operational Risk

- Systems or internal control system

Compliance Risk

- Violations of laws and regulations

3) Risk from Technological Changes Potentially Contributing to Changes in Consumer Behaviors in Choosing Loan Product or Service Access Channels, Especially in Small-Scale Consumers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Product obsolescence
- Climate change and disasters

4) Risk from Loans

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Economic risk
- Climate change and disasters

Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Corruption
- Other

Compliance Risk

- Violations of laws and regulations

Financial Risk

- Default on payment or exchange of goods

5) Risk from Confidentiality of Information and Important Agreement Documents

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Information security and cyber-attack
- Impact on human rights
- Corruption

Compliance Risk

- Corporate Governance

6) Risk from Fires Impacting Inventory Goods

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters

7) Risk of Corruption from Branch Employees

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Corruption

Compliance Risk

- Corporate Governance

8) Risk from Changes in Accounting Standards or Financial Reporting Standards

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Corruption

Compliance Risk

- Legal risk

Financial Risk

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

9) Risk from Loan Business Regulation by Government Agencies and Risk from Failure to Comply with Related Regulations, Requirements and Announcements

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

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

10) Risk from Compliance with Personal Data Protection Laws

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations
- Corporate Governance
- Legal risk

11) Risk from fluctuations in interest rates for loans from financial institutions, which are the main source of funds for the Company's business operations.

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding
- Fluctuation in exchange rates, interest rates, or the inflation rate

12) Risk from Failure to Comply with Loan Agreement Terms on Maintaining Financial Ratios or Shareholding Ratios by Major Shareholders

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Laws and regulations is not favorable for doing business

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

13) Risk from Extension Measures by Announcements Made by the Bank of Thailand on Assisting Customers Affected by the Covid-19 Pandemic That Might Impact the Cashflow Received and Debt Repayment Capabilities of the Company

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in return on assets or investment

Risk to Securities Holder (2.2.2)

1) Risk from Dependency on the Executive Team and Guarantee by Shareholders

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

2)Dependence on executives and personnel

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

effects of war Russia-Ukraine

Risk Management Measures: No

Related Risk Topics

- Other

Remark : (Emerging Risk)

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.star.money.co.th/Investor_Relations?page=Company_policy

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.star.money.co.th/Investor_Relations?page=csr_activities

Company environmental guideline : Electricity Management, Fuel 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

	2021	2022	2023
Diesel (Litres)	N/A	N/A	22,343.15
Gasoline (Litres)	N/A	N/A	1,293.62

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	N/A	N/A	208,262.60

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	N/A	N/A	5,947.00

Waste management

• Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	N/A	10,365.12
Total waste generated (Kilograms)	N/A	N/A	10,365.12

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	79.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	105.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	134.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	318.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Bureau Veritas Certification (Thailand) Limited

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.star.money.co.th/Investor_Relations?page=Company_policy

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)	180	213	224
Number of female employees (Persons)	439	504	520
Total number of employees (Persons)	619	717	744

Remark : 98 Branch

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	179,373,313.00	212,516,683.00	236,953,027.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	N/A	N/A	18.05
Employee development and training expenses (baht)	289,179.00	89,905.00	251,621.00

• Employee retention

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	N/A	23.25

• 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.star.money.co.th/Investor_Relations?page=Company_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

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	8	88.89
Number of female directors	1	11.11
Number of executive directors	5	55.56
Number of non-executive directors	4	44.44
Number of independent directors	3	33.33

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. VISIT ONGPIPATTANAKUL Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	28 Jan 2019	Finance, Economics, Finance & Securities, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance

2.	<p>Mr. VITIT LAVANSTHIEN</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: –</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Re-elected as director</p>	28 Jan 2019	<p>Agribusiness, Data Analysis, Data Management, Negotiation, Governance/ Compliance, Internal Control, Risk Management, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Finance & Securities, Automotive, Paper & Printing Materials, Construction Materials, Construction Services, Property Development, Energy & Utilities, Commerce, Media & Publishing, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Brand Management, Project Management, Corporate Management, Leadership, Change Management, Budgeting</p>
3.	<p>Mr. CHUSAK VIVATWONGSKASEM</p> <p>Gender: Male</p> <p>Age: 63 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 (Executive)</p> <p>Director type: Original director</p>	27 Jun 2016	<p>Economics, Accounting, Finance, Negotiation, Corporate Management, Strategic Management, Risk Management, Internal Control, Budgeting, Governance/ Compliance, Banking, Finance & Securities, Insurance, Commerce, Law, Marketing, Corporate Social Responsibility, Sustainability, Data Analysis, Change Management, Leadership</p>

