



# **Annual Registration Statement / Annual Report**

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

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

**FINANSIA X PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	5
Sustainable Development	13
<b>Corporate Governance</b>	
Corporate Governance Policy	18
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	19
Performance Report on Corporate Governance	29

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : FINANSIA X PUBLIC COMPANY LIMITED

Symbol : FSX

Address : 999/9 The Offices at Central World, 18th Floor, Rama 1 Road,  
Pathumwan

Province : Bangkok

Postcode : 10330

Business : FSX is a Holding Company which invests in the securities  
business as a core business.

Registration Number : 0107565000174

Telephone : 0-2658-9500

Fax (if applicable) : 0-2658-9149

Website : <https://www.finansiax.com>

Email : [fsx.companysecretary@finansiax.com](mailto:fsx.companysecretary@finansiax.com)

#### Total Shares Sold (shares)

Common Stock : 579,929,461

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)	2,396,551.03	2,400,381.42	1,646,167.67
Brokerage fees income (Thousand baht)	1,930,020.13	1,563,702.92	980,160.62
Fees and service income (Thousand baht)	113,984.89	486,116.59	278,979.21
Interest income (Thousand baht)	130,223.28	185,638.23	248,232.66
Gain and return on financial instruments (Thousand baht)	165,613.97	96,997.27	82,633.56
Shares of gain from investments in an associate (Thousand baht)	3,079.93	4,097.65	2,055.03
Other (Thousand baht)	53,628.83	63,828.76	54,106.59

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Brokerage fees income (%)	80.53	65.14	59.54
Fees and service income (%)	4.76	20.25	16.95
Interest income (%)	5.43	7.73	15.08
Gain and return on financial instruments (%)	6.91	4.04	5.02
Shares of gain from investments in an associate (%)	0.13	0.17	0.12
Other (%)	2.24	2.66	3.29

**By Geographical Area or Market**

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,396,551.03	2,400,381.42	1,646,167.67
Domestic (Thousand baht)	2,378,989.93	2,362,278.77	1,615,519.42
International (Thousand baht)	17,561.10	38,102.65	30,648.25

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	99.27	98.41	98.14
International (%)	0.73	1.59	1.86

**Other income as specified in the financial statements**

	2021	2022	2023
Total other income (Thousand baht)	53,628.83	63,828.76	54,106.59
Other income from operations (Thousand baht)	53,628.83	63,828.76	54,106.59
Other income not from operations (Thousand baht)	0.00	0.00	0.00

**Share of profit of joint ventures and associates accounted for using equity method**

	2021	2022	2023
Share of profit (Thousand baht)	3,079.93	4,097.65	2,055.03

**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 : Yes

(Unit : Thousand baht)	2021	2022	2023
------------------------	------	------	------

R&D expenses in the past 3 years	9,685.00	65,910.00	62,195.60
----------------------------------	----------	-----------	-----------

# 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 relying on the operating results and dividend payments of subsidiaries and associates**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

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

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

Financial Risk

- Fluctuation in return on assets or investment

**Risks from expanding into new businesses to increase competitiveness and generate future growth potential**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk
- New business risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

## Financial Risk

- Fluctuation in return on assets or investment

## Risk from inability to comply with rules and regulations from relevant regulatory

**Risk Management Measures:** Yes

### Related Risk Topics

#### Operational Risk

- Systems or internal control system
- Corruption

#### Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance

## Risks from exposure to Volatility of the Market

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

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

#### Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

## Competition within the Industry

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain

#### Operational Risk

- Human error in business operations

#### **Risk Associated with Information Technology System Failure**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

##### Strategic Risk

- Changes in technologies
- Other

##### Operational Risk

- Information security and cyber-attack

##### Compliance Risk

- Other

#### **Risk from Default Payment**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

##### Financial Risk

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

### **Underwriting Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers

Financial Risk

- Insufficient sources of funding

### **Risk on Human Resources**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Human error in business operations
- Impact from population structure
- Impact on human rights

### **Client Concentration Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers

### **Risk from having major shareholder exceeding 25.00% shareholding**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Other

