



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

FINANSIA SYRUS SECURITIES 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 : FINANSIA SYRUS SECURITIES PUBLIC COMPANY LIMITED

Symbol : FSS

Address : 999/9 The Offices at Centralworld, 18th Floor, Rama 1 Rd.,
Pathumwan, Pathumwan

Province : Bangkok

Postcode : 10330

Business : The Company undertakes businesses as follows: (1) Securities Brokerage Business, (2) Derivatives Brokerage Business, (3) Investment Banking Business, (4) Investment-Related Business, (5) Derivative Warrants Business, (6) Selling Agent Business, (7) Securities Borrowing and Lending Business, (8) Global Trading Business, (9) Bond Trading Business

Registration Number : 0107547000079

Telephone : 0-2658-9000

Fax (if applicable) : 0-2658-9501

Website : www.fnsyrus.com

Email : companysecretary@fnsyrus.com

Total Shares Sold (shares)

Common Stock : 581,403,025

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	1,747,103.73	2,396,551.03	2,400,381.42
Brokerage fees income (Thousand baht)	1,314,751.68	1,930,020.13	1,563,702.92
Fees and service income (Thousand baht)	122,787.05	113,984.89	486,116.59
Interest income (Thousand baht)	84,768.54	130,223.28	185,638.23
Gain and return on financial instruments (Thousand baht)	168,833.93	165,613.97	96,997.27
Shares of gain from investments in an associate (Thousand baht)	5,262.85	3,079.93	4,097.65
Other income (Thousand baht)	50,699.68	53,628.83	63,828.76

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Brokerage fees income (%)	75.25	80.53	65.14
Fees and service income (%)	7.03	4.76	20.25
Interest income (%)	4.85	5.43	7.73
Gain and return on financial instruments (%)	9.66	6.91	4.04
Shares of gain from investments in an associate (%)	0.30	0.13	0.17
Other income (%)	2.90	2.24	2.66

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	1,747,103.73	2,396,551.03	2,400,381.42
Domestic (Thousand baht)	1,736,763.90	2,378,989.93	2,362,278.77

International (Thousand baht)	10,339.83	17,561.10	38,102.65
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	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	99.41	99.27	98.41
International (%)	0.59	0.73	1.59

*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 : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	7,977.00	9,685.00	65,910.00

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)

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 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

Risk Associated with Operating a Business under Regulated Environment

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

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

Risks on DW 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 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 Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

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 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 of corruption

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Risk of epidemics and serious infectious diseases

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Operational Risk

- Climate change and disasters

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 securities holders

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 in capital adequacy management

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

URL of corporate sustainability policy : <https://www.fnsyus.com/assets/pdf/th/investor-relations/Environmental%20Management%20Policy%20TH.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.fnsyus.com/assets/pdf/th/investor-relations/Environmental%20Management%20Policy%20TH.pdf>

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

• Fuel consumption

	2020	2021	2022
Diesel (Litre)	N/A	N/A	23,296.74
Gasoline (Litre)	N/A	N/A	98,781.06

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	N/A	1,690,943.00	939,987.80

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	N/A	N/A	219.50

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	149,500.00	127,512.00	87,581.42
Total (kg)	149,500.00	127,512.00	87,581.42

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)	N/A	N/A	286.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	470.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	130.00
Total (Tons of carbon dioxide equivalents)	N/A	N/A	886.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : BUREAU VERITAS (THAILAND) LIMITED

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.fnsyus.com/assets/pdf/th/investor-relations/Human%20Rights%20Policy%20TH.pdf>

Company human right guideline : Employee Rights, 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)	278	311	307
Number of female employees (persons)	385	408	439
Total (persons)	663	719	746

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	711,307,586.00	1,027,985,379.00	1,033,434,388.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	6	8	9
Employee development and training expenses (baht)	371,477.16	276,566.14	486,950.70

• 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 (%)	17.04	12.24	14.88

• **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

Company website on corporate governance policy : https://www.fnsyurus.com/assets/pdf/th/investor-relations/corporate-governance/policy/corp_govern_policy_th.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	9	100.00
Number of male directors	9	100.00
Number of female directors	0	0.00
Number of executive directors	2	22.22
Number of non-executive directors	7	77.78
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. CHATCHAVAL JIARAVANON Gender: Male Age: 60 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	20 Mar 2007	Media & Publishing, Finance & Securities, Electronic Components, Information & Communication Technology

2.	Mr. SOMPHOP KEERASUNTONPONG Gender: Male Age: 55 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	31 Jul 2002	Finance & Securities, Energy & Utilities
3.	POL. GEN. VISANU PRASATTONGSOTH Gender: Male Age: 60 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	2 Apr 2004	Finance & Securities, Property Development, Commerce, Governance/ Compliance, Internal Control, Audit, Budgeting
4.	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) Director type: Original director	29 Feb 2008	Finance & Securities, Internal Control, Audit, Budgeting
5.	Mr. CHUANGCHAI NAWONGS Gender: Male Age: 61 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	19 Jun 2009	Finance & Securities