4.	<p>Mrs. SAVITREE LAVANSATHIEN</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: –</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	27 Jun 2016	<p>Information & Communication Technology, Human Resource Management, IT Management, Data Analysis, Negotiation, Project Management, Corporate Management, Strategic Management, Leadership, Internal Control, Budgeting, Governance/ Compliance, Corporate Social Responsibility, Data Management, Audit</p>
5.	<p>Mr. SURAYUT LAWANSATHIEN</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Marketing</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	27 Jun 2016	<p>Law, Negotiation, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Automotive, Data Analysis</p>
6.	<p>Mr. AKEAPOP LAVANSATHIEN</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	27 Jun 2016	<p>Marketing, Procurement, Corporate Social Responsibility, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Food & Beverage, Fashion, Personal Products & Pharmaceuticals, Insurance, Automotive, Tourism & Leisure, Law, Human Resource Management, Statistics, Brand Management, Project Management, Change Management, Budgeting</p>

7.	Mr. PINIT NGAMSOPEE Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 Jan 2019	Accounting, Audit, Internal Control, Finance, Risk Management, Budgeting, Governance/ Compliance
8.	Mr. SENE VACHARASIRITHAM Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	28 Jan 2019	Accounting, Finance, IT Management, Risk Management, Internal Control, Banking, Information & Communication Technology, Audit, Governance/ Compliance
9.	Mr. PANUKORN CHANTARAPRAPAB Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	11 Apr 2022	Economics, Banking, Accounting, Finance, Finance & Securities, Governance/ Compliance, Fund Management, Data Analysis, Corporate Management, Corporate Social Responsibility, Project Management, Sustainability, Leadership

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

General information	Position	Tenure	Replacement Director
1. Mr. VITIT LAVANSTHIEN Gender: Male Age: 72 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive)	Date position was assumed: 28 Jan 2019 Date directorship ended: 28 Feb 2024	No replacement director

2.	Mr. AKEAPOP LAVANSATHIEN	Director	Date position was	No replacement director
	Gender: Male	(Executive)	assumed:	
	Age: 49 years old		27 Jun 2016	
	Highest level of education:		Date directorship	
	Bachelor's degree		ended:	
	Major: Political Science		28 Feb 2024	
	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 : 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. PINIT NGAMSOPEE [1] Gender: Male Age: 68 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	28 Jan 2019	Accounting, Audit, Internal Control, Finance, Risk Management, Budgeting, Governance/ Compliance
2. Mr. VISIT ONGPIPATTANAKUL [1] Gender: Male Age: 59 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	28 Jan 2019	Finance, Economics, Finance & Securities, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance
3. Mr. SENE VACHARASIRITHAM [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	28 Jan 2019	Accounting, Finance, IT Management, Risk Management, Internal Control, Banking, Information & Communication Technology, Audit, 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. Mr. SENE VACHARASIRITHAM [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 28 Jan 2019 Date directorship ended: 28 Feb 2024	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. VITIT LAVANSTHIEN Gender: Male Age: 72 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	28 Jan 2019
2. Mr. CHUSAK VIVATWONGSKASEM Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	27 Jun 2016

3.	<p>Mrs. SAVITREE LAVANSATHIEN</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: -</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	27 Jun 2016
4.	<p>Mr. SURAYUT LAWANSATHIEN</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Marketing</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	27 Jun 2016
5.	<p>Mr. AKEAPOP LAVANSATHIEN</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	27 Jun 2016

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

General information	Position	Tenure	Replacement Director
<p>1. Mr. VITIT LAVANSTHIEN</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: -</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	Member of the executive committee	<p>Date position was assumed:</p> <p>28 Jan 2019</p> <p>Date directorship ended:</p> <p>28 Feb 2024</p>	No replacement director