### **Risk from changes of technologies**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

### **Risk of corruption**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Corruption

### **Risk of Derivatives Brokerage Business**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Policies or international agreements related to business operations

Financial Risk

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

### **Risks on Derivative Warrants Business**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

#### Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate

#### **Risk of Securities Borrowing and Lending Business**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

##### Strategic Risk

- Behavior or needs of customers / consumers

##### Financial Risk

- Default on payment or exchange of goods

#### **Risk Associated with Financial Advisory Service**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

##### Operational Risk

- Human error in business operations

##### Compliance Risk

- Change in laws and regulations
- Corporate Governance

#### **Risk Associated with Digital Asset Broker Service**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

##### Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk

#### Operational Risk

- Human error in business operations

#### Compliance Risk

- Change in laws and regulations

### Risks in capital adequacy management

**Risk Management Measures:** Yes

#### Related Risk Topics

#### Financial Risk

- Insufficient sources of funding

## Risk to Securities Holder (2.2.2)

### Investment risk imposed on the shareholders

**Risk Management Measures:** Yes

#### Related Risk Topics

- Return from investment of securities holder

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

## **Risks related to compliance with rules and regulations**

**Risk Management Measures:** Yes

### **Related Risk Topics**

- Foreign Investment 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.finansiax.com/uploads/pdf/FSX\\_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AA%E0%B8%B9%E0%B9%88%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99.pdf](https://www.finansiax.com/uploads/pdf/FSX_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AA%E0%B8%B9%E0%B9%88%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99.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.finansiax.com/uploads/pdf/FSX\\_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AA%E0%B8%B9%E0%B9%88%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99.pdf](https://www.finansiax.com/uploads/pdf/FSX_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AA%E0%B8%B9%E0%B9%88%E0%B8%84%E0%B8%A7%E0%B8%B2%E0%B8%A1%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99.pdf)

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management, Biodiversity 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	22,179.15
Gasoline (Litres)	N/A	N/A	87,981.42

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	0.00	975,509.70

## Water management

### • Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	1,128.30

## Waste management

### • Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	N/A	N/A	106,379.06
<b>Total waste generated (Kilograms)</b>	<b>0.00</b>	<b>0.00</b>	<b>106,379.06</b>

## 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	316.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	488.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	140.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>0.00</b>	<b>944.00</b>

### • Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

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

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : No

### 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)	N/A	N/A	337
Number of female employees (Persons)	N/A	N/A	492
<b>Total number of employees (Persons)</b>	<b>0</b>	<b>0</b>	<b>829</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	833,241,263.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	N/A	N/A	14.44
Employee development and training expenses (baht)	N/A	N/A	772,611.22

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

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

##### • Employee retention

	2021	2022	2023
--	------	------	------

Percentage of employees who voluntarily resigned (%)	N/A	N/A	12.42
--	-----	-----	-------

• **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.finansiax.com/uploads/pdf/FSX\\_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B9%80%E0%B8%81%E0%B8%B5%E0%B9%88%E0%B8%A2%E0%B8%A7%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5.pdf](https://www.finansiax.com/uploads/pdf/FSX_%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B9%80%E0%B8%81%E0%B8%B5%E0%B9%88%E0%B8%A2%E0%B8%A7%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%97%E0%B8%B5%E0%B9%88%E0%B8%94%E0%B8%B5.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	8	100.00
Number of male directors	7	87.50
Number of female directors	1	12.50
Number of executive directors	1	12.50
Number of non-executive directors	7	87.50
Number of independent directors	2	25.00

#### 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. CHATCHAVAL JIARAVANON Gender: Male Age: 61 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	23 Mar 2022	Finance & Securities, Electronic Components, Information & Communication Technology, Media & Publishing

2.	Mr. VORAPAK TANYAWONG Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive)  Director type: Original director	23 Mar 2022	Finance & Securities, Energy & Utilities
3.	Mr. KITTISAK BENCHARIT Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	23 Mar 2022	Finance & Securities, Food & Beverage, Audit, Budgeting, Internal Control
4.	Mr. CHUANGCHAI NAWONGS Gender: Male Age: 62 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	23 Mar 2022	Finance & Securities
5.	Mr. SOMPHOP KEERASUNTONPONG Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	23 Mar 2022	Finance & Securities, Energy & Utilities

