

ANNUAL REPORT 2021

(Form 56-1 One Report)



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Financial Highlight

Financial Ratio	2021	2020	Unit
1. Current Ratio	1.87	0.68	time
2. Quick Ratio	0.71	0.30	time
3. Number of Days Receivables	50.90	50.95	day
4. Numbr of Days Inventory	108.78	81.97	day
5. Number of Days Payables	62.93	57.80	day
6. Cash cycle	96.76	75.11	day
7. Gross profit margin	19.33	18.65	%
8. EBITDA margin	20.64	20.47	%
9. EBIT margin	9.22	6.35	%
10. Net profit margin	9.63	4.37	%
11. Debt-to-Equity ratio	0.75	0.98	time
12. Interest Coverage ratio	6.70	3.38	time
13. Return on Assets	7.80	3.08	%
14. Return on Equity ⁽¹⁾	14.46	6.48	%
15. Earnin per share ⁽²⁾	0.25	0.10	baht
16. Book value per share	1.89	1.59	baht

Remark

(1) Return on Equity = Profit (loss) for the year / average total shareholders' equity

(2) Earnings per share = Net profit (loss) attributable to equity holders of the company / number to issued and fully paid share

Message from Acting Chairman of the Board

Dear esteemed shareholders,

I am honored and delighted to greet all shareholders through this 2021 Annual Report.

It is well-known that in the past year the COVID-19 pandemic had a profound negative effect on business across all board and has adversely impacted the livelihood and quality of lives of global population. Yet, the electronic industry was rather the opposite, having benefited from the greater demand of electronics all around the world as a result of the outbreak of COVID-19.

SMT and other electronic components manufacturing and assembly companies have had positive impacts from such circumstance. The company's sales and profit increased in 2021 and exhibits a tendency to steadfastly grow in the future because the company gained more customers from the United States and Europe, expanding its customer base in the past year. This will lay a solid foundation to future business operations.

The company has also consistently improved our personnel for excellence and efficiency and strengthened our financial structure to firmly support future expansion of the business.

I would like to express my gratitude for all shareholders as well as all stakeholders who have cordially supported the company. This appreciation also extends to the board of the directors, the management team, and all employees who have contributed to the company devotedly and diligently. All your hard work has allowed the company to progress as satisfactorily as it is today.

Finally, I would like to reassure all shareholders that the board of directors are dedicated and committed to monitor and supervise the management of the company to operate properly, transparently and to be in accordance with the principles of good corporate governance for the sustainable benefits of all shareholders.



Sincerely yours,

(Associate Professor Dr. Preecha Jarungidanan)

Acting Chairman



Message from CEO

Throughout 2021, the management team and employees of the company have worked together to improve the company's service continuously both in terms of increasing production efficiency and adding service value to customers. We managed to elevate our service quality by implementing the appropriate technologies to enhance our competitiveness of the company, such as ERP and automation systems. As a result, we succeed in acquiring additional customers in United States and new markets in Europe as well as Asia.

Although the year 2021 imposed great challenges in both supply chains and the global economy due to the spread of COVID-19, the company has adapted and strengthened the company's strategies to raise the company competitiveness and services to all our customers and partners.

The company will continue to strive to develop competitiveness and expand our customer base to cover the markets in North America, Europe and Asia. The company will continue to focus on and develop the working principles from the past year and continue to make improvements. The key focuses appropriated to the company's growth and new businesses that are growing continuously and rapidly are as follows

1. Development and optimization of production and service provision by applying more suitable technologies such as ERP systems and in-house development of production automation and test systems.
2. Strengthen our marketing and operation team to work closely with all of our partners and customers for a long-term business partnership.
3. Promote and build confidence and good experience for customers and suppliers, develop the source of raw materials used in production and production planning.
4. Human resources development focusing on productivity and a greater understanding of customers and business for the company's employees, emphasizing on learning from the company as an organization of knowledge and providing organizational commitment and a sense of ownership.

The management team, staff and I would like to take this opportunity to thank all of our shareholders, the Board of Directors who have always provided good support. The management and employees of the company will work together with determination and dedication for the sustainable growth of the company continuously.



Sincerely yours,

Virat Phugthai

CEO



Board of Directors



Associate Professor Dr. Preecha Jarungidanan

- Acting Chairman
- Independent Director
- Chairman of Audit Committee
- Chairman of Nomination & Remuneration Committee



Mr. Prompong Chaikul

- Vice Chairman
- Chairman of Executive Committee
- Risk Management Committee Member
- Acting Chief Supply Chain Officer



Mr. Nattapong Chaikul

- Director
- Executive Director



Mr. Yunyong Sawasdi

- Director
- Company Secretary
- Executive Director
- Risk Management Committee Member
- Nomination & Remuneration Committee Member
- Former Chief Finance Officer



Associate Professor Dr. Aekkachai Nittayagasetwat

- Independent Director
- Audit Committee Member
- Nomination & Remuneration Committee Member



Professor Dr. Kamphol Panyagometh

- Independent Director
- Audit Committee Member
- Chairman of Risk Management Committee



Assistant Professor Dr. Jitkasame Ngarmnil

- Director

Management Team



Mr. Virat Phugthai

- Chief Executive Officer
- Executive Director



Mr. Ruangpoj Phakdurong

- Chief Operations Officer
- Executive Director
- Risk Management Committee Member



Mr. Naris Chandang

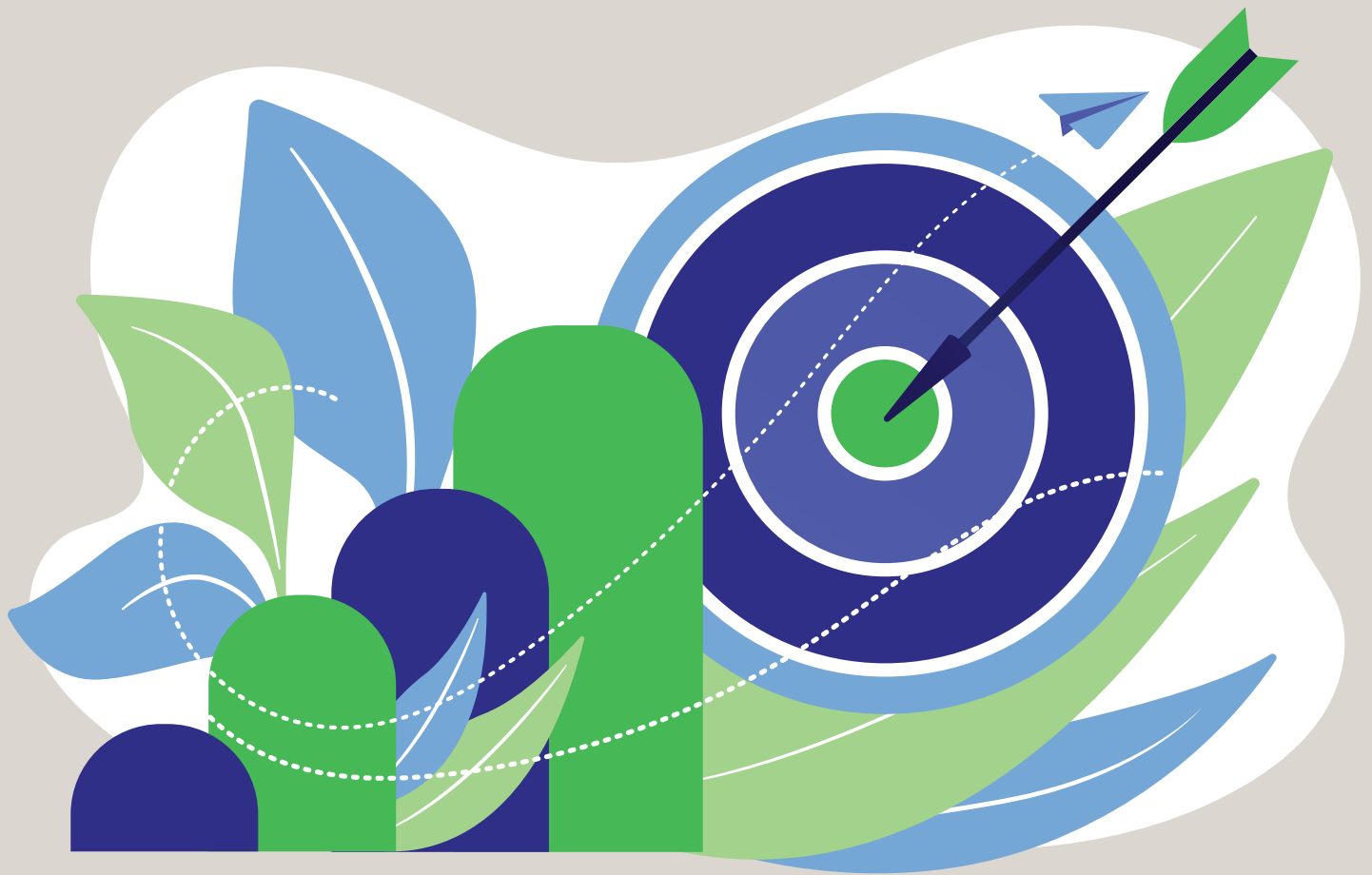
- Chief Marketing Officer
- Executive Director
- Risk Management Committee Member



Mr. Chotisak Promwas

- Chief Financial Officer
- Executive Director
- Risk Management Committee Member

Business Operation and Operating Results



Business Operation and Operating Results

1. Organizational structure and operation of the group of companies

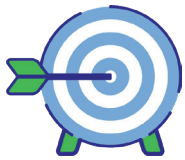
1.1 Policy and business overview

1.1.1 Vision , Objectives , Goals, Mission , Strategy, Core Value, Quality Policy



Vision , Objectives, Goals

“To be a sustainably profitable and growing company by providing five-star customer satisfaction and quality goods through a skilled workforce and world class manufacturing facility.”



Mission

“To provide our customers superior quality electronics, medical devices and other technological products through total team commitment, skillful staff, advanced manufacturing processes and world class facility.”



Strategy

1. Cost reduction to maximize profit of current product
2. Increase volume of current customers for better utilization
3. Diversify our services, products and customers



Core Value

Customer focus

Cross functional teamwork

Cost awareness

Creativity

“DO IT RIGHT & DO IT NOW”



Quality Policy

We are committed to achieving total customer satisfaction through;

- Consistently supplying quality products to our valued customers.
- Continually improving the effectiveness of our quality management system.
- Creating an environment for cross-functional teamwork with a positive attitude and innovative approach.

The vision, mission and strategies for 2021 have already been considered and reviewed by the Board of Directors.

1.1.2 Material changes and developments

During the past three years (2019 -2021), there were the following important changes and developments in the company

2019

- The company has changed the amendment of Articles 24. Which is shall be called extraordinary general meetings of shareholders with the revised Business Security Act B.E. 2535 , section 100 , changed by National broadcast by Head of The National Council for Peace and Order (NCPO)". No. 21/2560
- The company received the 2019 Thailand Energy Award for outstanding executive of the controlled factory from the Ministry of Energy.
- The company received the 2019 Prime Minister's Industrial Award for outstanding industry and energy management from the Ministry of Industry.
- The company received a "very good" score of CG Score of Thai listed companies.
- The company received "CSR-DIW" Award from the Department of Industry Works, Ministry of Industry. The Company has received this award continuously for many years. This award is given to the companies that are responsible for society consistently and sustainably.
- The company has established the technology department to prepare for the company's future growth
- The Board of Directors has appointed the nomination committee by assigning the current remuneration committee to act as the nomination committee and change the name of the committee to be the "Nomination and Remuneration Committee".

2020

- The company received a "very good" score of CG Score of Thai listed companies.
- The company received "CSR-DIW" Award from the Department of Industry Works, Ministry of Industry.

The Company has received this award continuously for many years. This award is given to the companies that are responsible for society consistently and sustainably.

- The Company had appointing Mr. Virat Phugthai the new CEO as 16 April 2020

2021

- Decrease in the Company's registered share capital from Baht 1,229,890,150 (1,229,890,150 ordinary shares with the par value of Baht 1 each) to Baht 836,479,381 (836,479,381 ordinary shares with the par value of Baht 1 each) by cancelling 393,410,769 unissued registered shares with the par value of Baht 1 each, totaling Baht 393,410,769, for warrants to purchase the Company's ordinary shares (SMT-W1, SMT-W2 and SMT-WB) which were not exercised and currently expired.
- Increase in the Company's registered share capital from Baht 836,479,381 (836,479,381 ordinary shares with the par value of Baht 1 each) to Baht 1,062,599,227 (1,062,599,227 ordinary shares with the par value of Baht 1 each) by issuing 226,119,846 new ordinary shares with the par value of Baht 1 each to reserve for the exercise of the 209,119,846 warrants to purchase the Company's ordinary shares No.3 issued to the existing shareholders (SMT-W3) in proportion of their shareholdings and the 17,000,000 warrants to purchase the Company's ordinary shares No.3 issued to directors and/or employees of the Company (SMT-WC).
- The Company registered the decrease and the increase in its registered share capital with the Ministry of Commerce on 21 June 2021.
- The company received a "very good" score of CG Score of Thai listed companies
- The company received "CSR-DIW" 2021 Award from the Department of Industry Works, Ministry of Industry. The Company has received this award continuously for many years. This award is given to the companies that are responsible for society consistently and sustainably

1.1.3 Corporate information and Reference Persons

Corporate information

Stars Microelectronics (Thailand) Public Company Limited

Registration No. 0107545000098

Type of Business : Electronic Manufacturing Service

Headquarter :605-606 Moo 2, Tambol Klongjig ,
Amphur Bang Pa-In Ayutthaya 13160 Thailand

Tel: 035-258-555

Fax :035-258-914

Website : www.starsmicro.com

Subsidiary Company :

Stars Microelectronics USA, Inc.

2157 O'Toole Ave., Suite I San Joes, CA 95131 USA

Tel : +1 (408) 894 – 8160

Fax : +1 (408) 894 – 8180

SMT Green Energy Company Limited

605-606 Moo 2, Tambol Klongjig, Amphur Bang Pa-In
Ayutthaya 13160 Thailand

SS RFID Company Limited

605-606 Moo 2, Tambol Klongjig, Amphur Bang Pa-In
Ayutthaya 13160 Thailand

1.2 NATURE OF BUSINESS

Nature of Business and Samples of Products

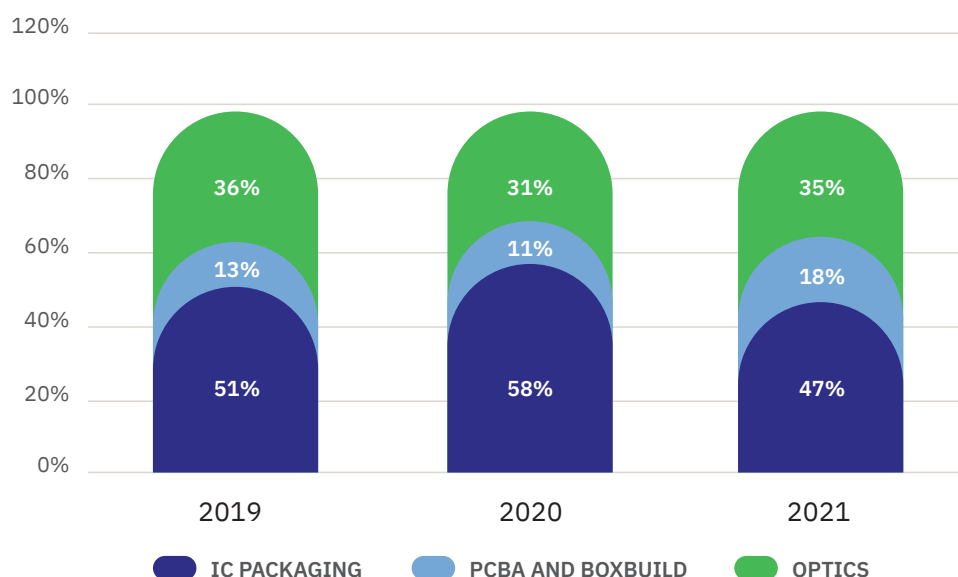
The Company provided Electronics Manufacturing Services (EMS) to original equipment manufacturers, original design manufacturers, and Outsourced assembly and test (OSAT) which offers integrated circuit (IC) packaging services. The company is a truly integrated technology to support production capabilities from the wafer level through system build.

The markets are both local and international customers with major income mainly on IC packaging and continuously increased into optical electronics, PCBA, System build, and vertical business.

The company can provide a complete range of services in the manufacturing and assembly of electronic components for electronic products using modern, high-tech, and high-quality machinery facilities, including standard machines that can be bought directly from manufacturers and special machines from joint-venture between the company and manufacturers to get the machines with more efficiency and quality. The company is thus able to manufacture and assemble complex innovative electronic components with high precision and accuracy to serve both the products' specifications and the needs of the global leading customer.

1.2.1 Income Structure

The company has 3 main business areas which are Original Design manufacturer and Outsourced assembly and test (OSAT), Print Circuit Board Assembly and Boxbuild (PCBA & Boxbuild), and Optical devices. The below is the income structure per business area.



1.2.2 Products information

The company is a contract manufacturing with capabilities to support a full range of products from Microelectronic to System build. These could be separated into 3 main business areas as below.

1. Integrated Circuit (IC) Packaging and Testing

The company currently offers different packages for IC Packaging and Testing services.

- For standard packaging, there are long-time products of standardized patterns and sizes in the market. Generally thick and large, these include SOIC, TSSOP, SC70, SOT23, and SOT143. As for advanced packaging, this involves assembling circuit boards that have only been recently developed. They are much smaller and thinner than those in standard packaging, including TDFN (Thin Dual Flat Non-Lead) and UDFN (Ultra-Thin Dual Flat Non-Lead). An example of an IC packaging service is for IC chips.

- System-in-Package (SIP): The Company is one of the leading manufacturers of Micro-Electro-Mechanical Systems (MEMS), a fast-growing technology at present. The Company has more than 10 years of experience in co-developing the MEMS with leading global companies to apply to the Tire Pressure Monitoring System (TPMS). This system is now legally required in each new car in the U.S.A. starting in 2009. This requirement will be enforced in European countries in 2012. The Company also uses this technology to produce other products such as microphones in mobile phones, pressure measurement devices in medical equipment as well as other industrial and consumer products.

- Wafer Processing is one of the key services for the company in the way that it provides a complete service for pre-assembly processes for both IC packaging and electronic device assembly, namely wafer probing, wafer back-grinding, wafer dicing, and die delivery. Wafer can be in 6-inch, 8-inch and upcoming 12-inch form depending on customers'

requirements. Wafer back-grinding service offers a mirror-like, ultra-strong wafer in different wafer thicknesses. For wafer dicing, there are 2 types of wafer dicing technologies offered: Mechanical Dicing and Stealth Dicing. The company is considered one of the top global service providers for laser dicing methods (Stealth Dicing) to be able to achieve a few hundred thousand IC chips on one single wafer.

- Testing is a crucial process step in semiconductor and electronic manufacturing in which it ensures that the delivered products will be fully functional as expected. The company can provide both wafer-level testing and final testing on package- or module-level. A variety of testing equipment and handlers are available to offer full of flexibility for customers for their product testing and verification.

2. Print Circuit Board Assembly (PCBA) and Box Build

Electronics Manufacturing Services (EMS) is an industry designed to support the electronics products industry and other high-end equipment such as industry, automotive, telecommunication, and medical devices.

The Company established and provided product design development to our strategic customers. Added services and engineering values to our existing manufacturing services and supply chain including designing and developing the test systems to test assembled products and their reliability before delivery to our customers.

The company deals in the production and assembly of electronic components for electronic products such as the following:

- Internet of Things (IoT) Devices.

IoT has become a part of our life. The IoT has shaped the future and made our life easier, safer, and more productive has led to a lot of applications and hardware being developed to support this technology.

- Medical Devices.

The medical is gradually increasing year over year to support the modern lifestyle and longer aging of the worldwide population including pandemic situation.

- Industrial Control Module.

There is a wide range of applications under this category.

- Energy Management Devices.

Effective energy management will help businesses and homes to save money on their electricity and heating bills, simplify control of HVAC and lighting, and reduce their carbon footprint.

- Audio and Video Devices

The company has a Joint Development Manufacturing (JDM) with the customer to develop and manufacturing profession amplifier.

- Automotive Devices

The automotive product is a continued growth segment as most of the control units in automotive are using electronic parts especially the electric vehicle.

3. Fiber optics devices

Nowadays, fiber-optic communications have played a significant role in telecommunication because of their ability to transfer massive amounts of data over long distances at high bandwidths (data rate). The heart of this communication system is Optical Fibers which are used as a means to transmit data in the form of lights. The company has started to produce and assemble fiber optic devices for industrial operations as follows.

- Datacenter :

This is an industry with high growth because there has been multiplied increase in data storage and online access now and in the future. Recently, the company produced Active Optical Cable (AOC) which replaced Coaxial Line. AOC is used to connect servers and supercomputers in data centers. It converts a signal from electrical to optical and from optical to electrical. Moreover, AOC transmits a light signal to the connected devices with a bit rate of more than 150 Gbps.

- Broadcasting

The company produces Optical Transceiver for VDO streaming which is widely popular today.

- LiDAR application

The Company has the manufacturing service capabilities to produce the LiDAR product, including the laser assembly and also the detector assembly part. Self-driving cars or autonomous vehicles have the potential to reduce deaths and injuries from car crashes, particularly those from driver distraction and human error. Currently, autonomous vehicles use a light sensor called LiDAR (Light Detection And Ranging) which is short for light radar. Since light travels at a known speed, the round-trip time gives a precise estimate of the distance.

2. Marketing and Competition

(A) Marketing of key products and services

The company has a market policy by bringing the company core values with the ability to provide service on Electronics Manufacturing Services (EMS) and Outsourced Assembly and Test (OSAT). The company has a full range of technologies capability able to produce products from wafer level through system build included final test and ready to deliver products directly to the end customer.

The company finds markets, contacts customers, and offers manufacturing and assembly service for electronic products through direct marketing by various units within the company, through associate

companies, business allies, and the company's market representatives.

The company has comprehensive technology. This gives an advantage in marketing the company and serving customers in all dimensions of production. Compared to other company similar businesses, the company may not have all services as below.

1. Electronics Manufacturing Services (EMS)
2. Outsourced Assembly and Test (OSAT)
3. Optical Products

The company policy is building relationships with customers as a long-term partnership. Most of our main customers have had a business with the company for more than 5 years.

Target customers are in the below segment.

- Optical
- IC Packaging
- Medical Devices
- Industrial Modules
- Audio and Video Devices
- Automotive Devices

The company is located in the Free Zone with the privilege on import and exporting. The business territory is 75% in the USA, 13% in Asia, and 11% in Europe respectively.

The company has revenue and proportion of sales to various business groups in the past 3 years as follows:

	FY2019		FY2020		FY2021	
	Thousand Baht	Percentage	Thousand Baht	Percentage	Thousand Baht	Percentage
Sales and Service Income						
IC PACKAGING	899,243	50.43%	1,095,124	57.38%	1,033,651	47.36%
PCBA AND BOXBUILD	233,943	13.12%	213,336	11.18%	385,910	17.68%
OPTICS	649,957	36.45%	600,031	31.44%	763,045	34.96%
Total sales and Service Income	1,783,143	98.01%	1,908,491	97.73%	2,182,606	97.44%
Other Income	36,201	1.99%	44,405	2.27%	57,331	2.56%
Total Revenues	1,819,344	100.00%	1,952,896	100.00%	2,239,937	100.00%

(B) Competition conditions

The electronics industry is a highly competitive industry. Therefore, the company focuses on the strategy of differentiation of manufacturing services and creating competitive advantages by focusing on the production and assembly of electronic products that require machines with advanced technology, modern and high accuracy. Most of the customers are high-end who place importance on product quality as the main factor in business decisions. The overall growth of the business is to maintain the growth rate of existing customers and increase sales from a new customer.

The company developed an R&D and test development team including software applications to control devices. This gave an increased competitive advantage. The company will continue to use this advantage to develop potential business.

The company has a policy and goal for the company's growth in the period of 5 years in 3 phases.

Phase 1: The company has a revenue projection of 3,500 million baht in the year 2022 with expected to continue growth 25% in the year 2023. The company will put more focus on customer selection by considering size with potential growth. To increase competitiveness in terms of price and quality, the company has a team to develop production by bringing automation management systems to support the operation.

Phase 2: The company estimates revenue in the year 2024 with a growth rate of 25% compared to the year 2023. The growth is expected to generate from a potential customer which awarded during 2022-23 including the new customer in the pipeline. To support the growth, the company is looking for expanding a new site locally. In addition, the company will focus on developing to support the customer as OEM (Original Equipment Manufacturer).

Phase 3: The acquisition is a part of the company's goal to expand production bases to turn the company to have a global footprint to increase our competitiveness in terms of price and service. The target country is a member of the European Union. This shall support business expansion in Europe.

3. Procurement of products or services

Raw material procurement and raw material suppliers

As the company products include Outsourced Assembly and Test or OSAT, Printed Circuit Board Assembly or PCBA, and Optic Device, raw materials to produce these products are diverse and therefore need to be procured from different sources both domestically and internationally. Some of them are purchased from the customers who have prepared the main raw materials according to the quantity of the products they wish to produce. Some are bought directly from the manufacturer and other trade agents.

The proportion of imported raw materials equals > 95% while domestically sourced raw materials equal < 5%.

The share of raw material suppliers

Year	Import			Domestic			Total		
	No. of Suppliers	Amount of money (million baht)	%	No. of Suppliers	Amount of money (million baht)	%	No. of Suppliers	Amount of money (million baht)	%
2019	254	390.93	95%	79	22.47	5%	333	413.40	100%
2020	245	457.95	95%	76	21.67	5%	321	479.63	100%
2021	292	738.79	97%	78	26.60	3%	370	765.39	100%

The risk of shortage and raw material price adjustment

Raw materials are the main components in manufacturing products for customers. The company recognizes the importance of raw materials regarding their quality, price, and specification specified by the customers. As the demand for technology and electronics constantly increases, price adjustment as enforced by the market mechanism is inevitable. Low-quality imitation of raw materials has also become ubiquitous. To ensure the quality of procuring proper raw materials specified by the customers, the company has screened and made a purchase from the suppliers and official dealers from the brand's owner only.

To reduce the risk of raw materials shortage, price increase due to market conditions, and the price surge of basic raw materials (such as gold, copper, plastics, etc.), the company distributes orders to multiple sources by procuring raw materials from the second or third manufacturers or suppliers, increasing the chances of delivery and the number of raw materials. This also results in the company being able to control the cost at a level that the company and customers found acceptable. The company always screens new manufacturers and suppliers, tests their raw materials and gets approval from the customers before placing an order.

4. Assets used in business operation

4.1 Main fixed asset in business operation

As of 31 December 2021, the company and its affiliates have main fixed asset for business operation as follows.

(unit: baht)

List of assets	Ownership	Net realizable value after accumulated depreciation
Proprietary property		
1. Land	The company	91,013,000.00
2. Buildings and building improvements	The company	377,748,404.44
3. Machinery and equipment	The company	1,164,340,931.54
4. Vehicles	The company	1,444,910.17
5. Machinery during installation	The company	1,938,181.99
6. Machinery in transit	The company	-
7. Buildings under construction	The company	4,797,950.08
8. Intangible assets	The company	38,600,581.92
Total		1,679,865,832.23

The company has made property risk insurance policy for Factory 1 and 2 which include buildings and extension, furniture, office equipment, inventories, machinery, and equipment, under the total sum insured of 4,191 million baht, business interruption insurance policy under the total sum insured of 900 million baht, third party liability insurance policy under the sum of 50 million baht, and liability insurance policy for directors and executives under the sum of 200 million baht.

Trademark

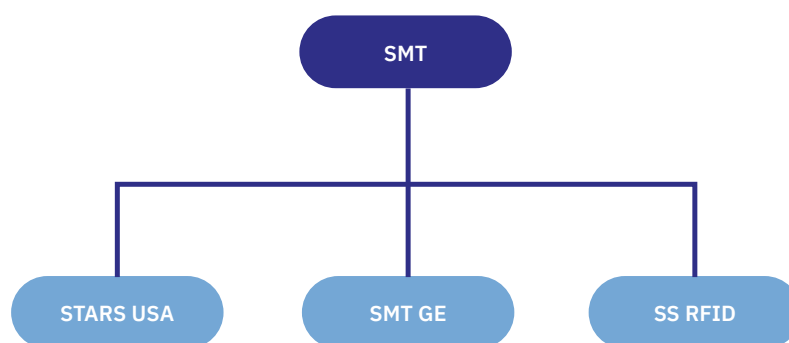
-None-

1.3 Shareholding Structure

1.3.1 Shareholding structure of the group of companies

Shareholding Structure

Stars Microelectronics (Thailand) Public Company Limited now has 3 subsidiaries



Name	Registered capital and number of shares			Holding of SMT percent
	Registered capital	Paid-up capital	Number of shares	
1. STARS USA	20,000 USD	20,000 USD	20,000,000 shares	59.00%
2. SMT GE	1,000,000 Baht	500,000 Baht	100,000 shares	99.50%
3. SS RFID	100,000,000 Baht	100,000,000 Baht	10,000,000 shares	99.99%

1. Stars Microelectronics USA, Inc. (Stars USA)

Location : 2157 O'Toole Avenue, Suite 10 San Jose, California, USA.

Nature of Business: It is a sales representative of the company and was founded in 2005. The company invested 19% of the capital. Later, the company bought the shares from the former shareholders and now holds 59% of the capital. The outstanding point is that the management team of stars USA has had long experiences in electronic industry. Moreover, they have selling and marketing knowledge and joint-development with customers including dealing in the production and assembly of electronic components for electronic products. The customer base is Silicon Valley, USA.

2. SMT Green Energy Co.,Ltd (SMT GE)

Location : 605 – 606 Moo. 2,Tambol Klongjig,Amphur Bang Pa-In, Ayutthaya 13160,Thailand

Nature of Business: It is a Thai company and was founded in 2010 with the main purpose of producing and selling the electrical energy from alternative energy including related business such as the production and selling of equipment used in solar energy and all alternative energy.

3. SS RFID Co., Ltd. (SS RFID)

Location : 605 – 606 Moo. 2, Tambol Klongjig, Amphur Bang Pa-In, Ayutthaya 13160, Thailand

Nature of Business: It is a Thai company and was founded in 2012 with the purpose of producing and selling Radio Frequency Identification (RFID) Tags, which can be applied in many businesses, such as inventory management in modern trade business, checking the passengers' bags at leading airports. The customer base is in USA, Europe and Asia.

Future projects

1. The company has set up a strategy to expand and diversify the business to increase revenue and minimize the risks in business operations. The company focuses on expanding production capacity to serve customers of value-added products with high growth rates which require joint research and development between the company and its customers. The results are expected to yield from 2015 onwards. The company will underline six product groups namely semiconductor, advanced consumer, niche & specialty, automotive, medical devices and optical components.
2. The company focuses on expanding into new markets in all continents such as the United States, Europe, Japan and other countries in Asia through building business alliances in each continent to effectively expand the customer base.
3. The company is preparing to be a part of ASEAN Economic Community where the entire region becomes a single market and production base. The company adjusts working environment into a global workplace to accommodate future employees from various countries and cultivates the value of cross functional teamwork to promote teamwork within the organization.
4. The company has been certified ISO13485 (Quality Management System for Medical Devices) and ISO22301 (Business Continuity Management Systems) in 2017 and 2016 respectively. The process of requesting TL9000 (Quality Management System)

standard is during a process and is expected to be certified TL9000 by 2019.

5. Because the company has more full turnkey businesses and more complicated products, to ensure the efficiency and maximum benefit of resources usage and management, the company switched from ERP system from Info Syteline to SAP system. The new system is expected to be used by the 3rd quarter of 2021.

Board of Investment Rights and Privileges

The company has been granted three issues of Board of Investment rights and privileges according to the Board of Investment Act, B.E. 2520 to conduct the company's business with Board of Investment approval under stipulated conditions 4 copy for SMT. The company's tax privileges can be summarized as follows:

The company's tax privileges

- BOI Approval date

18 March 2013

Board of Investment

Issue No. 5195 (1)/2013 dated 19 November 2013

Revise BOI

Issue No. Nor Ror 1307/022384 dated 3 October 2016

Issue No. Nor Ror 1307/025304 dated 12 October 2016

Issue No. Nor Ror 1307/009488 dated 3 May 2017

Issue No. Nor Ror 1303/334 dated 24 November 2020

Issue No. Nor Ror 91/Kor Tor Por./2020 dated 24 November 2020

- Type of business granted BOI

Manufacture of electronic components including Semiconductor and PCBA

- Summary of requirements, rights and privileges, and conditions

- The company is exempt from corporate income tax for section not be no more than 3,291,400,400 baht and not more than 150 percent business operation.

The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period of eight years starting from the date of income from such business operations. (This exemption from corporate income tax privilege ends 28 February 2022.) In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of one year or several years.

- The company is exempt corporate income tax for the net profit earned from BOI granted business operations 50 percent for five years from the end date of that period.

- The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption.

- The registered capital must not be less than 831.78 million baht.

- Production capacity:

SEMICONDUCTOR 3,621,560,000 pieces per year

PCBA 60,000,000 pieces per year

(Working hours: 24 hours a day, 365 days a year)

- BOI Approval Date

15 November 2011

- Board of Investment

Issue No. 1167 (1)/2012 dated 15 February 2012

Revise BOI Or Kor 0907/004533 dated 4 March 2014

Issue No. Nor Ror 1307/007613 date 30 March 2015

Issue No. Nor Ror 1307/016362 date 12 July 2016

- Type of business granted BOI

- Manufacture of WAFER GRINDING and WAFER DICING

- Summary of requirements, rights and privileges, and conditions

- The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period of eight starting from the date of income from such business operations. . (This exemption from corporate income tax privilege ends 1 May 2022.) In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of one year or several years.

- The company is exempt corporate income tax for the net profit earned from BOI granted business operations 50 percent for five years from the end date of that period.

- The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption.

- The registered capital must not be no less than 830.42 million baht.

- Product capacity:

WAFER GRINDING and WAFER DICING 172,572 pieces per year

(Working hours: 24 hours a day, 365 days a year)

- BOI Approval Date

30 June 2014

- Board of Investment

Issue No. 1500(2)2558 dated 21 April 2015

Revise BOI

Issue No. Nor Ror 1307/007613 date 30 March 2015

Issue No. Nor Ror 1307/016362 date 12 July 2016

- Type of business granted BOI

-Manufacture of electronic , electric appliances such as TV SET TOP BOX , WI-FI BOX , TABLET ,SMART METER ,etc

- Summary of requirements, rights and privileges, and conditions

- The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period not more than 100 percent of Investment exclude land and working capital for seven years starting from the date of income from such business operations.

In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of one year or several years.

- The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption.

- The company is exempt from corporate income tax for section 31 first paragraph and third paragraph not be no more than 10.75 million baht. Change by of Investment exclude land and working capital on date open operation from BOI granted.

- the net profit earned from BOI granted business operations for a period not more than 100 percent of Investment exclude land and working capital

- The registered capital must not be no less than 839.16 million baht.

