



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CIMB THAI BANK PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 : CIMB THAI BANK PUBLIC COMPANY LIMITED

Symbol : CIMBT

Address : 44, LANGSUAN ROAD, LUMPINI SUBDISTRICT, PATHUMWAN DISTRICT,

Province : Bangkok

Postcode : 10330

Business : The Company is a commercial bank conducting its businesses through a network of branches covering all parts of Thailand. Since late 2008, it became a member of the CIMB Group, a leading financial institution mainly based in Malaysia.

Registration Number : 0107537002338

Telephone : 02-626-7000, 02-657-3000 นน 0, 02-638-8000

Fax (if applicable) : 02-657-3333

Website : <http://www.cimbthai.com>

Email : cs@cimbthai.com

Total Shares Sold (shares)

Common Stock : 34,822,261,748

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	14,927,054.00	14,159,968.32	13,600,645.17
Commercial Banking (Thousand baht)	10,881,314.13	9,979,335.84	9,933,478.37
Other income (Thousand baht)	4,045,739.87	4,180,632.48	3,667,166.80

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Commercial Banking (%)	72.90	70.48	73.04
Other income (%)	27.10	29.52	26.96

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	14,927,054.00	14,159,968.32	13,600,645.17
Domestic (Thousand baht)	14,927,054.00	14,159,968.32	13,600,645.17
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

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

Strategic Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Changes in technologies
- Damage to company image and reputation

Operational Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Systems or internal control system
- Loss or damage from non-compliance of partners or counterparties
- Safety, occupational health, and working environment
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

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

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods

Risk to Securities Holder (2.2.2)

Risk To Securities Holders' Investment

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)

Financial Risk

Risk Management Measures: Yes

Related Risk Topics

- Investment risk

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, Fuel Management, Renewable/Clean Energy 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

	2020	2021	2022
Diesel (Litre)	29,633.69	14,818.50	16,899.26
Gasoline (Litre)	265,002.12	170,991.41	146,943.07

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	10,493,376.00	9,696,587.63	9,306,061.21

Water management

• Water consumption

	2020	2021	2022
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Water consumption (cubic meters)	79,759.00	61,460.65	54,912.13
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Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	112,644.00	59,103.00	159,265.00
Total (kg)	112,644.00	59,103.00	159,265.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	519.71	492.03	418.52
Scope 2 (Tons of carbon dioxide equivalents)	5,215.21	4,819.20	4,618.93
Scope 3 (Tons of carbon dioxide equivalents)	27.44	21.14	18.89
Total (Tons of carbon dioxide equivalents)	5,762.36	5,332.37	5,056.34

• 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 : 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

	2020	2021	2022
Number of male employees (persons)	1,069	1,003	982
Number of female employees (persons)	1,991	1,908	1,793
Total (persons)	3,060	2,911	2,775

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	3,697,205,547.00	3,284,858,342.00	3,336,504,226.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	21	46	38
Employee development and training expenses (baht)	10,565,673.32	3,273,044.40	8,445,877.52

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	8.69	14.02	13.05

• **Significant labor dispute**

	2020	2021	2022
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

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	10	100.00
Number of male directors	8	80.00
Number of female directors	2	20.00
Number of executive directors	3	30.00
Number of non-executive directors	7	70.00
Number of independent directors	6	60.00

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. ROBERT CHEIM DAU MENG Gender: Male Age: 71 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Chairman of the board (Non-executive) Director type: Original director	23 May 2019	Accounting

2.	Mr. CHANMANU SUMAWONG Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	20 Apr 2018	Law
3.	Mr. ROM HIRANPRUK Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Computer Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	13 Dec 2018	Information & Communication Technology, IT Management
4.	Mr. NATASAK RODJANAPICHES Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	18 Apr 2019	Audit, Information & Communication Technology, Property Development
5.	Mr. NITI JUNGNITNIRUNDR Gender: Male Age: 64 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	18 Apr 2019	Accounting