6.	POL. GEN. VISANU PRASATTONGOSOTH Gender: Male Age: 61 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	23 Mar 2022	Finance & Securities, Property Development, Commerce, Governance/ Compliance, Internal Control, Audit, Budgeting
7.	Mrs. PORNPRING SUKSANTISUWAN Gender: Female Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	23 Mar 2022	Finance & Securities
8.	Mr. SEKSAN CHUNSEREECHAI Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	23 Mar 2022	Risk Management, Finance & Securities, Finance

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

General information	Position	Tenure	Replacement Director
1. Mr. PHAIBOON SIRIPANOOSATIEN Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 23 Mar 2022  Date directorship ended: 27 Nov 2023	No replacement director

## Other Information pertaining to committees

The Chairman is an independent director : No

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. POL. GEN. VISANU PRASATTONGOSOTH [1] Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	23 Mar 2022	Finance & Securities, Property Development, Commerce, Governance/ Compliance, Internal Control, Audit, Budgeting
2. Mr. KITTISAK BENCHARIT [1] Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	23 Mar 2022	Finance & Securities, Food & Beverage, Audit, Budgeting, Internal Control

[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. PHAIBOON SIRIPANOOSATIEN [1] Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 23 Mar 2022 Date directorship ended: 27 Nov 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. VORAPAK TANYAWONG Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	14 Jun 2022
2.	Mr. CHUANGCHAI NAWONGS Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Jun 2022
3.	Mr. SOMPHOP KEERASUNTONPONG Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Jun 2022

4.	Mrs. PORNPRING SUKSANTISUWAN	Member of the executive committee	14 Jun 2022
	Gender: Female		
	Age: 65 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Remark : The Executive Board of the Committee has the full name as the Executive and Risk Oversight Board

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination, Remuneration, Corporate Governance and Sustainability Committee	POL. GEN. VISANU PRASATTONGSOTH	Chairman
	Mr. CHATCHAVAL JIARAVANON	Member
	Mr. VORAPAK TANYAWONG	Member
	Mr. KITTISAK BENCHARIT	Member
Technology Committee	Mrs. PORNPRING SUKSANTISUWAN	Chairman
	Mr. CHUANGCHAI NAWONGS	Member
	Ms. Supin Suravichai	Member
	Mr. Kosit Thammatada	Member
	Mrs. Nisa Surpsomboon	Member
The Executive and Risk Oversight Board	Mr. VORAPAK TANYAWONG	Chairman
	Mr. CHUANGCHAI NAWONGS	Member
	Mr. SOMPHOP KEERASUNTONPONG	Member
	Mrs. PORNPRING SUKSANTISUWAN	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: The Executive and Risk Oversight Board
Sub-committees responsible for nomination	: The Nomination, Remuneration, Corporate Governance and Sustainability Committee
Sub-committees responsible for remuneration	: The Nomination, Remuneration, Corporate Governance and Sustainability Committee



Sub-committees responsible for corporate governance

: The Nomination, Remuneration, Corporate Governance

and Sustainability Committee

Sub-committees responsible for corporate sustainability development

: The Nomination, Remuneration, Corporate Governance

and Sustainability 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. CHUANGCHAI NAWONGS Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer	23 Mar 2022	Finance & Securities
2. Ms. Supin Suravichai Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Accounting	Chief Risk & Compliance Officer	1 Jan 2023	Risk Management, Finance & Securities
3. Ms. Chorpetch Riamdee [1] Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Chief Finance Officer	14 Jun 2022	Finance & Securities, Finance, Accounting
4. Ms. Vilasinee Sungkaprecha Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Economics	Vice Managing Directors – Financial Strategy and Budgeting	1 Oct 2023	Finance & Securities