- Product capacity:

- Manufacture of electronic , electric appliances such as TV SET TOP BOX , WI-FI BOX , TABLET and SMART METER 1,051,000 pieces per year

(Working hours: 24 hours a day, 365 days a year)

- BOI Approval Date

2 March 2015

- Board of Investment

Issue No. 58-22578-0-00-2-0 dated 3 December 2015

Revise BOI

Issue No. Nor Ror 1303M620200003094 date 8 February 2019

Issue No. 016/Kor Bor Tor.1/2520 date 25 February 2020

- Type of business granted BOI

-Medical Instrument

- Summary of requirements, rights and privileges, and conditions

- The company is exempt from corporate income tax for the net profit earned from BOI granted business operations for a period of eight starting from the date of income from such business operations. In the case where the company makes a loss during the tax exemption period, the annual losses incurred during that period can be deducted from the net profit gained after the exemption period for no more than five years from the end date of that period. The deduction can be made to the net profit of one year or several years.

- The company is exempt from including the dividend earned from BOI granted business operations in the calculation of corporate income tax for the whole period of corporate income tax exemption.

- The registered capital must not be less than 836.40 million baht.

- Product capacity:

Medical Instrument 292,000 set per year

(Working hours: 24 hours a day, 365 days a year)

In addition, the company was granted the Board of Investment privilege of listing on the Stock Exchange of Thailand according to the announcement of the Board of Investment No. 7/2009 regarding the Board of Investment Measure of BOI Companies being listed in the Stock Exchange of Thailand and the MAI Exchange, which allows the company to be exempt from corporate income tax with no limited amount.

1.3.2 Shareholders

Shareholding Structure

Shareholders

The Company's shareholding structure as of 31 December 2021 featuring the Top 10 shareholders can be summarized as below:

	Shareholders	Number of Shares	Percentage
1	UOB KAY HIAN PRIVATE LIMITED	75,226,674	8.993
2	Mr. Nattapong Chaikul	61,043,860	7.298
3	SIIX EMS (THAILAND) CO., LTD.	41,495,962	4.961
4	Mr. Prompong Chaikul	37,578,768	4.492
5	Miss Nunticha Chaikul	37,500,000	4.483
6	Miss Lucksika Chaikul	37,500,000	4.483
7	Miss Oranuj Chaikul	30,542,000	3.651
8	Mr. Somnuk Chaikul	26,160,300	3.127
9	Mr. Petch Wailikit	23,400,000	2.797
10	Miss Chalongrat Wailikit	22,127,200	2.645
	Other	443,916,617	53.070
	Total	836,491,381	100.000

Note: The Company's paid-up capital as of 31st December 2021 was 836,491,381 baht.

1.4 Amounts of registered capital and paid-up capital

1.4.1 Capital Structure

- Common shares (as at 31 December 2021)

Registered capital: 1,062,599,227 baht consisting of 1,062,599,227 shares with 1.00 baht par value per share

Paid-up capital: 836,491,381 baht consisting of 836,491,381 shares with 1.00 baht par value per share

1.5 Issuance of other securities

Investment Policy and Investment Structure

Investment Policy

The Company has a policy of investing in subsidiary and/or associate companies that support and benefit the Company's business, are in high growth industries or are involved in areas in which the Company has skills and expertise. Of particular interest is the rate of return on investment, mainly for the benefit of the Company's shareholders.

The Company controls or supervises the investments by having directors or high-level executives represent the Company proportionately based on the number of the shares held. The Company has controlling rights over important matters conducted by the subsidiary and/or associate companies. These investments must be approved by the Company's Board of Directors and shareholders and/or in the case of connected transactions, the Audit Committee, with related rules and regulations enforced.

Investment Structure

Warrant, SMT-W3

The Annual General Meeting of Shareholders for the year 2021 of Stars Microelectronics (Thailand) Public Company Limited held on April 27, 2021 passed a resolution of issuance and offering of SMT-W3 in the amount of not exceeding 209,119,846 units to existing shareholders in proportion of shareholdings without charge, at the ratio of 4 to 1 unit of SMT-W3 (fractions will be discarded). Each unit of warrants has the right to purchase 1 ordinary share, unless the exercise ratio is adjusted under the conditions of the rights adjustment and the price to exercise the right was set at 4.00 baht per share.

The exercise date is stipulated on the last business day of March, June, September and December of every year, throughout the entire 3 years life of the SMT-W3 program until the last exercise date on June 28, 2024.

On July 1, 2021, the company has allotted SMT-W3 to the existing shareholders for totaled of 209,119,366 units. The remaining of 480 units are discarded according to the resolution.

From the date of the issuance of the warrants to December 31, 2021, warrant holders exercised their rights to convert a quantity of 112,000 warrants to a total of 112,000 common shares. The remaining warrants to be converted are 209,007,366 units.

Warrant, SMT-WC

The Annual General Meeting of Shareholders for the year 2021 of Stars Microelectronics (Thailand) Public Company Limited held on April 27, 2021 passed a resolution of issuance and offering of SMT-WC in the amount of not exceeding 17,000,000 units to directors and/or employees of the Company without charge, at the ratio of 4 to 1 unit of SMT-WC. Each unit of warrants has the right to purchase 1 ordinary share, unless the exercise ratio is adjusted under the conditions of the rights adjustment and the price to exercise the right was set at 4.00 baht per share.

The exercise date is stipulated on the last business day of June and December of every year, throughout the entire 3 years life of the SMT-WC program until the last exercise date on June 28, 2024.

From the date of the issuance of the warrants to December 31, 2021, warrant holders exercised their rights to convert a quantity of 4,932,200 warrants to a total of 4,932,200 common shares. The remaining warrants to be converted are 12,067,800 units.

1.6 Dividend policy

The company and its subsidiaries have a policy of paying dividends at the rate of 40% of the net profit after tax and legal reserves. The company's Board has the authority to refrain from following the policy or to change the policy on occasion under the condition that such decisions are made for the maximum benefit of shareholders, such as for use as capital reserves for loan repayments, for use as investment capital for production expansion, or in situations where market changes which may affect the company's cash flow in the future.

The details of dividend payment are showed below.

(baht per share)

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Interim Dividend Payment from first half year result	-	-	-	-	-	-	-	-	-	-
Dividend Payment from second half year result	-	-	-	-	-	-	-	-	-	-
Yearly Dividend Payment	-	-	-	-	-	-	-	-	-	0.05*

*Subject to approval of Annual General Meeting of shareholders of 2022 on 28 April 2022

2. Risk Management

2.1 Risk management policy and plan

Enterprise Risk Management

Stars Microelectronics (Thailand) Public Company Limited realizes the importance of the company's risk management. The company's Board of Directors appointed the Risk Management Committee (RMC) under good corporate governance, who, every year reviews and sets risk management policies and then assigns each related department to implement. Thus, the company's risk management is systematic and moving in the same direction. The RMC sets rules, regulations and procedures for the company's risk management and sets auditing, evaluating, and reporting to the Board of Directors and reveals the important information to related parties on a regular basis.

The company aims to drive the organization and improve risk management continuously to increase the company's efficiency by considering internal and external risk factors which change simultaneously.

In 2021, the RMC meeting held 4 times and reported the progress and obstacles to the Audit Committee meetings and the Board of Directors' meetings. In 2021, the company analyzed the risks within the framework of risk management set by the RMC and also set the following risk factors.

1. Strategic Risk Management
2. Operational Risk Management
3. Financial Risk Management
4. Compliance Risk Management

The important factors affecting the company's performance are concluded as follows.

1. Strategic Risk Management

The company has established a process for strategic risk management. The process is starting from risk identification, analysis, evaluation, treatment, and monitoring plans. In setting of the company strategic plan and annual budget, the company takes into consideration all risk factors such as the world economy situation, outlook & trend of related industries, etc., in order to gain confidence that the strategic plan reflects the company's true potential operations plan correctly to targets. The strategic plan is prepared transparently within the framework of good governance and can be audited.

2. Operational Risk Management

The company has the procedure to manage the operational risk that it might happen during working process every time and could be identified to categories as shown below.

2.1 Risk of The COVID-19 pandemic

The COVID-19 pandemic affects the company partially in the operation. Whereas the company primarily concerns about the security of employees as follows.

- To follow closely up the COVID-19 pandemic situation
- To determine working criteria of employees during works
- To give advice in concerned health during travelling to company and cautiously inside and outside guidelines and regulations included both insider and outsiders

The purpose is to reduce the risk of COVID-19 pandemic that might have effected on company's operations such as production, sales and service, and import and export including the company's revenue. However, the company provides the further protection of employees by providing the COVID-19 vaccine for building immunity against the COVID-19 pandemic widespread as mention previously.

The company implements the Business continuity planning (BCP) for adaptable changing during the COVID-19 pandemic widespread by such work from home policy, social distancing policy and virtual conference. For customer visit activities in business purpose, the company generate the meeting via virtual conference as a virtual tour.

2.2 Risk from material shortage and price fluctuation.

The cost of materials is a large part of the overall production costs. Therefore, a great material sourcing management and price control are a crucial part to the company's operations. Prices of some raw materials are fluctuating overtime, along with evolving trends in the world market. In some cases, there may be such a shortage of materials that the company cannot produce and deliver finished goods on time.

In this regard, the company manages to have strict control over raw material sourcing processes by closely tracking delivery procedures of each vendor (or customer's in the case of raw material consignment). This is to ensure that there should not be any obstacles to company production processes, and to the plan of finished goods delivery.

2.3 Risk from relying on a particular group of customers.

The company has more than half of proportion on the sales and service income from a particular group of customers. However, the scrutinized consideration of gross profit margin, the company has the pleasurable gross profit margin distributed properly to each customer. Moreover, the company importunately extends the current customer portfolio though finding new customers in new market in order to restructuring current proportion of prospective revenue from sales and service including the company's profits by avoiding only relying on a particular group of customers.

2.4 Labor shortage risk

Labor shortage is one of the most important issues that the company is always aware of and tries to minimize the impact as much as possible. In this regard, two strategies have been adopted. Firstly, the company is focusing on an investment in automated machines to resolve the labor shortage concern and to ensure production continuity. Secondly, the company is constantly developing labor relationship management programs with the ambition to strengthen employee loyalty. The company missions are to minimize employee turnover rate, improve recruitment systems to acquire new talent, and provide training system to develop high quality staffs to meet with the company needs.

3. Financial Risk Management

3.1 Customer Credit Risk

The company is exposed to customers' credit risk. If a customer experiences financial difficulties, it could make debt collection prolong and, in the end, result in an adverse effect to the company profitability and financial position.

In this regard, the company closely monitors the credit quality of its customers and also puts focus on customer credit risk reviewing. In addition, the company has a policy to expand business targeting by acquiring new various customer groups in order to diversify revenue sources and also customer credit risks. The goal is to avoid relying on any particular group of customers. The above mentioned concerns, therefore, the company has already implemented an accounts receivable insurance for a proper understanding of risk appetite and risk tolerance.

3.2 Foreign Exchange Fluctuation Risk

The company is an exporter which uses US dollars in a major currency for selling goods. The US dollars is the proportion of sales. Nevertheless, the company sources raw materials and imports numbers of machine & equipment in US dollars. This makes collection and payment in US dollars match each other and allow the company to do natural hedging to reduce risk of currency exchange fluctuation. The company has opened FCD accounts for oversea debt collection and oversea payments to reduce risk exposure of currency exchange rate fluctuation. In addition, the company's financial department has a policy to use financial tools e.g. forward contract, financial derivative instruments, to hedge against short-term currency fluctuation.

3.3 Liquidity Risk

The company realizes the importance of working capital management and prepares for working capital to support future growth of the company. In addition, the company also plans for cash flow management in advance to manage cash flow efficiently, reducing risk and having a low financial cost.

4. Compliance Risk Management

The company strongly desires to be acknowledged for high compliance with regulations. The company recognizes the risk that may arise as a result of evolution in modern and covering laws, rules and regulations including those for environment safety and health of employees. Therefore, the company simultaneously keeps up-to-date to the changes of those regulations. The company evaluates both the immediate and future impact, that may arise and adapts strategies to reduce any damage that may arise.

3. Business Sustainability Development

3.1 Policy and objectives of sustainable management

Part 1 Sustainability management policy and goals

PO1-1 Sustainability policy and goals

Stars Microelectronics (Thailand) Public Company Limited is committed to driving the technology of the future and our business with sustainability. The company is steadfast in operating business efficiently, ethically and in synchronization with internationally accepted ethical and sustainability standards and practices, with the goal of creating the foundation for our community, society, environment and employees both in short and long term. As a result, we prioritize our sustainability policies and carry out our operations and business for the benefits of stakeholders both internally and externally at all levels throughout the value chain.

1. Corporate Governance Policy

- The company will operate under the country / state's law and strict moral principles and ethics.
- The company will operate with transparency and traceability in accordance with international standards.
- The company will monitor, manage the associated risks and changes in various aspects such as economy, society, technology and environment to ensure that the company will consistently keep up with ever-changing trends and future.

2. Human Resources Management Policy

- The company is committed to fair human resources management, respecting the labour law and human rights principles, with fair and balance management of the duties and compensations of company personnel.
- The company respects and honors the identities and opinions our members through an open-minded management system that allows all members to express their opinions equally to drive guide the company's strategic direction.

- The company will provide protection and foundation of respect to the human rights for the members of the organization.
- The company is support the principle of sustainable human resources development, with the ultimate goal to build and develop the capabilities of our human resource, keeping up with ongoing changes in the world to improve employee's quality of life and their potentials for the future.
- The company will educate, cultivate and raise awareness for our personnel on their responsibilities for the sustainable development of duties, society, community, and environment.

3. Social and Community Service Policy

- The company will operate with great care, always listening to and as an integral part of the nearby communities to improve and respond to the needs of the people in the community.
- The company will be integrating the all rounded development activities with the community through resource sharing, opportunity creation and knowledge distribution to the people in the society so that the progress of the community and society is also driven by the company's growth.
- The company will collaborate with both public and private organizations and/or agencies in order to contribute to the sustainable development of economy, industry, society and community.

4. Environment Policy

- The company will conduct regular environmental audit to ensure that the company's manufacturing process produces the least negative impact on environment and is at an acceptable level with relevant international standards such as RoHS and REACH, with efficient carbon footprint management. The company also thrives to continuously lift up both existing and future standards.
- The company will take action in reducing the use of unnecessary natural resources and utilize resources with utmost efficiency according to corporate guideline.

PO1-2 Compensation Process for those affected by the company's operations

The company directs its entire operation from product development, production, procurement, assembly service, and distribution process to create positive impact and minimize the risks of negative impacts towards all parties to achieve the highest sustainable business operations possible. To date, the company attentive management and continuous risk assessment achieved the goal of zero record of severe negative impacts to all stakeholders.

The company actively listens to all parties and integrates those opinions to formulate the policies which truly met the expectation of those affected in 3 steps: prevention, mitigation and compensation

Prevention of emergency incurring from the company's operations begins with rigorous personnel training which emphasize on the safety policies and compliance with the relevant law and regulation. The company has developed firm guidelines, contingency plans and procedures to control, mitigate and limit the degree of the emergency event. The company will, in addition, support and compensate those who are negatively affected after the incident as appropriate.

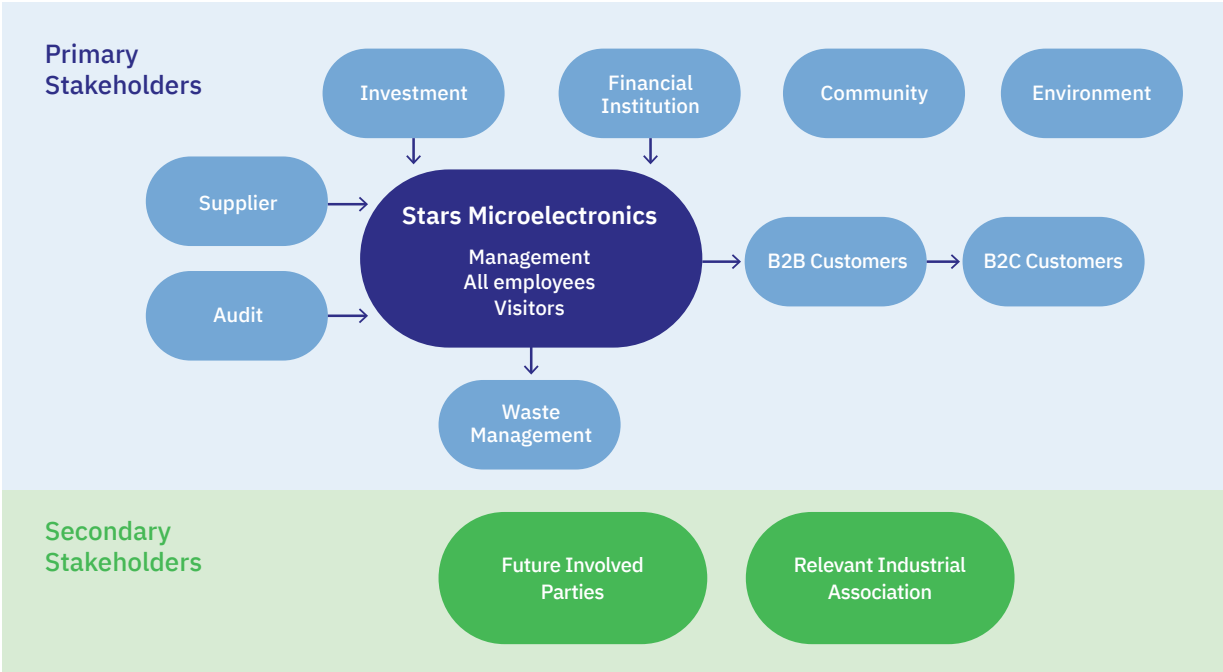
For the prevention of negative impacts due to corporate governance or other factors, the company had set up a central email for whistleblowing at complainbox@starsmicro.com, upon the receipt of complaint, a dedicated officer to investigate and analyze the impacts from each case swiftly for timely prevention, mitigation, correction and compensation. The identity of the reporter will be kept with utmost confidentiality under the rigorous protection.

In order to continuously update the compensation measures and keep them relevant, the company has continuously listened to suggestions to improve the business from all parties. The company is determined to provide advices and accurate information to those affected by the company's operations and activities to ensure the safety of health and well-being for involved parties and surrounding communities.

SC1-1 Production value chain

The value chain is the key to the success of the business and provides a channel to create value and innovation for the company. The operations of all divisions in the company from business analysis, procurement, sourcing, storage, production, distribution and sales take into account the stakeholders from both primary and secondary groups to ensure sustainability management for all activities across the value chain.

Value chain structure



Part 2 Impact management for stakeholders in the value chain

ST1-1 Identifying internal stakeholders

Stakeholders		Communication/Participation	Expectation	Response
Internal Stakeholders	Management	<ul style="list-style-type: none"> - Discussion - Policy formulation - Meeting arrangement between management executives in each division 	<ul style="list-style-type: none"> - Accurate operations and practices in accordance with the law and policy - Transparent, systematic and traceable operations - Success and growth in business 	<ul style="list-style-type: none"> - Sustainably and dutifully operate in accordance with the law and policy - Examine and report operational results with accuracy and clarity
	Full- time employee	<ul style="list-style-type: none"> - Discussion - Channel for voicing opinions - Annual questionnaire 	<ul style="list-style-type: none"> - Stable career- Renumeration increase - Good welfare - Good working environment 	<ul style="list-style-type: none"> - Effective management of human resources - Skill enhancement training for employees
	Daily employee	<ul style="list-style-type: none"> - Team building activity arrangement - Welfare committee establishment 	<ul style="list-style-type: none"> - Career advancement - New knowledge and experience 	<ul style="list-style-type: none"> - Effective career plan advice - Clear career advancement plan for employees - Team building/off- site activity arrangement for corporate solidarity - Proper welfare - Provident fund establishment
	Shareholder	<ul style="list-style-type: none"> - Shareholder meeting arrangement - Quarterly performance report - Plant visit - Meeting between analysts 	<ul style="list-style-type: none"> - Good remuneration - Stable management - Continuous growth of the company - Accurate, transparent and traceable information received 	<ul style="list-style-type: none"> - Cautious and effective management - Honest and clear audit and report on all operations - Transparent information disclosure - Reasonable compensation

ST1-2 Identifying external stakeholders

Stakeholders		Communication/ Participation	Expectation	Response
Primary Stakeholders	Supplier	<ul style="list-style-type: none"> - Discussion - Online communication - Annual conference - Annual supplier quality assessment - Supplier visit and standard audit 	<ul style="list-style-type: none"> - Trade agreement compliance - Fair trade agreement - Transparent business operation - Understanding and flexible operation - Good relationship - Accurate and clear operational plan - High sales and continuous growth 	<ul style="list-style-type: none"> - Transparent audit and operations in accordance to the policy - Anti- corruption policy - Clear procurement policy - Clear and fair agreement allowing suppliers to grow together - Clear level of standardization and quality indicators of each supplier - Clear management and resource planning system for suppliers to prepare for the next quarter
	B2B Customer	<ul style="list-style-type: none"> - Client meeting - Online communication - Product expo arrangement - Dealer - Dealer for each region - Satisfaction survey - Quality assessment survey - Plant visit - Activity with customers - Media website online 	<ul style="list-style-type: none"> - Quality product - Accurate and traceable operation - Reasonable price - Honest, transparent and traceable operations - Operations in accordance with the agreement - Customer information security - Product guarantee - Effective resource management 	<ul style="list-style-type: none"> - Effective workflow management set up - Audit and product quality control system set up and standardized operation - Systematic workflow to increase accuracy in operation and communication to the organization and customers - Transparent and traceable systematic operation - Responsibility of duty, product and service; clear guarantee policy and standard
	B2C Customer / End Customer	<ul style="list-style-type: none"> - Client meeting - Online communication - Primary customer communication - Satisfactory survey - Quality assessment survey 	<ul style="list-style-type: none"> - Quality product - Reasonable price - Customer information security - Product guarantee - Effective resource management 	<ul style="list-style-type: none"> - Perform ethically, maintain and protect the information of customers as stated in the contract - Preparation for future situation or event such as customer's changing demand, the leap of technology and rapid depletion of natural resources, etc.
	Standard Auditor	<ul style="list-style-type: none"> - Annual standard audit - Organization's and production's standard meeting 	<ul style="list-style-type: none"> - Effective management and operation in accordance with the standard - Honest, transparent and traceable operation - Cooperation in standard quality audit 	<ul style="list-style-type: none"> - Effective workflow management set up - Standardized audit and quality operational control system set up - Planning and policy set up for continuous self- improvement - Expert team set up to take care, control and sustain standards for different divisions in the company
	Investor	<ul style="list-style-type: none"> - Quarterly performance report - Meeting between analysts 	<ul style="list-style-type: none"> - Good remuneration - Stable management - Continuous growth of the company - Transparent and traceable information received 	<ul style="list-style-type: none"> - Cautious and effective management - Honest and clear audit and performance report - Transparent disclosure of information - Reasonable remuneration

Stakeholders		Communication/ Participation	Expectation	Response
Primary Stakeholders	Bank and financial institutions	<ul style="list-style-type: none"> - Discussion - Management and financial institution meeting arrangement 	<ul style="list-style-type: none"> - Stable money management - Honest, transparent, effective and traceable operation - Organizational agreement compliance 	<ul style="list-style-type: none"> - Cautious and effective management - Honest and clear audit and performance report - Transparent disclosure of information - Effective money management planning
	Waste management agents	<ul style="list-style-type: none"> - Discussion - Personnel meeting arrangement 	<ul style="list-style-type: none"> - Effective waste management system - Accurate waste separation 	<ul style="list-style-type: none"> - Garbage and production waste control policy set up - Knowledge training for members of the organization
	Community	<ul style="list-style-type: none"> - Activity with community - Participation in developing and helping community - Community hearing arrangement - Community member survey or hearing arrangement 	<ul style="list-style-type: none"> - Beneficial support from the organization - Getting potential social problem prevention support such as corruption and narcotics - Community issue support - Minimum operational impact from the company's operation and activity 	<ul style="list-style-type: none"> - Organization and community bonding activity arrangement - Support for social activities such as building library, reforestation, training for community, etc. - Help for communities such as surgical mask distribution, life-sustaining equipment during flood, etc. - Ground visit and consistent hearing from people in the community
	Environment	<ul style="list-style-type: none"> - Activity with community arrangement - Investigation of impact from the company's activity - Cooperation with government agencies - Meetings on environment arrangement 	<ul style="list-style-type: none"> - Effective utilization of resources - Minimum impact from the company's operation and activity 	<ul style="list-style-type: none"> - Effective resources management - Effective inspection and planning for production waste management - Alternative energy planning to minimize the use of resources - Training for knowledge and understanding to raise awareness of the importance of environment for personnel

Stakeholders		Communication/Participation	Expectation	Response
Secondary Stakeholders	Potentially involved parties in the future	<ul style="list-style-type: none"> - Public relation through media - Product expo - Activity with community - Open House activity - Knowledge transfer to community activity 	<ul style="list-style-type: none"> - Knowledge on aspects relevant to business and organization - Career, duty and operation - Business opportunity - Support on different aspects 	<ul style="list-style-type: none"> - Promotion through media; open opportunity for interested public to contact the company - Clear business promotion to create new opportunities of business - Activity for public to apply to become a part of the organization
	Relevant industrial association	<ul style="list-style-type: none"> - Public relation through media - Product expo - Meetings between entrepreneurs 	<ul style="list-style-type: none"> - Business opportunity - Inter- organizational collaboration network - Information on various statistics 	<ul style="list-style-type: none"> - Inter- organizational activity participation - Sharing information that can be shared between organizations or associations - Sharing know- how and supporting start- ups to enhance business opportunity in the future

Part 3 Environmental sustainability management

Environmental policy and procedure

Stars Microelectronics (Thailand) Public Company Limited is considerate about the health and well-being of the employees, business partners and involved parties. We, therefore, have adopted an occupational health, safety and environment management system as part of the company's operation and processes. The company has continuously developed and improved these policy and procedure to meet global standards. The guideline is formulated as policy as follows.

- Product design, production process and services must be in compliance with occupational health, safety and environmental law and requirements

related to the company. This must be continuously applied to all area of administration and internal management to the degree that is evidently demonstrate to the employees, customers and the public.

- Pollution prevention and control of the depletion of resources must be govern by the management of toxin, air pollutant control, waste treatment, raw material control, water management, environmental data reporting and licensing, and energy and greenhouse gas management to prevent potential impacts to employees, community and surrounding environment in compliant with the law and relevant environmental standards.

- Continuously conduct an assessment on occupational health, safety and environmental impact occurring from activities, products or services of the company and apply the results to satisfy and surpass the objectives and goals on occupational health, safety and environment.
- Distribute occupational health, safety and environment policies to employee, business partners and involved parties to understand, acknowledge and allow them to voice their opinions in order to unify standards and policies throughout the supply chain as well as periodically review the policy to ensure its practicality.
- Conduct the trainings to educate employees, business partners and involved parties to raise awareness on occupational health, safety and environmental responsibilities across their activities consistently.
- Promote the participation in developing and improving occupational health and safety as well as environmental protection activities of the company both directly and indirectly. This shall be considered a duty and responsibility of all workers who are involved in implementing occupational health, safety and environment policies earnestly and consistently.
- Allocate an adequate resources to ensure that the system development in occupational health, safety and environment is efficient and always in continuous improvement.

Assessment of environmental impact

Under the continuous improvement in accordance with the environmental management standard of ISO 14001:2015, the finding from the assessment of external auditors in the past year shows that the companies passed the standard in the requirements and exhibited no significant inconsistencies.

In addition, the company delivers the environmental quality measure report to the Office of Welfare and Labor Protection of Ayutthaya annually to raise awareness and prioritize the prevention and control of environment impacts caused by the operation including air quality, water, noise, waste and discarded materials management in compliance with the law and to enhance the quality of environment.

EN1-1 Water management

Systematic and cost-effective water management can reduce the risk of water shortage in the production process and help strategically to assess the risks. The company has implemented a project to reuse treated water which does not only reduce water resources usage but increases the ability to manage water resources effectively in the long run.

The company, as a user of water resource, has applied for permission to use public water resource, paid for its service and installed an equipment to measure or assess the amount of water used as well as regularly collects necessary data for associated officers to inspect. The company has proven to have a sustainable water management system along with efficient water conservation and optimization of water resource. The company fully discloses information regarding water resource for investors to consider the pre-investment risk. The analysis is as follows.

Water volume classified by sources and usage				
Operational data	Unit	Year		
		2019	2020	2021
Tap water	M ³	201,684	221,180	144,052
Reused treated water	M ³	216,191	175,186	65,359
Percentage of reused water	%	100	79	45

- In 2019 and 2020, the efficiency of recycling system decreased according to the service lifetime.
- In 2021, the maintenance department started to reuse the treated water in flushing system resulting in reducing of tap water consumption.
- As for 2022 the maintenance department plan to improve the recycling system to return to its regular efficiency and expand the area of reused water to wider system resulting in significant improvement in tap water consumption.

Water volume discharged outside the plant				
Operational data	Unit	Year		
		2019	2020	2021
Water discharged outside the plant	M ³	161,347	176,944	115,241

- The discharged water from the plant is directly proportional to the use of tap water. (normally 80%) and the result is evident throughout 2019 - 2021. The discharged water is always treated and inspected for its quality. According to the result of the past three years, the water quality meets all the standard which including but not limited to the measurement of proper pH level and chemical oxygen demand.

Discharged water analysis			
Year	pH	COD (mg/I)	Copper as CU
2019	8.5	696	0.8
	STD 5.5 – 9.0	STD 750	STD 2.0
2020	7.6	210	0.17
	STD 5.5 – 9.0	STD 750	STD 2.0
2021	8.1	99	0
	STD 5.5 – 9.0	STD 750	STD 2.0

Remarks: Bang Pa-in Industrial Estate has cancelled its copper sample measurement since 2021

EN1-2 Waste management

The management system begins with collecting and registering all industrial wastes, followed by proper control of the waste storage facility then transfer, and safe handling and disposal of waste. These processes are carried out with controlled procedure to ensure compliance with requirements and regulations.

All waste from the company have been sorted and sent for disposal or treatment by the authorized company recognized by Department of Industrial Works. It is crucial that every procedural steps of waste disposal operations is authorized by the Department of Industrial Works.

The company complies with the laws related to waste management. The company implements a project of waste reduction according to the 3R principle: Reduce, Reuse and Recycle to minimize the impact on environment from waste disposal.

The amount of waste disposal				
Operational data	Unit	Year		
		2019	2020	2021
Hazardous waste	ton	12.48	31.62	5.5
Non-hazardous waste	ton	95.19	96.48	54.9

- 3R principles is adopted despite challenges from increase demand for production and exponential business expansion but the company is committed to waste separation. Employees are trained for waste sorting, especially for chemical often used in the plant, utilize reuseable package throughout the supply chain, and management of chemical expiration. These actions brought fruitful results in 2021 as the company the amount of waste disposal decreased dramatically regardless of increased in production demand.

EN1-3 Energy management

The company recognizes the importance of energy management and declares it as the main organizational goal in compliant with the requirements of the Ministry of Energy. The company annually formulates policies on energy management and energy conservation with a purpose to promote the effective use of resources. An energy management council has been established to monitor and check the efficiency of energy usage in production and other activities. The member of Energy Conservation Committee consists of representatives from the main departments of the plants and have responsibilities as follow.

- Long term: Search for practical and impactful project development idea in reducing energy consumption.
- Main duty: Closely control, monitor and report the performance of each project and periodically track and inspect the compliance with the energy management system.
- Communication: Outline the learning courses for energy and energy conservation for employees at all levels of the plants and include these courses into the orientation for new employees.

EN1-3.1 Energy usage reduction procedure

- Optimizing existing tools and machines
- Upgrade equipment for higher efficiency
- Promote and support energy conservation and renewable energy
- Support learning projects for innovation development consistently

The volume of electricity usage				
Operational data	Unit	Year		
		2019	2020	2021
External electricity usage	Kwh	26,332,092	27,141,431	24,580,598
Solar cell electricity usage	Kwh	1,543,863	1,445,860	1,331,077

EN1-3.2 Energy conservation project

The company recognize the importance of energy saving and conservation. We create values and cultivating awareness on unnecessary energy consumption. The executive management has developed a policy to align and move forward the organization in the same direction.

As a result, the company has been successful with the energy conservation projects as proven by the Thailand Energy Awards in the category of regulated factory.

The company implemented continuous measures on energy conservation in accordance with the company's 4C core values. Cost awareness is importance for the development of appropriate cost structure through the deployment of energy management innovations both for the purpose of expense reduction and increase friendliness to the environment.

The installation of frictionless compressor technology for a chilled water conditioning system was a very successful project that utilize highly-flexible coolant in conjunction with ozone system and the cooling tower system, which saved up to 23.59% of energy, equivalent to 6.65 GWH of electricity, and saved energy cost amounts to 25.97 million baht from the investment of 43.17 million baht.

EN1-3.3 Climate change initiations

The company strive for minimal impacts from climate change that originated from the business activities, products and services of the company. Both direct and indirect measures have been implemented to reduce the emission of greenhouse gases. Within the scope of control, the company provide its best effort to reduce the emission of greenhouse gas throughout the life cycle of the company's products from the procurement process to the production, usage and disposal, encouraging the sustainable society to become a reality.

As a part of the result, the company voluntarily participated in the greenhouse gas reduction program initiated by the country, under the title of 'Solar Rooftop Project of Stars Microelectronics (Thailand) Public Company Limited for 1,472.7 KW Electricity Generating Capacity' under the project category of renewable energy. This project was generated a memorable impression by the Regional Environment Office 6 and Thailand Greenhouse Gas Management Organization (Public Organization). The company was awarded the greenhouse gas management prize for photovoltaic (solar cell) system installation project.



- The proud moment of company's representative receiving the award for "The Greenhouse Gas Management Prize for Photovoltaic (Solar Cell) System" with the Regional Environmental Office 6 and Thailand Greenhouse Gas Management Organization (Public Organization).

EN1-3.4 Greenhouse gas emission

The direct and indirect amount of greenhouse gas emission by the company has continuously decline despite the fluctuation from the nature of various products demand from the industry. Especially for 2021, even with surge domestic clients and more diesel based fuel was required for the finished goods.

The company remains committed to the importance of these impacts by offering renewable products that are environmentally friendly to customers. We also put our best effort to reduce energy consumption and source renewable energy while raising awareness among employees to see the importance of reducing energy consumption. The result was evident as shown in the indirect indicators of 2021.

In order to be a leader at the forefront of climate change and global warming minimization, the company set up a vision and a goal to be a carbon neutral/net zero carbon emission organization within 15 years, sooner than the 2050 goal of United Nations member countries and the 2065 goal of Thailand, through direct measures such as reducing greenhouse gas and carbon emissions in the ozone layer and indirect measures such as enhancing production process and projects including:

- Promoting Carbon Credit Exchange Platform through environmentally friendly Block Chain technology infrastructure
- Installing more solar cell technology at the organization, surrounding communities and underdeveloped region
- Creating market and technology for clean energy and renewable energy
- Promoting, developing and enhancing the manufacturing capability of electric vehicle technology to improve the potential of the country to manufacture, assemble and use electric vehicles to reduce fossil fuel energy
- Adjusting the hosting server for all information technology application to use a network that is a clean energy service source
- Promoting the knowledge about carbon neutrality, other forms of energy and their application in the industry together with educational institutions, communities and employees
- Formulating a plan and a fund for carbon credit management
- Promoting research and development projects related to the reduction of the impact of global warming with the university and educational institutes

Greenhouse gas emission				
Operational data	Unit	Year		
		2019	2020	2021
Direct:				
Diesel fuel (liter)	Lite	2,327	1,300	2,923
LPG (kg)	Kg.	11,808	10,416	8,112
Indirect:	ton			
Through electricity usage	Co ₂ e	13,327.91	15,799.02	10,815.46

The table demonstrates that the amount of emission from LPG usage and electricity usage declined; therefore, the amount of greenhouse gases emitted was reduced too.