6.	<p>Mrs. ORANUCH APISAKSIRIKUL</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education:</p> <p>Doctoral degree</p> <p>Major: Finance</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>	26 Jun 2019	Banking, Finance & Securities, Fund Management
7.	<p>Mr. ANON SIRISAENG TAKSIN</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education:</p> <p>Doctoral degree</p> <p>Major: – Honorary Doctor of Public Administration</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>	26 Jun 2020	Energy & Utilities, Banking, Petrochemicals & Chemicals
8.	<p>Mr. ABDUL RAHMAN BIN AHMAD</p> <p>Gender: Male</p> <p>Age: 53 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	6 Oct 2020	Banking, Property Fund & REITs
9.	<p>Mrs. VERA HANDAJANI</p> <p>Gender: Female</p> <p>Age: 51 years old</p> <p>Highest level of education:</p> <p>Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	5 Jul 2022	Banking

10.	Mr. PAUL WONG CHEE KIN	Director	8 Feb 2021	Banking, Insurance
	Gender: Male	(Executive)		
	Age: 53 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Finance			
	Thai nationality: No			
	Residing in Thailand: No			

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

General information	Position	Tenure	Replacement Director
1. Encik OMAR SIDDIQ BIN AMIN NOER RASHID Gender: Male Age: 49 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: No Residing in Thailand: No	Director (Executive)	Date position was assumed: 30 Jan 2019 Date directorship ended: 11 Jan 2022	Mrs. VERA HANDAJANI Date position was assumed: 5 Jul 2022
2. Mr. HAFRIZ BIN ABDUL RAHMAN Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Accounting Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 24 Sep 2020 Date directorship ended: 1 Sep 2022	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 : 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.	<p>Mrs. ORANUCH APISAKSIRIKUL [1]</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	26 Jun 2019	Banking, Finance & Securities, Fund Management
2.	<p>Mr. CHANMANU SUMAWONG</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	20 Apr 2018	Law
3.	<p>Mr. ROM HIRANPRUK</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Computer</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	14 Dec 2018	Information & Communication Technology, IT Management

4.	Mr. NITI JUNG NITNIRUNDR [1]	Audit committee	18 Apr 2019	Accounting
	Gender: Male	(Non-executive,		
	Age: 64 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Accounting	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mrs. ORANUCH APISAKSIRIKUL	Chairman
	Mr. CHANMANU SUMAWONG	Member
	Mr. ROM HIRANPRUK	Member
	Mr. NITI JUNG NITNIRUNDR	Member
Nomination, Remuneration and Corporate Governance Committee	Mr. ANON SIRISAENG TAKSIN	Chairman
	Mr. ROBERT CHEIM DAU MENG	Member
	Mr. CHANMANU SUMAWONG	Member
Board Risk and Compliance Committee	Mr. ROM HIRANPRUK	Chairman
	Mr. NATASAK RODJANAPICHES	Member
	Mr. ANON SIRISAENG TAKSIN	Member
	Mrs. VERA HANDAJANI	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Board Risk and Compliance Committee
Sub-committees responsible for nomination	: Nomination, Remuneration and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination, Remuneration and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination, Remuneration and Corporate Governance Committee

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. PAUL WONG CHEE KIN Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Finance	PRESIDENT & CEO	1 Feb 2021	Banking, Insurance
2. Ms. Siriporn Sanunpairaue Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Head of Corporate Assurance	22 Feb 2010	Banking, Internal Control, Audit
3. Mr. Prapas Thongsuk Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Head of Corporate Communications	1 Apr 2010	Banking, Media & Publishing
4. Mrs. Kanokpai Vongsatitporn Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration	Head of Human Resources	30 Dec 2016	Banking, Insurance