6.	<p>Mr. KITTISAK BENCHARIT</p> <p>Gender: Male</p> <p>Age: 73 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</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>	22 Oct 2009	Finance & Securities, Food & Beverage, Audit, Budgeting, Internal Control
7.	<p>Mr. VORAPAK TANYAWONG</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	10 Jan 2022	Finance & Securities, Finance, Property Development, Banking
8.	<p>Mr. SEKSAN CHUNSEREECHAI</p> <p>Gender: Male</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Jul 2022	Banking, Finance & Securities
9.	<p>Mr. VARAH SUCHARITAKUL</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	21 Nov 2022	Economics, Finance & Securities

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

General information	Position	Tenure	Replacement Director
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1.	Mrs. PORNPRING SUKSANTISUWAN Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 16 Oct 2008 Date directorship ended: 26 Oct 2022	Mr. VARAH SUCHARITAKUL Date position was assumed: 21 Nov 2022
2.	Ms. KANCHANA VONGRATANAKULTHON Gender: Female Age: 66 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 28 May 2020 Date directorship ended: 15 Jun 2022	Mr. SEKSAN CHUNSEREECHAI Date position was assumed: 1 Jul 2022

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 Gender: Male Age: 60 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	16 Sep 2009	Finance & Securities, Property Development, Commerce, Governance/ Compliance, Internal Control, Audit, Budgeting
2. 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	Audit committee (Non-executive, Independent director) Director type: Original director	29 Feb 2008	Finance & Securities, Internal Control, Audit, Budgeting
3. Mr. KITTISAK BENCHARIT [1] Gender: Male Age: 73 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	16 Sep 2009	Finance & Securities, Food & Beverage, Audit, Budgeting, Internal Control

[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. CHUANGCHAI NAWONGS Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Jun 2009
2. Mr. SOMPHOP KEERASUNTONPONG Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	31 Jul 2002
3. Mr. VARAH SUCHARITAKUL Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	21 Nov 2022
4. Mr. VORAPAK TANYAWONG Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 Jan 2022

Other sub-committees

Sub-committees information

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

Roles of Sub-committees

Sub-committees responsible for risk management	: Executive and Risk Oversight
Sub-committees responsible for nomination	: Nomination, Remuneration, Corporate Governance and Sustainability Committee
Sub-committees responsible for remuneration	: Nomination, Remuneration, Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate governance	: Nomination, Remuneration, Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: 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: 61 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	30 Jun 2009	Finance & Securities
2. Mr. SOMPHOP KEERASUNTONPONG Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	PRESIDENT DIRECTOR	30 Jun 2009	Finance & Securities, Energy & Utilities
3. Ms. Chorpetch Riamdee [1] Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	15 Aug 2017	Finance & Securities
4. Ms. Supin Suravichai Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Accounting	Chief Operating Officer	1 Dec 2017	Finance & Securities
5. Mr. Kosit Thammatada Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Science	Co-Chief Technology Officer	21 Nov 2016	Finance & Securities, Information & Communication Technology

6.	<p>Mrs. Nisa Surpsomboon</p> <p>Gender: Female</p> <p>Age: 56 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p>	Co-Chief Technology Officer	15 Jul 2022	Finance & Securities, Information & Communication Technology
7.	<p>Mr. Panyawat Punbuth</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p>	Executive Director of Wealth Management Department	3 Mar 2022	Finance & Securities
8.	<p>Mrs. Manida Sithseree</p> <p>Gender: Female</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	Executive Director of Local Institution Department	1 May 2018	Finance & Securities
9.	<p>Mrs. Nusara Rooncharoen</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	Executive Director of E-Business Marketing Sales Department	1 Aug 2018	Finance & Securities
10.	<p>Mr. Kuntra Ladavalya Na Ayudhya</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p>	Executive Director of Brokerage Business Unit 1	21 Feb 2005	Finance & Securities
11.	<p>Mr. Chatchai Chumsiri</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Marketing</p>	Executive Director of Brokerage Business Unit 2	1 Sep 2008	Finance & Securities
12.	<p>Mr. Nithivat Dhambhirasing</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	Executive Director of Brokerage Business Unit 3	19 Feb 2010	Finance & Securities

13.	Mr. Pasin Charuvongvatana Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration	Executive Director of Brokerage Business Unit 4	1 Jan 2021	Finance & Securities
14.	Mr. Somchai Keawjaroenpisan Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Executive Director of Brokerage Business Unit 5	20 Feb 2014	Finance & Securities
15.	Ms. Ubonrut Sripunyawitch Gender: Female Age: 59 years old Highest level of education: Bachelor's degree Major: Law	Executive Director of Brokerage Business Unit 7	1 Feb 2018	Finance & Securities
16.	Ms. Kanoknapat Sithivaraporn Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Business Administration	Executive Director of Brokerage Business Unit 8	1 Aug 2015	Finance & Securities
17.	Mr. Pannatat Samitthisakda Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Management	Executive Director of Brokerage Business Unit 10	1 Jul 2013	Finance & Securities
18.	Ms. Somyot Kittisukcharoen Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Finance	Executive Director of Brokerage Business Unit 12,15	1 Jan 2017	Finance & Securities
19.	Ms. Raveewan Chaiyakit Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Master of Science Program in Applied Statistics	Executive Director of Brokerage Business Unit 16	1 Mar 2018	Finance & Securities