EN1-3.5 Complaint

The company takes in great consideration the well-being of surrounding communities. The company have sent inquiry letters and surveys to the following organizations: Bang Pa-in Industrial Estate, Klong Jik Subdistrict Municipality, Bang Pa-in, Ayutthaya, and Ayutthaya Provincial Industrial Office. All three organizations confirm that there is no complaint.

Year	Organization	Complaint		Complaining Subject	Status	
		Exist	None		Complete	During a Process
2019-2021	Bang Pa-in Industrial Estate		✓	-	-	-
2019-2021	Klong Jik Subdistrict Municipality, Bang Pa-in, Ayutthaya		✓	-	-	-
2019-2021	Ayutthaya Provincial Industrial Office		✓	-	-	-

Based on 2021 CSR – DIW Continuous Report

EN1-4 Pollution management

The company recognizes and prioritizes on preventing and controlling the environmental impact from the operations to comply with standards set by law and to improve the quality of the environment.

With regards to the notification of the Ministry of Industry on the specified amount of air contaminants emitted from the factory B.E. 2549, the company submits an annual report for air quality inspection to the Welfare and Labor Protection Office of Ayutthaya Province to raise awareness and prioritize the prevention and control of air pollution. The results are exhibited as follows:

The amount of air contaminants emitted from the plant's chimney					
No.	Inspected Indicator	Unit	Inspection Result	Standard Value	Assessment Result
1	Dust	mg/m ³	16.84	≤ 400	Below the benchmark
2	Sulfur dioxide	ppm	<1.3	≤ 500	Below the benchmark
3	Sulfuric acid	ppm	<0.12	≤ 25	Below the benchmark
4	Hydrogen sulfide	ppm	<0.074	≤ 100	Below the benchmark
5	Cresol	ppm	<0.010	≤ 5	Below the benchmark
6	Xylene	ppm	<0.010	≤ 200	Below the benchmark
7	Carbon monoxide	ppm	1	≤ 870	Below the benchmark
8	Antimony	mg/m ³	0.007	≤ 20	Below the benchmark
9	Arsenic	mg/m ³	0.005	≤ 20	Below the benchmark
10	Copper	mg/m ³	0.005	≤ 30	Below the benchmark
11	Lead	mg/m ³	0.016	≤ 30	Below the benchmark
12	Mercury	mg/m ³	0.004	≤ 3	Below the benchmark
13	Chlorine	mg/m ³	0.21	≤ 30	Below the benchmark
14	Sulfuric acid	mg/m ³	1.028	≤ 200	Below the benchmark

Based on 2021 Environment Quality Inspection Report

EN1-5 Hazardous materials management

The company has taken into account the management of hazardous materials in compliance with the standards stipulated by the law. The company has reduced the health risk of workers and hazardous material users, minimizes the impact of hazardous materials to the environment, and organizes training for employees to understand the precautions while operating with hazardous materials. The company has processed hazardous materials in the plant as follows:

EN1-5.1 Chemical substances

The company has compiled a list of hazardous chemicals with the details of their safety and submitted to the Welfare and Labor Protection Office of Ayutthaya annually. The company also follows the ministerial regulations on Setting Up Standards for Management, Managing, and Operating on Security, Occupational Health and Environment in Working with Chemical Substances B.E. 2556.

EN1-5.2 Industrial radiographic machine

The company owns an industrial radiographic machine to monitor the quality of the products, under the guidance of officers trained in radiation safety. The assessment by Thailand Institute of Nuclear Technology (Public Organization) shows that the company met the criteria with reference to the benchmark, checked at 5 centimeters from the wall of the machine. The radiation dose must not exceed 0.5 mR/hr. (μSv/hr) referring to FDA 21 CFR 1020.40 and 61010-2-091.

Part 4 Sustainability management in social aspect

LA1-1 Assurance of the rights to freedom of association and protection of the rights to negotiation

The company prioritizes attending to problems arising from operation and being prompt to improve the situation. This is a role and duty of management executives to workers. Not only does this boost the morale of employees, it allows the company's performance to excel, especially for problems that are common. Employee association is thus a stage where employees can express their obstacles in operation and their needs about the working conditions. Issues raised by employees from such discussions are issues that management executives must pay attention and hasten to correct.

As the aforementioned issue proves important, the company sets up Responsible Business Alliance (RBA) Policy as a guideline as stipulated in Clause One which regards that the company recognizes the value and importance of human resources. Therefore, the company promotes humanitarianism, respect for the rights to freedom of association, freedom to work voluntarily, non-discrimination, avoidance of child labor, working hours boundaries, and appropriate compensation and welfare in compliance with the law.

The company has held an election for the Welfare Committee in the Workplace to represent employees in shared discussions, supervision, and opinions on the subject of welfare in compliance with the Labour Protection Act B.E. 2541. Under the Act, there is a provision for employers to set up a welfare committee in the workplace within 30 days from the date of employing 50 employees. One workplace can hold an election for one group of the welfare committee



The Welfare Committee Election

ร่วมสร้าง
ส่วนเกินพัฒนา
STARS
MICROELECTRONICS

**ขอเชิญ
พนักงานทุกท่าน
เลือกตั้ง
คณะกรรมการ
สวัสดิการในสถาน
ประกอบการ**

แนะนำผู้สมัคร
คณะกรรมการสวัสดิการในสถานประกอบการ

เบอร์ 1 นางสาวสาธิตา จิตต์เกษม SOURCING	เบอร์ 2 นายอภิวัฒน์ น้อมคำตาสันติสุข IC ASSEMBLY EQUIPMENT MAINTENANCE	เบอร์ 3 นางสาวภาณุมาศ ไชยพงษ์ PRODUCTION, ADVANCED PACKAGING	เบอร์ 4 นายฉัตรพงษ์ กิจจะแสงมณี INVENTORY CONTROL
เบอร์ 5 นายชวรงค์ ใจดีพจน FACTORY	เบอร์ 6 นายอภิรักษ์ บุญเรือง PRODUCTION, OPTICAL	เบอร์ 7 นางสาวศศิธร สุขสมมติ IE STANDARD TIME	

เลือกตั้งวันที่ 14 - 15 ตุลาคม 2563 เวลา 09.00 - 13.30 น. (กะดึกเวลา 18.00 - 20.00 น.) ณ บริเวณหน้าโรงอาหาร

PR Invitation for Employees to Vote

LA1-2 Eradication of forced labor in all its form

Every person must have the freedom to choose a job based on their abilities and desires. The work done should ensure sufficient compensation for life sustenance in a way that respects human dignity. The company recognizes the importance of such principle, thereby compiling hiring policies strictly in compliance with the labor protection law and the company's regulation regarding hiring, wages, working hours, and other benefits fairly. The company also states in the Responsible Business Alliance (RBA) Policy that the company recognizes the value and importance of human resources. The company, hence, promotes humanitarianism, respect for the rights to freedom of association, freedom to work voluntarily, non-discrimination, avoidance of child labor, working hours boundaries, and appropriate compensation and welfare in compliance with the law.

LA1-2.1 Activities that align with freedom to choose work voluntarily

- The company organizes open house/walk-in interview for interested public to apply to work with the company voluntarily, provides a company tour, and allows direct inquiry to officers provided by the company to welcome and answer all questions.



Open house/Walk in interview

- “Friends to Friends” project is a project that supports and allows the employees to select friends or acquaintances that deem fit to become colleagues and part of the team to drive sustainable growth for the company.

LA1-3 Abolition of child labor and malice form of child labor

The company declares SMT Young Worker Policy with an objective to comply the company's operation with the labor standard on young worker and with Responsible Business Alliance (RBA) Policy. The company clearly states that the company has no policy to hire children (age below 15-year-old) and child labor (age between 15 and 18-year-old) and that the applicants must be 18-year-old of age on the day of application. To verify, the company runs a background check, and if suspicion arises, it must be reported to the human resources department immediately.

LA1-4 Elimination of hiring and job discrimination

The company recognizes and believes that inequality and differences incur biases which lead to disputes. Community of labor is no exception. Difference in employment and use of labor bring about dissatisfaction of workers and lead to questions regarding inequality and discrimination. Therefore, the company formulates the Responsible Business Alliance (RBA) Policy which clearly states that the company will treat employees and involved parties equally and will not discriminate against gender, age, race, religion, national origin, disability, status, etc.

The company has declared the Code of Conduct as a preliminary standard for ethical behavior for the board of directors and employees. According to this Code of Conduct, employees must show respect to others regularly, must be fair and non-discriminatory. Equality is an important part of the organization.

Projects implemented by the company is as follows:



- Provide employees at all level to access training, skill development, on-the-job training, and career advancement on a basis of equality and non-discrimination.

Training to Employees				
Operational data	Unit	Year		
		2019	2020	2021
Average hours for training	Hour/person/year	15.70	12.52	23.19

- The company prioritizes non-discrimination in employment, thus allowing people with disabilities to join the company with similar rights to regular employees. The company complies with the Empowerment of Persons with Disabilities Act, B.E. 2550 which has a provision on rights and freedom limitation in compliance with the law of non-discrimination against people with disabilities. The company also provides facilities as appropriate.
- The company provides supervision for employment and legal social protection. Manpower is planned to avoid employment at certain times. Female personnel, racially different personnel, and ethnically different personnel are encouraged to hold senior positions fairly.

Manpower				
Operational data	Unit	Year		
		2019	2020	2021
Total employee	person	1119	1063	1034
- Permanent employee	person	1119	1063	1034
- Temporary employee	person	-	-	-
Employee number by gender	person	1119	1063	1034
- Female	person	699	674	645
- Male	person	420	389	389
Employee number by level	person	1119	1063	1034
- Operational level	person	907	867	857
- Supervisory level and vocational	person	141	121	124
- Managerial level	person	71	75	53
Percentage of employee who receives performance assessment and career growth plan	percentage	100	100	100

LA2-1 Safe working environment and good occupational health workplace

Working in a safe environment, with appropriate measures for safety and good occupational health for employees mean that employees will have peace of mind, preparedness, and determination to provide their best for given roles.

Therefore, as the company cares for the lives and health of employees, business partners and involved parties, the company applies occupational health, safety and environment management system with the system and process of the company.

The company is committed to the management of occupational health, safety and environment through a policy formulation as guideline which includes continuous development and improvement.

Projects implemented by the company is as follows:

1. Annual health check-up for employee with an aim to control health risks and safety that relate to the activity of the organization



2. Annual fire evacuation drill activity with training for employees by speakers with professional experience to rehearse the plan in case of fire and other emergencies



3. Stars Caring for Friends, Away from Covid Project: The company sets up preventive and caution measures for COVID-19 such as issuing regulations for how to behave while at the plant, providing consultation for employees who have questions, giving protective equipment, vaccines, and Antigen Test Kit (ATK) for employees as pro-active measures, etc.

Safety and Occupational Health Operation				
Operational data	Unit	Year		
		2019	2020	2021
Employer representative and security officer	person	8	8	8
Employee representatives	person	7	7	7
Injury rate (IR)	prs/working hr	0	0	0
Occupational Disease Rate (ODR)	prs/working hr	0	0	0
Lost Day Rate (LDR)	prs/working hr	0	0	0
Absenteeism Rate/Absence Rate (AR)	prs/working hr	0.12	1.06	0
Death rate from the operation	person	0	0	0

HR1-1 Gender equality promotion

The company prioritizes the equality on gender which complies with the principle of equality and non-discrimination. Therefore, it is stated in the Code of Conduct Clause Five that discrimination, whether in terms of nationality, race, gender, religion, age, lineage, or any other form of discrimination, is considered a severe violation of the Company's policies.

HR1-2 Protection of rights to health and safety

The company operates business while taking into account the rights of health and safety of customers with utmost priority. The products must undergo a verification whether its operation is susceptible to risks on health and safety of customers. The company itself has passed quality and product safety verification to emphasize and reinforce confidence of our products to our customers.

Certificates		
No.	Certificate	
1	ISO 9001	Quality Management System
2	ISO 14001	Environmental Management System
3	ISO/TS 16949	Quality Management System (for Automotive)
	IATF 16949	
4	OHSAS 18001	Occupational Health and Safety System
5	ISO 22301	Business Continuity Management System (BCM)
6	ISO 13485	Quality Management System (For Medical devices)
7	RBA	Responsible Business Alliance

QUALITY SYSTEM AND STANDARD COMPLIANCES

Certification



ISO 9001:2015
IATF 16949:2016



ISO 18001:2007
OHSAS 14001:2015



ISO 13485:2016

Compliance



Responsible Business Alliance
Formerly the Electronic Industry Citizenship Coalition
Advancing Sustainability Globally

QMS

Supplier Quality
Incoming & MRB Control

ECO / PCN Control
Full Traceability (CTS)

PM & Calibration
Online Internal Control

HR1-3 Protection of privacy rights and personal data

As the Personal Data Protection ACT will be enforced in the Kingdom of Thailand, the company, thereby, has complied with provisions in the ACT by preliminarily appointing Personal Data Control Working Group to oversee the company's measures to be in compliance with personal data protection law.

The Personal Data Control Working Group will have responsibilities as follow:

- Set up a roadmap/guideline and the company's measures to comply with the personal data protection law
- Set up measures and notifications about rules and regulations regarding the protection of personal data delivered or transferred abroad
- Supervise and monitor the operation of the working group to follow the plans/guidelines of the relevant laws
- Evaluate the results after complying with the laws through operating result report
- Promote and support learning skills and understanding of personal data protection for employees
- Appoint a Data Processing Officer (DPO) of the company

HR2-1 Protection of local community rights

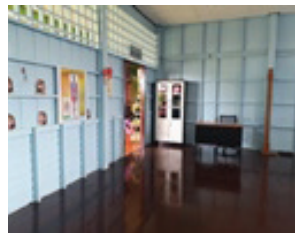
The company believes that a strong community with sustainable development is crucial as a factor to drive business. Bang Pa-in District in Ayutthaya Province is a community where the company is located so the company is a part of this community. Therefore, Corporate Social Responsibility policy is indispensable as a part of business operations that grows with the development of the community.

Projects or activities that the company collaborates with the local community

- Community involvement and development: The company encourages Corporate Social Responsible activities, improves public facilities, and develops the community with local organizations as appropriate



• Stars Volunteer for Development for Wat Kam Phaeng Community School Project: Collaborating with Wat Kam Phaeng Community, Bang Pa-In District, Ayutthaya Province, to improve a children's playground, and donate computers and books to promote extra curriculum reading



• Stars Volunteer for My Nursing Room Renovation Project: Collaborating with Wat Wiwekwayupak Temple, Klong Jik municipality and teachers to build a nursing room for the Wat Wiwekwayupak School, Bang Pa-in District, Ayutthaya Province, by renovating four classrooms into 4-bed nursing rooms with medical supplies, medical equipment and sport equipment to promote the health of the students



• Stars Volunteer for Outside Classroom Learning Corner Project: Collaborating with Wat Kam Phaeng, Bang Pa-In District, Ayutthaya Province, to build an outside-classroom-learning corner and donate learning materials to students in the Wat Kam Phaeng community

4.Management Discussion and Analysis (MD&A)

4.1 Management Discussion and Analysis

The operation results of the company and its subsidiary for year ended 2021 reported the net profit of 210.21 million baht increased 126.80 million baht, or 152.00% compared with net profit of 83.41 million baht in 2020.

The operating results in 2021 in comparison with 2020

	2021		2020		Increase (Decrease)	
	Thousand Baht	%	Thousand Baht	%	Thousand Baht	%
Sales and service income						
- Sales from IC	1,033,651	47.36	1,095,124	57.38	(61,473)	(5.61)
- Sales from PCBA and BOXBUILD	385,910	17.68	213,336	11.18	172,574	80.89
- Sales from OPTICS	763,045	34.96	600,031	31.44	163,014	27.17
Total sales and service income	2,182,606	100.00	1,908,491	100.00	274,115	14.36
Cost of sales and services	1,760,650	80.67	1,552,562	81.35	208,088	13.40
Gross Profit (loss)	421,956	19.33	355,929	18.65	66,027	18.55
Selling expenses	62,037	2.84	71,580	3.75	(9,543)	(13.33)
Administrative expenses	216,036	9.90	202,320	10.60	13,716	6.78
Operating Profit (loss)	143,883	6.59	82,029	4.30	61,854	75.41
Other Income						
Gain (loss) on exchange	9,671	0.44	7,735	0.41	1,936	25.03
Gain (loss) on derivatives	1,895	0.09	(5,297)	(0.28)	7,192	(135.77)
Revenue from scrap sales	27,856	1.28	22,027	1.15	5,829	26.46
Others	17,909	0.82	14,642	0.77	3,267	22.31
Profit (loss) before finance cost and income tax expenses	201,214	9.22	121,136	6.35	80,078	66.11
Finance income	63	0.003	251	0.01	(188)	(74.90)
Finance cost	30,041	1.38	35,882	1.88	(5,841)	(16.28)
Profit (loss) before income tax expenses	171,236	7.85	85,505	4.48	85,731	100.26
Income tax benefits (expenses)	38,978	1.79	(2,087)	(0.11)	41,065	(1,967.66)
Profit (loss) for the year	210,214	9.63	83,418	4.37	126,796	152.00
Depreciation and amortization	249,311	11.42	269,541	14.12	(20,230)	(7.51)
EBITDA	450,525	20.64	390,677	20.47	59,848	15.32

The above performance results for 2021 and 2020 derived from the following factors:

Sales and Service income

The Company and its subsidiaries reported revenue from sales and service of 2,182.61 million Baht, increased 274.12 million Baht, or 14.36%, from the previous year. Despite the economic slowdown and the situation of global chip shortage and epidemic of COVID-19, the company revenues increased due to the demand from PCBA and OPTICS divisions, increased 124.25% and 27.17% YoY respectively.

Cost of Sales and Gross Profit

Total cost of sales and service were 1,760.65 million Baht, increased 208.09 million Baht, or 13.40% from the same period of previous year. The cost increase related to the same direction with revenue growth and cost management efficiency all year round.

Gross profit of 2021 was 421.96 million Baht, increased by 66.03 million Baht, or 18.55% from the same period of the previous year. The main reason came from growing new customer base, maintaining efficiency growth of high margin products and cost management allocated by product.

Selling and Administrative Expenses

Selling and administration expenses of 2021 were 278.07 million Baht, increased by 4.17 million Baht or 1.52% from the same period of previous year because of expenses of issuing ESOP-Warrant for directors and employees of the Company as an incentive for employees to own shares. Furthermore, the Company operated expenses following to an increase of sales and service.

Other incomes and financial costs

The Company and its subsidiaries reported other incomes of 57.33 million Baht, increased 12.93 million Baht or 29.11% from the same period of the previous year. The main reasons are gaining from selling the unused assets and the foreign exchange hedging for currency risk.

Financial costs

The Company and its subsidiaries reported finance costs of 30.04 million Baht, decreased by 5.84 million Baht, or 16.28% from the same period of the previous year due to mainly principal payment and financial restructuring concordantly with company's strategic plan.

Income Tax

The Company and its subsidiaries reported the benefit from deferred tax of 38.97 million Baht because of company's cumulative losses.

Earnings before Interests, Taxes, Depreciation and Amortization (EBITDA)

The Company and its subsidiaries reported EBITDA of 450.52 million Baht, increased by 59.85 million Baht or 15.32% from the same period of previous year.

• Financial Position

At the end of 31 December 2021, the Company and subsidiary reported assets, liabilities and shareholder's equity compared to 31 December 2020 as below.

Balance sheet	2021		2020		Increase (Decrease)	
	Thousand Baht	%	Thousand Baht	%	Thousand Baht	%
Cash and cash equivalents	35,663	3.43	32,507	4.47	3,157	9.71
Trade and other receivables	330,242	31.74	278,463	38.29	51,779	18.59
Inventories	646,607	62.14	402,879	55.40	243,728	60.50
Total current assets	1,040,564	37.65	727,223	27.68	313,341	43.09
Property, plant and equipment	1,641,265	95.23	1,871,286	98.47	(230,021)	(12.29)
Total non-current assets	1,723,451	62.35	1,900,354	72.32	(176,904)	(9.31)
Total assets	2,764,014	100.00	2,627,577	100.00	136,437	5.19
Bank overdrafts and short-term loans from financial institutions	35,992	6.48	579,195	53.83	(543,202)	(93.79)
Trade and other payables	355,297	64.00	251,774	23.40	103,523	41.12
Current portion of long-term loans	154,207	27.78	121,390	11.28	32,817	27.03
Total current liabilities	555,183	46.84	1,075,980	82.83	(520,797)	(48.40)
Long-term loans, net of current portion	528,416	83.86	-	-	528,416	100.00
Lease liabilities, net of current portion	676	0.11	134,438	60.28	(133,761)	(99.50)
Total non-current liabilities	630,112	53.16	223,011	17.17	407,101	182.55
Total liabilities	1,185,295	42.88	1,298,991	49.44	(113,696)	(8.75)
Total shareholders' equity	1,578,719	57.12	1,328,586	50.56	250,134	18.83
Total liabilities & shareholders' equity	2,764,014	100.00	2,627,577	100.00	136,437	5.19

Assets

At the end of 2021, the Company and its subsidiaries reported assets of 2,764.01 million Baht, increased by 136.44 million Baht or 5.19% compared to 2020.

In 2021, the Company and its subsidiaries report trade and other receivables of 330.24 million baht, of which 327.47 million baht were net trade receivables and the amount of 327.47 million baht were trade receivables unrelated parties

The Company and its subsidiaries report trade receivable over 12 months of 362.48 million baht. The company already reserved the amount of 364.55 million baht as allowance for doubtful, increased 1.31 million baht compared to previous year. (See additional details in financial statements note 8)

In 2021, the Company and its subsidiaries has inventories of 646.61 million baht, increased 243.73 million baht. The higher amount was mainly from plan to stock up raw materials to increase production to meet the increased demand. In 2021, the company reduced cost of inventories Baht 18 million to reflect the net realizable value and reduced the amount of inventories recognised as expenses during the year. (See additional details in financial statements note 9)

Liabilities and shareholders' equity

At the end of 2021, the Company reported liabilities of 1,185.29 million Baht, decreased by 113.70 million Baht or 8.75% compared to 2020 mainly from bond reaches maturity and repaid.

At the end of 2021, the Company reported shareholder's equities of 1,578.72 million Baht, increased by 250.13 million Baht or 18.83% from the end of 2020.

• Sources and Uses of Fund

Cash flow statement	2021	2020	Increase (Decrease)
	Thousand Baht	Thousand Baht	Thousand Baht
Net cash flows from (used in) operating activities	242,438	285,886	(43,447)
Net cash flows from (used in) investing activities	(30,449)	(102,169)	(71,720)
Net cash flows from (used in) financing activities	(208,833)	(277,862)	(69,029)
Net increase (decrease) in cash and cash equivalents	3,156	(94,145)	97,302
Cash and cash equivalents at beginning of year	32,507	126,652	(94,146)
Cash and cash equivalents at end of year	35,663	32,507	3,156

The Company and its subsidiaries reported net cash in the year 2021 of 35.66 million Baht, increased by 3.16 million Baht from the previous year.

The Company and its subsidiaries reported 2021 net cash flows from operating activities of 242.44 million Baht, decreased by 43.45 million Baht while net cash flows from investing activities of 30.45 million Baht, decreased by 71.72 million Baht. This was mainly from the capacity of production remains adequate to the current demand. The Company and its subsidiaries reported net cash flows used in financing activities of 208.83 million Baht, decreased by 69.03 million Baht due to financial restructuring concordantly with company's strategic plan.

• Financial Ratio

Financial Ratio	2021	2020	Unit
1.Current Ratio	1.87	0.68	time
2.Quick Ratio	0.71	0.30	time
3.Number of Days Receivables	50.90	50.95	day
4.Numbr of Days Inventory	108.78	81.97	day
5.Number of Days Payables	62.93	57.80	day
6.Cash cycle	96.76	75.11	day
7.Gross profit margin	19.33	18.65	%
8.EBITDA margin	20.64	20.47	%
9.EBIT margin	9.22	6.35	%
10.Net profit margin	9.63	4.37	%
11.Debt-to-Equity ratio	0.75	0.98	time
12.Interest Coverage ratio	6.70	3.38	time
13.Return on Assets	7.80	3.08	%
14.Return on Equity ⁽¹⁾	14.46	6.48	%
15.Earnin per share ⁽²⁾	0.25	0.10	baht
16.Book value per share	1.89	1.59	baht

Remark

(1) Return on Equity = Profit (loss) for the year / average total shareholders' equity

(2) Earnings per share = Net profit (loss) attributable to equity holders of the company / number to issued and fully paid share

In 2021, the company and its subsidiaries reported current ratio of 1.87, increased from 0.68 in 2020.

Cash cycle was 96.76 days in the year 2021, increased from 75.11 days in 2020.

Gross profit margin was 19.33% in 2021, increased from 18.65% in 2020 mainly raised by sales and service income of PCBA and OPTICS, 124.25% and 27.17% YoY respectively. While IC sales and service income, they could still contribute the high margin compared to other products.

Debt to equity ratio in the year 2021 was 0.75, decreased from 2020 of 0.98

Interest coverage ratio in 2021 was 6.70, increased from 2020 of 3.38

Return on asset in 2021 of 7.80%, increased from 2020 of 3.08%

Return on equity in 2021 of 14.46%, increased from 2020 of 6.48%

4.2 Investment Policy and Capital Structure

Investment Policy

The Company has a policy of investing in subsidiary and/or associate companies that support and benefit the Company's business, are in high growth industries or are involved in areas in which the Company has skills and expertise. Of particular interest is the rate of return on investment, mainly for the benefit of the Company's shareholders.

The Company controls or supervises the investments by having directors or high-level executives represent the Company proportionately based on the number of the shares held. The Company has controlling rights over important matters conducted by the subsidiary and/or associate companies. These investments must be approved by the Company's Board of Directors and shareholders and/or in the case of connected transactions, the Audit Committee, with related rules and regulations enforced.

5. General information and other material facts

5.1 General information

Reference Persons

The Stock Registrar

Thailand Securities Depository Co., Ltd
93 Stock Exchange of Thailand Building
Ratchadapisake Road, Dindaeng, Dindagen, Bangkok 10400
Tel: 0- 2009-9000
Fax : 0- 2009-9991
SET Contact center: 0 2009-9999
Website: <http://www.set.or.th/tsd>
E-mail: SETContactCenter@set.or.th

Investor Relations Contact

Stars Microelectronics (Thailand) Public Company Limited
Bang Pa-In Industrial Estate (I-EA-T Free Zone)
605-606 Moo 2, Tambol Klongjig, Amphur Bang Pa-In
Ayutthaya 13160
Email: ir@starsmicro.com
Tel: 035-258-555 ext 313
Fax: 035-258-914

Auditor: Mr. Termphong Opanaphan (Certified Public Accountant License No. 4501); and/or
Ms. Vissuta Jariyathanakorn (Certified Public Accountant License No. 3853) nd/or ;
Ms. Manee Rattanabunnakit (Certified Public Accountant License No. 5313)
EY office Co., Ltd.
33rd Floor, Lake Ratchada Building
193/136-137 New Ratchadapisake road
Klongtoey, Bangkok 10110
Tel : 0-2264-0777
Fax : 0-2264-0789-90

5.2 Other material facts

Investors can learn more information of the Company from Annual Registration Statement (Form 56-1 one report) on www.sec.or.th or www.set.or.th or the company's website www.starsmicro.com

5.3 Legal disputes

Disclosure in Notes to consolidated financial statements For the year ended 31 December 2021 Item 29.4
Contingent liabilities for litigations

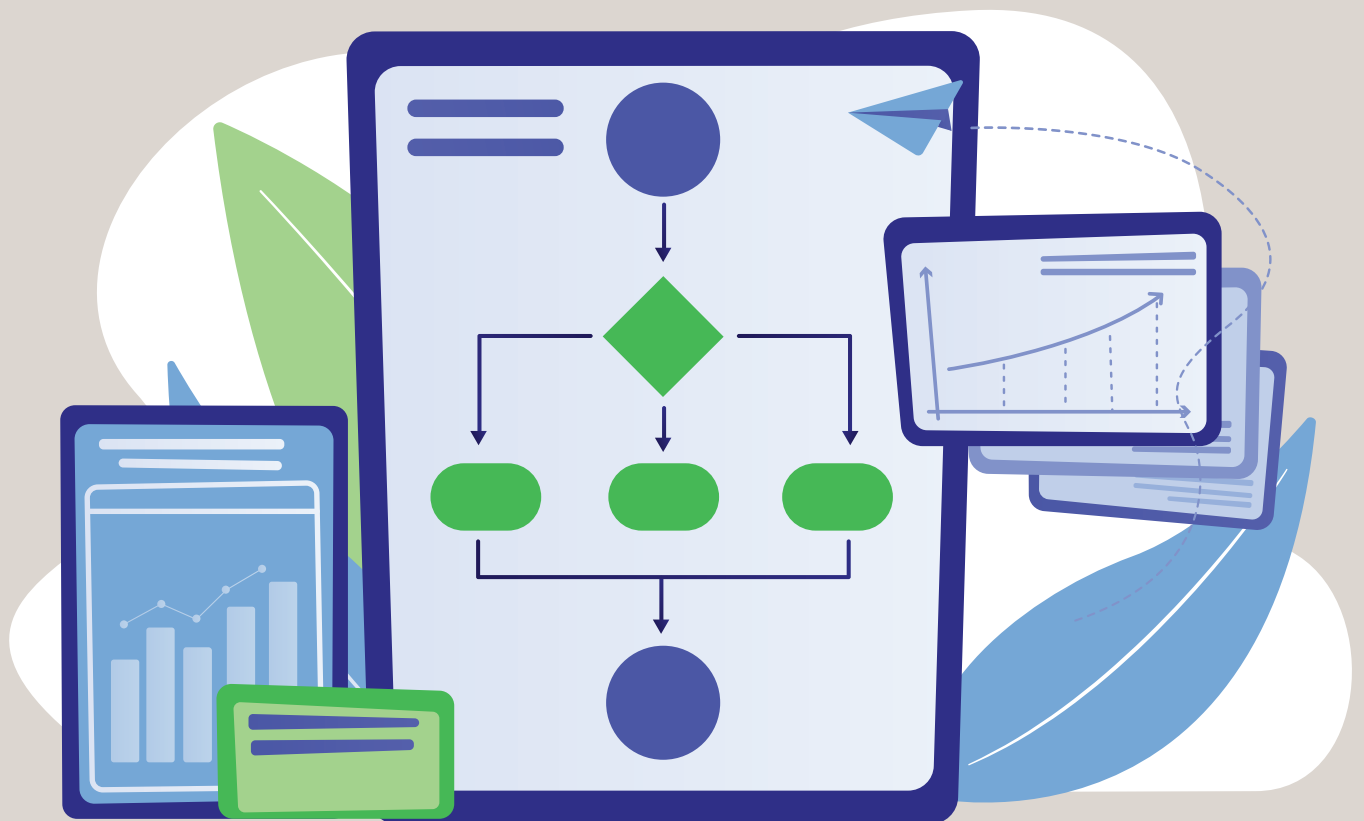
5.4 Secondary market

The Company has not securities listed on a stock exchange of another country.

5.5 Financial institution with regular contact (only in case of debt securities offeror)

The Company has not case of debt securities offeror

Corporate Governance



Corporate Governance

6. Corporate governance policy

As a listed company in the Securities Exchange of Thailand, the Board of Directors of Stars Microelectronics (Thailand) Public Company Limited is determined to continuously develop good corporate governance and best practices in the hope that the organization is well-accepted in this regard, thereby creating confidence in shareholders and stakeholders as well as creating added value for the total benefit of shareholders.

The Company have describe the overall policy and guidelines under the Corporate Governance Code (CG Code) 2017 for listed companies and the business code of conduct specified in writing by the Company, to disclosure to the shareholder and stakeholders , employee & executive.

In year 2021, the Company have follow the policy and Code of Conduct by strictly and continuously. This year 2021, have evaluated the action . The Company must develop level of CG by continuously.

6.1 Overview of the Policy and Guidelines

6.1.1 Policy and guidelines related to the Board of Directors

For support Policy and guidelines related to the Board of Directors under the Corporate Governance Code (CG Code). The Company have policy and Guidelines as follows,

Guidelines for Management compensation

The Remuneration Committee considers the remuneration of directors and Chief Executive Officer, submitting the proposal to the Board of Directors for approval. Remuneration for the Board of Directors requires approval of the shareholders at a shareholders' meeting. The company's guidelines regarding management compensation are laid down as follows:

1. Guidelines for Director

The company determines appropriate remuneration to attract and retain directors with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance
- responsibilities assigned to directors, and
- average remuneration rate of businesses in the same industry.

Directors' remuneration consists of an annual retainer fee and meeting attendance fee.

2. Guidelines for high level executives

The Executive Committee will consider remuneration of high level executives including those in Chief positions, senior directors and directors of various departments to maintain pay at an appropriate level in order to attract and retain executives with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance
- the Key Performance Indicators - KPI when considering an increase in remuneration or annual salary raise
- average remuneration rate in the industry

In addition, the company may also seek consultation from experts in Human Resources Management at the company's expense.

Qualifications of Board of Directors

1. Possess the qualifications required by law (Public Company Act and Securities and Stock Exchange Act)
2. Be knowledgeable, capable, and experienced in matters beneficial to business operations, and be forthright and possess ethics in business operations
3. Have reliable discretion independent from management and any other interest groups
4. Be able to devote adequate time to the company and pay attention to fulfilling responsibilities

Qualifications of the Executive committee

1. Have vision, initiative and integrity
2. Be knowledgeable, capable, and experienced in matters beneficial to the business operations, and be forthright and possess ethics in business operations
3. Able to devote adequate time to the company and pay attention to fulfilling responsibilities

Qualifications of Audit committee

1. The Audit Committee comprises at least three independent directors.
2. The Audit Committee is appointed by the Board or the shareholders
3. The Audit Committee members must not be persons assigned by the Board to make decisions regarding the company, its parent company, subsidiaries, associate companies, affiliates or corporate bodies that might have conflicts.
4. The Audit Committee members must have adequate knowledge and experience to fulfill duties as Audit Committee members; it is noted that there must be at least one Audit Committee member who is knowledgeable and experienced enough to review the reliability of the financial statements.

Qualifications of Nomination & Remuneration committee

1. The Remuneration Committee members must be company directors and not Chairman of the Board of Directors.
2. The Remuneration Committee must consist mainly of independent directors.
3. The Remuneration Committee members must be knowledgeable, capable, and experienced as well as understand the qualities, duties, and responsibilities as a committee member considering remuneration.
4. The Remuneration Committee members must be able to devote adequate time to fulfill the Remuneration Committee's duties.