5.	Mr. Jason Leong Kok Yew [1] Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Economics	Head of Finance	30 Dec 2016	Banking, Audit, Fund Management
6.	Mr. Arthit Masathirakul Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	Head of Risk Management	1 Jan 2017	Banking
7.	Mr. Zethjak Leeyakars Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Economics	Head of Compliance	24 Feb 2017	Banking
8.	Ms. Waewalai Wattana [2] Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Accounting	Head of Financial Control	17 Sep 2018	Banking
9.	Mr. Lim Yeong Thian Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Computer Science	Head of Strategy and CEO s Office	1 Aug 2019	Banking
10.	Mr. Tan Keat Jin Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Head of Consumer Banking	2 Jan 2020	Banking, Fund Management
11.	Mr. Pao Chatakanonta Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Economics	Head of Treasury & Markets	29 Jul 2020	Banking

12.	Mr. Paisan Thumppothong Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Engineering	Head of Technology and Data	1 Jul 2021	Banking
13.	Mr. Konthee Prasertwongse Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration	Head of Investment Banking	30 Apr 2021	Finance, Banking, Finance & Securities
14.	Ms. Panida Tangsriwong Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Head of Financial Institution Thailand and CLMV	1 Jun 2018	Banking
15.	Mr. Wut Thanittiraporn Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Engineering	Head of Corporate Banking and Acting Head of Transaction Banking	20 May 2022	Banking

[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

	2020	2021	2022
Total executive remuneration (baht)	111,370,000.00	113,080,000.00	131,220,000.00

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) : 982

Number of female employees (persons) : 1,793

Total (persons) : 2,775

Employee Remuneration

Total employee remuneration : 3,336,504,226.00

Provident fund

Total number of employees (persons) : 2,775

Number of employees contributing to the PVD (persons) : 2,236

Percentage of employees who are members (%) : 80.58

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. VERA HANDAJANI Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Economics Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 5 Jul 2022	Banking

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. ROBERT CHEIM DAU MENG	Chairman of the board	N/A
Mr. CHANMANU SUMAWONG	Director	N/A
Mr. ROM HIRANPRUK	Director	N/A
Mr. NATASAK RODJANAPICHES	Director	N/A
Mr. NITI JUNGNITNIRUNDR	Director	N/A
Mrs. ORANUCH APISAKSIRIKUL	Director	N/A
Mr. ANON SIRISAENG TAKSIN	Director	N/A
Mr. ABDUL RAHMAN BIN AHMAD	Director	N/A

Mrs. VERA HANDAJANI	Director	N/A
Mr. PAUL WONG CHEE KIN	Director	N/A
Encik OMAR SIDDIQ BIN AMIN NOER RASHID	Director	N/A
Mr. HAFRIZ BIN ABDUL RAHMAN	Director	N/A

Directors' performance assessment

Method used to evaluate directors' performance	: Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Individual-director assessment (cross-assessment)
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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	: 12 Apr 2022
EGM meeting	: No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. ROBERT CHEIM DAU MENG (Chairman of the board)	-	N/A	N/A	Did not hold the meeting
2. Mr. CHANMANU SUMAWONG (Director)	-	N/A	N/A	Did not hold the meeting
3. Mr. ROM HIRANPRUK (Director)	-	N/A	N/A	Did not hold the meeting
4. Mr. NATASAK RODJANAPICHES (Director)	-	N/A	N/A	Did not hold the meeting
5. Mr. NITI JUNGNITNIRUNDR (Director)	-	N/A	N/A	Did not hold the meeting
6. Mrs. ORANUCH APISAKSIRIKUL (Director)	-	N/A	N/A	Did not hold the meeting

7.	Mr. ANON SIRISAENG TAKSIN (Director)	-	N/A	N/A	Did not hold the meeting
8.	Mr. ABDUL RAHMAN BIN AHMAD (Director)	-	N/A	N/A	Did not hold the meeting
9.	Mrs. VERA HANDAJANI (Director)	-	N/A	N/A	Did not hold the meeting
10.	Mr. PAUL WONG CHEE KIN (Director)	-	N/A	N/A	Did not hold the meeting
11.	Encik OMAR SIDDIQ BIN AMIN NOER RASHID (Director)	11 Jan 2022	N/A	N/A	Did not hold the meeting
12.	Mr. HAFRIZ BIN ABDUL RAHMAN (Director)	1 Sep 2022	N/A	N/A	Did not hold the meeting

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) : 15