2.	Mr. AKEAPOP LAVANSATHIEN	Member of the executive committee	Date position was assumed: 27 Jun 2016	No replacement director
	Gender: Male			
	Age: 49 years old			
	Highest level of education: Bachelor's degree		Date directorship ended: 28 Feb 2024	
	Major: Political Science			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
The Risk Management Committee	Mr. SENEE VACHARASIRITHAM	Chairman
	Mr. CHUSAK VIVATWONGSKASEM	Member
	Mr. SURAYUT LAWANSATHIEN	Member
	Mr. AKEAPOP LAVANSATHIEN	Member
The Nomination and Remuneration Committee	Mr. PINIT NGAMSOPEE	Chairman
	Mr. SENEE VACHARASIRITHAM	Member
	Mr. CHUSAK VIVATWONGSKASEM	Member
	Mrs. SAVITREE LAVANSATHIEN	Member

Roles of Sub-committees

Sub-committees responsible for risk management : The Risk Management Committee

Sub-committees responsible for nomination : The Nomination and Remuneration Committee

Sub-committees responsible for remuneration : The Nomination and Remuneration Committee

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. CHUSAK VIVATWONGSKASEM Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	27 Jun 2016	Economics, Accounting, Finance, Negotiation, Corporate Management, Strategic Management, Risk Management, Internal Control, Budgeting, Governance/ Compliance, Banking, Finance & Securities, Insurance, Commerce, Law, Marketing, Corporate Social Responsibility, Sustainability, Data Analysis, Change Management, Leadership

2.	<p>Mr. VITIT LAVANSTHIEN</p> <p>Gender: Male</p> <p>Age: 72 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: -</p>	<p>Deputy Chairman of the Board</p>	28 Jan 2019	<p>Agribusiness, Data Analysis, Data Management, Negotiation, Governance/ Compliance, Internal Control, Risk Management, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Finance & Securities, Automotive, Paper & Printing Materials, Construction Materials, Construction Services, Property Development, Energy & Utilities, Commerce, Media & Publishing, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Brand Management, Project Management, Corporate Management, Leadership, Change Management, Budgeting</p>
3.	<p>Mr. AKEAPOP LAVANSATHIEN</p> <p>Gender: Male</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Political Science</p>	<p>Deputy Managing Director of Marketing and Merchandising Department</p>	27 Jun 2016	<p>Marketing, Procurement, Corporate Social Responsibility, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Food & Beverage, Fashion, Personal Products & Pharmaceuticals, Insurance, Automotive, Tourism & Leisure, Law, Human Resource Management, Statistics, Brand Management, Project Management, Change Management, Budgeting</p>

4.	Mr. SURAYUT LAWANSATHIEN Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Marketing	Deputy Managing Director of Loan Verification and Debt Management	27 Jun 2016	Law, Negotiation, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Automotive, Data Analysis
5.	Mrs. SAVITREE LAVANSATHIEN Gender: Female Age: 61 years old Highest level of education: Below a bachelor's degree Major: -	Deputy Managing Director of Business Development and Corporate Support.	27 Jun 2016	Information & Communication Technology, Human Resource Management, IT Management, Data Analysis, Negotiation, Project Management, Corporate Management, Strategic Management, Leadership, Internal Control, Budgeting, Governance/ Compliance, Corporate Social Responsibility, Data Management, Audit
6.	Ms. SUWAKHON MUADKHONG [1] Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Banking Finance	CHIEF FINANCIAL OFFICER	2 Jan 2019	Accounting, Finance, Corporate Social Responsibility, Data Management, Data Analysis, Risk Management, Budgeting, Governance/ Compliance, Commerce, Human Resource Management, Sustainability, Negotiation, Internal Control
7.	Mrs. KRITSANA WISAMON [2] Gender: Female Age: 42 years old Highest level of education: Bachelor's degree Major: Accounting	ACCOUNT MANAGER	1 Aug 2018	Accounting, Finance, Data Management, Data Analysis, Budgeting, Banking, Finance & Securities, Law, Audit