Qualifications of Independent Directors

Independent directors carry out duties assigned by the Board of Directors independently from major shareholders and the company's management and meet all the qualification requirements stipulated by the Office of the Securities and Exchange Commission (SEC). Independent directors shall form at least one-third of the total number of the directors but must be no less than three. Each director must have the following qualifications:

1. Must not hold shares in excess of 1% of the total voting shares of the Company, its parent company, subsidiaries, associate companies or corporate bodies that may have conflicts of interest. This also covers shareholding of persons associated with independent directors.
2. Must not be a board member, employee, staff, consultant earning regular salary or person with controlling interest, or a person with the authority to make decisions within the company, its subsidiaries, associate companies or corporate bodies that may have conflicts of interest, unless having been relieved of such conditions for no less than two years prior to the appointment.
3. Must not be a person who is related through kinship or legitimate registration as a father, mother, spouse, sibling, child or spouse of a child of a management executive or major shareholder, a person with controlling interest or person to be nominated as an executive or person with controlling interest of the Company or its subsidiaries.
4. Must not have a business relationship with a company, parent company, subsidiaries, associate companies or corporate bodies with possible conflicts that might impair independent judgment. Independent directors must not be major shareholders or persons with controlling interests under those with a business relationship with the company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts unless having been relieved of such conditions for

no less than two years prior to the appointment. Business relationship in the above paragraph includes any trading transactions in the ordinary course of business, granting and taking a lease of real property, any transaction relating to assets or services, the grant or acceptance of financial assistance worth from three percent of the net tangible assets or from 20 million baht over above, whichever is lower. Debts incurred during the year before the business relationship with the same person are also counted.

5. Must not be auditor of a company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to control nor a partner of an audit firm that audits a company, its subsidiaries, associate companies or corporate bodies that might have conflicts unless having been relieved of such conditions for no less than two years prior to the appointment.

6. Must not be a person who provides any professional services, including legal counseling or financial consulting services, receives annual service fees over two million baht from the company, subsidiaries, associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to make decisions or a partner of an entity providing such professional services unless having been relieved of such conditions for no less than two years prior to the appointment.

7. Must not be a board member who is appointed to be a representative board member of the company, major shareholder, or shareholder who is associated with a major shareholder.

8. Must not have any other attributes that may prevent him/her from freely expressing opinions about the Company's operations.

Company's Secretary

Appointed by the Board of Directors on 7 August 2009, the company's secretary has the major duties of organizing the Board of Directors' meetings and

shareholders' meetings, ensuring that they run smoothly and according to the law. The secretary also prepares meeting reports, collects them and keeps the records for easy retrieval, prepares and sends letters of invitation to the meetings along with annual reports to shareholders and supervisory agencies as well as disseminates the information via the company's website. The secretary ensures that the company, its subsidiaries, directors and executives operate in accordance with the rules and regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC). The secretary coordinates with said agencies, reporting information regarding the company's directors and executives to the SET and SEC. In addition, the secretary provides recommendations and consultancy to new directors regarding assuming their positions. The secretary takes care of shareholders relations, acting as the liaison between shareholders and the Board of Directors and executives. The secretary also promotes knowledge and understanding regarding corporate governance providing related information and encouraging Board adherence. Additionally, the secretary ensures that there be a performance review conducted according to stated principles, and provides information and suggestions to directors and executives in preparing various reports as required by law and regulations for public disclosure to ensure transparency. This is information such as acknowledgement of duties regarding securities holding reports and supervision of the company's operations so that they comply with the rules and regulations of the company, the Stock Exchange of Thailand and related compliance units.

Internal Auditor

The Internal Auditor of the Company reports direct to The Audit Committee. They have Independence to comment and perform in accordance with Internal Audit standard by audit, evaluate risk, assess adequacy of Internal Control for the efficiency of audit and achieve the audit plan objective.

6.1.2 Policy and guidelines related to shareholders and stakeholders

In 2021, the company followed corporate good governance practices related to shareholders and stakeholders as follows:

1. Rights of Shareholders and Shareholders Meeting

The company's 2021 Annual General Meeting was held on Tuesday, 27 April 2021 at 14.00 p.m. (within four months from the company's fiscal year end). Record date shareholders were determined and the list of shareholders was settled on according to Section 225 of the Securities and Exchange Act, B.E. 2535.

The company designated Thailand Securities Depository Co., Ltd., its registrar, to send an invitation letter both in Thai and English for the shareholders' meeting, along with the annual report in CD-ROM format to shareholders 14 days in advance of the meeting date. The meeting date was also publicized in newspapers for three consecutive days, no less than three days before the meeting date.

This was to ensure that shareholders had enough time to consider the meeting information. The invitation letter specified in detail the meeting agenda and whether each item on the agenda was for acknowledgment, approval, or consideration. It also contained directors' opinions for each item and the adequate and complete meeting documents required.

Shareholders were also requested to provide necessary documents or evidence to identify themselves in order to exercise their right to attend the meeting.

Shareholders were entitled to attend the shareholders' meeting and to vote by proxy by attaching a letter of authorization form (as stipulated by the Department of Business and Trade Development, the Ministry of Commerce). The company allowed the meeting registration no less than one hour before the meeting's scheduled time using a barcode system. Ballots for each agenda item were printed for shareholders. Those arriving at the meeting after it had started could also vote on agenda items for which a resolution had not yet been passed.

In the 2021 shareholders' annual general meeting, 7 out of 7 of the company's directors attended the meeting. Also present were the company's executives and those involved in particular agenda items such as the company's senior director of finance and

accounting, auditors, financial advisors, and independent legal advisors. They provided opinions and answered shareholders' questions at the meeting. Representatives of Thailand Securities Depository Co., Ltd. examined the shareholders' registration and counted the votes with the company's independent legal advisors. The meeting was run according to the agendas without adding any agendas.

The company provided details regarding quorum, the number of meeting participants both in person and by proxy, voting procedures and the vote-counting methods as follows:

- (1) Shareholders are entitled to one vote per share held. Each shareholder thus has as many votes as the number of the shares held or represented by proxy.
- (2) Shareholders having a conflict of interest regarding a particular agenda item are not entitled to cast a vote on that item.

(3) The person conducting the meeting shall ask in regard to every agenda item if there is any person who wants to vote against the item or abstain from voting. If so, the person is advised to express his wish in the vote ballot. Other than that, it is considered that the agenda item gets a vote of approval. The company then deducts the number of votes against and the abstained votes from the total number of votes of the meeting attendees to get the final voting results for that particular agenda item.

(4) In accordance with the Securities Exchange of Thailand's corporate good governance policy, in considering the agenda item regarding the selection of directors to replace those who have completed their term, and company has proposed that shareholders vote individually, This is to allow shareholders have right to select to be true. Shareholders are required to vote in the ballot no matter whether they wish to vote for, against or abstain.

The Company's policy is to encourage all shareholders to attend the meeting including institutional investors.

The meeting venue selected by the company was accessible by public transport in order for the shareholders and the institution investors to commute to the company meeting place conveniently. In addition, The company sets the meeting time in such a manner that shareholders have equal rights and opportunities to investigate the company's operations, ask questions, and express their opinions and recommendations fully. The company have a channel for shareholders to submit questions advance of the meeting by Email of Fax to the Investor Relation of the company. The company takes minutes detailing completely and accurately the meeting agenda, meeting content, voting results for each agenda item, shareholders meeting's resolutions, issues raised, opinions, and directors and executives' clarifications. The report of the shareholders' meeting are completed within seven days of the shareholders' meeting and kept properly for shareholders' review and investigation.

In addition to the rights to vote at the meeting of shareholders, The shareholders still are entitled fundamental rights more, including a share of the earnings/Dividends are equally, the rights to be treated equally in the purchase of shares by the company etc, which are fundamental rights scheduled to law already.

2. Equitable Treatment of Shareholders

The Board of Directors places importance on shareholders' rights and equitable treatment of shareholders no matter whether they are small, large or foreign shareholders. This is reflected in the practices below.

(1) The company always conducts the shareholders' meeting according to the agenda detailed in the invitation letter. No item shall be added without advance notice unless it is totally necessary. This is especially true in cases regarding important agenda items where shareholders need time to study the information before making decisions.

(2) At least one independent director is nominated as a proxy alternative for shareholders. Shareholders are also informed of the interests each director has in a particular agenda item, for example, the appointment of directors to replace those who have completed their term.

(3) Shareholders are encouraged to use a ballot for each agenda item. Separate ballots are provided for separate agenda items for shareholders to cast accordingly.

(4) The chairperson of the meeting allocates time for shareholders to express their opinions. In the 2021 meeting, the company gave shareholders the opportunity to express their views and ask questions regarding the company. Questions could be posed in advance via email to ir@starsmicro.com or by fax no. 035-258-914. Details were also available at the Investor Relations, Tel. No. 035-258-555 ext. 313. However, in 2021, no shareholders made any contact to ask questions or express their views.

(5) The Board of Directors ensures that the company abides by the law, rules and regulations, announcements, and orders of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC), including regarding those items pertaining to disclosure of information about connected transactions, and acquisition or disposition of the company's subsidiaries' major assets. The company shall also abide by the accounting standards set by the Federation of Accounting Professions.

(6) The Board of Directors monitors related transactions. In cases where the company's or its subsidiaries' related transactions involve those who might have current or future interests or conflicts of interests outside normal business conditions, the company shall disclose such related transactions in the notes to financial statements reviewed by the company's auditors.

(7) Regulations require that directors and executives disclose information regarding their personal interest in any transaction that might impact the company via the interests reporting form. The company's secretary shall receive the interest information disclosure form and then submit it to the Chairman of the Board and the Chairman of the Audit Committee. In 2021, the company had each of its directors and executives disclose their interests and it was found that there were no actions taken that violated the regulations regarding connected transactions.

The company set the policy that the Board of Director must report buy-sell share's of the company every times (include wife & underage children) within 7 days after buy-sell date. Must send the report to the company's secretary for report the Board.

3. Rights of Stakeholders

The company recognizes the rights of each group of stakeholders as described below.

1. Shareholders : The company has a policy to treats all shareholders equally and fairly and does not take any actions that may violate or reduce the rights of shareholders.

2. Employees : The company treats all employees equally and fairly with appropriate compensation.

3. Trading partners and creditors : The company has a policy to treats trading partners and creditors fairly according to trade conditions and/or joint agreements. If there is the case that is not in line with the agreed conditions, the company will inform the creditor in advance to resolve the situation together.

4. Customers : The company provides quality service and responds to customers' needs while also considering safety by setting the criteria to select the customers and consider the credit limit of the old and new customers who must have a good financial status and good payment record.

5. Competitors : The company has a policy to plays by the rules of competition and avoids dishonest means to gain advantage over competitors.

6. Society and environment : The company has a policy to always supports the useful activities and supports the quality of society and environment in general.

In recognizing the stakeholders' rights, the company follows the related rules and regulations.

The company set the policy of social responsibility to ensure that the company's business operations realize the social and environmental factors needed for sustainable development.

The company will act in line with the related laws, rules and regulations to justly protect the right of the stakeholders. The Board of Directors have the channels for receiving complaints from all of the stakeholders which can cause problems with the Board of Directors.

Contact the Board , Independent Director pass the Company's Secretary

e-mail : yunyong-s@starsmicro.com

Fax: 035-258-914

Or by closed letter to Company's Secretary

Address: Stars Microelectronics (Thailand) Company Limited.

605-606 Bang Pa-In Industrial, Moo 2 , Tambol Klongjig, Amphur Bang Pa-In, Ayutthaya 13160.

As for 2021 performance, the company arranged investor and analyst

- presented its operational performance reports on occasions. It also took part in the Opportunity Day project organized by the Securities Exchange of Thailand on one occasions
- Analyst Meeting on four occasions.
- Opportunity Day on two occasions.

Moreover, it always arranged company visits for those interested the shareholders who participated in the meet. Also have the opportunity to exchange ideas with each other

In 2021, the company followed the regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC) regarding information disclosure completely and on time.

6.2 Business code of conduct

The company have disclosure Business code of conduct to the employee and Executive Director for known and strictly follow include the orientation new employee. For the company can success the vision, objectives, goals or strategy which leads to creation of values in the organization, by continue and sustainable.

Year 2021, shareholders , investors and interested persons can read the detail in Attachment 5 in 56-1 one report of the company.

6.3 Major changes and developments regarding policy, guidelines and corporate governance system in the preceding year

Implementation of the Principles of Good Corporate Governance for Listed Companies for the year 2021

6.3.1 Majors changes and developments related to the review on the policy, guidelines and corporate governance Policy

The company has reviewed the Corporate Governance Policy, based on the Principles of Good Corporate Governance for Listed Companies 2012 of the Stock

Exchange of Thailand, and the Corporate Governance Code for Listed Companies 2017 of the Office of Securities and Exchange Commission. The company has adopted those principles for implementation and has proposed to the meeting of the Board of Directors No. 1/2022 on 17 February 2022 for acknowledgement. The Board of Directors has considered and reviewed the Corporate Governance Code by means that are suitable to the company's business. The company is in the process of reviewing and updating the principles of Good Corporate Governance to cover and keep up with rapid development of Good Corporate Governance and to raise the standard and practice.

6.3.2 Implementing the CG Code for listed companies in any matter,

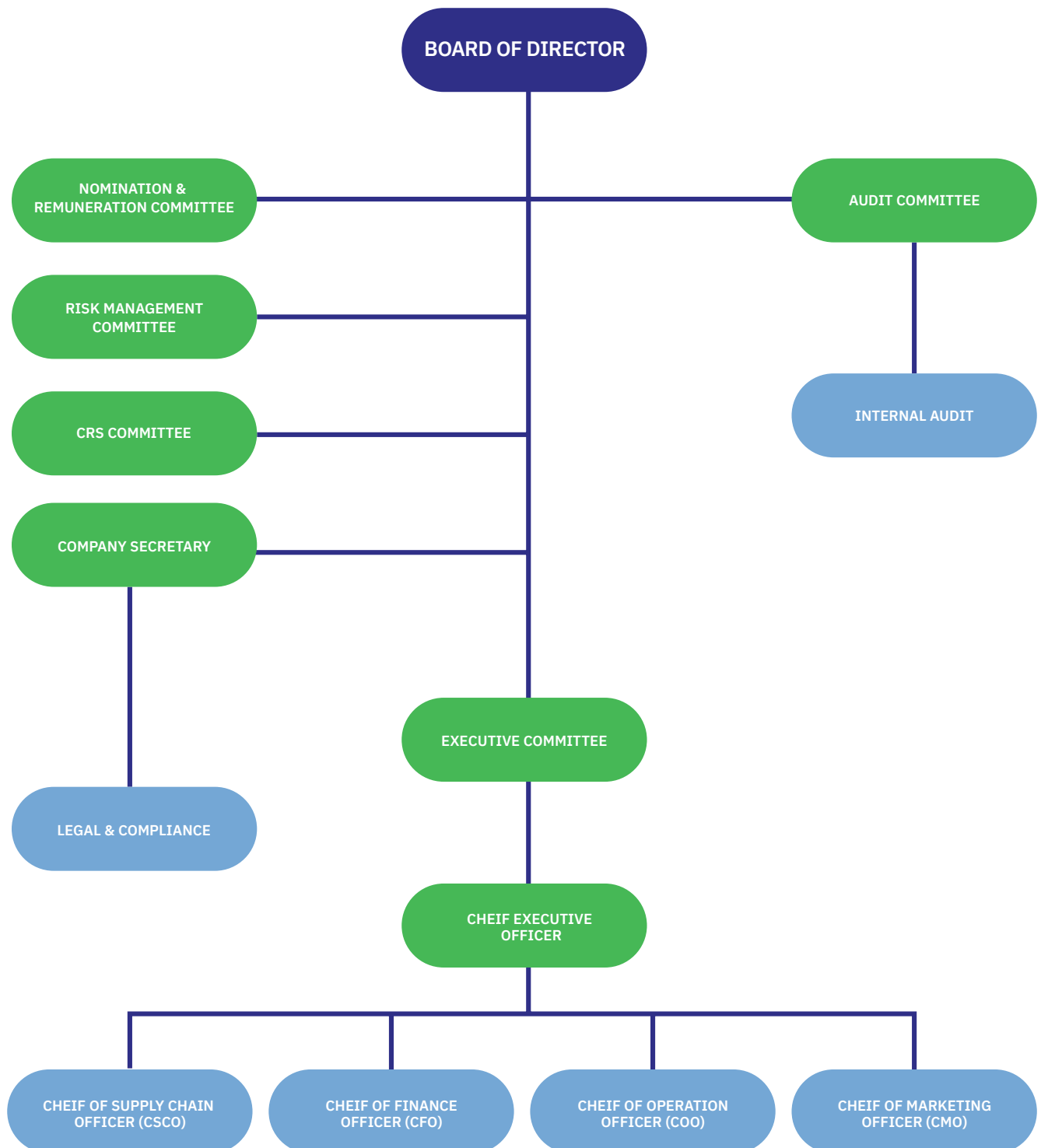
In year 2021, the company have review the Authorities of Board of Director, Authorities of the Audit Committee, Authorities of Executive Committee, Charter of Nomination & Remuneration Committee, Charter of Risk Committee and find that suitable and accordant with CG Code. However, the company have plans to develop and revise CG Policy of the company, for sure that will excellent in the CG and change & develop to cover and keep up with rapid development of Good Corporate Governance and to raise the standard and practice of good corporate governance.

6.3.3 Other matters in accordance with the corporate governance principles in preparation for assessments Corporate Governance.

In year 2021, the company have disclosure the practice follow the Corporate Governance by get receive evaluation the AGM Meeting from Thai Investors Association and The Institute of Directors in the CGR 2021 and receive in very good scores. The Company is the Listed Company so the company has continued to implement action plans that reinforce its compliance with the good corporate governance.

7. Corporate governance structure and significant information related to the Board of Directors, subcommittees, executives, employees and others

7.1 Corporate Governance Structure



7.2 Information on the Board of Directors

7.2.1 The composition of the Board of Directors

Board of Directors

At present, the company's Board of Directors comprises 7 members 3 of whom are executives, 3 independent directors, and 1 non-executives.

The company has no directors who are the director of more than 5 companies. The company has no policy to allow its executive directors to be the company directors of other companies more than 2 companies exclusive of the company's subsidiary companies, which the company has to control and monitor to protect the company's interests. The company has more than one non-executive director who has experience about the company's business.

Qualifications of Board of Directors

1. Possess the qualifications required by law (Public Company Act and Securities and Stock Exchange Act)
2. Be knowledgeable, capable, and experienced in matters beneficial to business operations, and be forthright and possess ethics in business operations
3. Have reliable discretion independent from management and any other interest groups
4. Be able to devote adequate time to the company and pay attention to fulfilling responsibilities

Qualifications of Independent Directors

Independent directors carry out duties assigned by the Board of Directors independently from major shareholders and the company's management and meet all the qualification requirements stipulated by the Office of the Securities and Exchange Commission (SEC). Independent directors shall form at least one-third of the total number of the directors but must be no less than three. Each director must have the following qualifications:

1. Must not hold shares in excess of 1% of the total voting shares of the Company, its parent company, subsidiaries, associate companies or corporate bodies that may have conflicts of interest. This also covers shareholding of persons associated with independent directors.
2. Must not be a board member, employee, staff, consultant earning regular salary or person with controlling interest, or a person with the authority to make decisions within the company, its subsidiaries, associate companies or corporate bodies that may have conflicts of interest, unless having been relieved of such conditions for no less than two years prior to the appointment.
3. Must not be a person who is related through kinship or legitimate registration as a father, mother, spouse, sibling, child or spouse of a child of a management executive or major shareholder, a person with controlling interest or person to be nominated as an executive or person with controlling interest of the Company or its subsidiaries.
4. Must not have a business relationship with a company, parent company, subsidiaries, associate companies or corporate bodies with possible conflicts that might impair independent judgment. Independent directors must not be major shareholders or persons with controlling interests under those with a business relationship with the company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts unless having been relieved of such conditions for no less than two years prior to the appointment. Business relationship in the above paragraph includes any trading transactions in the ordinary course of business, granting and taking a lease of real property, any transaction relating to assets or services, the grant or acceptance of financial assistance worth from three percent of the net tangible assets or from 20 million baht over above, whichever is lower. Debts incurred during the year before the business relationship with the same person are also counted.

5. Must not be auditor of a company, its parent company, subsidiaries, associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to control nor a partner of an audit firm that audits a company, its subsidiaries, associate companies or corporate bodies that might have conflicts unless having been relieved of such conditions for no less than two years prior to the appointment.

6. Must not be a person who provides any professional services, including legal counseling or financial consulting services, receives annual service fees over two million baht from the company, subsidiaries,

associate companies or corporate bodies with possible conflicts and must not be a major shareholder with the authority to make decisions or a partner of an entity providing such professional services unless having been relieved of such conditions for no less than two years prior to the appointment.

7. Must not be a board member who is appointed to be a representative board member of the company, major shareholder, or shareholder who is associated with a major shareholder.

8. Must not have any other attributes that may prevent him/her from freely expressing opinions about the Company's operations.

7.2.2 The information on each director and controlling person

Name of director	Position
1 Associate professor Dr. Preecha Jarungidanan	Acting Chairman and Independent Director, Chairman of the Audit Committee and Chairman of Nomination & Remuneration Committee
2 Mr. Prompong Chaikul	Vice Chairman, Chairman of Executive Committee and Risk Management Committee Member
3 Associate professor Dr. Aekkachai Nittayagasetwat	Independent Director ,Audit Committee Member and Nomination & Remuneration Committee Member
4 Professor Dr. Kamphol Panyagometh	Independent Director, Audit Committee Member and Chairman of Risk Management Committee
5 Asst.Prof.Dr.Jitkasame Ngarmnil	Director
6 Mr. Yunyong Sawasdi	Director,Executive Director, Nomination & Remuneration Committee Member & Company's Secretary
7 Mr. Nattapong Chaikul	Director and Executive Director

The seven members of the Board of Directors have no forbidden qualification as follows:

1. Never dishonestly committed an offence against property.
2. Never entered into any transaction which may cause conflict of interest against Stars Microelectronics (Thailand) Plc., during the year.

Notes:

- Independent directors that meet all the requirements specified in the Company's list of qualifications of an independent director are number 1, 3 and 4

7.2.3 Information related to the roles and duties of the Board of Directors

Scope of Authorities and Duties of the Board of Directors

1. Manage and operate the company's business according to law, company objectives, rules and regulations, as well as shareholders' meeting resolutions with honesty and in keeping with the company's interests.
2. Assume the authority to appoint a specified number of directors, the company's, executives, any person and/or outside persons as the company's Executive Committee to carry out one or more duties as assigned by the Board of Directors. It also has the authority to appoint committees such as the Nomination Committee, the Remuneration Committee as deemed appropriate. It also has the authority to appoint the authorized person to act on behalf of the Board of Directors under its control. It has the authority to terminate, cancel, set the terms of office, correct and change the authority as deemed appropriate. Besides, it has the authority to hire, appoint, transfer, remove, terminate, set the terms of office, fix the salary and fringe benefits for the person in the position of the Chief Executive Officer (CEO) as deemed appropriate or proposed by the Executive Committee or the Nomination Committee.
3. Approve and set goals, policies, annual operational plans and annual budgets for the company as well as control and supervise the administration and the management of executives and any other persons assigned to carry out duties to ensure that it achieves the goals set and is in accordance with the goals, policies and plans set by the Board of Directors.
4. Consider, review, investigate and approve the company's policies, directions, strategies, and business operation plans of large investment projects proposed by the Board.
5. Maintain operations to ensure that they are in accordance with operational plans and budgets.
6. Consider the approval of investments in business expansion and joint ventures with other operators, companies, or businesses.

7. Set policy for control and supervision of the management of subsidiaries and/or affiliated companies.

8. Assume the authority to consider items for submission to shareholders for approval regarding the termination of use and the disposal or the sale and leaseback of assets according to the pertaining regulations in cases where the accounting net value exceeds 30 million baht.

9. Consider and approve other important operations regarding the company or those deemed appropriate for the company's benefit.

The authority described above excludes the following matters which require prior permission obtained at the shareholders' meeting. These matters include:

- (a) any matter mandated by law to require shareholders' meeting resolutions, and
- (b) any matter in which directors have interests and which by law requires approval obtained at the shareholders' meeting such as those regarding connected

transactions and acquisition or disposition of the company's major assets according to relevant laws.

The following matters must be approved by a majority of votes of Board meeting attendees and no less than three quarters of the total number of possible votes at the shareholders' meeting:

- (a) the sale or transfer of major parts of the company's business or the entire business
- (b) the purchase or acceptance of the transfer of another company's business or private company
- (c) the making, amending, or terminating of agreements regarding the leasing of major parts of the company's business or the entire business and the assignment of other parties to manage the company's business or consolidation with other businesses with the objective to share profit and loss
- (d) the amendments of the MOA (memorandum of association) or regulations thereof
- (e) the increasing or reducing of capital and issuing of debenture bonds
- (f) mergers and closures

(g) other actions stipulated by the laws, rules and regulations of the Securities Exchange of Thailand to gain approval of the Board and the shareholders' meeting with the votes as stated above.

It is noted that any Board member with interests or conflicts of interests with the company and/or its subsidiaries is not allowed to vote in that particular matter.

In addition to the Board of Directors, the company has set up four sub-committees to help manage operations, screen matters, and make decisions according to corporate good governance practices.

- The Executive Committee
- The Audit Committee
- The Nomination & Remuneration Committee
- The Risk Management Committee

7.3 Information on subcommittees

The Executive Committee

Qualifications of the Executive committee

1. Have vision, initiative and integrity
2. Be knowledgeable, capable, and experienced in matters beneficial to the business operations, and be forthright and possess ethics in business operations
3. Able to devote adequate time to the company and pay attention to fulfilling responsibilities

Executive Committee comprises 8 Directors

Name of Director		Position
1	Mr. Prompong Chaikul	Chairman of the Executive Director
2	Mr. Virat Phugthai	Executive Director
3	Mr. Yunyong Sawasdi	Executive Director
4	Mr. Ruangpoj Phakdurong	Executive Director
5	Mr. Naris Chandang	Executive Director
6	Mr. Chotisak Promwas	Executive Director
7	Mr. Nattapong Chaikul	Executive Director
8	Mr. Wijaya Klinkesorn	Executive Director

Role and Authority of Executive Directors

1. Component and Appointment

1. The Board of Directors appoints the Executive Committee.
2. The persons to be appointed can be selected from members of the Board of Directors, members of the top management of the company and/or outside persons. Those persons must be capable and knowledgeable. They must have enough time to dedicate their knowledge and ability to the company.

3. Have qualifications which are not against the Public Limited Company Act and other related law.
4. The Executive Director can not be a partner or a director of other companies which operate the same business and compete with the company either for own interests or other people's interests except that the Executive Director has informed the Board of Directors before being appointed.

2. Terms of office of Executive Director

1. The Executive Director has the terms of office for 2 years from the appointment date. The Board of Directors can change or adjust the terms of office of the Executive Director. The Executive Director who vacates the office can be reappointed. The Board of Directors appoints the Executive Directors to fill the vacancy.

2. Resignation

3. Duties and Responsibilities

1. Assign administration and management to set policies, goals, annual operational plans and annual budget as well as establish business strategies for submission to the Board of Directors for approval
2. Control and ensure that the company's business operations are in the company's rules and regulations, as well as policies, goals, annual operational plans, annual budget, and business strategies approved at the Board of Directors.
3. Evaluate the company's and various department's general performance on a quarterly basis
4. Coordinate with the Board of Directors in setting directions and guidelines in deciding on the Mission for administration and management. The committee establishes long term plans and business goals that are in line with policies, annual operational plans and annual budget approved by the Board for further execution by the administration and the management
5. Control, review, and monitor administration and management's operations follow according to policies set by the Board of Directors
6. Issue orders, regulations, announcements, and

stipulations to ensure that the company's operations are in accordance with its policies, for the benefit of the company and to maintain discipline within the organization

7. Consider, approve or authorize to hire, appoint, transfer, remove, discharge or terminate, fix the salary for the top management of the company from the level of Chief Executive Officer to department directors. The Chairman of Executive Committee has the authority to take action.

For the CEO position, in case of hiring, appointing, transferring, removing, terminating and fixing the salary, the Chairman of the Executive Committee has authority to submit to the Board of Directors' Meeting to consider and approve.

8. Consider and approve the salary structure and other fringe benefits of the management and employees of the company and submit to the Remuneration Committee to submit further to the Board of Directors for approval.

9. Consider and approve the change and improvement of management structure, rules and regulations and working procedure of each department and submit to the Board of Directors to approve.

10. Review balance sheets, profit and loss statements, cash flow projections, and investment plans and then submit them to the Audit Committee for consideration and approval for submission at the shareholders' meeting (if necessary) for approval

11. Make recommendations and provide consultancy for the Board for decision making regarding the company's business

12. Assign administration and management to prepare reports regarding the company's performance, financial statements, investment budget, and address major problems or risk management issues for submission to the Board of Directors for acknowledgement and/or approval

13. Determine marketing and sales strategies that are in line with annual operational plans and the annual budget

14. Consider tendering bids or participating in bid tenders under 100 million baht

15. Approve the purchase of machinery budget for transactions under 30 million baht (both single transactions or a series of transactions) totaling no more than 100 million baht or equivalent except approved by the Board and/or stated in annual operational plans or the annual

16. have the authority to terminate the use, disposal, sale or lease back of assets according to the pertaining regulations and guidelines in cases where the net accounting value is over one million baht but no more than 30 million baht

17. Consider the lending, borrowing, or securing of capital, requests for, granting, or guaranteeing of credit, and investments in instruments guaranteed by the Ministry of Finance, commercial banks or any other appropriate instruments for submission to the Board of Directors for approval

18. Submit matters that the Board considers important and require Board approval to the Board for consideration

19. Perform other duties assigned by the Board with the necessary authority to perform the duties

4. Executive Committee Meeting

(a) The Executive Committee must hold a meeting at least once a month. The Executive Directors must attend the meeting regularly.

(b) To form a quorum in an Executive Committee Meeting to carry out any procedure described above, no less than half of the total number of directors must attend the meeting.

(c) A director is entitled to one vote in the Executive Committee meeting.

(d) For a resolution to pass, it must get no less than half of the total votes of directors attending the meeting, except in passing a resolution regarding items nos. 1, 10, 12, 14 and 15 above, which require no less than three-fourth of votes of the total number of company directors.

(e) The Executive Committee may appoint a

sub-committee, working committee and/or person to monitor the items to be submitted to the Executive Committee, carry out any procedures for the Executive Committee's operations or conduct any matter in lieu as assigned by the Committee within the scope of its authority and duties.

It is to be noted that the approval of said items shall not be of the nature in which the Executive Committee or an authorized party thereof can approve transactions which they may have interests in, conflicts with or may have conflicts of interest with the company, its subsidiaries or related companies (according to the regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC)). The Committee shall submit such transactions to the Board of Directors and/or shareholders at the shareholder's meeting for consideration and approval in accordance with related regulations, announcements or laws. Exempt from this procedure is the approval of those items that are normal business transactions, the scope of which are clearly defined.

5. Remuneration for Executive Director

The Executive Director who is entitled to receive the remuneration from the company must be the Executive Director from outside only. The Board of Directors sets the remuneration for the Executive Directors.

Nomination & Remuneration Committee

Qualifications of Nomination & Remuneration committee

1. The Remuneration Committee members must be company directors and not Chairman of the Board of Directors.
2. The Remuneration Committee must consist mainly of independent directors.
3. The Remuneration Committee members must be knowledgeable, capable, and experienced as well as understand the qualities, duties, and responsibilities as a committee member considering remuneration.
4. The Remuneration Committee members must be able to devote adequate time to fulfill the Remuneration Committee's duties.

For corporate good governance and in compliance with the “2012 Principles of Corporate Good Governance for Listed Companies” the Board of Directors has established the Nomination & Remuneration Committee to consider the structure and the criteria for remuneration of directors and the Chief Executive Officer and provides comments for the Board of Directors. The Board of Directors approves the nomination & remuneration of the Chief Executive Officer. The Board of Directors proposes the nomination & remuneration of Directors at the shareholders' meeting for approval.

The Company's Nomination & Remuneration Committee comprises the following three members:

Name of remuneration director	Position
1 Associate Professor Dr. Preecha Jarungidanan	Chairman of Nomination & Remuneration Committee
2 Associate professor Dr. Aekkachai Nittayagasetwat	Nomination & Remuneration Committee Member
3 Mr. Yunyong Sawadi	Nomination & Remuneration Committee Member

* Chairman of The Nomination & Remuneration Committee is an Independent Director.

The Nomination & Remuneration Committee is a committee appointed to make recommendations regarding consideration of remuneration of the directors, committee members, sub-committee members, Chief Executive Officer, consultants to the Board of Directors and the company's secretary to ensure transparency and fairness. The Remuneration Committee is totally independent in performing its duties according to the charter.

1. Organization and appointment

- The Board of Directors considers the appointment of the Nomination & Remuneration Committee.
- The Nomination & Remuneration Committee comprises at least three members with the majority being independent directors.
- The chairman of the Nomination & Remuneration Committee to be appointed must be an independent director.
- The company's secretary shall be the Nomination & Remuneration Committee's secretary with the duty to provide support to ensure the Nomination & Remuneration Committee's operations run smoothly.

2. Term of Office

The Nomination & Remuneration Committee's term of office is three years from the date of appointment by the Board of Directors. Those who have completed the term may be re-appointed with the majority of votes at the Board of Directors' meeting. As for a replacement committee member when there is a vacancy, the Board of Directors considers the selection and further appointment.

3. Duties and responsibilities

The Nomination & Remuneration Committee has the following major duties and responsibilities:

1. Submit proposals regarding remuneration for committees, sub-committees, the Chief Executive Officer, and the Board's consultants to the Board of Directors and/or shareholders' meeting for approval
2. Determine the annual retainer fee and the meeting attendance fee and other remuneration as appropriate considering the guidelines practiced by other companies in the same industry, the company's performance, as well as the responsibilities, knowledge, capabilities, and experience of directors, the Chief Executive Officer or the consultants required by the company
3. Call the management, supervisors and/or any person concerned to attend meetings to clarify matters or ask and answer questions and/or provide documentation for consideration regarding remuneration. The committee appoints independent experts as appropriate both from within and outside the company at the company's expense and within the budget approved by the Board of Directors for consultancy as well as makes recommendations regarding decisions on remuneration
4. Set the principles of reporting and submit evaluation reports on the performance of the Board, committees, sub-committees, the Chief Executive Officer, and the Board's consultants to the Board of Directors
5. Report results on the fulfillment of duties to the Board of Directors every time there is a Remuneration Committee meeting and report the name list, scope of the Remuneration Committee's authority and duties to shareholders on the Registration Statement Form (Form 56-1) and in the annual report (Form 56-2), for example
6. Consider, review, and make recommendations in case there are changes regarding the Remuneration Committee's charter to the Board of Directors for approval of amendments as appropriate or in accordance with the rules and regulations of agencies concerned

Duties and responsibilities of Nomination Committee

- 1) Consider the structure of the company's Board of Directors in terms of numbers of directors that are suitable for the company's size, type and complexity of business, qualifications of each director in skills, experiences, specific capabilities related to the business and the main industry in which the company operates.
- 2) Consider the qualifications of the candidates who will be the company's independent directors to be suitable for the company. The independence must comply with the rules and regulations of the Securities and Exchange Commission (SEC).
- 3) Set the principles and methods of recruitment of candidates to be appointed the company's directors to be suitable for the company such as the principle to consider the current directors to continue their terms, principle to announce in public to recruit the directors, principle to allow the shareholders to propose the directors, principle to hire the head hunters to recruit the directors, principle to consider the professional directors or principle to allow each director to propose the suitable candidates.
- 4) Conduct the plan to develop the directors to train current directors and new directors on the company's business which includes the roles and duties of directors and important developments such as industry situations and rules and laws related to company's business.
- 5) Conduct the company's succession plan and conduct the plan to develop the Chairman of the Executive Committee, Chief Executive Officer (CEO), Chiefs and members of the top management continuously to have the successors in case the above mentioned positions retire or cannot perform their duties to ensure the company runs continuously.
- 6) Propose the principle to recruit the company's directors, independent directors, directors of sub-committees, top management members, CEO, Chiefs and top management members of Finance & Accounting department.