5.	Ms. Phatra Kanchanaphat Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Business Administration	Vice Managing Directors – Corporate Strategy and Company Secretary	14 Jun 2022	Finance & Securities
6.	Mrs. Parichat Khanthasima Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Project Management and Public Policy	Vice Managing Directors – Internal Audit	12 Jul 2022	Finance & Securities, Audit, Internal Control
7.	Ms. Doungdaun Noiwan [2] Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Accounting	Assistant Managing Directors – Accounting and Finance Department	14 Jun 2022	

[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)	N/A	N/A	11,550,000.00

### 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)	: 337
Number of female employees (persons)	: 492
<b>Total number of employees (persons)</b>	<b>: 829</b>

#### Employee Remuneration

Total employee remuneration	: 833,241,263.00
-----------------------------	------------------

#### Provident fund

Total number of employees (persons)	: 829
Number of employees contributing to the PVD (persons)	: 740
Percentage of employees who are members (%)	: 89.26

# 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. CHATCHAVAL JIARAVANON	Chairman of the board	Non-participating
Mr. VORAPAK TANYAWONG	Vice Chairman	Non-participating
Mr. KITTISAK BENCHARIT	Director	Non-participating
Mr. CHUANGCHAI NAWONGS	Director	Non-participating
Mr. SOMPHOP KEERASUNTONPONG	Director	Non-participating
POL. GEN. VISANU PRASATTONGOSOTH	Director	Non-participating
Mrs. PORNPRING SUKSANTISUWAN	Director	Non-participating
Mr. SEKSAN CHUNSEREECHAI	Director	Participating
Mr. PHAIBOON SIRIPANOOSATIEN	Director	Non-participating

##### 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) : 7

Date of AGM meeting : 31 Mar 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHATCHAVAL JIARAVANON (Chairman of the board)	-	5/7	Non-participating	Did not hold the meeting
2.	Mr. VORAPAK TANYAWONG (Vice Chairman)	-	6/7	Non-participating	Did not hold the meeting
3.	Mr. KITTISAK BENCHARIT (Director)	-	7/7	Non-participating	Did not hold the meeting
4.	Mr. CHUANGCHAI NAWONGS (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. SOMPHOP KEERASUNTONPONG (Director)	-	7/7	Participating	Did not hold the meeting
6.	POL. GEN. VISANU PRASATTONGOSOTH (Director)	-	7/7	Non-participating	Did not hold the meeting
7.	Mrs. PORNPRING SUKSANTISUWAN (Director)	-	7/7	Non-participating	Did not hold the meeting
8.	Mr. SEKSAN CHUNSEREECHAI (Director)	-	7/7	Non-participating	Did not hold the meeting
9.	Mr. PHAIBOON SIRIPANOOSATIEN (Director)	27 Nov 2023	5/5	Non-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. CHATCHAVAL JIARAVANON (Chairman of the board)	-	310,000.00	0.00	No
2.	Mr. VORAPAK TANYAWONG (Vice Chairman)	-	240,000.00	0.00	No
3.	Mr. KITTISAK BENCHARIT (Director)	-	340,000.00	0.00	No

4.	Mr. CHUANGCHAI NAWONGS (Director)	-	0.00	0.00	No
5.	Mr. SOMPHOP KEERASUNTONPONG (Director)	-	0.00	0.00	No
6.	POL. GEN. VISANU PRASATTONGOSOTH (Director)	-	540,000.00	0.00	No
7.	Mrs. PORNPRING SUKSANTISUWAN (Director)	-	180,000.00	0.00	No
8.	Mr. SEKSAN CHUNSEREECHAI (Director)	-	140,000.00	0.00	No
9.	Mr. PHAIBOON SIRIPANOOSATIEN (Director)	27 Nov 2023	260,000.00	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

	List of directors	Termination date	Number of the audit committee meeting
1.	POL. GEN. VISANU PRASATTONGOSOTH (Chairman of the audit committee)	-	6/6
2.	Mr. KITTISAK BENCHARIT (Audit committee)	-	6/6
3.	Mr. PHAIBOON SIRIPANOOSATIEN (Audit committee)	27 Nov 2023	5/5