[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)	40,909,184.00	38,706,900.00	27,284,800.00

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) : 224

Number of female employees (persons) : 520

Total number of employees (persons) : 744

Remark : 98 Branch

Employee Remuneration

Total employee remuneration : 236,953,027.00

Provident fund

Total number of employees (persons) : 744

Number of employees contributing to the PVD (persons) : 172

Percentage of employees who are members (%) : 23.12

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. VITIT LAVANSTHIEN Gender: Male Age: 72 years old Highest level of education: Below a bachelor's degree Major: - Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Executive) Director type: Re-elected as director	Date position was assumed: 28 Jan 2019	Agribusiness, Data Analysis, Data Management, Negotiation, Governance/ Compliance, Internal Control, Risk Management, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Finance & Securities, Automotive, Paper & Printing Materials, Construction Services, Property Development, Energy & Utilities, Commerce, Media & Publishing, Tourism & Leisure, Transportation & Logistics, Information & Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Brand Management, Project Management, Corporate Management, Leadership, Change Management, Budgeting

2.	Mr. AKEAPOP LAVANSATHIEN Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 27 Jun 2016	Marketing, Procurement, Corporate Social Responsibility, Data Analysis, Negotiation, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance, Food & Beverage, Fashion, Personal Products & Pharmaceuticals, Insurance, Automotive, Tourism & Leisure, Law, Human Resource Management, Statistics, Brand Management, Project Management, Change Management, Budgeting
3.	Mr. SENE VACHARASIRITHAM Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 28 Jan 2019	Accounting, Finance, IT Management, Risk Management, Internal Control, Banking, Information & Communication Technology, Audit, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VISIT ONGPIATTANAKUL	Chairman of the board	Participating
Mr. VITIT LAVANSTHIEN	Vice Chairman	Participating
Mr. CHUSAK VIVATWONGSKASEM	Director	Participating
Mrs. SAVITREE LAVANSATHIEN	Director	Participating
Mr. SURAYUT LAWANSATHIEN	Director	Participating
Mr. AKEAPOP LAVANSATHIEN	Director	Participating
Mr. PINIT NGAMSOPEE	Director	Participating
Mr. SENE VACHARASIRITHAM	Director	Participating

Mr. PANUKORN CHANTARAPRAPAB	Director	Participating
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Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 27 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. VISIT ONGPIPATTANAKUL (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. VITIT LAVANSTHIEN (Vice Chairman)	-	4/4	Participating	Did not hold the meeting
3.	Mr. CHUSAK VIVATWONGSKASEM (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mrs. SAVITREE LAVANSATHIEN (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. SURAYUT LAWANSATHIEN (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. AKEAPOP LAVANSATHIEN (Director)	-	4/4	Participating	Did not hold the meeting

7.	Mr. PINIT NGAMSOPEE (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. SENEE VACHARASIRITHAM (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. PANUKORN CHANTARAPRAPAB (Director)	-	4/4	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.	Mr. VISIT ONGPIPATTANAKUL (Chairman of the board)	-	300,000.00	600,000.00	No
2.	Mr. VITIT LAVANSTHIEN (Vice Chairman)	-	140,000.00	0.00	No
3.	Mr. CHUSAK VIVATWONGSKASEM (Director)	-	160,000.00	0.00	No
4.	Mrs. SAVITREE LAVANSATHIEN (Director)	-	150,000.00	0.00	No
5.	Mr. SURAYUT LAWANSATHIEN (Director)	-	150,000.00	0.00	No
6.	Mr. AKEAPOP LAVANSATHIEN (Director)	-	150,000.00	0.00	No
7.	Mr. PINIT NGAMSOPEE (Director)	-	305,000.00	360,000.00	No
8.	Mr. SENEE VACHARASIRITHAM (Director)	-	295,000.00	360,000.00	No
9.	Mr. PANUKORN CHANTARAPRAPAB (Director)	-	140,000.00	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. PINIT NGAMSOPEE (Chairman of the audit committee)	-	4/4
2.	Mr. VISIT ONGPIPATTANAKUL (Audit committee)	-	4/4
3.	Mr. SENE VACHARASIRITHAM (Audit committee)	-	4/4