7) Recruit, select and propose the qualified candidates to hold the top management positions to the Board of Directors to consider appointing and fixing the remuneration.

8) Propose the principles, methods and steps to evaluate the performance of top management members.

9) Evaluate the performance of the company's directors, sub-committee's directors and top management members.

10) Others related to nomination and assigned by the Board of Directors.

4. Meetings

1. The Nomination & Remuneration Committee shall hold a meeting at least once a year as necessary and appropriate.

2. The Nomination & Remuneration Committee Chairman shall set the agenda of each meeting and chair the meeting where minutes are taken and meeting records are kept.

3. The meeting agenda and meeting documents shall be forwarded to the Nomination & Remuneration Committee in advance prior to the meeting.

4. To form a quorum, no less than half of the Nomination & Remuneration Committee members must be present.

5. The Nomination & Remuneration Committee's meeting resolutions are reached according to the majority of votes of the committee members attending the meeting. Members with interests in any matter shall not consider or pass a resolution therein.

5. Reporting

The Nomination & Remuneration Committee shall report its performance to the Board of Directors and shall report on its duties during the past year to shareholders in the annual report detailing the following:

1. name list of the Nomination & Remuneration Committee

2. the number of meetings held

3. the number of times each Nomination & Remuneration committee member attended the meetings

4. results of their performance according to the charter

The Audit Committee

Qualifications of Audit committee

1. The Audit Committee comprises at least three independent directors.
2. The Audit Committee is appointed by the Board or the shareholders
3. The Audit Committee members must not be persons assigned by the Board to make decisions regarding the company, its parent company, subsidiaries, associate companies, affiliates or corporate bodies that might have conflicts.
4. The Audit Committee members must have adequate knowledge and experience to fulfill duties as Audit Committee members; it is noted that there must be at least one Audit Committee member who is knowledgeable and experienced enough to review the reliability of the financial statements.

The Audit Committee, appointed by the Board of Directors, comprises four independent directors who are experts in such fields as accounting and finance economics and risk management.

The Company's audit committee comprises the following 3 members:

Name of Audit Committee	Position
1. Associate professor Dr. Preecha Jarungidanan	Chairman of the Audit Committee
2. Associate professor Dr. Aekkachai Nittayagasetwat	Audit Committee Member
3. Professor Dr. Kamphol Panyagometh	Audit Committee Member

Two out of three member of the Audit Committee - Associate professor Dr. Aekkachai Nittayagasetwat and Professor Dr. Kamphol Panyagometh are knowledgeable and experienced enough to review the reliability of the financial statements.

The secretary to the Audit Committee is Miss Sunan Wongmutthavanich. She is now Director-Internal Audit Department

The Audit committee's Scope of Authorities and Duties

1. The Audit Committee has the following duties as assigned by the Board of Directors:

1. Review the company's financial reports to ensure accuracy and adequacy
2. Review the company's internal controls and internal audit systems to ensure their suitability and effectiveness, preserve the independence of the internal audit work unit, and approve appointments, movement, and termination of the chief of internal audit or any other unit responsible for internal audits
3. Review operations to ensure the company's compliance with the law and regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC) as well as laws related to the company's business
4. Consider, select and nominate independent persons to become the company's auditors, propose remuneration of said persons, Including termination of external audit and meet with auditors without the management being present at least once a year
5. Assess connected transactions or those that might have conflicts of interest so that they are in accordance with the law and regulations of the Stock Exchange of Thailand as well as ensure that the

transactions are justifiable and for the company's maximum benefit

6. Prepare the Audit Committee's report and include it in the company's annual report which shall be signed by the Chairman of the Audit Committee and contain at least the following information:

- comments regarding the accuracy and reliability of the company's financial report
 - comments regarding the adequacy of the company's internal control system
 - comments regarding compliance with the law and regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC) as well as laws related to the company's business
 - comments regarding the suitability of auditors
 - comments regarding transactions that might involve conflicts of interest
 - the number of the Audit Committee meetings and attendance records of each Audit Committee member
 - comments and general observations made by the Audit Committee in conducting its duties according to the charter
 - other items deemed of note for shareholders and general investors within the scope of duties and responsibilities assigned by the Board of Directors
7. Address any other matters assigned by the company's Board with the Audit Committee's approval

2. The Audit Committee's Responsibilities

The Audit Committee is directly accountable to the Board of Directors and the company's Board maintains responsibility for the company's performance regarding outside parties.

3. The Audit Committee's Authority

1. The Audit Committee has the authority to seek unbiased comments from other professional consultants when necessary at the company's expense.
2. The Audit Committee has the authority to call for information from various work units of the company for additional consideration of various matters.

4. The Audit Committee Meeting

1. The meeting. The Audit Committee holds a meeting at least once every quarter. In case of urgency, any Audit Committee member or a company director may ask for an Audit Committee meeting to be held.
2. Voting. Any Audit Committee member with any interest in the matter under consideration is prohibited from making comments and voting regarding the matter. The Audit Committee's secretary carries no vote.
3. Meeting reports. The Audit Committee's secretary or person assigned by the Audit Committee shall take minutes and prepare the Audit Committee meeting reports. The reports shall then be submitted to the Audit Committee for approval and for further submission to the Board of Directors so that the Board is informed of the Audit Committee's activities.

5. The Audit Committee's reporting

In carrying out its duties, the Audit Committee is required to report to the company's Board so improvements and corrections can be made within the time period the Audit Committee sees appropriate if it finds or suspects any of the following situations which might have significant impact on the company's financial status and operational results:

1. transactions where there are conflicts of interest,
2. misappropriation or major impairment of the internal control system,
3. violation of the law or rules and regulations of the Stock Exchange of Thailand or laws related to the company's business.

After reporting such matters which might have significant impact on the company's financial status and operational results to the Board of Directors and after joint decision with the Board of Directors and the management on improvements and corrections to be made, if the Audit Committee finds negligence in implementing

the decisions in a timely manner without justifiable cause, a designated Audit Committee member may report such findings to the Stock Exchange of Thailand or the Office of the Securities and Exchange Commission (SEC).

Risk Management Committee

The company has appointed the Risk Management Committee in compliance with the practice of good corporate governance according to the Securities Exchange of Thailand regarding risk management. The company also sees that good risk management will help add to its value for shareholders while promoting stable and sustainable growth and boosting its competitiveness. The Risk Management Committee was set up as a unit to study, follow up on, evaluate and prioritize risks, and then provide the Board of Directors with advice regarding reduction of risks and taking action to reduce risks that may result either from internal and external factors.

The Board of Directors has set the risk management policy stressing that the company manages the risks all over the organization to reach the targets of risk management. The Risk Management Committee sets the targets and indicators of risk measurement. They have an improvement plan and report the risk management to the Audit Committee and the Board of Directors to acknowledge in every meeting.

The Risk Management Committee:

Name of Risk Management Committee	Position
1 Professor Dr.Kamphol Panyagometh	Chairman of the Risk Management Committee
2 Mr. Prompong Chaikul	Risk Management Committee Member
3 Mr. Yunyong Sawasdi	Risk Management Committee Member
4 Mr.Ruangpoj Phakdurong	Risk Management Committee Member
5 Mr.Naris Chandang	Risk Management Committee Member
6 Mr.Chotisak Promwas	Risk Management Committee Member
7 Mr. Wijaya Klinkesorn	Risk Management Committee Member
8 Mr.Preecha Bootwicha	Risk Management Committee Member
9 Mrs. Phongphan Puttang	Risk Management Committee Member
10 Miss. Sunan Wongmutthavanich	Risk Management Committee Member
11 Mr.Koratak Weeradaecha	Risk Management Committee Member
12 Mr.Somchai Binlae	Risk Management Committee Member

* Chairman of Risk Management Committee are Independent Director

Components

1. The company's Board of Directors consider and appoints the Risk Management Committee.
2. The Risk Management Committee comprises independent directors and no less than five top level executives from major division of the company.
3. The term of office is of two types:
 - For independent directors, the term of office for the position is three years. Pertaining to this, the director whose term has been completed may be chosen to resume the position in the committee. In the case where a committee member resigns of a position becomes vacant before the term is over, the Board of Directors may appoint another independent director to hold the position for the rest of the term of office of the committee member replaced.

- For top level executive directors, the term of office lasts as long as the executives hold the top level executive position in a particular division. In the case where a position held by a top executive becomes vacant, an individual with similar qualifications and the same or equivalent position shall be appointed as replacement. The replacement individual shall be a member of the committee until he is promoted or moved, resigns or is terminated, or for any reason is rendered unable to work in the position.

Duties and responsibilities

1. Set risk management policies and plans, prepare risk reports for submission to the Board of Directors for consideration and approval in determining appropriate risk management plans and implementation within the company.

2. Study, evaluate and follow up on the risks that may emerge as well as set policies and an Integrated Risk Management framework to cover major risks both from internal and external factors including the following:

2.1 internal factor

- Business risk
- Financial risk
- Operation risk

2.2 external factor

- Economic risk
- Regulatory / Political risk etc.

3. Supervise and follow up regularly on the implementation of risk management policies to ensure efficient and continuous risk management practices.

4. Review and check risk management reports regularly to follow up on significant risk and to see to that the risks are management adequately and properly.

5. Provide regular reports to the Board of Directors regarding risks, risk management, as well as the risk situations the company faces, and improvements or corrections needed to be in accordance with the set risk management policies

6. Have the authority to appoint a work group and/or additional staff, or hire external independent experts as necessary to study, evaluate, follow up on and make recommendations regarding risk management.

7. Prepare the Risk Management Committee's annual performance reports as well as determine goals and plans for the following year for submission to the Board of Directors

8. Consider, review and make recommendations regarding any changes in the charter of the Risk Management Committee for submission to the Board of Directors to request approval of improvement of the charter so that it is appropriate or in accordance with the rules and regulations of the agencies concerned.

9. Perform any other duties regarding risk management as assigned by the Board of Directors.

The Risk Management Committee Meeting

1. The Risk Management Committee must hold at least four meetings annually as necessary and appropriate.

2. No less than half of the Risk Management Committee members are required at each meeting of the Risk Management Committee to constitute a quorum.

3. The resolution of the Risk Management Committee is decided by the majority votes of the members participating in that particular meeting.

4. The Risk Management Committee may invite other people concerned with an agenda item to participate in the meeting as necessary.

5. Meeting documents must be delivered to each of the Risk Management Committee no less than seven days before the meeting date. Meeting minutes must be prepared and delivered to the Risk Management Committee members within 14 days after the meeting is completed.

6. The secretary of the Risk Management Committee is responsible for arranging meetings including the meeting venue, the meeting agenda and the meeting documents.

The Reporting work results

The Risk Management Committee must report its work in dealing with and in managing risk as well as risk situations on each of the specified headings to the Board of Directors to ensure that the Board is aware of and realizes the factors that may have significant impact to the company's business operations.

Scope of the authority and duties of Chief Executive Officer

1. Oversee, run and carry out regular business duties for the benefit of the company and manage the company's operations according to the policies, goals, operational plans, annual budget and related strategies set by the Board of Directors and/or assigned by Executive Committee.

2. Supervise operations regarding finance, marketing, human resources management and other operations in general so that they are in accordance with the company's policies, and annual business operational plans set by the Board of Directors and/or the Executive Committee.

3. Have the authority to hire, appoint, transfer, discharge or terminate, fix the salary and fringe benefits, bonus and increase or adjust the salary for the employees whose positions are from the "Chief" level to the department directors. This must be approved by the Board of Directors or the authorized person by the Board of Directors

4. Have the authority to hire, appoint, transfer, discharge or terminate, fix the salary and fringe benefits, bonus and increase or adjust the salary for the employees whose positions are lower than the department directors.

5. Approve the purchase of machinery under a limit (whether it is one or a series of transactions) of four million baht per transaction, and no more than 20 million baht per year except in cases where approval has been received from the company's Board and/or the purchase has appeared in annual business operational plans or the annual budget.

6. Have the authority to approve the termination of use, disposal, sale and leaseback of assets according

to the pertaining regulations in cases where the accounting net value is not over one million baht.

7. Submit proposed contracts and/or transactions for the company's benefit to the Board of Directors' meeting for approval.

8. Have the authority to approve the purchase of raw materials valued at no more than 10 million baht or equivalent per transaction per month.

9. Carry out other duties assigned by the Board of Directors and/or the Executive Committee with the authority to carry out any procedures necessary for fulfilling said duties.

It is noted that in conducting matters in which the Chief Executive Officer, authorized person or persons with possible conflicts (according to the policy of the Stock Exchange of Thailand) has interests or conflicts of interests with the company and/or its subsidiaries, and/or related companies, the Chief Executive Officer has no authority to decide such matters.

Board of Directors' meetings

The company has already set the dates for the Board of Directors' meeting and the Audit Committee's meetings for 2022 and has already informed all related directors.

The company plans to hold Board of Directors' meetings 6 times a year. The company secretary will send the invitation letters with agendas 7 days in advance in order for all directors to become familiar with the meetings in advance.

In 2021, the company held six times of Board of Directors' meetings. (Its policy is to hold a meeting once every three months.) Almost all directors attended each meeting. In organizing such meetings, the company's secretary sends a meeting invitation to directors no less than seven days prior to the meeting date, except in cases of urgency to maintain the company's rights or benefits. In urgent cases, invitations shall be extended by phone or mail to set an earlier meeting date. The secretary also takes minutes and keeps the meeting reports as approved by the Board of Directors.

7.4 Information on executives

7.4.1 Management Team

Name of Management	Position
1 Mr. Virat Phugthai	<ul style="list-style-type: none">• Executive Officer• Executive Director
2 Mr.Ruangpoj Phakdurong	<ul style="list-style-type: none">• Chief Operations Officer• Executive Director• Risk Management Committee Member
3 Mr.Naris Chandang	<ul style="list-style-type: none">• Chief Marketing Officer• Executive Director• Risk Management Committee Member
4 Mr.Chotisak Promwas	<ul style="list-style-type: none">• Chief Financial Officer• Executive Director• Risk Management Committee Member

7.4.2 Remuneration policy for executive directors and executives

Guidelines for Management compensation

The Remuneration Committee considers the remuneration of directors and Chief Executive Officer, submitting the proposal to the Board of Directors for approval. Remuneration for the Board of Directors requires approval of the shareholders at a shareholders' meeting. The company's guidelines regarding management compensation are laid down as follows:

Guidelines for Director

The company determines appropriate remuneration to attract and retain directors with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance,
- responsibilities assigned to directors, and
- average remuneration rate of businesses in the same industry.

Directors' remuneration consists of an annual retainer fee and meeting attendance fee.

Guidelines for high level executives

The Executive Committee will consider remuneration of high level executives including those in Chief positions, senior directors and directors of various departments to maintain pay at an appropriate level in order to attract and retain executives with suitable knowledge and capabilities for the company. Principal factors in the consideration include:

- the company's performance
- the Key Performance Indicators - KPI when considering an increase in remuneration or annual salary raise
- average remuneration rate in the industry

In addition, the company may also seek consultation from experts in Human Resources Management at the company's expense.

7.4.3 Total amount of the remunerations of executive directors and executives

Remuneration for Managements

(unit: Baht)

Remuneration	Fiscal year 2020 ending December 31st,'20		Fiscal year 2021 ending December 31st,'21	
	Of recipients	Total Payment	Of recipients	Total Payment
Total Salary	6	17,759,142	6	22,570,212
Total Bonus	6	1,845,373	6	2,309,814
Provident Fund	5	588,250	5	1,147,538
Total		20,192,765		26,027,564

7.5 Human Resources

As of 31 December 2020 and 31 December 2021, the number of employees (excluding executives) divided according to their major fields of work were as follows:

(unit: Person)

	As of December 31st,'20	As of December 31st,'21
1. Operations & Development	908	885
2. Supply chain	68	60
3. Finance & Administration	45	44
4. Business Development	25	30
5. Technology	17	15
Total	1,063	1,034

The company has set the policy to fix compensation for the employees in line with the performance of the company for both short-term and long-term. The company reviews the compensation policy for employees to be in line with the same levels as other companies in the same industry and within proximity.

The company has a policy to provide fringe benefits, which are useful for employees such as the provident fund and annual physical check-up. Besides this, the company encourages the employees to play sports and to read. In order for the employees to exercise and relax after work, the company provides badminton courts, tables for playing table tennis and a library in the building.

Staff Development Policy

In its staff development efforts, the company aims to boost its employees' knowledge and skills as well as favorable attitudes towards the company. The purpose is to enhance the efficiency and effectiveness of company operations both at present and in the future.

The company's employees should:

1. Learn various types of work,
2. Be able to perform various duties,
3. Be highly skilled in performing their job, and
4. Rotate duties with other team members.

7.6 Other significant information

7.6.1 Name of the person assigned to take direct responsibility

- Company secretary and head of compliance unit	Mr. Yunyong Sawasdi
- The person assigned to take direct responsibility for accounting oversight	Mr. Chotisak Promwas
- The person assigned to head of Internal Audit	Miss Sunan Wongmutthavanich

7.6.2 Name of Head of Investor Relations and contact information

Investor Relations Contact

Stars Microelectronics (Thailand) Public Company Limited

Bang Pa-In Industrial Estate (I-EA-T Free Zone)
605-606 Moo 2, Tambol Klongjig, Amphur Bang Pa-In
Ayutthaya 13160

Email : ir@starsmicro.com

Tel: 035-258-555 ext 313

Fax: 035-258-914

Seeing staff development as one of the priorities, the company has a policy to:

1. Allocate budget funds for the organization's staff development,
2. Promote staff development in other aspects at all levels by organizing both internal and external training programs regularly,
3. Arrange for staff development jointly with customers for joint innovation product development.
4. Send staff to attend training programs overseas.

7.6.3 Remuneration for the Auditor

At the 2021 shareholders' annual general meeting, the appointment of the following Auditors from EY Office Co. Ltd. was approved as auditors for the company and its subsidiaries: namely, Ms. Vissuta Jariyathanakorn (Certified Public Accountant License No. 3853) and/or ;Mr. Termphong Opanaphan (Certified Public Accountant License No. 4501); and/or Ms.Manee Rattanabunnakit (Certified Public Accountant License No. 5313).The meeting also approved auditing remuneration for 2021 of 2,350,000 baht.

	Year 2019	Year 2020	Year 2021
Audit fee	2,300,000	2,350,000	2,350,000

The Auditor

EY Office Co., Ltd.

33rd Floor, Lake Ratchada Building

193/136-137 New Patchadapisake road

Klongtoey, Bangkok 10110

Tel : 0-2264-0777

Fax : 0-2264-0789-90

8. Report on key operating results on corporate governance

8.1 Summary of duty performance of the Board of Directors in the past year

8.1.1 Selection, development and evaluation of duty performance of the Board of Directors.

Selection of Directors

Year 2021, the Company have remuneration of 1 new directors, substitute the old one who retired. For the appropriated of business of the company . That the selected of new director follow to the CG code and Nomination & Remuneration Committee before sent to the Board and approve by the AGM 2021

Selection of Directors and Independent Directors and Members of Remuneration committee

The Nomination & Remuneration Committee will responsibility to select persons to become directors, the company has a policy to search for and select persons considering

The new directors recruited must possess knowledge, ability and experience related to the company's business and are in line with the company's business strategies now and in the future.

Principles in appointment and removal of directors are as follows:

1. The Company's Board

Comprises at least 5 directors and no more than 12 directors. No less than half of the directors must have residence in the Kingdom and must meet the qualifications stipulated by law. Directors are not allowed to conduct business as partner or director of other corporate bodies of a similar nature or conduct business in competition with the company, except when the shareholders have been informed at a meeting prior to the appointment.

2. The shareholders appoint directors

By the majority of votes according to the following principles and methods.

2.1 Shareholders are entitled to one vote per share.

2.2 Shareholders are to vote for directors one candidate at a time.

2.3 Persons winning the highest number of votes are selected as directors, of which the number is equal to that required or to be selected on that occasion; in the case of an equality of votes, the Chairman shall cast the deciding vote.

3. At every annual general meeting, one-third of the directors shall retire from office

If the number of directors to retire from office is not a multiple of three, then the number of directors closest to one-third shall retire. The directors to retire from office pursuant to the first paragraph in the first and the second years shall be determined by drawing lots. In every subsequent year, the directors who have served longest in office shall retire. A retiring director based on the preceding shall be eligible for re-election.

4. If an office of director is vacated other than by rotation

The Board of Directors may appoint a person who is qualified and is not prohibited under the law as a director in his place at the following meeting of the Board of Directors unless the remaining tenure of the director is less than 2 months. The replacement director shall assume the director's office for only as long as the remaining tenure of the replaced director.

5. At a meeting

The shareholders may pass a resolution for any director to leave the office before the end of their term with no less than three-fourths of the shareholders attending the meeting, having the right to vote and having total shares of no less than half of the shares held by the shareholders attending the meeting.

The orientation for the new company directors

The Board of Directors has set the policy to provide an orientation to all new company directors due to the realized importance of providing them with the knowledge and understanding of the company's business and procedures needed prior to attending their first Board of Directors' meeting. The company secretary prepares useful and necessary documents

for new company directors such as: the company's rules and regulations, business model, company director's manual, authority and responsibility of company directors, business ethic and employee's code of conduct, information disclosure, compensation and benefits of company directors and the directors of subcommittee, general information and information of the management team. All new company directors are invited to visit the company

All new directors will be required to attend the training course of "Company director of listed companies" organized by the Institute of Directors Association at the company's expense.

In the Year 2021, Assistant Professor Dr. Jitkasame Ngarmnil, new Director, effected on 19 February 2021 and had Orientation by the Company's secretary and pass take cause of DCP 107 from IOD.

Independent Director Nomination

Independent directors must form no less than one-third of the total number of directors and there must be no less than three independent directors. The selection and nomination guidelines of independent directors are similar to those of directors and executives. Those selected to assume the positions of independent directors must have the qualifications stipulated by the company.

Year 2021, the Company have 3 Independent Directors from total 7 person and all of Independent Directors have a good qualification accordant with company wanted.

Audit Committee Nomination

Audit Committee must be no less than three independent directors. The selection in the same method of independent directors Moreover the Audit Committee must have the qualifications stipulated by the law.

Year 2021, the Company have 3 Audit Committee members with all of Audit committee member were Independent Director.

Top Management Nomination

Executive Committee has authorize to hire, appoint, transfer, remove, discharge or terminate, fix the salary for the top management of the company from the level of Chief Executive Officer to department directors. The Chairman of Executive Committee has the authority to take action.

For the CEO position, in case of hiring, appointing, transferring, removing, terminating and fixing the salary, the Chairman of the Executive Committee has authority to submit to the Board of Directors' Meeting to consider and approve.

Holding a Director Position in Other companies

The company's directors should limit the number of companies in which they hold a director position to no more than five. This is to ensure that they have adequate time to perform their assigned duties and responsibilities. Directors are required to report to the company should there be any changes therein regarding the holding of directorship in other companies.

Directors and Executives Development

The company has a policy to develop directors and high-level executives regarding corporate good governance and sustainable management. Directors and executives take part in the training programs organized by the Stock Exchange of Thailand, the Office of the Securities and Exchange Commission (SEC), and the Institute of Directors (IOD). Each director has completed training in the Director Certification Program (DCP) or the Director Accreditation Program (DAP) organized by the IOD.

Evaluation of Board of Directors

The Company have a policy that The Board of Directors must evaluates the entire Board's performance no less than once a year to determine its strong points and weaknesses. The purpose is to increase future efficiency as well as to promote mutual understanding among directors working with each other.

Year 2021, the result of the evaluates show a good , the Board and Sub Committee that have a duties accordant with Authorities and Charter of Board and good co- operation .

Evaluation of chief Executive Officer

The company evaluates the Chief Executive Officer's performance annually for consideration of remuneration which is fair to both the company and the Chief Executive Officer by relying on the principles practiced by the majority of listed companies and agreed to in advance with the Chief Executive Officer according to specific criteria. Evaluation criteria include financial performance and achievement of long-term strategic goals. Both financial metrics and non-financial metrics are used in performance evaluation.

- **Financial Metrics:** e.g. income net profit, net earnings per share, return on fixed assets, return on equity and Economic Value Added – EVA etc.

- **Non-Financial Metrics:** e.g. vision, leadership, achievement of strategic plans, risk management, good relations with the Board of Directors, response to need and directions of the Board of Directors, communications, human resources management, market expansion, etc.

Management Succession Plan

The company has a management succession plan with selection procedures considering both candidates from within and outside the company. It has an appropriate system to select directors and important executives in line with the management succession plan. Each position is filled through a transparent and fair selection process.

8.1.2 Meeting attendance and remuneration payment to each Board member

Board of Directors' Remuneration

At the 2021 shareholders' annual general meeting on 27 April 2021, the meeting approved the maintenance of the 2021 Board of Directors remuneration as approved by the shareholders' annual general meeting in 2020 as follows.

	Salary (per month) / Meeting allowance (per time)
1. Chairman	36,000 baht per month
2. Member of Board of Director	24,000 baht per month
3. Chairman of Audit Committee	36,000 baht per month
4. Member of Audit Committee	30,000 baht per month
5. Meeting allowance of member of Board of Director, Audit Committee, Remuneration Committee and Risk Management Committee (specific independence directors only)	5,000 baht per time

*Other benefit -Not receive-

Monetary and Non-monetary Remuneration

Remuneration for the Board of Directors

At fiscal year end on 31 December 2020 and on 31 December 2021, remuneration for directors baht 2,728,000 and 2,953,600 baht respectively in the form of monthly compensation and attendance fees as detailed below.

(unit:Baht)

Director Name	Fiscal year 2020 ending December 31,2020		Fiscal year 20201 ending December 31,2021	
	Attendance fee (baht/year)	Meeting fee (baht/year)	Attendance fee (baht/year)	Meeting fee (baht/year)
1. Assoc. Prof. Dr. Preecha Jarungidanan	432,000	60,000	804,000	50,000
2. Mr. Prompong Chaikul	288,000	35,000	288,000	25,000
3. Mr. Prasart Yunibhand	432,000	40,000	57,600	5,000
4. Assoc. Prof. Dr. Aekkachai Nittayagasetwat	360,000	60,000	360,000	50,000
5. Prof. Dr. Kamphol Panyagometh	360,000	70,000	360,000	60,000
6. Assistant Professor Dr. Jitkasame Ngarmnil	-	-	248,000	20,000
7. Mr. Yunyong Sawasdi	248,000	30,000	288,000	25,000
8. Mr. Nattapong Chaikul	288,000	25,000	288,000	25,000
Total	2,408,000	320,000	2,693,600	260,000

2020 & 2021 Change of Board as:

- (1) Mr. Prasart Yunibhand requested to resign from the Company's director effective from February 19, 2021 onwards.
- (2) Assoc. Prof. Dr. Preecha Jarungidanan to be Acing Chairman effective from February,19 2021 onwards
- (3) Assistant Professor Dr. Jitkasame Ngarmnilto be director effective from February,19 2021 onwards

Non-monetary Remuneration

-none-

Details of the Board of Directors' meetings, sub-committee meetings, and the 2021 shareholders' annual general meeting

	Name list	Attendance in Board of Director Meeting	Attendance in Audit Committee Meeting	Attendance in Nomination & Remuneration Committee Meeting	Attendance in Risk Management Committee Meeting	Attendance in Executive Committee Meeting	Attendance in Shareholders' Annual General Meeting '2021
1	Associate professor Dr. Preecha Jarungidanan	6/6	4/4	2/2	-	-	1/1
2	Mr. Prompong Chaikul	6/6	-	-	4/4	5/5	1/1
3	Associate professor Dr. Aekkachai Nittayagasetwat	6/6	4/4	2/2	-	-	1/1
4	Professor Dr. Kamphol Panyagometh	6/6	4/4	-	4/4	-	1/1
5	Assistant Professor Dr. Jitkasame Ngarmnil	6/6	-	-	-	-	1/1
6	Mr. Yunyong Sawasdi	6/6	-	2/2	4/4	5/5	1/1
7	Mr. Nattapong Chaikul	6/6	-	-	-	5/5	1/1

**Annual General Meeting year 2021 on 27 April 2021

8.1.3 Supervision of subsidiaries and associated companies

Corporate Governance Policy of Subsidiaries and Associated Companies

Stars Microelectronics (Thailand) Public Company Limited (“the Company”) has established important guidelines for supervision of operations of subsidiaries and associated companies to manage benefit of investments portfolio in accordance with good corporate governance guidelines of the Public Act, the Securities and Exchange Act including announcements, rules and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand with details as follows

1. Appointment and responsibilities of persons who are directors or executives of subsidiaries and associates.

1.1 Number of directors or executives to be appointed by the Company to supervise business of subsidiaries or associated company should at least have the number of directors in accordance with their shareholding proportion or business agreement.

1.2 The Executive Committee of the Company shall consider and propose persons or representative of the company to be directors or executives of subsidiaries and associated companies to The Board of Directors of the Company for approval. However, the person appointed as the Company’s representative must possess the qualifications, not prohibit under any applicable laws or requirements. Also have knowledge ability to manage the Company’s investments for benefit.

1.3 Person appointed by the Company to hold the position of directors or executives of subsidiaries and associated companies have the duties and responsibilities as follows:

1.3.1 Determine and supervise business strategies, policies, business plans and business directions of subsidiaries in accordance with the Board of Directors resolutions and policies.

1.3.2 Supervise subsidiaries and associated companies to perform in accordance with laws, regulations, rules, relevant notifications, Board of Directors resolutions and Shareholders meeting resolutions including operating in accordance with good corporate governance policy and internal control system.

1.3.3 Discretionary voting in the Board of Directors’ meeting of subsidiaries or associated companies relating to general management and conducting normal business for maximize the Company and its subsidiaries or associated companies benefit.

1.3.4 Not entering and not participating in the approval of transaction having conflict of interest or stakeholders of subsidiaries or associated companies.

1.3.5 Supervise, recommend and monitor subsidiaries or affiliates having performance be in line with target, business plan and determined budgets.

1.3.6 Report on operation problems, significant financial problems and conflicts of interest transactions of the subsidiaries to the Company including collecting information, documents and attending to clarify the issues requested by the Company.

2. Matters that require approval from the Board of Directors of the Company.

The following transaction, directors or executives of the subsidiaries appointed by the Company must seek approval from the Board of Directors of the Company before the Subsidiary organizes the Board of Directors meeting and / or shareholder meeting (depending on the transaction) for their approval before entering into the transaction.

2.1 Appointment of directors or executives, number of appointed persons shall at least be in shareholding proportion or business agreement.

2.2 Issuance of new ordinary shares of a subsidiary or any other action resulting the dilution of the Company’s shareholding proportion.

2.3 Payment and omission of annual dividends or interim dividends of subsidiaries.

2.4 Consideration and approval of the subsidiaries' annual business plans and budgets.

2.5 Appointment of the auditor of the subsidiaries.

2.6 Amendments of the Articles of Association of the Subsidiaries affecting the financial position, performance including the right to appoint persons to be directors or executives, the right to vote in the Board of Directors meeting or the Shareholders meeting and dividend payment policy of subsidiaries

2.7 Entering into connected transaction or the acquisition or disposition of assets of subsidiaries, including but not limited to sales, purchase, transfer, receive, waiver, and entering into, amendment and cancellation of lease agreement.

2.8 Providing or receiving financial assistance such as borrowing, lending, credit granting, guarantee or any binding acts cause financial obligations to subsidiaries.

2.9 Disposing of the subsidiaries.

2.10 Any other transactions which are not normal business of the subsidiaries or having a significant impact on the Company.

In this regard, relevant laws, rules, announcements and regulations of the regulators shall be applied mutatis mutandis.

3. Business plans, financial statements, budgets and disclosure of subsidiaries.

3.1 Annual business plans and budgets of subsidiaries shall be prepared and proposed to the Board of Directors for approval before the new fiscal year.

3.2 Subsidiaries must prepare financial statements. (Report of financial status and performance) on a monthly basis, including analysis reports in detail regarding Financial position, Performance and Details of various expenses compared to the previous period and the budgets approved by the Board of Directors of the Company Within time determined by the Company.

3.3 Subsidiaries must disclose the Connected transaction, Acquisition or disposition of assets, Expansion of new investment and Non-normal business transactions of the subsidiaries for the Company to consider before subsidiaries enter into these transactions. Subsidiaries shall also disclose the progress and success of these transactions to the Company as well.

3.4 Subsidiaries must avoid any conflict of interest transactions unless necessary which has been informed to the Company for consideration and approval before entering the transaction. Moreover, the Stakeholders must not participate in the approval of such transaction.

3.5 Subsidiaries shall provide and / or facilitate the Third-Party Independent Auditor to audit the financial statements and report to the Company every 3 years or as specified by the Company.

3.6 Subsidiaries are required to clarify and / or deliver relevant documents to the Company within the specified period when the Company requested.

3.7 Subsidiaries must provide channels for receiving complaints and management guidelines for persons both inside and outside the subsidiaries to inform clues about fraud within the subsidiaries.

4. Insider trading policy of subsidiaries

Directors, Executives and Chief Executive Officer in Accounting and Finance Including the spouse and minor children are prohibited from using inside information of the Company or its subsidiaries for their own or others benefits, and whether they receive compensation or not.

5. Meeting of Directors and Shareholders of subsidiaries

5.1 Subsidiaries are required to hold Board of Director's meeting at least once a quarter and report the Board of Directors' meeting resolution to the Company within 15 days from the meeting date.

5.2 Subsidiaries are required to hold Shareholders meeting at least once a year and report the Shareholders' meeting resolution to the Company within 30 days from the meeting date.

8.1.4 Monitoring of compliance with the corporate governance policy and guidelines

Disclosure and Transparency

The Board of Directors have examine and support timely disclosure of the company's business information including financial information and financial reports according to the disclosure regulations of the Securities Exchange of Thailand. Such information is available both in Thai and English for investors, shareholders, and concerned parties to have equal and transparent access to. Also disclosed are auditors' reports, financial figures, and notes to the financial statements.

The company also discloses the duties of the Board of Directors and the sub-committees, the number of meetings attended, and directors' remuneration information. The investor relations section is set up to be responsible for providing important information for investors and other concerned parties. The company's information is also disseminated via the Securities Exchange of Thailand and the company's website so investors and stakeholders can have access to its financial and operational information at all times.

According to company regulations, directors and the top four executives after the Chief Executive Officer, and those in management positions in accounting or finance from the sectional level up or equivalent, are required to report their interests and stakes using the interest disclosure report form without delay when a certain transaction may be regarded as having an impact relating to their interests. The reports made shall be in care of the company's secretary.

Inside Information control

The company's measures and guidelines regarding confidentiality and use of inside information to prevent the misuse of such information for the advantage of the company's executives and personnel are summarized below.