20.	Mr. Anuwat Sae-tang Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Management	Executive Director of Brokerage Business Unit 18	22 Jan 2021	Finance & Securities
21.	Mrs. Wilailuck Arunanondchai Gender: Female Age: 63 years old Highest level of education: Bachelor's degree Major: Business Administration	Executive Director of Brokerage Business Unit 19	1 Feb 2022	Finance & Securities

[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)	214,077,470.00	288,700,165.00	373,174,339.00

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) : 307

Number of female employees (persons) : 439

Total (persons) : 746

Employee Remuneration

Total employee remuneration : 1,033,434,388.00

Provident fund

Total number of employees (persons) : 746

Number of employees contributing to the PVD (persons) : 682

Percentage of employees who are members (%) : 91.42

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. Mr. SEKSAN CHUNSEREECHAI 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: Newly appointed director to replace ex-director	Date position was assumed: 1 Jul 2022	Banking, Finance & Securities
2. Mr. VARAH SUCHARITAKUL Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 21 Nov 2022	Economics, Finance & Securities

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHATCHAVAL JIARAVANON	Chairman of the board	N/A
Mr. SOMPHOP KEERASUNTONPONG	Director	N/A
POL. GEN. VISANU PRASATTONGSOTH	Director	Participating

Mr. PHAIBOON SIRIPANOOSATIEN	Director	Participating
Mr. CHUANGCHAI NAWONGS	Director	N/A
Mr. KITTISAK BENCHARIT	Director	N/A
Mr. VORAPAK TANYAWONG	Director	N/A
Mr. SEKSAN CHUNSEREECHAI	Director	N/A
Mr. VARAH SUCHARITAKUL	Director	N/A
Mrs. PORNPRING SUKSANTISUWAN	Director	N/A
Ms. KANCHANA VONGRATANAKULTHON	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)	: 14
Date of AGM meeting	: 29 Apr 2022
EGM meeting	: No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. CHATCHAVAL JIARAVANON (Chairman of the board)	-	12/14	Participating	Did not hold the meeting
2.	Mr. SOMPHOP KEERASUNTONPONG (Director)	-	14/14	Participating	Did not hold the meeting
3.	POL. GEN. VISANU PRASATTONGOSOTH (Director)	-	14/14	Participating	Did not hold the meeting

4.	Mr. PHAIBOON SIRIPANOOSATIEN (Director)	-	14/14	Participating	Did not hold the meeting
5.	Mr. CHUANGCHAI NAWONGS (Director)	-	14/14	Participating	Did not hold the meeting
6.	Mr. KITTISAK BENCHARIT (Director)	-	14/14	Participating	Did not hold the meeting
7.	Mr. VORAPAK TANYAWONG (Director)	-	13/14	Participating	Did not hold the meeting
8.	Mr. SEKSAN CHUNSEREECHAI (Director)	-	6/6	Non-participating	Did not hold the meeting
9.	Mr. VARAH SUCHARITAKUL (Director)	-	1/1	Non-participating	Did not hold the meeting
10.	Mrs. PORNPRING SUKSANTISUWAN (Director)	26 Oct 2022	12/12	Participating	Did not hold the meeting
11.	Ms. KANCHANA VONGRATANAKULTON (Director)	15 Jun 2022	7/8	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)	-	650,000.00	3,000,000.00	No
2.	Mr. SOMPHOP KEERASUNTONPONG (Director)	-	0.00	0.00	No
3.	POL. GEN. VISANU PRASATTONGOSOTH (Director)	-	280,000.00	3,000,000.00	No
4.	Mr. PHAIBOON SIRIPANOOSATIEN (Director)	-	280,000.00	1,500,000.00	No
5.	Mr. CHUANGCHAI NAWONGS (Director)	-	0.00	0.00	No
6.	Mr. KITTISAK BENCHARIT (Director)	-	280,000.00	1,500,000.00	No
7.	Mr. VORAPAK TANYAWONG (Director)	-	450,000.00	2,500,000.00	No
8.	Mr. SEKSAN CHUNSEREECHAI (Director)	-	120,000.00	1,500,000.00	No
9.	Mr. VARAH SUCHARITAKUL (Director)	-	20,000.00	2,000,000.00	No

10.	Mrs. PORNPRING SUKSANTISUWAN (Director)	26 Oct 2022	240,000.00	0.00	No
11.	Ms. KANCHANA VONGRATANAKULTHON (Director)	15 Jun 2022	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) : 15

	List of directors	Termination date	Number of the audit committee meeting
1.	POL. GEN. VISANU PRASATTONGOSOTH (Chairman of the audit committee)	-	15/15
2.	Mr. PHAIBOON SIRIPANOOSATIEN (Audit committee)	-	15/15
3.	Mr. KITTISAK BENCHARIT (Audit committee)	-	15/15