1. The Board of Directors, management team, employees and staff of the company shall keep the company's secrets and/or inside information confidential.
2. The Board of Directors, management team, employees and staff of the company shall not disclose or seek advantage from the company's secrets and/or inside information for their own benefit or for the benefit of any other party either directly or indirectly whether or not any benefit is actually received.
3. The Board of Directors, management team, employees and staff of the company shall not buy, sell, transfer, or acquire the company's securities via the use of the company's secrets and/or inside information and/or carry out any act using the company's secrets and/or inside information which may cause direct or indirect damage to the company. This stipulation also applies to spouses and children under legal age of the Board of Directors, management team, employees and staff. Any violation shall be considered a serious offence.
4. The Board of Directors and the executives who acquire the company's financial information shall not take advantage of the information within one month before it is disclosed to the public. The company shall notify directors and executives of the prohibition to purchase or sell the company's securities before the financial statements are revealed to the public.

The practice not to violate the intellectual property.

The company has set the policy to use and control licensed software to make the employees aware and not violate intellectual property and make the announcement to all levels of employees. The IT department of the company inspects the software programs of the employees once a year to prevent the violation of the licensed software.

Internal control and Conflicts of Interests

The company considers it important to set a standardized internal control system to build acceptance and reliability among shareholders, investors, as well as stakeholders. To help achieve this, it has set up the Audit Committee, an independent committee whose duties are to ensure the accuracy, completeness, and reliability of the company's internal control system and financial reports. The Audit Committee also ensures the efficiency and effectiveness of the internal control system as well as the transparency and accountability of the working system with special regard to conflicts of interests. The Audit Committee meets with the company's management auditors to consider and make recommendations regarding improvement of the company's internal control system.

In addition to this, the company has set up the Internal Audit Unit, which is an independent unit reporting directly to the Audit Committee. The Internal Audit Unit's duties are to examine the various work systems to ensure that they operate appropriately and in accordance with related rules, regulations, and laws. It then reports the investigation results to the Audit Committee as scheduled in the annual plan.

In 2021, the Audit Committee and the Board of Directors evaluated the company's internal control and opined that the internal control is sufficient. In the Board of Directors' meeting No. 1/2564 on 18 February 2021, the Board of Directors evaluated the company's internal audit system from the report of the Audit Committee and concluded that the company has enough internal control in 5 factors:

control environment, risk assessment, control activities, information and communication monitoring. Currently, the head of internal audit team is Miss Sunan Wongmutthavanich. She is the Director of Internal Audit Department. In year 2021, the Internal Audit Department performed the audit smoothly and completely according to audit plan which approve by the Audit Committee.

Prevention of involving in corruption.

The company assigns the Risk Management Committee to take responsibility for evaluating risk of corruption constantly. The RCM evaluates, reviews and improves the measures against corruption and report to the company's Board of Directors to

In order for the operation of Stars Microelectronics (Thailand) Public Company Limited to be in line with good governance and ethics of the Electronics Industry Citizenship Coalition (EICC) and to be in line with international standards against corruption, the company has set the policy against fraud and corruption. The company has announced the policy as the guideline of practice for management team and employees as follows.

1. The company never accepts gifts, fraud or any benefit, which aims to persuade any action unlawfully.
2. The company has ethics and determination to prevent any fraud and set the guidelines for practice against corruption. The company investigates and reviews the guideline on a regular basis.
3. The management team and employees are responsible for preventing any fraud. If any inappropriate conduct is found, they must report to the supervisor by letter via suggestion boxes in the company's canteen.
4. External persons, who find that there may be any fraud or any acts that may lead to illegal matters, can inform the company via email : complainbox@starsmicro.com
5. The company guarantees the safety for anyone who reports any misconduct and will assign an officer to investigate every matter. The company will treat each matter as highly confidential.

Direction of evaluation in line with the direction of corruption prevention.

The company has set the direction as follows:

1. Executives and employees must act and evaluate themselves according to the direction of the business ethic of the company, code of conduct and code of conduct of EICC (ELECTRONIC INDUSTRY CODE OF CONDUCT) announced by the company and international standard of corruption prevention.
2. The Risk Management Committee must evaluate the risk of corruption and gathers important issues to present to the Audit Committee and the Board of Directors.
3. The Audit Committee and the Board of Directors must investigate, order to correct and assign the Risk Management Committee to follow up and report continuously. Notably, in 2021 the company was not

informed about human rights violations from employees, business partner and communities close to the company. The company encourages the executives and employees to act in line with international human rights principle sustainably.

In 2021, the company had no penalties nor was any fraud found. Due to the company's good governance, no non-executive company directors resigned. In addition, the company directors' monitoring and follow-up resulted in no acts which have damaged the company's reputation.

In 2021, the company had no any complaint about human rights violation from employees, business partners and neighboring communities. Which the company will encourage employees and executives adhere to universal human rights principles Continuously.

8.2 Report on the results of duty performance of the Audit Committee in the past year

8.2.1 Specify the total number of the Audit Committee's meetings and the attendance of each member

In year 2021 , the Audit Committee's meetings total 4 times and meeting with the External Auditor only without the management of the company 1 times

(All of The Audit Committee member attend the meeting completely)

Audit Committee	Position	Attend the meeting
1. Associate professor Dr. Preecha Jarungidanan	Chairman of Audit Committee	4 /4
2. Associate professor Dr. Aekkachai Nittayagasetwat	Audit Committee Member	4/4
3. Professor Dr.Kamphol Panyagometh	Audit Committee Member	4/4

8.2.2 Describe the results of duty performance of the Audit Committee.

In year 2021 , the Audit Committee had meeting and complete their duties as follow,

1. Review the Financial Statement with the External Auditor from EY office Company Limited , every quarter.
2. Report and inform the Audit Committee meeting to the Board, every quarter.
3. Review the transactions between the Company and sub company , to sure that the transactions will normal business not conflict of interest and comply with the Stock Exchange of Thailand's regulation, every quarter.

4. Consideration of the Auditor selection and fixing the remuneration
5. Acknowledge the report from the Internal Auditor, every quarter.
6. Compliance with the law of the Securities and Exchange Commission and the law related to the company's business.
7. Committee has performed its duties independently, carefully, and honestly and has stated its opinions openly to ensure that the company's internal controls are in compliance with the law, rules and regulations related to business.

8.3 Summary of the results of duty performance of subcommittees

8.3.1 & 8.3.2 Specify the total number of the subcommittees' meetings and the attendance of each subcommittee member & the results of duty performance of the subcommittees assigned by the Board of Directors

Executive Committee

Year 2021, The Executive Committee meetings total 5 times and complete their duties to consider Business Plan, Strategies , performance accordant with authorities assigned by the Board of Directors.

(All of The Executive Committee member attend the meeting completely)

Executive Committee comprises 8 Directors

Executive Committee	Position	Attend the meeting
1 Mr. Prompong Chaikul	Chairman of the Executive Director	5/5
2 Mr.Virat Phugthai	Executive Director	5/5
3 Mr. Yunyong Sawasdi	Executive Director	5/5
4 Mr.Ruangpoj Phakdurong	Executive Director	5/5
5 Mr.Naris Chandang	Executive Director	5/5
6 Mr.Chotisak Promwas	Executive Director	5/5
7 Mr. Nattapong Chaikul	Executive Director	5/5
8 Mr. Wijaya Klinkesorn	Executive Director	5/5

Nomination & Remuneration Committee

Year 2021, The Nomination & Remuneration Committee meetings total 2 times and complete their duties to consider accordant with authorities assigned by the Board of Directors.

The Nomination& Remuneration Committee has the following major duties and responsibilities:

1. Submit proposals regarding remuneration for committees, sub-committees, the Chief Executive Officer, and the Board's consultants to the Board of Directors and/or shareholders' meeting for approval
2. Determine the annual retainer fee and the meeting attendance fee and other remuneration as appropriate considering the guidelines practiced by other companies

in the same industry, the company's performance, as well as the responsibilities, knowledge, capabilities, and experience of directors, the Chief Executive Officer or the consultants required by the company

3. Call the management, supervisors and/or any person concerned to attend meetings to clarify matters or ask and answer questions and/or provide documentation for consideration regarding remuneration. The committee appoints independent experts as appropriate both from within and outside the company at the company's expense and within the budget approved by the Board of Directors for consultancy as well as makes recommendations regarding decisions on remuneration

4. Set the principles of reporting and submit evaluation reports on the performance of the Board, committees, sub-committees, the Chief Executive Officer, and the Board's consultants to the Board of Directors
5. Report results on the fulfillment of duties to the Board of Directors every time there is a Remuneration Committee meeting and report the name list, scope of the Remuneration Committee's authority and duties to shareholders on the Registration Statement Form (Form 56-1) and in the annual report (Form 56-2), for example
6. Consider, review, and make recommendations in case there are changes regarding the Remuneration Committee's charter to the Board of Directors for approval of amendments as appropriate or in accordance with the rules and regulations of agencies concerned

Duties and responsibilities of Nomination Committee

- 1) Consider the structure of the company's Board of Directors in terms of numbers of directors that are suitable for the company's size, type and complexity of business, qualifications of each director in skills, experiences, specific capabilities related to the business and the main industry in which the company operates.
- 2) Consider the qualifications of the candidates who will be the company's independent directors to be suitable for the company. The independence must comply with the rules and regulations of the Securities and Exchange Commission (SEC).
- 3) Set the principles and methods of recruitment of candidates to be appointed the company's directors to be suitable for the company such as the principle to consider the current directors to continue their terms, principle to announce in public to recruit the directors, principle to allow the shareholders to propose the directors, principle to hire the head hunters to recruit the directors, principle to consider the professional directors or principle to allow each director to propose the suitable candidates.

- 4) Conduct the plan to develop the directors to train current directors and new directors on the company's business which includes the roles and duties of directors and important developments such as industry situations and rules and laws related to company's business.
- 5) Conduct the company's succession plan and conduct the plan to develop the Chairman of the Executive Committee, Chief Executive Officer (CEO), Chiefs and members of the top management continuously to have the successors in case the above mentioned positions retire or cannot perform their duties to ensure the company runs continuously.
- 6) Propose the principle to recruit the company's directors, independent directors, directors of sub-committees, top management members, CEO, Chiefs and top management members of Finance & Accounting department.
- 7) Recruit, select and propose the qualified candidates to hold the top management positions to the Board of Directors to consider appointing and fixing the remuneration.
- 8) Propose the principles, methods and steps to evaluate the performance of top management members.
- 9) Evaluate the performance of the company's directors, sub-committee's directors and top management members.
- 10) Others related to nomination and assigned by the Board of Directors.

(All of The Nomination & Remuneration Committee member attend the meeting completely)

The Company's Nomination & Remuneration Committee comprises the following three members:

Nomination & Remuneration Committee		Position	Attend the meeting
1	Associate Professor Dr. Preecha Jarungidanan	Chairman of Nomination & Remuneration Committee	2/2
2	Associate professor Dr. Aekkachai Nittayagasetwat	Nomination & Remuneration Committee Member	2/2
3	Mr. Yunyong Sawasdi	Nomination & Remuneration Committee Member	2/2

Risk Management Committee

Year 2021, The Risk Management Committee meetings total 4 times and complete their duties to consider The Risk Management Committee was set up as a unit to study, follow up on, evaluate and prioritize risks, and then provide the Board of Directors with advice regarding reduction of risks and taking action to reduce risks that may result either from internal and external factors accordant with authorities assigned by the Board of Directors.

(All of The Risk Management Committee member attend the meeting completely)

The Risk Management Committee:

Risk Management Committee		Position	Attend the meeting
1	Professor Dr.Kamphol Panyagometh	Chairman of the Risk Management Committee	4/4
2	Mr. Prompong Chaikul	Risk Management Committee Member	4/4
3	Mr. Yunyong Sawasdi	Risk Management Committee Member	4/4
4	Mr.Ruangpoj Phakdurong	Risk Management Committee Member	4/4
5	Mr.Naris Chandang	Risk Management Committee Member	4/4
6	Mr.Chotisak Promwas	Risk Management Committee Member	4/4
7	Mr. Wijaya Klinkesorn	Risk Management Committee Member	4/4
8	Mr.Preecha Bootwicha	Risk Management Committee Member	4/4
9	Mrs. Phongphan Puttang	Risk Management Committee Member	1/1
10	Miss. Sunan Wongmutthavanich	Risk Management Committee Member	4/4
11	Mr.Koratak Weeradaecha	Risk Management Committee Member	4/4
12	Mr.Somchai Binlae	Risk Management Committee Member	4/4

9. Internal control and related party transactions

9.1 Internal control

The company considers it important to set a standardized internal control system to build acceptance and reliability among shareholders, investors, as well as stakeholders. To help achieve this, it has set up the Audit Committee, an independent committee whose duties are to ensure the accuracy, completeness, and reliability of the company's internal control system and financial reports. The Audit Committee also ensures the efficiency and effectiveness of the internal control system as well as the transparency and accountability of the working system with special regard to conflicts of interests. The Audit Committee meets with the company's management auditors to consider and make recommendations regarding improvement of the company's internal control system.

In addition to this, the company has set up the Internal Audit Unit, which is an independent unit reporting directly to the Audit Committee. The Internal Audit Unit's duties are to examine the various work systems to ensure that they operate appropriately and in accordance with related rules, regulations, and laws. It then reports the investigation results to the Audit Committee as scheduled in the annual plan.

In 2021, the Audit Committee and the Board of Directors evaluated the company's internal control and opined that the internal control is sufficient. In the Board of Directors' meeting No. 1/2565 on 17 February 2022, the Board of Directors evaluated the company's internal audit system from the report of the Audit Committee and concluded that the company has enough internal control in 5 factors: control environment, risk assessment, control activities, information and communication monitoring.

Currently, the head of internal audit team is Miss Sunan Wongmutthavanich. She is the Director of Internal Audit Department. In year 2021, the Internal

Audit Department performed the audit smoothly and completely according to audit plan which approve by the Audit Committee.

9.2 Related party transactions (If any)

Related party transactions between the company and the person who may have conflict can be summarized as follow:

Related party transactions between shareholders and related companies

Some of the company's raw materials and machinery buy and sales is conducted through the company's agents who are also the company's shareholders and through subsidiary companies that the company co-invested in 2005 because they have expertise in marketing and networks globally. They have upper-hands in contacting customers, especially international ones, and in sourcing raw materials and machinery. The purchase price of raw materials through marketing agents and subsidiaries are similar to market price whereas selling prices are cost plus margin.

The management of the company sets up procedures for approving the aforementioned transactions similar to what the company has done with regular customers without biases. The company formulates the related party transactional policy to follow the market price mechanism. In addition, the company has a purchasing policy in accordance with ISO 9001 by comparing 2-3 vendors in AVL (Approved Vendor List) and select a vendor from quality, price, and payment term. This is the same criteria that applies to all companies.

The necessity and reasonableness of such transactions are for the best interest of the Company

The company completed a number of related transactions with its subsidiaries, related companies, and associate companies as they are major operators in the electronic components trade, making contributions and providing support for the company's business operations. However, any related transactions with persons who potentially have conflicts of interest

were trade transactions carried out for the company's maximum benefit and in accordance with trade conditions as practiced with business partners in general who have to rely on each other in trading products or services.

The Audit Committee's Comments on Related Party Transactions

The company's related transactions are considered and addressed by its Audit Committee to ensure that they are normal business transactions with no special conditions and no transfer of interest among the company, its subsidiaries, associate companies, related companies or shareholders. In addition, regarding pricing, the policy for related transactions between the company and related businesses is similar to the policy between the company and non-related persons /businesses and carried out in the company's interests (Fair and at arm's length).

Measure or procedure for the authorization of related party transactions

The company is involved in two types of related transactions:

- (1) Normal and continuous transactions and
- (2) Special transactions by measure or procedure of related transactions approval. These types of transactions are described below.

1. Normal and continuous transactions

For these transactions, the company's Board of Directors sees that they are carried out in accordance with the law, rules, regulations, announcements and orders of the Securities Exchange of Thailand, and with the regulations of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission (SEC). This includes compliance with regulations regarding disclosure of connected transactions, and acquisition or disposition of the company or its subsidiaries' major assets as well as accounting standards set by the Federation of Accounting Professions.

2. Special transactions

For these transactions, the company assigns the Audit Committee to make comments regarding their merit and propose to the Board for approve. In cases where the Audit Committee has no expertise regarding the related transactions that might occur, the company shall consult those with special expertise such as auditors, independent estimators, or independent legal offices and those persons with possible conflicts of interest to provide comments regarding the related transactions. These comments shall be taken into consideration by the Audit Committee and/or Board of Directors and/or shareholders depending on the case being considered. However, the company shall disclose the related transactions in the notes to the financial statement reviewed by the company's auditors and present in Annual Report and form 56-1

Trends for Future Related Party Transactions

As for future related transactions, the board of directors promises to see that the company complies with the law, rules, regulations, announcements and orders of the Securities Exchange of Thailand, and with the regulations of the Stock Exchange of Thailand and the office of the Securities and Exchange Commission (SEC).The company shall also abide by Regulations regarding disclosure of connected transaction and acquisition or disposition of the company or its subsidiaries' major assets as well as accounting standards set by the Federation of accounting professions. The audit committee shall review the merit, prices, and conditions of the transactions to assess whether they are in accordance with normal business conditions. Executives and stakeholders are not allowed to participate in approving such related transactions.

Related party			
Subsidiaries Company	Transactions with subsidiaries	Related	(Jan
SIIX BANGKOK	Sales and Service ncome	4.96%	
	Trade receivables		
	Trade payable		
STARS MICROELECTRONICS -USA	Sales and Service ncome		
	Trade receivables	59%	
	Other payable		
	Other income		
	Other expense		
SS RFID CO.,LTD.	Other income		
	Allowance for expected debit losses	99.99%	
	Net Other income		
	Short term Loan		
	Allowance for expected credit losses		
	Net Short term Loan		
	Other receivables		
	Allowance for expected credit losses		
	Net Other receivables		
SMT GREEN ENERGY CO.,LTD.	Other income	99.50%	
	Allowance for expected debit losses		
	Net Other income		
	Short term Loan		
	Allowance for expected credit losses		
	Net Short term Loan		
	Other receivables		
	Allowance for expected credit losses		
	Net Other receivables		

Transactions			
2019	2020	2021	Policy of price
(Jan- Dec 19)	(Jan- Dec 20)	(Jan- Dec 21)	
27,474,526.38	29,965,609.19	-	cost plus method
2,032,391.28	1,149,532.15	-	
-	28,311.36	-	
646,702,378.61	821,001,383.87	748,569,703.62	cost plus method
111,465,157.29	159,060,775.08	144,670,980.69	
731,412.29	1,668,456.37	6,959,036.85	
2,139,065.82	1,477,176.87	1,918,883.50	agree price
7,359,669.11	8,824,292.09	22,662,210.82	agree price
31,954.18	39,221.31	42,687.00	agree price
-	-	(42,687.00)	
-	-	-	
510,000.00	580,000.00	630,000.00	
-	-	(630,000.00)	
510,000.00	580,000.00	-	
42,862.64	82,083.95	124,770.95	
-	-	(124,770.95)	
42,862.64	82,083.95	-	
-	2,355.26	5,246.00	agree price
-	-	(5,246.00)	
-	2,355.26	-	
-	60,000.00	110,000.00	
-	-	(110,000.00)	
-	60,000.00	-	
-	2,355.29	7,601.27	
-	-	(7,601.27)	
-	2,355.29	-	

FINANCIAL STATEMENTS



Report and consolidated financial statements

31 December 2021

Report of responsibility for financial statements of the Board of Directors

The company's Board of Directors are responsible for the company's and its subsidiaries' financial statements and a separate financial statement of the company for the annual report. The said financial statements were prepared according to the accounting standard generally approved in Thailand. The company uses the appropriate accounting policy and implements the policy on a regular basis. The company considers carefully and forecasts appropriately and reveals enough information in the notes of the financial statements.

The company's Board of Directors set the efficient and effective internal system to be confident that accounting records are correct, complete, and timely and protect against fraud and abnormal operations.

The company's Board of Directors assigns the Audit Committee comprised of the independent directors to take responsibility for the quality of the financial statements and the internal control. The opinion of the Audit Committee is in this annual report.

The company's Board of Directors feels that the company's internal control system and the internal audit of the company is sufficient and believes reasonably that the company's and its subsidiaries' financial statements as of 31st December 2021 are correct and believable according to the generally accepted accounting standard.



Associate Professor Dr. Preecha Jarungidanan
Acting Chairman

Independent Auditor's Report

To the Shareholders of Stars Microelectronics (Thailand) Public Company Limited

Opinion

I have audited the accompanying consolidated financial statements of Stars Microelectronics (Thailand) Public Company Limited and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at 31 December 2021, and the related consolidated statements of income, comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies, and have also audited the separate financial statements of **Stars Microelectronics (Thailand) Public Company Limited** for the same period.

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Stars Microelectronics (Thailand) Public Company Limited and its subsidiaries and of Stars Microelectronics (Thailand) Public Company Limited as at 31 December 2021, their financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards.

Basis for Opinion

I conducted my audit in accordance with Thai Standards on Auditing. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Group in accordance with the Code of Ethics for Professional Accountants as issued by the Federation of Accounting Professions as relevant to my audit of the financial statements, and I have fulfilled my other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

I have fulfilled the responsibilities described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report, including in relation to these matters. Accordingly, my audit included the performance of procedures designed to respond to my assessment of the risks of material misstatement of the financial statements. The results of my audit procedures, including the procedures performed to address the matter below, provide the basis for my audit opinion on the accompanying financial statements as a whole.

Key audit matter and how audit procedures respond for this matter are described below.

Revenue recognition

Sales and service income is a material transaction of the financial statements and the sales and service income amount recorded in the accounts has a direct impact on the income statements of the Group. In addition, the Group has a large number of customers with different commercial terms including the competition in the electronics manufacturing services industry. There are therefore risks with respect to the amount and timing of revenue recognition.

I have examined the revenue recognition of the Group by

- Assessing and testing the Group's internal controls with respect to the revenue cycle by making enquiry of responsible executives, gaining an understanding of the controls and selecting representative samples to test the operation of the designed controls.
- Applying a sampling method to select sales and service transactions to assess whether revenue recognition was fair and appropriate and consistent with the conditions agreed upon between the Group and customers, and whether it was in compliance with the Group's policy.
- On a sampling basis, examining supporting documents for actual sales and service transactions occurring during the year and near the end of the accounting period.
- Reviewing credit notes that the Group issued after the period-end.
- Performing analytical procedures on disaggregated data to detect possible irregularities in sales and service transactions recognised throughout the period, particularly for accounting entries made through journal vouchers.

Other Information

Management is responsible for the other information. The other information comprise the information included in annual report of the Group, but does not include the financial statements and my auditor's report thereon. The annual report of the Group is expected to be made available to me after the date of this auditor's report.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

When I read the annual report of the Group, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance for correction of the misstatement.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Thai Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Thai Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Thai Standards on Auditing, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My

conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

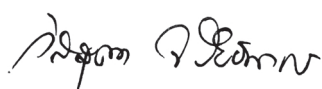
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. I am responsible for the direction, supervision and performance of the group audit. I remain solely responsible for my audit opinion.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

I am responsible for the audit resulting in this independent auditor's report.



Vissuta Jariyathanakorn

Certified Public Accountant (Thailand) No. 3853

EY Office Limited

Bangkok: 17 February 2022

Statement of financial position

As at 31 December 2021

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2021	2020	2021	2020
Assets					
Current assets					
Cash and cash equivalents	7	35,663,381	32,506,793	22,873,383	6,013,193
Trade and other receivables	8	330,241,657	278,462,785	335,222,807	293,650,653
Inventories	9	646,606,949	402,878,971	646,606,949	402,878,971
Short-term loans to related parties	6	-	-	-	640,000
Derivative assets		-	157,702	-	157,702
Other current assets		28,051,628	13,216,364	28,051,628	13,216,364
Total current assets		1,040,563,615	727,222,615	1,032,754,767	716,556,883
Non-current assets					
Investments in subsidiaries	10	-	-	429,238	429,238
Property, plant and equipment	11	1,641,265,250	1,871,285,837	1,641,265,250	1,871,285,837
Intangible assets	12	38,600,582	26,583,352	38,600,582	26,583,352
Deferred tax assets	24	42,247,042	29,867	42,247,042	-
Other non-current assets		1,337,842	2,455,398	1,330,488	2,448,044
Total non-current assets		1,723,450,716	1,900,354,454	1,723,872,600	1,900,746,471
Total assets		2,764,014,331	2,627,577,069	2,756,627,367	2,617,303,354
The accompanying notes are an integral part of the financial statements.					

Statement of financial position (continued)

As at 31 December 2021

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2021	2020	2021	2020
Liabilities and shareholders' equity					
Current liabilities					
Bank overdrafts and short-term loans					
from financial institutions	13	35,992,245	579,194,534	35,992,245	579,194,534
Trade and other payables	14	355,296,947	251,774,421	358,010,707	249,480,138
Current portion of long-term loans	15	154,206,651	121,390,000	154,206,651	121,390,000
Current portion of lease liabilities	16	338,950	112,578,468	338,950	112,578,468
Income tax payable		135,985	24,165	-	-
Derivative liabilities		250,554	2,037,511	250,554	2,037,511
Other current liabilities		8,961,654	8,980,995	8,961,654	8,980,995
Total current liabilities		555,182,986	1,075,980,094	557,760,761	1,073,661,646
Non-current liabilities					
Long-term loans, net of current portion	15	528,415,548	-	528,415,548	-
Lease liabilities, net of current portion	16	676,460	134,437,636	676,460	134,437,636
Provision for long-term employee benefits	17	93,335,245	80,889,000	93,335,245	80,889,000
Deferred tax liabilities	24	7,143,033	7,143,033	7,143,033	7,143,033
Other non-current liabilities		541,648	541,648	541,648	541,648
Total non-current liabilities		630,111,934	223,011,317	630,111,934	223,011,317
Total liabilities		1,185,294,920	1,298,991,411	1,187,872,695	1,296,672,963
The accompanying notes are an integral part of the financial statements.					

Statement of financial position (continued)

As at 31 December 2021

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2021	2020	2021	2020
Shareholders' equity					
Share capital					
Registered					
1,062,599,227 ordinary shares of Baht 1 each					
(2020: 1,229,890,150 ordinary shares of Baht 1 each)					
	18	<u>1,062,599,227</u>	<u>1,229,890,150</u>	<u>1,062,599,227</u>	<u>1,229,890,150</u>
Issued and fully paid					
836,491,381 ordinary shares of Baht 1 each					
(2020: 836,479,381 ordinary shares of Baht 1 each)					
	18	836,491,381	836,479,381	836,491,381	836,479,381
Share premium	18, 19	413,385,346	413,349,346	413,385,346	413,349,346
Cash receipt from share subscription		20,128,800	-	20,128,800	-
Capital reserve for share-based payments	19	31,358,751	14,716,319	31,358,751	14,716,319
Retained earnings					
Appropriated - statutory reserve	20	12,500,000	1,500,000	12,500,000	1,500,000
Unappropriated	19	231,514,160	29,708,744	226,318,261	26,013,212
Other components of shareholders' equity	21	<u>28,966,209</u>	<u>29,243,752</u>	<u>28,572,133</u>	<u>28,572,133</u>
Equity attributable to owners of the Company		<u>1,574,344,647</u>	<u>1,324,997,542</u>	<u>1,568,754,672</u>	<u>1,320,630,391</u>
Non-controlling interests of the subsidiaries		<u>4,374,764</u>	<u>3,588,116</u>	-	-
Total shareholders' equity		<u>1,578,719,411</u>	<u>1,328,585,658</u>	<u>1,568,754,672</u>	<u>1,320,630,391</u>
Total liabilities and shareholders' equity		<u>2,764,014,331</u>	<u>2,627,577,069</u>	<u>2,756,627,367</u>	<u>2,617,303,354</u>
The accompanying notes are an integral part of the financial statements.					

Income statement

For the year ended 31 December 2021

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2021	2020	2021	2020
Revenues					
Sales and service income		2,182,606,312	1,908,491,272	2,155,145,310	1,860,799,037
Revenue from scrap sales		27,856,314	22,026,655	27,856,314	22,026,655
Gains on exchange		9,670,615	7,735,101	9,877,874	7,600,956
Gain on derivatives		1,895,170	-	1,895,170	-
Other income		17,908,701	14,642,927	17,574,255	14,495,560
Total revenues		<u>2,239,937,112</u>	<u>1,952,895,955</u>	<u>2,212,348,923</u>	<u>1,904,922,208</u>
Expenses					
Cost of sales and services		1,760,650,181	1,552,562,382	1,760,716,445	1,550,564,522
Selling and distribution expenses		62,036,598	71,579,959	45,642,391	42,205,934
Administrative expenses		216,036,718	202,320,156	206,954,305	193,162,600
Loss on derivatives		-	5,297,323	-	5,297,323
Total expenses		<u>2,038,723,497</u>	<u>1,831,759,820</u>	<u>2,013,313,141</u>	<u>1,791,230,379</u>
Operating profit		201,213,615	121,136,135	199,035,782	113,691,829
Finance income		63,041	250,582	63,041	250,582
Finance cost	22	(30,040,816)	(35,882,204)	(30,040,816)	(35,882,204)
Profit before income tax revenues (expenses)		171,235,840	85,504,513	169,058,007	78,060,207
Income tax revenues (expenses)	24	38,978,642	(2,086,370)	39,144,493	-
Profit for the year		<u>210,214,482</u>	<u>83,418,143</u>	<u>208,202,500</u>	<u>78,060,207</u>
Profit attributable to:					
Equity holders of the Company		209,702,867	81,388,247	208,202,500	78,060,207
Non-controlling interests of the subsidiaries		511,615	2,029,896		
		<u>210,214,482</u>	<u>83,418,143</u>		
Earnings per share					
	26				
Basic earnings per share					
Profit attributable to equity holders of the Company		<u>0.25</u>	<u>0.10</u>	<u>0.25</u>	<u>0.09</u>
Diluted earnings per share					
Profit attributable to equity holders of the Company		0.24	0.10	0.24	0.09

The accompanying notes are an integral part of the financial statements.

Statement of comprehensive income

For the year ended 31 December 2021

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2021	2020	2021	2020
Profit for the year		210,214,482	83,418,143	208,202,500	78,060,207
Other comprehensive income:					
Other comprehensive income not to be reclassified to profit or loss in subsequent periods					
Deferred tax relating to actuarial gains and losses	17	3,102,549	-	3,102,549	-
Other comprehensive income for the year		3,102,549	-	3,102,549	-
Total comprehensive income for the year		213,317,031	83,418,143	211,305,049	78,060,207
Total comprehensive income attributable to:					
Equity holders of the Company		212,805,416	81,388,247	211,305,049	78,060,207
Non-controlling interests of the subsidiaries		511,615	2,029,896		
		213,317,031	83,418,143		

The accompanying notes are an integral part of the financial statements.

Cash flows statement

For the year ended 31 December 2021

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2021	2020	2021	2020
Cash flows from operating activities					
Profit before tax		171,235,840	85,504,513	169,058,007	78,060,207
Adjustments to reconcile profit before tax to net cash provided by (paid from) operating activities:					
Depreciation and amortisation		249,310,518	269,540,692	249,310,518	269,540,692
Impairment loss on financial assets		1,311,261	1,203,961	2,205,865	1,203,961
Bad debts		-	470	-	470
Write-offs of withholding tax deducted at sources		-	396,514	-	396,514
Unrealised loss (gain) on exchange		(2,100,470)	1,651,733	(2,188,421)	1,833,985
Gain on sales of machinery and equipment		(2,457,162)	(142,166)	(2,457,162)	(142,166)
Loss on impairment of investments		-	-	2,510	495,000
Impairment loss on non-current assets		-	3,470,000	-	3,470,000
Reduction of inventory to net realisable value (reversal)		18,464,377	(6,528,020)	18,464,377	(6,527,709)
Write-offs of machinery and equipment		32	8,065,741	32	8,065,741
Write-off of intangible assets		591,337	4,230,000	591,337	4,230,000
Capital reserve for share-based payments		(2,510)	-	-	-
Provision for long-term employee benefits		16,415,165	14,745,321	16,415,165	14,745,321
Capital reserve for share-based payments		16,642,432	-	16,642,432	-
Amortisation of deferred debenture issuing cost		-	486,129	-	486,129
Gain on fair value adjustments of derivatives		(1,629,255)	-	(1,629,255)	-
Finance income		-	-	(47,934)	-
Finance cost		31,079,471	35,396,075	31,079,471	35,396,075

Cash flows statement (continued)

For the year ended 31 December 2021

(Unit: Baht)

	Note	Consolidated financial statements		Separate financial statements	
		2021	2020	2021	2020
Profit from operating activities before changes in					
operating assets and liabilities		498,861,036	418,020,963	497,446,942	411,254,220
Operating assets (increase) decrease					
Trade and other receivables		(52,698,918)	(26,774,889)	(41,510,950)	(46,856,204)
Inventories		(262,709,965)	(103,039,402)	(262,709,965)	(103,039,713)
Other current assets		(14,835,264)	8,595,753	(14,835,264)	8,595,753
Other non-current assets		(1,550)	(82,000)	(1,550)	(82,000)
Operating liabilities increase (decrease)					
Trade and other payables		108,712,324	32,575,608	113,720,367	36,537,222
Other current liabilities		(19,341)	574,281	(19,341)	574,281
Cash paid for long-term employee benefits		(3,968,920)	(8,355,388)	(3,968,920)	(8,355,388)
Cash from operating activities		273,339,402	321,514,926	288,121,319	298,628,171
Cash paid for interest expenses		(30,668,494)	(35,360,265)	(30,668,494)	(35,360,265)
Cash paid for income tax		(232,909)	(268,656)	(208,744)	(250,788)
Net cash flows from operating activities		242,437,999	285,886,005	257,244,081	263,017,118

The accompanying notes are an integral part of the financial statements.

Cash flows statement (continued)

For the year ended 31 December 2021

(Unit: Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Cash flows from investing activities				
Payments of payables for purchases of machinery and equipment	(9,224,009)	(23,980,029)	(9,224,009)	(23,980,029)
Acquisition of machinery and equipment	(23,260,558)	(71,244,539)	(23,260,558)	(71,244,539)
Proceeds from sales of machinery and equipment	14,039,141	142,168	14,039,141	142,168
Acquisition of intangible assets	(12,003,346)	(7,086,435)	(12,003,346)	(7,086,435)
Increase in short-term loans to related parties	-	-	(100,000)	(130,000)
Acquisition of a subsidiary, net of cash acquired	-	-	(1,002,480)	-
Net cash flows used in investing activities	<u>(30,448,772)</u>	<u>(102,168,835)</u>	<u>(31,551,252)</u>	<u>(102,298,835)</u>
Cash flows from financing activities				
Increase (decrease) in bank overdraft and short-term loans				
from financial institutions	(543,202,289)	89,475,098	(543,202,289)	89,475,098
Cash received from long-term loans	694,583,544	-	694,583,544	-
Repayment of long-term loans	(134,390,000)	(87,680,000)	(134,390,000)	(87,680,000)
Repayment of lease liabilities	(246,000,694)	(62,357,111)	(246,000,694)	(62,357,111)
Repayment of debenture	-	(217,300,000)	-	(217,300,000)
Cash received from the exercise of warrants	20,128,800	-	20,128,800	-
Cash received from share subscription as warrants exercised	48,000	315	48,000	315
Net cash flows used in financing activities	<u>(208,832,639)</u>	<u>(277,861,698)</u>	<u>(208,832,639)</u>	<u>(277,861,698)</u>
Net increase (decrease) in cash and cash equivalents	3,156,588	(94,144,528)	16,860,190	(117,143,415)
Cash and cash equivalents at beginning of year	32,506,793	126,651,321	6,013,193	123,156,608
Cash and cash equivalents at end of year	<u>35,663,381</u>	<u>32,506,793</u>	<u>22,873,383</u>	<u>6,013,193</u>

Supplemental cash flows information

Non-cash transactions:

Purchases of machinery and equipment for which

payments have yet to be made - 4,846,010 - 4,846,010

Purchases of intangible assets for

which payments have yet to be made 6,371,144 - 6,371,144 -

Inventory for which was transferred to equipment 517,610 1,116,037 517,610 1,116,037

Additions to right-of-use assets 1,327,850 - 1,327,850 -

The accompanying notes are an integral part of the financial statements.

Statement of changes in shareholders' equity (continued)

For the year ended 31 December 2021

Consolidated financial statements					
Equity attributable to owners of the company					
	Issued and paid-up share capital	Share premium	Cash receipt from share subscription	Capital reserve for share-based payments	Retained earnings
					Appropriated - statutory reserve
Balance as at 1 January 2020	836,479,231	413,349,181	-	14,716,319	-
Profit for the year	-	-	-	-	-
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	-	-
Transferred unappropriated retained earnings to statutory reserve (Note 20)	-	-	-	-	1,500,000
Increase in share capital from warrant exercise	150	165	-	-	-
Balance as at 31 December 2020	<u>836,479,381</u>	<u>413,349,346</u>	<u>-</u>	<u>14,716,319</u>	<u>1,500,000</u>
Balance as at 1 January 2021	836,479,381	413,349,346	-	14,716,319	1,500,000
Profit for the year	-	-	-	-	-
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	-	-
Cash receipt from share subscription as warrants exercised (Note 19)	-	-	20,128,800	-	-
Transferred unappropriated retained earnings to statutory reserve (Note 20)	-	-	-	-	11,000,000
Increase in share capital from warrant exercise (Note 19)	12,000	36,000	-	-	-
Equity attributable to non-controlling interests of the subsidiary (Note 2)	-	-	-	-	-
Share-based payments (Note 19)	-	-	-	16,642,432	-
Balance as at 31 December 2021	<u>836,491,381</u>	<u>413,385,346</u>	<u>20,128,800</u>	<u>31,358,751</u>	<u>12,500,000</u>

The accompanying notes are an integral part of the financial statements.

(Unit: Baht)

Financial statements

Owners of the Company

Earnings	Other components of shareholders' equity			Total equity attributable to owners of the Company	Equity attributable to non-controlling interests of the subsidiaries	Total shareholders' equity
	Other comprehensive income	Capital surplus from changes in shareholding in subsidiary	Total other components of shareholders' equity			
Unappropriated (deficit)	Revaluation surplus on land					
(50,179,503)	28,572,133	671,619	29,243,752	1,243,608,980	1,558,220	1,245,167,200
81,388,247	-	-	-	81,388,247	2,029,896	83,418,143
-	-	-	-	-	-	-
81,388,247	-	-	-	81,388,247	2,029,896	83,418,143
(1,500,000)	-	-	-	-	-	-
-	-	-	-	315	-	315
29,708,744	28,572,133	671,619	29,243,752	1,324,997,542	3,588,116	1,328,585,658
29,708,744	28,572,133	671,619	29,243,752	1,324,997,542	3,588,116	1,328,585,658
209,702,867	-	-	-	209,702,867	511,615	210,214,482
3,102,549	-	-	-	3,102,549	-	3,102,549
212,805,416	-	-	-	212,805,416	511,615	213,317,031
-	-	-	-	20,128,800	-	20,128,800
(11,000,000)	-	-	-	-	-	-
-	-	-	-	48,000	-	48,000
-	-	(277,543)	(277,543)	(277,543)	275,033	(2,510)
-	-	-	-	16,642,432	-	16,642,432
231,514,160	28,572,133	394,076	28,966,209	1,574,344,647	4,374,764	1,578,719,411

Statement of changes in shareholders' equity (continued)

For the year ended 31 December 2021

	Separate financial statements		
	Issued and paid-up share capital	Share premium	Cash receipt from share subscription
Balance as at 1 January 2020	836,479,231	413,349,181	-
Profit for the year	-	-	-
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	-	-
Transferred unappropriated retained earnings to statutory reserve (Note 20)	-	-	-
Increase in share capital from warrant exercise	150	165	-
Balance as at 31 December 2020	836,479,381	413,349,346	-
Balance as at 1 January 2021	836,479,381	413,349,346	-
Profit for the year	-	-	-
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	-	-
Cash receipt from share subscription as warrants exercised (Note 19)	-	-	20,128,800
Transferred unappropriated retained earnings to statutory reserve (Note 20)	-	-	-
Increase in share capital from warrant exercise (Note 19)	12,000	36,000	-
Share-based payments (Note 19)	-	-	-
Balance as at 31 December 2021	836,491,381	413,385,346	20,128,800
The accompanying notes are an integral part of the financial statements. -			

(Unit: Baht)

Financial statements

Capital reserve for share-based payments	Retained earnings		Other components of shareholders' equity		
	Appropriated - statutory reserve	Unappropriated (deficit)	Other comprehensive income	Total other components of shareholders' equity	Total shareholders' equity
			Revaluation surplus on land		
14,716,319	-	(50,546,995)	28,572,133	28,572,133	1,242,569,869
-	-	78,060,207	-	-	78,060,207
-	-	-	-	-	-
-	-	78,060,207	-	-	78,060,207
-	-	-	-	-	-
-	1,500,000	(1,500,000)	-	-	-
-	-	-	-	-	315
14,716,319	1,500,000	26,013,212	28,572,133	28,572,133	1,320,630,391
14,716,319	1,500,000	26,013,212	28,572,133	28,572,133	1,320,630,391
-	-	208,202,500	-	-	208,202,500
-	-	3,102,549	-	-	3,102,549
-	-	211,305,049	-	-	211,305,049
-	-	-	-	-	20,128,800
-	-	-	-	-	-
-	11,000,000	(11,000,000)	-	-	-
-	-	-	-	-	48,000
16,642,432	-	-	-	-	16,642,432
31,358,751	12,500,000	226,318,261	28,572,133	28,572,133	1,568,754,672

Notes to consolidated financial statements

For the year ended 31 December 2021

1. General information

Stars Microelectronics (Thailand) Public Company Limited (“the Company”) is a public company incorporated and domiciled in Thailand. The Company and its subsidiaries (together as “the Group”) are principally engaged in the manufacture and distribution of integrated circuit boards. The registered office of the Company is at 586 Moo 2, Klong Jig, Bang Pa-In, Ayutthaya.

2. Basis of preparation

2.1 The financial statements have been prepared in accordance with Thai Financial Reporting Standards enunciated under the Accounting Professions Act B.E. 2547 and their presentation has been made in compliance with the stipulations of the Notification of the Department of Business Development, issued under the Accounting Act B.E. 2543.

The financial statements in Thai language are the official statutory financial statements of the Company. The financial statements in English language have been translated from the Thai language financial statements.

The financial statements have been prepared on a historical cost basis except where otherwise disclosed in the accounting policies.

2.2 Basis of consolidation

a) The consolidated financial statements include the financial statements of Stars Microelectronics (Thailand) Public Company Limited (“the Company”) and the following subsidiary companies (“the subsidiaries”) (collectively as “the Group”):

Company’s name	Nature of business	Country of incorporation	Percentage of shareholding	
			2021	2020
			Percent	Percent
Stars Microelectronics USA, Inc.	Trading company	United States of America	59	59
SMT Green Energy Company Limited	Non-active and in the dissolution process	Thailand	99	99
SS RFID Company Limited	Currently non-active	Thailand	100	75

During the year 2021, there were the following changes in the composition of the subsidiaries:

On 16 February 2021, the Company established Light Up Innovation Company Limited in which the Company holds 99,997 ordinary shares with a par value of Baht 10 per share, representing 99.99 percent. Such company registered its dissolution with the Ministry of Commerce on 15 November 2021 and

completed liquidation on 9 December 2021.

On 18 March 2021 and 26 November 2021, the Company purchased 500 ordinary shares of Baht 5 each of SMT Green Energy Company Limited from other shareholders, totaling Baht 2,500. As a result, the Company’s shareholding in that company changed from 99.0% to 99.5%. At present, SMT Green Energy Company Limited is in the dissolution process.

On 30 September 2021, the Company received the transfer of 2,500,000 ordinary shares of SS RFID Company Limited from other shareholder free of charge and on 26 November 2021, the Company purchases 1 ordinary share of Baht 10 each from other. As a result, the Company's shareholding in that company changed from 75% to 100%.

b) The Company is deemed to have control over the investees or subsidiaries if it has rights, or is exposed, to variable returns from its involvement with the investees, and it has the ability to direct the activities that affect the amount of its returns.

c) Subsidiaries are fully consolidated, being the date on which the Company obtains control, and continue to be consolidated until the date when such control ceases.

d) The financial statements of the subsidiaries are prepared using the same significant accounting policies as the Company.

e) The Group determines that the Thai Baht is its functional currency including an overseas subsidiary because the activities of the subsidiary are carried out as an extension of the Company, rather than being carried out with a significant degree of autonomy.

f) Material balances and transactions between the Group have been eliminated from the consolidated financial statements.

g) Non-controlling interests represent the portion of profit or loss and net assets of the subsidiaries that are not held by the Company and are presented separately in the consolidated income statement and within equity in the consolidated statement of financial position.

2.3 The separate financial statements present investments in subsidiaries under the cost method.

3. New financial reporting standards

3.1 Financial reporting standards that became effective in the current year

During the year, the Group has adopted the revised financial reporting standards and interpretations which are effective for fiscal years beginning on or after 1 January 2021. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The adoption of these financial reporting standards does not have any significant impact on the Group's financial statements.

3.2 Financial reporting standards that will become effective for fiscal years beginning on or after 1 January 2022

The Federation of Accounting Professions issued a number of revised financial reporting standards, which are effective for fiscal years beginning on or after 1 January 2022. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and, for some standards, providing temporary reliefs or temporary exemptions for users.

The management of the Group believes that adoption of these amendments will not have any significant impact on the Group's financial statements.

4. Significant accounting policies

4.1 Revenue and expense recognition

Sales of goods

Revenue from sale of goods is recognised at the point in time when control of the asset is transferred to the customer, generally upon delivery of the goods. Revenue is measured at the amount of the consideration received or receivable, excluding value added tax, of goods supplied after deducting returns, discounts, allowances and price promotions to customers.

Rendering of services

Service revenue is recognised at a point in time upon completion of the service.

Interest income

Interest income is calculated using the effective interest method and recognised on an accrual basis. The effective interest rate is applied to the gross carrying amount of a financial asset, unless the financial assets subsequently become credit-impaired when it is applied to the net carrying amount of the financial asset (net of the expected credit loss allowance).

Finance cost

Interest expense from financial liabilities at amortised cost is calculated using the effective interest method and recognised on an accrual basis.

4.2 Cash and cash equivalents

Cash and cash equivalents consist of cash in hand and at banks, and all highly liquid investments with an original maturity of three months or less and not subject to withdrawal restrictions.

4.3 Inventories

Finished goods and work in process are valued at the lower of cost (under the weighted average method) and net realisable value. The cost of inventories is measured using the standard cost method, which approximates actual costs and includes all production costs and attributable factory overheads.

Raw materials, spare parts and supplies are valued at the lower of average cost and net realisable value and are charged to production costs whenever consumed.

4.4 Investments

Investments in subsidiaries are accounted for in the separate financial statements using the cost method.

The weighted average method is used for computation of the cost of investments.

On disposal of an investment, the difference between net disposal proceeds and the carrying amount of the investment is recognised in the income statement.

4.5 Property, plant and equipment/Depreciation

Land is stated at revalued amount. Buildings and equipment are stated at cost less accumulated depreciation and allowance for loss on impairment of assets.

Land is initially recorded at cost on the acquisition date, and subsequently revalued by an independent professional appraiser to its fair value. Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from fair value at the end of reporting period.

Differences arising from the revaluation are dealt with in the financial statements as follows:

- When a land's carrying amount is increased as a result of a revaluation of the Company's land, the increase is credited directly to other comprehensive income and the cumulative increase is recognised as equity under the heading of "Revaluation surplus on land". However, a revaluation increase is recognised as income to the extent that it reverses a revaluation decrease in respect of the same land previously recognised as an expense in the income statement.
- When a land's carrying amount is decreased as a result of a revaluation of the Company's land, the decrease is recognised in the income statement. However, the revaluation decrease is charged to the other comprehensive income to the extent that it does not exceed an amount already held in "Revaluation surplus on land" in respect of the same land.

Depreciation of plant and equipment is calculated by reference to their costs on the straight-line basis over estimated useful lives as shown in the table below.

Buildings	40 years
Building improvement	15 years
Machinery and equipment	5 and 15 years
Motor vehicles	5 years

Depreciation is included in determining income.

No depreciation is provided on land and assets under construction and installation.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on disposal of an asset is included in the income statement when the asset is derecognised.

4.6 Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale are capitalised as part of the cost of the respective assets. All other borrowing costs are expensed in the period they are incurred. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

4.7 Intangible assets

Intangible assets are stated at cost less accumulated amortisation and allowance for loss on impairment of assets.

Intangible assets with finite lives are amortised on the straight-line basis over the economic useful life and tested for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method of such intangible assets are reviewed at least at each financial year end. The amortisation expense is charged to the income statement.

Intangible assets with finite useful lives of the Group are computer software which has the useful life of 10 years.

4.8 Leases

At inception of contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Group as lessee

The Group applied a single recognition and measurement approach for all leases except for short-term leases and leases of low-value assets. At the commencement date of the lease (i.e. the date the underlying asset is available for use), the Group recognises right-of-use assets representing the right to use underlying assets and lease liabilities based on lease payments.

Right-of-use assets

Right-of-use assets are measured at cost, less accumulated depreciation, any accumulated impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities initially recognised, initial direct costs incurred, and lease payments made at or before the commencement date of the lease less any lease incentives received.

Depreciation of right-of-use assets are calculated by reference to their costs, on the straight-line basis over the shorter of their estimated useful lives and the lease term.

Building improvement	15 years
Machinery and equipment	15 years
Motor vehicles	5 years

If ownership of the leased asset is transferred to the Group at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are presented as part of property, plant and equipment in the statement of financial position.

Lease liabilities

Lease liabilities are measured at the present value of the lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be payable under residual value guarantees. Moreover, the lease payments include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating the lease, if the lease term reflects the Group exercising an option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

The Group discounted the present value of the lease payments by the interest rate implicit in the lease or the Group's incremental borrowing rate. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a change in the lease term, a change in the lease payments or a change in the assessment of an option to purchase the underlying asset.

Short-term leases and leases of low-value assets

A lease that has a lease term less than or equal to 12 months from commencement date or a lease of low-value assets is recognised as expenses in the income statement on a straight-line basis over the lease term.

4.9 Related party transactions

Related parties comprise individuals or enterprises that control, or are controlled by, the Company, whether directly or indirectly, or which are under common control with the Company.

They also include associates and individuals or enterprises which directly or indirectly own a voting interest in the Company that gives them significant influence over the Company, key management

personnel, directors and officers with authority in the planning and direction of the Company's operations.

4.10 Foreign currencies

The consolidated and separate financial statements are presented in Baht, which is also the Company's functional currency. Items of each entity included in the consolidated financial statements are measured using the functional currency of that entity.

Transactions in foreign currencies are translated into Baht at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into Baht at the exchange rate ruling at the end of reporting period.

Gains and losses on exchange are included in determining income.

4.11 Impairment of non-financial assets

At the end of each reporting period, the Group performs impairment reviews in respect of the property, plant and equipment, right-of-use assets and other intangible assets whenever events or changes in circumstances indicate that an asset may be impaired. An impairment loss is recognised when the recoverable amount of an asset, which is the higher of the asset's fair value less costs to sell and its value in use, is less than the carrying amount.

An impairment loss is recognised in the income statement. However, in case where land was previously revalued and the revaluation was taken to equity, a part of such impairment is recognised in equity up to the amount of the previous revaluation.

In the assessment of asset impairment if there is any indication that previously recognised impairment losses may no longer exist or may have decreased, the Group estimates the asset's recoverable amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The increased carrying amount of the asset attributable to a reversal of an impairment loss shall not exceed

the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the income statement unless the asset is carried at a revalued amount, in which case the reversal, which exceeds the carrying amount that would have been determined, is treated as a revaluation increase.

4.12 Employee benefits

Short-term employee benefits

Salaries, wages, bonuses and contributions to the social security fund are recognised as expenses when incurred.

Post-employment benefits

Defined contribution plans

The Company, its subsidiaries and their employees have jointly established a provident fund. The fund is monthly contributed by employees and by the Group. The fund's assets are held in a separate trust fund and the contributions of the Group are recognised as expenses when incurred.

Defined benefit plans

The Group has obligations in respect of the severance payments it must make to employees upon retirement under labor law. The Group treats these severance payment obligations as a defined benefit plan.

The obligation under the defined benefit plan is determined by a professionally qualified independent actuary based on actuarial techniques, using the projected unit credit method.

Actuarial gains and losses arising from defined benefit plans are recognised immediately in other comprehensive income.

Past service costs are recognised in profit or loss on the earlier of the date of the plan amendment or curtailment and the date that the Company recognizes restructuring-related costs.

4.13 Provisions

Provisions are recognised when the Group has a present obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

4.14 Equity-settled share-based payments

The Company recognises equity-settled share-based payment transactions when services are rendered by employees, based on the fair value of the share options at the grant date. The expenses, together with a corresponding increase in "Share-based payment reserve" in shareholders' equity, are recognised over the service period as specified in the plan.

Estimating fair value for the share-based payment transactions requires management to exercise judgement, and to apply assumptions, including the expected life of the share options, share price volatility, dividend yield and risk-free interest rate.

4.15 Income tax

Income tax expense represents the sum of corporate income tax currently payable and deferred tax.

Current tax

Current income tax is provided in the accounts at the amount expected to be paid to the taxation authorities, based on taxable profits determined in accordance with tax legislation.

Deferred tax

Deferred income tax is provided on temporary differences between the tax bases of assets and liabilities and their carrying amounts at the end of each reporting period, using the tax rates enacted at the end of the reporting period.

The Group recognises deferred tax liabilities for all taxable temporary differences while it recognises deferred tax assets for all deductible temporary differences and tax losses carried forward to the extent that it is probable that future taxable profit

will be available against which such deductible temporary differences and tax losses carried forward can be utilised.

At each reporting date, the Group reviews and reduces the carrying amount of deferred tax assets to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised.

The Group records deferred tax directly to shareholders' equity if the tax relates to items that are recorded directly to shareholders' equity.

4.16 Financial instruments

The Group initially measures financial assets at its fair value plus, in the case of financial assets that are not measured at fair value through profit or loss, transaction costs. However, trade receivables, that do not contain a significant financing component, are measured at the transaction price as disclosed in the accounting policy relating to revenue recognition.

Classification and measurement of financial assets

Financial assets are classified, at initial recognition, as to be subsequently measured at amortised cost, fair value through other comprehensive income ("FVOCI"), or fair value through profit or loss ("FVTPL"). The classification of financial assets at initial recognition is driven by the Group's business model for managing the financial assets and the contractual cash flows characteristics of the financial assets.

Financial assets at amortised cost

The Group measures financial assets at amortised cost if the financial asset is held in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest rate ("EIR") method and are subject to impairment. Gains and losses are recognised in the income statement when the asset is derecognised, modified or impaired.

Financial assets at FVTPL

Financial assets measured at FVTPL are carried in the statement of financial position at fair value with net changes in fair value recognised in profit or loss.

These financial assets include derivatives which the Group has not irrevocably elected to classify at FVOCI and financial assets with cash flows that are not solely payments of principal and interest.

Classification and measurement of financial liabilities

Except for derivative liabilities, at initial recognition the Group's financial liabilities are recognised at fair value net of transaction costs and classified as liabilities to be subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process. In determining amortised cost, the Group takes into account any fees or costs that are an integral part of the EIR. The EIR amortisation is included in finance costs in the income statement.

The Group may elect to measure financial liabilities at FVTPL if doing so eliminates, or significantly reduces a recognition inconsistency.

Derecognition of financial instruments

A financial asset is primarily derecognised when the rights to receive cash flows from the asset have expired or have been transferred and either the Group has transferred substantially all the risks and rewards of the asset, or the Group has transferred control of the asset.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

Impairment of financial assets

The Group recognises an allowance for expected credit losses (“ECLs”) for all debt instruments not held at FVTPL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate.

For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure (a lifetime ECL).

For trade receivables, the Group applies a simplified approach in calculating ECLs. Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date.

ECLs are calculated based on its historical credit loss experience and adjusted for forward-looking factors specific to the debtors and the economic environment.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

4.17 Derivatives

The Group uses derivatives, such as forward currency contracts to hedge its foreign currency risks.

Derivatives are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at fair value. The subsequent changes are recognised in profit or loss. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

Derivatives are presented as non-current assets or non-current liabilities if the remaining maturity of the instrument is more than 12 months and it is not due to be realised or settled within 12 months. Other derivatives are presented as current assets or current liabilities.

4.18 Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between buyer and seller (market participants) at the measurement date. The Group applies a quoted market price in an active market to measure its assets and liabilities that are required to be measured at fair value by relevant financial reporting standards. Except in case of no active market of an identical asset or liability or when a quoted market price is not available, the Group measures fair value using valuation technique that are appropriate in the circumstances and maximises the use of relevant observable inputs related to assets and liabilities that are required to be measured at fair value.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy into three levels based on categorise of input to be used in fair value measurement as follows:

Level 1 - Use of quoted market prices in an observable active market for such assets or liabilities

Level 2 - Use of other observable inputs for such assets or liabilities, whether directly or indirectly

Level 3 - Use of unobservable inputs such as estimates of future cash flows

At the end of each reporting period, the Group determines whether transfers have occurred between levels within the fair value hierarchy for assets and liabilities held at the end of the reporting period that are measured at fair value on a recurring basis.

5. Significant accounting judgements and estimates

The preparation of financial statements in conformity with financial reporting standards at times requires management to make subjective judgements and estimates regarding matters that are inherently uncertain. These judgements and estimates affect reported amounts and disclosures; and actual results could differ from these estimates. Significant judgements and estimates are as follows:

Allowance for expected credit losses of trade receivables

In determining an allowance for expected credit losses of trade receivables, the management needs to make judgement and estimates based upon, among other things, past collection history, aging profile of outstanding debts and the forecast economic condition for groupings of various customer segments with similar credit risks. The Group's historical credit loss experience and forecast economic conditions may also not be representative of whether a customer will actually default in the future.

Net realisable value of inventories

The management uses judgement to estimate net realisable value of inventories taking into account fluctuations of price or cost directly related to events occurring after the end of the reporting period and movements of inventories, the prevailing economic condition and the industry circumstances.

Property plant and equipment/Depreciation

In determining depreciation of plant and equipment, the management is required to make estimates of the useful lives and residual values of the plant and equipment and to review estimate useful lives and residual values when there are any changes.

The Company measures land at revalued amounts. Such amounts are determined by the independent valuer.

In addition, the management is required to review property, plant and equipment for impairment on a periodical basis and record impairment losses when it is determined that their recoverable amount is lower than the carrying amount. This requires judgements regarding forecast of future revenues and expenses relating to the assets subject to the review.

Deferred tax assets

Deferred tax assets are recognised for deductible temporary differences and unused tax losses to the extent that it is probable that taxable profit will be available against which the temporary differences and losses can be utilised. Significant management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and level of estimate future taxable profits.

6. Related party transactions

During the years, the Group had significant business transactions with related parties. Such transactions, which are summarised below, arose in the ordinary course of business and were concluded on commercial terms and bases agreed upon between the Company and those related parties.

(Unit: Million Baht)

(Unit: Million Baht)					
	Consolidated financial statements		Separate financial statements		Pricing policy
	2021	2020	2021	2020	
<u>Transactions with subsidiaries</u>					
(eliminated from the consolidated financial statements)					
Sales and service income	-	-	749	821	Cost plus margin
Other income	-	-	2	1	Agreed price
Commission expense	-	-	23	9	Agreed price
<u>Transactions with related companies</u>					
Sales and service income	-	30	-	30	Cost plus margin

As at 31 December 2021 and 2020, the balances of the accounts between the Company, its subsidiaries and those related parties are as follows:

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
<u>Trade receivables - related parties (Note 8)</u>				
Subsidiary	-	-	144,671	157,700
Related company (related by common shareholders)	-	1,150	-	1,150
Total trade receivables - related parties	-	1,150	144,671	158,850
<u>Other receivable - related party (Note 8)</u>				
Subsidiary	-	-	-	84
Total other receivable - related party	-	-	-	84

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020

Trade payable - related party (Note 14)

Related company (related by common shareholders)	-	28	-	28
Total trade payable - related party	-	28	-	28

Other payable - related party (Note 14)

Subsidiary	-	-	6,959	1,668
Total other payable - related party	-	-	6,959	1,668

Short-term loans to related parties

As at 31 December 2021 and 2020, the balance of loans between the Company and its subsidiaries and the movement are as follows:

(Unit: Thousand Baht)

Loan to subsidiaries	Separated financial statements				
	Balance as at 31 December 2020	Increase during the year	Decrease during the year	Balance as at 31 December 2021	Interest rate
SS RFID Co., Ltd.	580	50	-	630	7.2 % per annum
SMT Green Energy Co., Ltd.	60	50	-	110	7.2 % per annum
Total	640	100	-	740	
Allowance for expected credit losses	-	(740)	-	(740)	
Loans to subsidiaries - net	640	(640)	-	-	

Directors and management's benefits

During the years ended 31 December 2021 and 2020, the Group had employee benefit expense payable to their directors and management as below.

(Unit: Million Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Short-term employee benefits	33	36	26	29
Post-employment benefits	7	5	7	5
Termination benefit	-	7	-	7
Share-based payment	11	-	11	-
Total	51	48	44	41

7. Cash and cash equivalents

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Cash	67	77	45	55
Bank deposits	35,596	32,430	22,828	5,958
Total cash and cash equivalents	35,663	32,507	22,873	6,013

As at 31 December 2021, bank deposits in saving accounts carried interests between 0.040% and 0.050% per annum (2020: between 0.025% and 0.050% per annum).

8. Trade and other receivables

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
<u>Trade receivables - related parties</u>				
Aged on the basis of due dates				
Not yet due	-	1,150	117,188	133,012
Past due				
Up to 3 months	-	-	25,237	25,810
3 - 6 months	-	-	2,136	-
6 - 12 months	-	-	110	28
Total trade receivables - related parties	-	1,150	144,671	158,850
<u>Trade receivables - unrelated parties</u>				
Aged on the basis of due dates				
Not yet due	278,502	259,057	152,040	122,999
Past due				
Up to 3 months	44,940	17,567	32,721	11,028
3 - 6 months	4,802	31	4,376	31
6 - 12 months	1,293	520	710	520
Over 12 months	362,481	362,032	362,481	362,032
Total trade receivables - unrelated parties	692,018	639,207	552,328	496,610
Less: Allowance for expected credit losses	(364,548)	(363,236)	(364,548)	(363,236)
Total trade receivables - unrelated parties, net	327,470	275,971	187,780	133,374
Total trade receivables - net	327,470	277,121	332,451	292,224
<u>Other receivables</u>				
Other receivable - related party	-	-	-	84
Other receivables - unrelated parties	2,772	1,342	2,772	1,343
Total other receivables	2,772	1,342	2,772	1,427
Total trade and other receivables - net	330,242	278,463	335,223	293,651

The normal credit term is 30 to 120 days.

Set out below is the movement in the allowance for expected credit losses of trade receivables.

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Beginning balance	363,236	362,032	363,236	362,032
Provision for expected credit losses	1,312	1,204	1,312	1,204
Ending balance	364,548	363,236	364,548	363,236

9. Inventories

(Unit: Thousand Baht)

	Consolidated financial statements					
	Cost		Reduce cost to net realisable value		Inventories - net	
	2021	2020	2021	2020	2021	2020
Finished goods	141,881	139,121	(100,844)	(90,448)	41,037	48,673
Work in process	243,166	193,513	(20,309)	(34,528)	222,857	158,985
Raw materials	476,987	274,529	(115,955)	(94,295)	361,032	180,234
Spare parts and supplies	22,476	15,155	(795)	(168)	21,681	14,987
Total	884,510	622,318	(237,903)	(219,439)	646,607	402,879

(Unit: Thousand Baht)

	Separate financial statements					
	Cost		Reduce cost to net realisable value		Inventories - net	
	2021	2020	2021	2020	2021	2020
Finished goods	141,390	138,630	(100,353)	(89,957)	41,037	48,673
Work in process	241,971	192,318	(19,114)	(33,333)	222,857	158,985
Raw materials	476,403	273,945	(115,371)	(93,711)	361,032	180,234
Spare parts and supplies	22,476	15,155	(795)	(168)	21,681	14,987
Total	882,240	620,048	(235,633)	(217,169)	646,607	402,879

During the current year, the Group reduced cost of inventories by Baht 18 million (the Company only: Baht 18 million), to reflect the net realizable value (2020: reversed the write-down of cost of inventories by Baht 7 million (the Company only: Baht 7 million) and reduced the amount of inventories recognised as expenses during the year).

10. Investments in subsidiaries

Details of investments in subsidiaries as presented in the separate financial statements are as follows:

Company's name	Paid-up capital		Shareholding percentage		Carrying amounts based on cost method	
	2021	2020	2021	2020	2021	2020
			(%)	(%)	(Thousand Baht)	(Thousand Baht)
Stars Microelectronics USA, Inc.	20,000	20,000	59	59	429	429
	(US Dollar)					
SMT Green Energy Company Limited	500,000	500,000	99	99	498	495
	(Baht)					
SS RFID Company Limited	100,000,000	100,000,000	100	75	75,000	75,000
	(Baht)					
Total					75,927	75,924
Less: Allowance for impairment loss of investments					(75,498)	(75,495)
Investments in subsidiaries - net					429	429

During the current year, changes of investments in subsidiaries which have been presented in the separate financial statements are as follows.

a) On 16 February 2021, the Company established Light Up Innovation Company Limited in which the Company holds 99,997 ordinary shares with a par value of Baht 10 per share, representing 99.99 percent. The subsidiary registered its dissolution with the Ministry of Commerce on 15 November 2021 and completed the liquidation process on 9 December 2021.

b) On 18 March 2021 and 26 November 2021, the Company purchased 500 ordinary shares of Baht 5 each of SMT Green Energy Company Limited from other shareholders, totaling Baht 2,500. As a result, the Company's shareholding in that company changed from 99.0% to 99.5%. At present, SMT Green Energy Company Limited is in the dissolution process.

c) On 30 September 2021, the Company received the transfer of 2,500,000 ordinary shares of SS RFID Company Limited from other shareholder free of charge. As a result, the Company's shareholding in that company changed from 75% to 100%.

11. Property, plant and equipment

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Net book value:		
Property, plant and equipment	1,630,797	1,243,695
Right-of-use assets (Note 16)	10,459	627,591
Total	1,641,265	1,871,286

Movements of property, plant and equipment for the years ended 31 December 2021 and 2020 are summarised below.

(Unit: Thousand Baht)

	Consolidated financial statements					
	Revaluation basis	Cost basis				Total
	Land	Buildings and building improvement	Machinery and equipment	Motor vehicles	Assets under construction and installation	

Cost / Revalued amount

1 January 2020	91,013	1,026,907	3,517,639	21,257	49,109	4,705,925
Additions	-	6,910	25,272	-	45,026	77,208
Disposals	-	-	(2)	(525)	-	(527)
Write-offs	-	(19,070)	(4,327)	(1,675)	(7,970)	(33,042)
Transfers between accounts	-	53,723	22,259	-	(75,982)	-
31 December 2020	91,013	1,068,470	3,560,841	19,057	10,183	4,749,564
Additions	-	22	11,987	1,328	11,769	25,106
Disposals	-	-	(43,645)	(2,511)	-	(46,156)
Write-offs	-	(20,776)	(885)	-	-	(21,661)
Transfers between accounts	-	3,612	11,604	-	(15,216)	-
31 December 2021	91,013	1,051,328	3,539,902	17,874	6,736	4,706,853

Accumulated depreciation

1 January 2020	-	619,653	1,966,791	16,506	-	2,602,950
Depreciation for the year	-	43,345	217,958	2,474	-	263,777
Depreciation on disposals	-	-	(2)	(525)	-	(527)
Depreciation on write-offs	-	(10,153)	(4,231)	(826)	-	(15,210)
31 December 2020	-	652,845	2,180,516	17,629	-	2,850,990
Depreciation for the year	-	41,511	200,723	1,311	-	243,545
Depreciation on disposals	-	-	(32,063)	(2,511)	-	(34,574)
Depreciation on write-offs	-	(20,776)	(885)	-	-	(21,661)
31 December 2021	-	673,580	2,348,291	16,429	-	3,038,300

(Unit: Thousand Baht)

	Consolidated financial statements					
	Revaluation basis	Cost basis				Total
	Land	Buildings and building improvement	Machinery and equipment	Motor vehicles	Assets under construction and installation	

Allowance for impairment:

1 January 2020	-	-	27,288	-	-	27,288
31 December 2020	-	-	27,288	-	-	27,288
31 December 2021	-	-	27,288	-	-	27,288

Net book value

31 December 2020	91,013	415,625	1,353,037	1,428	10,183	1,871,286
31 December 2021	91,013	377,748	1,164,323	1,445	6,736	1,641,265

Depreciation for the year

2020 (Baht 260 million included in manufacturing cost, and the balance in administrative expenses)	263,777
2021 (Baht 238 million included in manufacturing cost, and the balance in administrative expenses)	243,545

(Unit: Thousand Baht)

	Separate financial statements					
	Revaluation basis	Cost basis				Total
	Land	Buildings and building improvement	Machinery and equipment	Motor vehicles	Assets under construction and installation	

Cost / Revalued amount

1 January 2020	91,013	1,026,907	3,468,419	21,257	49,109	4,656,705
Additions	-	6,910	25,272	-	45,026	77,208
Disposals	-	-	(2)	(525)	-	(527)
Write-offs	-	(19,070)	(4,327)	(1,675)	(7,970)	(33,042)
Transfers between accounts	-	53,723	22,259	-	(75,982)	-
31 December 2020	91,013	1,068,470	3,511,621	19,057	10,183	4,700,344
Additions	-	22	11,987	1,328	11,769	25,106
Disposals	-	-	(43,645)	(2,511)	-	(46,156)
Write-offs	-	(20,776)	(885)	-	-	(21,661)
Transfers between accounts	-	3,612	11,604	-	(15,216)	-
31 December 2021	91,013	1,051,328	3,490,682	17,874	6,736	4,657,633

(Unit: Thousand Baht)

	Separate financial statements					
	Revaluation basis	Cost basis				Total
	Land	Buildings and building improvement	Machinery and equipment	Motor vehicles	Assets under construction and installation	

Accumulated depreciation

1 January 2020	-	619,653	1,944,859	16,506	-	2,581,018
Depreciation for the year	-	43,345	217,958	2,474	-	263,777
Depreciation on disposals	-	-	(2)	(525)	-	(527)
Depreciation on write-offs	-	(10,153)	(4,231)	(826)	-	(15,210)
31 December 2020	-	652,845	2,158,584	17,629	-	2,829,058
Depreciation for the year	-	41,511	200,723	1,311	-	243,545
Depreciation on disposals	-	-	(32,063)	(2,511)	-	(34,574)
Depreciation on write-offs	-	(20,776)	(885)	-	-	(21,661)
31 December 2021	-	673,580	2,326,359	16,429	-	3,016,368

Net book value

31 December 2020	91,013	415,625	1,353,037	1,428	10,183	1,871,286
31 December 2021	91,013	377,748	1,164,323	1,445	6,736	1,641,265

Depreciation for the year

2020 (Baht 260 million included in manufacturing cost, and the balance in administrative expenses)	263,777
2021 (Baht 238 million included in manufacturing cost, and the balance in administrative expenses)	243,545

The Company arranged for an independent professional valuer to appraise the value of its land in order to state the land at revalued amount. The appraisal had the effect of increasing the Company's revaluation surplus on land, which was recognised as equity in the statements of financial position. In 2019, the Company rearranged for an independent professional valuer to appraise the value of its land using the market approach.

Had the land been carried in the financial statements on a historical cost basis, its net book value as of 31 December 2021 and 2020 would have been Baht 55 million.

As at 31 December 2021, certain items of machinery and equipment were fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation and allowance for impairment loss of those assets amounted to approximately Baht 866 million (2020: Baht 760 million).

The Company has mortgaged the land and construction thereon and machinery with a total net book value as at 31 December 2021 of approximately Baht 1,087 million, as collateral for credit facilities and long-term loans granted by commercial banks as stated in Note 15 to financial statements.

12. Intangible assets

The net book value of intangible assets as at 31 December 2021 and 2020 is presented below.

(Unit: Thousand Baht)

	Computer software	
	Consolidated financial statements	Separate financial statements
Cost:		
1 January 2020	69,531	69,476
Additions	7,086	7,086
Disposals	(4,230)	(4,230)
31 December 2020	72,387	72,332
Additions	18,374	18,374
Disposals	(9,768)	(9,768)
31 December 2021	80,993	80,938
Amortisation:		
1 January 2020	40,025	39,985
Amortisation for the year	5,764	5,764
31 December 2020	45,789	45,749
Amortisation for the year	5,765	5,765
Amortisation on disposal	(9,177)	(9,177)
31 December 2021	42,377	42,337
Allowance for impairment:		
1 January 2020	15	-
31 December 2020	15	-
31 December 2021	15	-
Net book value:		
31 December 2020	26,583	26,583
31 December 2021	38,601	38,601

13. Bank overdrafts and short-term loans from financial institutions

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Bank overdrafts	-	552
Promissory notes	-	30,000
Trust receipts	35,992	126,643
Packing credit	-	422,000
Total bank overdrafts and short-term loans from financial institutions	35,992	579,195

As at 31 December 2021, short-term loans from financial institutions carried interest at a rate of 1.55% per annum (2020: bank overdrafts carried interest rate at MOR and short-term loans from financial institutions carried interest rates between 1.55% - 2.85% per annum).

14. Trade and other payables

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Trade payable - related party	-	28	-	28
Trade payables - unrelated parties	254,298	190,011	250,174	186,163
Other payable - related party	-	-	6,959	1,668
Other payables - unrelated parties	39,016	27,860	39,011	27,855
Advance received for goods	41,577	12,918	41,577	12,918
Payables for purchases of machinery	6,424	9,740	6,424	9,740
Accrued expenses	13,982	11,217	13,866	11,108
Total trade and other payables	355,297	251,774	358,011	249,480

15. Long-term loans

(Unit: Thousand Baht)

Loan	Interest rate	Repayment schedule	Consolidated and Separate financial statements	
			2021	2020
1	MLR ⁽¹⁾ - 2.0% per annum	Monthly installments as from October 2017	-	58,140
2	Closed to THBFIX 6M ⁽²⁾	Monthly installments as from November 2018	-	63,250
3	3.1 MLR ⁽¹⁾ - 0.79% per annum	Monthly installments as from December 2021	343,500	-
	3.2 BIBOR 1M ⁽³⁾ + 4.22%	Monthly installments as from December 2021	343,500	-
Total			687,000	121,390
Less: Deferred loans advisory fee			(4,378)	-
Net loans			682,622	121,390
Less: Current portion			(154,207)	(121,390)
Long-term loans, net of current portion			528,415	-

(1) MLR is Minimum Loan Rate.

(2) THBFIX 6M is Thai Baht Interest Rate Fixing for the period of 6 month.

(3) BIBOR 1M is Bangkok Interbank Offered Rate Fixing for the period of 1 month.

Loan 2: An interest rate swap agreement which was used to manage the risk associated with the loan has ended by the loan repayment.

Loan 3: On 23 June 2021, the Company entered into a syndicated loan agreement with two commercial banks for a credit facility of Baht 1,275.5 million which is a long-term loan credit facility of Baht 700 million and a revolving credit facility of Baht 575.5 million. The loan is secured by mortgage of land and constructions thereon and machinery. The loan agreement contains certain covenants and restrictions, including, among other things, the maintenance of financial ratios stipulated in the agreement.

Movement of the long-term loan account during the year ended 31 December 2021 and 2020 are summarised below:

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Beginning balance	121,390	209,070
Additional borrowings	700,000	-
Repayments	(134,390)	(87,680)
Deferred loan advisory fee	(5,417)	-
Amortisation of deferred loan advisory fee	1,039	-
Ending balance	682,622	121,390

16. Leases

The Group as a lessee

The Group has lease contracts for various items of property, plant, and equipment used in its operations. Leases generally have lease terms between 4 - 6 years.

a) Right-of-use assets

Movement of right-of-use assets for the years ended 31 December 2021 and 2020 are summarised below:

(Unit: Thousand Baht)

	Consolidated and Separate financial statements			
	Buildings and building improvement	Machinery and equipment	Motor vehicles	Total
1 January 2020	11,032	675,156	2,633	688,821
Additions	12,978	-	1,675	14,653
Disposals	(8,917)	-	(850)	(9,767)
Depreciation for the year	(5,068)	(58,812)	(2,236)	(66,116)
31 December 2020	10,025	616,344	1,222	627,591
Additions	-	-	1,328	1,328
Reclassified as property, plant and equipment	-	(592,011)	(922)	(592,933)
Depreciation for the year	(1,007)	(24,333)	(187)	(25,527)
31 December 2021	9,018	-	1,441	10,459

b) Lease liabilities

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Lease payments	1,083	260,166
Less: Deferred interest expenses	(68)	(13,150)
Total	1,015	247,016
Less: Portion due within one year	(339)	(112,578)
Lease liabilities - net of current portion	676	134,438

Movements of the lease liability account during the years ended 31 December 2021 and 2020 are summarised below:

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Balance at beginning of year	247,016	304,486
Additions	1,328	13,304
Accretion of interest	-	(9,767)
Repayments	(247,329)	(61,007)
Balance at end of year	1,015	247,016

A maturity analysis of lease payments is disclosed in Note 31 under the liquidity risk.

c) Expenses relating to leases that are recognised in profit or loss

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Depreciation expense of right-of-use assets	25,527	66,116
Interest expense on lease liabilities	109	318
Expenses relating to short-term leases	3,502	2,192

d) Others

The Group had total cash outflows for leases for the year ended 31 December 2021 of Baht 250 million, including the cash outflow related to short-term lease, leases of low-value assets.

17. Provision for long-term employee benefits

Provision for long-term employee benefits, which represents compensation payable to employees after they retire, was as follows:

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Provision for long-term employee benefits at beginning of year	80,889	74,499
Included in the income statement:		
Current service cost	14,934	13,515
Interest cost	1,481	1,230
Benefits paid during the year	(3,969)	(8,355)
Provision for long-term employee benefits at end of year	93,335	80,889

As at 31 December 2021 and 2020, the Group do not expect to pay long-term employee benefits during the next year (the Company only: nil)

As at 31 December 2021 and 2020, the weighted average duration of the liabilities for long-term employee benefit of the Group is 12 years (the Company only: 12 years)

Significant actuarial assumptions are summarised below.

(Unit: % per annum)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Discount rate	1.7	1.7	1.7	1.7
Salary increase rate	3.5 - 10.0	3.5 - 10.0	3.5 - 10.0	3.5 - 10.0
Staff turnover rate	0.0 - 28.0	0.0 - 28.0	0.0 - 28.0	0.0 - 28.0

The result of sensitivity analysis for significant assumption that affect the present value of the long-term employee benefit obligation as at 31 December 2021 and 2020 are summarised below.

(Unit: Million Baht)

	As at 31 December 2021			
	Consolidated financial statements		Separate financial statements	
	Increase 1%	Decrease 1%	Increase 1%	Decrease 1%
Discount rate	(12)	14	(12)	14
Salary increase rate	13	(12)	13	(12)
Staff turnover rate	(12)	5	(12)	5

(Unit: Million Baht)

	As at 31 December 2020			
	Consolidated financial statements		Separate financial statements	
	Increase 1%	Decrease 1%	Increase 1%	Decrease 1%
Discount rate	(10)	12	(10)	12
Salary increase rate	11	(10)	11	(10)
Staff turnover rate	(10)	4	(10)	4

18. Share capital

On 27 April 2021, the Annual General Meeting of the Company's shareholders approved the following resolutions:

a) Decrease in the Company's registered share capital from Baht 1,229,890,150 (1,229,890,150 ordinary shares with the par value of Baht 1 each) to Baht 836,479,381 (836,479,381 ordinary shares with the par value of Baht 1 each) by cancelling 393,410,769 unissued registered shares with the par value of Baht 1 each, totaling Baht 393,410,769, for warrants to purchase the Company's ordinary shares (SMT-W1, SMT-W2 and SMT-WB) which were not exercised and currently expired.

b) Increase in the Company's registered share capital from Baht 836,479,381 (836,479,381 ordinary shares with the par value of Baht 1 each) to Baht 1,062,599,227 (1,062,599,227 ordinary shares with the par value of Baht 1 each) by issuing 226,119,846 new ordinary shares with the par value of Baht 1 each to reserve for the exercise of the 209,119,846 warrants to purchase the Company's ordinary shares No.3 issued to the existing shareholders (SMT-W3) in proportion of their shareholdings and the 17,000,000 warrants to purchase the Company's ordinary shares No.3 issued to directors and/or employees of the Company (SMT-WC).

The Company registered the decrease and the increase in its registered share capital with the Ministry of Commerce on 21 June 2021.

19. Warrant

On 27 April 2021, the Annual General Meeting of the Company's shareholders approved the following resolutions:

a) Issue and offer 209,119,846 warrants to purchase the Company's ordinary shares No. 3 issued to the existing shareholders (SMT-W3) in proportion of their shareholdings without charge, at the ratio of 4 existing shares to 1 warrant.

The details of the SMT-W3 warrants are presented below.

Term of warrants	- 3 years from the date of issuance and offering
Exercise ratio	- 1 warrant per 1 ordinary share, unless there is any exercise adjustment in accordance with the conditions for adjustment
Exercise price	- Baht 4 per share, unless there is any exercise adjustment in accordance with the conditions for adjustment
Exercise period	- Every last business day of March, June, September and December of each year through the term of the warrants and the last exercise date is the maturity date

On 2 June 2021, the Company allotted the 209,119,366 SMT-W3 warrants. The first exercise date of the warrants is 30 September 2021 and the last exercise date is 28 June 2024. The Company will cancel the remaining 480 SMT-W3 warrants.

A reconciliation of number of warrants for the period as from 2 June 2021 to 31 December 2021 is provided below.

(Unit: Thousand Units)

Number of warrants as at 2 June 2021	209,119
Exercised during the period	(112)
Number of warrants as at 31 December 2021	209,007

On 30 September 2021, 12,000 warrants were exercised. Cash receipts amounting to Baht 48,000 from the exercise of rights to convert warrants to ordinary shares was recorded as issued and paid-up share capital amounting to Baht 12,000 and share premium amounting to Baht 36,000. As a result, the Company's paid-up capital has increased from Baht 836,479,381 (836,479,381 ordinary shares with a par value of Baht 1 each) to Baht 836,491,381 (836,491,381 ordinary shares with a par value of Baht 1 each) and its premium on ordinary shares has increased from Baht 413,349,346 to Baht 413,385,346.

Cash receipts amounting to Baht 400,000 from the exercise of rights to convert warrants to ordinary shares on 30 December 2021 was recorded as advance from share subscription. The Company

registered the increase in its paid-up share capital as a result of this warrant exercise with the Ministry of Commerce on 6 January 2022.

b) Issue and offer 17,000,000 warrants to purchase the Company's ordinary shares No. 3 issued to directors and/or employees of the Company (SMT-WC). The allotment of the warrants is not offered through intermediary and is offered to persons who must be directors and/or employees of the Company on the date of the allotment. The Remuneration Committee of the Company has considered the allotment of the warrants to each directors and/or employees by considering their working period, position, experience, and important to the organisation including working efficiency and ability as appropriate and proposed to the Company's Board of Directors for approval.

The warrants are name-specified and non-transferable type, unless by hereditary transfer. The term of the warrants is 3 years from the date of issuance and offering (2 June 2021). The warrants are exercisable 2 times for each year on last business day of June and December through the term of the warrants and the last exercise date is the maturity date (28 June 2024).

The exercise ratio, price and restrictions, and the estimated fair value as at the grant date of the SMT-WC warrants are presented below.

Term of warrants	- 3 years from the date of issuance and offering
Exercise ratio	- 1 warrant per 1 ordinary share, unless there is any exercise adjustment in accordance with the conditions for adjustment
Exercise price	- Baht 4 per share, unless there is any exercise adjustment in accordance with the conditions for adjustment
Exercise period	- Every last business day of June and December of each year through the term of the warrants and the last exercise date is the maturity date
Exercise restrictions	- <u>Year 1</u> (the first and the second) Not exceeding 35% of the total warrants allotted to each warrant holder
	<u>Year 2</u> (the third and the fourth) Not exceeding 35% of the total warrants allotted to each warrant holder (the exercise can be accumulated up to 70% of the total warrants)
	<u>Year 3</u> (the fifth and the sixth) Can exercise in all of the remaining warrants (the exercise can be accumulated up to 100% of the total warrants)
Estimated fair value of each warrant as at the grant date	- Baht 2.09 - 2.27

The estimated fair value of each warrant as at the grant date was calculated by applying the Black Scholes model. The model inputs were the Company's ordinary share price as at the grant date of Baht 4.90 per share, the exercise price of Baht 4.00 per share, an expected share price volatility of 57.50% - 62.70% per year, an expected dividend yield of 0% of net profit, the term of the warrants of 3 years and 2 months and risk-free interest rates of 0.56% - 0.72% per annum.

During the year 2021, the Company recorded expense of Baht 16.6 million in relation to the warrant scheme, as employee expenses, and recognised an equal amount as "Capital reserve for share-based payments" in shareholders' equity.

A reconciliation of number of warrants for the period as from 2 June 2021 to 31 December 2021 is provided below.

(Unit: Thousand Units)

Number of warrants as at 2 June 2021	17,000
Exercised during the period	<u>(4,932)</u>
Number of warrants as at 31 December 2021	<u>12,068</u>

Cash receipts amounting to Baht 19.7 million from the exercise of rights to convert warrants to ordinary shares on 30 December 2021 was recorded as advance from share subscription. The Company registered the increase in its paid-up share capital as a result of this warrant exercise with the Ministry of Commerce on 6 January 2022.

20. Statutory reserve

Pursuant to Section 116 of the Public Limited Companies Act B.E. 2535, the Company is required to set aside to a statutory reserve at least 5% of its net profit after deducting accumulated deficit brought forward (if any), until the reserve reaches 10% of the registered capital. The statutory reserve is not available for dividend distribution.

21. Other comprehensive income - revaluation surplus on land

The revaluation surplus on land can neither be offset against deficit nor used for dividend payment.

22. Finance cost

(Unit: Thousand Baht)

	Consolidated and Separate financial statements	
	2021	2020
Interest expenses on borrowings	24,094	19,589
Interest expenses on lease liabilities	5,946	12,522
Interest expenses on debentures	-	3,772
Total	30,040	35,882

23. Expenses by nature

Significant expenses classified by nature are as follows:

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Salaries, wages and other employee benefits	535,420	556,523	487,925	510,398
Depreciation and amortisation	249,311	269,541	249,311	269,541
Raw materials and consumables used	1,214,311	836,565	1,214,311	836,565
Changes in inventories of finished goods and work in progress	52,413	51,981	52,414	51,991

24. Income tax

Income tax (revenues) expenses for the years ended 31 December 2021 and 2020 are made up as follows:

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Current income tax:				
Current income tax charge	136	18	-	-
Deferred tax:				
Relating to origination and reversal of temporary differences	(39,115)	2,068	(39,144)	-
Tax expenses (income) reported in the income statement	(39,979)	2,086	(39,144)	-

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2021 and 2020 are as follows:

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Deferred tax on actuarial gains and losses	3,103	-	3,103	-
	<u>3,103</u>	<u>-</u>	<u>3,103</u>	<u>-</u>

The reconciliation between accounting profit and income tax (revenues) expenses is shown below.

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Accounting profit before tax	<u>171,236</u>	<u>85,505</u>	<u>169,058</u>	<u>78,060</u>
Applicable tax rates	8.84%, 20%, 21%	8.84%, 20%, 21%	20%	20%
Accounting profit before tax multiplied by income tax rate	33,938	17,656	33,812	15,612
Deferred tax assets for which have not been recognised during the year because future taxable profits may not be sufficient	961	1,013	-	53
Previously deductible temporary differences and un-recognised tax losses that are used to reduce current tax expense	(2,044)	(646)	(2,044)	(646)
Previously deductible temporary differences and un-recognised tax losses that are used to reduce deferred tax expense	(39,109)	-	(39,109)	-
Effects of:				
Promotional privileges (Note 25)	(31,820)	(15,047)	(31,820)	(15,047)
Non-deductible expenses	103	174	103	171
Additional expense deduction allowed	(1,018)	(1,075)	(86)	(143)
Others	10	11	-	-
Total	(32,725)	(15,937)	(31,803)	(15,019)
Tax expenses (income) reported in the income statement	<u>(38,979)</u>	<u>2,086</u>	<u>(39,144)</u>	<u>-</u>

The components of deferred tax assets and deferred tax liabilities are as follows:

(Unit: Thousand Baht)

	Statements of financial position			
	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Deferred tax assets				
Allowance for expected credit losses	251	-	251	-
Allowance for diminution in value of inventories	2,439	-	2,439	-
Provision for long-term employee benefits	9,334	-	9,334	-
Unused tax losses	<u>30,223</u>	<u>30</u>	<u>30,223</u>	<u>-</u>
Total	<u>42,247</u>	<u>30</u>	<u>42,247</u>	<u>-</u>
Deferred tax liabilities				
Revaluation surplus on land	<u>7,143</u>	<u>7,143</u>	<u>7,143</u>	<u>7,143</u>
Total	<u>7,143</u>	<u>7,143</u>	<u>7,143</u>	<u>7,143</u>

As at 31 December 2021 the Company has deductible temporary differences and unused tax losses totaling Baht 684 million (the Company: Baht 646 million) (2020: Baht 1,130 million (the Company: Baht 1,084 million)), on which deferred tax assets have not been recognised as the Company believes future taxable profits may not be sufficient to allow utilisation of the temporary differences and unused tax losses.

25. Promotional privileges

The Company has received promotional privileges from the Board of Investment. Subject to certain imposed conditions, the significant tax privileges of the Company are as follows:

Details of certificates				
1. Certificate No.	58-2578-0-00-2-0	1500(2)/2558	5195(1)/2556	1167(1)/2555
2. Promotional privileges for	Manufacture of medical tools	Manufacture of electronic products and electrical equipment	Manufacture of semiconductor (i.e. integrated circuit module), and printed circuit board assembly (PCBA)	Manufacture of RFID wafer
3. The significant privileges are				
3.1 Exemption of corporate income tax on profit derived from the promoted operations, in accordance with conditions stipulated in the certificates.	8 years	7 years (Exemption of corporate income tax does not exceed Baht 5.06 million)	8 years (Exemption of corporate income tax does not exceed Baht 119.34 million for PCBA project)	8 years
3.2 50% reduction of corporate income tax on profit derived from the promoted operations for a period of 5 years after the tax-exemption period ends.	Not granted	Not granted	Granted	Granted
3.3 Exemption of import duty on machinery as approved by the Board.	Granted	Granted	Granted	Granted
4. Date of first earning promoted operation profit	16 January 2018	24 February 2017	1 March 2014	2 May 2014

The Company's operating revenues for the years divided between promoted and non-promoted operations, are summarised below.

(Unit: Thousand Baht)

	Promoted operations		Non-promoted operations		Total	
	2021	2020	2021	2020	2021	2020
Sales						
Domestic sales	240,707	215,911	4,513	18,607	245,220	234,518
Direct export sales	<u>1,896,113</u>	<u>1,581,192</u>	<u>13,812</u>	<u>45,089</u>	<u>1,909,925</u>	<u>1,626,281</u>
Total sales	<u>2,136,820</u>	<u>1,797,103</u>	<u>18,325</u>	<u>63,696</u>	<u>2,155,145</u>	<u>1,860,799</u>

26. Earnings per share

Basic earnings per share is calculated by dividing profit for the year attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of ordinary shares in issue during the year.

Diluted earnings per share is calculated by dividing profit for the year attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of ordinary shares in issue during the year plus the weighted average number of ordinary shares which would need to be issued to convert all dilutive potential ordinary shares into ordinary shares. The calculation assumes that the conversion took place either at the beginning of the period or on the date the potential ordinary shares were issued.

The following tables set forth the computations of basic and diluted earnings per share:

	Consolidated financial statements					
	Profit for the period		Weighted average number of ordinary shares		Profit per share	
	2021	2020	2021	2020	2021	2020
	(Thousand Baht)	(Thousand Baht)	(Thousand shares)	(Thousand shares)	(Baht)	(Baht)

Basic earnings per share

Profit attributable to equity holders of the Company	209,703	81,388	836,491	836,479	<u>0.25</u>	<u>0.10</u>
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Effect of dilutive potential ordinary shares

SMT-W3	-	-	44,650	-		
SMT-WC	<u>-</u>	<u>-</u>	<u>2,836</u>	<u>-</u>		

Diluted earnings per share

Profit attributable to ordinary shareholders assuming the conversion of warrants to ordinary shares	<u>209,703</u>	<u>81,388</u>	<u>883,977</u>	<u>836,479</u>	<u>0.24</u>	<u>0.10</u>
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	Separate financial statements					
	Profit for the period		Weighted average number of ordinary shares		Profit per share	
	2021	2020	2021	2020	2021	2020
	(Thousand Baht)	(Thousand Baht)	(Thousand shares)	(Thousand shares)	(Baht)	(Baht)

Basic earnings per share

Profit attributable to equity holders of the Company	208,203	78,060	836,491	836,479	<u>0.25</u>	<u>0.09</u>
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Effect of dilutive potential ordinary shares

	-	-	-	-		
SMT-W3	-	-	44,650	-		
SMT-WC	<u>-</u>	<u>-</u>	<u>2,836</u>	<u>-</u>		

Diluted earnings per share

Profit attributable to ordinary shareholders assuming the conversion of warrants to ordinary shares	<u>208,203</u>	<u>78,060</u>	<u>883,977</u>	<u>836,479</u>	<u>0.24</u>	<u>0.09</u>
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27. Segment information

Operating segment information is reported in a manner consistent with the internal reports that are regularly reviewed by the chief operating decision maker in order to make decisions about the allocation of resources to the segment and assess its performance.

For management purposes, the Group is organised into 2 business units based on its products: Microelectronics Module Assembly (MMA) and Integrated Circuit Packaging (IC Packaging) and by geographical areas: segment located in Thailand and segment located in United States of America.

No operating segments have been aggregated to form the above reportable operating segments.

The chief operating decision maker monitors the operating results of the business units separately for the purpose of making decisions about resource allocation and assessing performance. Segment performance is measured based on operating profit or loss and total assets and on a basis consistent with that used to measure operating profit or loss and total assets in the financial statements.

The basis of accounting for any transactions between reportable segments is consistent with that for third party transactions.

The following tables present revenue and profit information regarding the Group's operating segments for the years ended 31 December 2021 and 2020.

(Unit: Million Baht)

	For the years ended 31 December											
	Microelectronics Module Assembly (MMA)				Integrated Circuit Packaging (IC Packaging)				Elimination of inter-segment revenues		Consolidated financial statements	
	Located in Thailand		Located in United States of America		Located in Thailand		Located in United States of America					
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Revenue from external customers	1,141	813	-	-	257	219	785	876	-	-	2,183	1,908
Inter-segment revenues	-	-	-	-	757	828	-	-	(757)	(828)	-	-
Total revenues	1,141	813	-	-	1,014	1,047	785	876	(757)	(828)	2,183	1,908
Segment profit	218	90	-	-	176	221	28	44	-	-	422	355
Other income											58	39
Selling and distribution expenses											(62)	(71)
Administrative expenses											(216)	(202)
Finance cost											(30)	(36)
Income tax revenues (expenses)											39	(2)
Profit attributable to non-controlling interests of the subsidiaries											(1)	(2)
Profit attributable to equity holders of the Company											210	81

(Unit: Thousand Baht)

	2021	2020
Revenue from external customers		
Thailand	245,219	234,280
United States of America	1,594,364	1,478,392
Others	343,023	195,819
Total (per consolidated financial statements)	2,182,606	1,908,491

Non-current assets (other than financial instruments and deferred tax assets) are the assets of entities located in Thailand.

For the year 2021, the Group has revenue from three major customers in amount of Baht 641 million, Baht 494 million and Baht 226 million, arising from sales of MMA and IC packaging (2020: Baht 461 million, Baht 441 million and Baht 334 million derived from three major customers, arising from sales of MMA and IC packaging).

28. Provident fund

The Company, its subsidiaries and their employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. The Company and its subsidiaries and their employees contributed to the fund monthly at the rates of 3 - 10% of basic salary. The fund, which is managed by Kasikorn Asset Management Company Limited, will be paid to employees upon termination in accordance with the fund rules. The contributions for the year 2021 amounting to approximately Baht 12 million (the Company only: Baht 12 million) (2020: Baht 13 million (the Company only: Baht 13 million)) were recognised as expenses.

29. Commitments and contingent liabilities

29.1 Long-term service commitments

The Company entered into technical and sale consultant agreements. Under the conditions of the agreements, the Company is to pay consultant fees on a monthly basis at rates stipulated in the agreements. In addition, the Company is to pay monthly commission fees as stipulated in the agreements. The fees for the year ended 31 December 2021 amounting to approximately Baht 14.1 million (2020: Baht 19.2 million) were recognised as expenses.

29.2 Electricity purchase agreement

The Company entered into an agreement with a company to purchase electricity in a specified quantity and at a stipulated price as defined in the agreement. The agreement period is 15 years and will expire in September 2029.

29.3 Guarantees

As at 31 December 2021, there were outstanding bank guarantees of Baht 3 million (2020: Baht 4 million) issued by a bank on behalf of the Company. These included letters of guarantee amounting to Baht 2 million (2020: Baht 2 million) to guarantee electricity use and Baht 1 million (2020: Baht 2 million) to guarantee contractual performance.

29.4 Contingent liabilities for litigations

During the year, the Company was sued by former employees who petitioned the court to order the Company to pay compensation amounting to Baht 22 million, together with interest, for breaches of contract arising from the termination of their employment. At present, the case is being considered by the Labor Court.

30. Fair value hierarchy

As at 31 December 2021 and 2020, the Company had the land which is stated at the revalued amount of Baht 91 million and the fair value hierarchy is level 3.

During the current year, there were no transfers within the fair value hierarchy.

31. Financial instruments

31.1 Derivatives

(Unit: Thousand Baht)

	Consolidated financial statements		Separate financial statements	
	2021	2020	2021	2020
Derivative assets				
Derivative assets not designated as hedging instruments				
Foreign exchange forward contracts	-	158	-	158
Total derivative assets	<u>-</u>	<u>158</u>	<u>-</u>	<u>158</u>
Derivative liabilities				
Derivatives liabilities not designated as hedging instruments				
Foreign exchange forward contracts	<u>251</u>	<u>2,038</u>	<u>251</u>	<u>2,038</u>
Total derivative liabilities	<u>251</u>	<u>2,038</u>	<u>251</u>	<u>2,038</u>

Derivatives not designated as hedging instruments

The Group uses foreign exchange forward contracts to manage some of its transaction exposures. The contracts are entered into for periods consistent with foreign currency exposure of the underlying transactions, generally from 3 - 6 months.

31.2 Financial risk management objectives and policies

The Group's financial instruments principally comprise cash and cash equivalents, trade and other receivables, loans to subsidiaries, trade and other payables, lease liabilities, short-term and long-term loans from financial institutions. The financial risks associated with these financial instruments and how they are managed is described below

Credit risk

The Group is exposed to credit risk primarily with respect to trade and other receivables and loans. The Group's maximum exposure to credit risk is limited to the carrying amounts as stated in the statement of financial position.

Trade receivables

The Group manages the risk by adopting appropriate credit control policies and procedures and therefore does not expect to incur material financial losses. Outstanding trade receivables are regularly monitored and any shipments to major customers are generally covered by other forms of credit insurance obtained from reputable banks and other financial institutions.

However, the Group is exposed to concentrations of credit risk with respect to trade and other receivables because they have a few major customers who are in the same industry. The maximum exposure to credit risk is limited to the carrying amount of trade and other receivables as stated in the statement of financial position.

An impairment analysis is performed at each reporting date to measure expected credit losses. The provision rates are based on days past due for groupings of various customer segments with similar credit risks. The Group classifies customer segments by geography, product type, customer type and rating, and coverage by other forms of credit insurance. The calculation of impairment reflects the probability-weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions.

Market risk

There are two types of market risk comprising interest rate risk and currency risk. The Group enters into a variety of derivatives to manage its risk exposure, including:

- foreign exchange forward contracts to hedge the foreign currency risk arising on the export or import of goods;
- interest rate swaps to mitigate the risk of rising interest rates.

Foreign currency risk

The Group's exposure to the foreign currency risk relates primarily to its purchase of raw materials, trading transactions and purchases of machinery that are denominated in foreign currencies. The Group seeks to reduce this risk by entering into foreign exchange forward contracts when it considers appropriate. Generally, the forward contracts mature within one year.

As at 31 December 2021 and 2020, the balances of financial assets and liabilities denominated in foreign currencies are summarised below.

Foreign currency	Financial assets		Financial liabilities		Average exchange rate	
	as at 31 December		as at 31 December		as at 31 December	
	2021	2020	2021	2020	2021	2020
	(Million)	(Million)	(Million)	(Million)	(Baht per 1 foreign currency unit)	
US dollar	15.3	13.2	7.4	5.9	33.4199	30.0371
Japanese yen	-	-	3.7	4.1	0.2906	0.2907

Foreign currency sensitivity

The following tables demonstrate the sensitivity of the Group's profit before tax to a reasonably possible change in US dollar exchange rates, with all other variables held constant. The impact on the Group's profit before tax is due to changes in the fair value of monetary assets and liabilities including non-designated foreign currency derivatives as at 31 December 2021 and 2020. The Group's exposure to foreign currency changes for all other currencies is not material.

Currency	2021		2020	
	Change in FX rate	Effect on profit before tax	Change in FX rate	Effect on profit before tax
	(%)	(Thousand Baht)	(%)	(Thousand Baht)
US dollar	+1.50	4,235	+ 2.00	4,303
	- 1.50	(4,235)	- 2.00	(4,303)

This information is not a forecast or prediction of future market conditions and should be used with care.

Interest rate risk

The Group's exposure to interest rate risk relates primarily to its loans, bank overdrafts, lease liabilities, short-term and long-term loans. Most of the Group's financial assets and liabilities bear floating interest rates or fixed interest rates which are close to the market rate.

The Group manages its interest rate risk by enters into interest rate swaps in which it agrees to exchange, between variable and fixed rate interest amounts calculated by reference to an agreed-upon notional principal amount and interest rate.

As at 31 December 2021 and 2020, significant financial assets and liabilities classified by type of interest rate are summarised in the table below, with those financial assets and liabilities that carry fixed interest rates further classified based on the maturity date, or the repricing date if this occurs before the maturity date.

(Unit: Million Baht)

	As at 31 December 2021						
	Consolidated financial statements						
	Fixed interest rates			Floating interest rate	Non-in terest bearing	Total	Effective interest rate
	Within	1-5	Over				
	1 year	Years	5 years				
	(% per annum)						

Financial assets

Cash and cash equivalents	-	-	-	36	-	36	0.040 - 0.050
Trade and other receivables	-	-	-	-	330	330	-
	-	-	-	36	330	366	

Financial liabilities

Bank overdrafts and short-term loans from financial institutions	36	-	-	-	-	36	1.55, MOR
Trade and other payables	-	-	-	-	355	355	-
Lease liabilities	-	1	-	-	-	1	3.70 - 6.20
Long-term loans	-	-	-	682	-	682	Close to MLR and close to BIBOR 1M
	36	1	-	682	355	1,074	

(Unit: Million Baht)

								(Unit: Million Euro)
	As at 31 December 2020							
	Consolidated financial statements							
	Fixed interest rates			Floating interest rate	Non-in-terest bearing	Total	Effective interest rate	
	Within	1-5	Over					
	1 year	Years	5 years					
							(% per annum)	

Financial assets

Cash and cash equivalents	-	-	-	33	-	33	0.025 - 0.050
Trade and other receivables	-	-	-	-	278	278	-
	-	-	-	33	278	311	

Financial liabilities

Bank overdrafts and short-term loans from financial institutions	579	-	-	1	-	580	1.55 - 2.85, MOR
Trade and other payables	-	-	-	-	252	252	-
Lease liabilities	113	134	-	-	-	247	4.50 - 6.20
Long-term loans	-	-	-	121	-	121	Close to THBFIX 6M and Close to MLR
	692	134	-	122	252	1,200	

(Unit: Million Baht)

	As at 31 December 2021						
	Separate financial statements						
	Fixed interest rates			Floating interest rate	Non-in terest bearing	Total	Effective interest rate
	Within	1-5	Over				
	1 year	years	5 years				

Financial assets

Cash and cash equivalents	-	-	-	23	-	23	0.040 - 0.050
Trade and other receivables	-	-	-	-	335	335	-
	-	-	-	23	335	358	

Financial liabilities

Bank overdrafts and short-term loans from financial institutions	36	-	-	-	-	36	1.55, MOR
Trade and other payables	-	-	-	-	358	358	-
Lease liabilities	-	1	-	-	-	1	3.70 - 6.20
Long-term loans	-	-	-	682	-	682	Close to MLR and close to BIBOR 1M
	36	1	-	682	358	1,077	

	As at 31 December 2020						
	Separate financial statements						
	Fixed interest rates			Floating interest rate	Non-in terest bearing	Total	Effective interest rate
	Within	1-5	Over				
	1 year	years	5 years				
Financial assets							
Cash and cash equivalents	-	-	-	6	-	6	0.025 - 0.050
Trade and other receivables	-	-	-	-	294	294	-
Short-term loans to related parties	1	-	-	-	-	1	7.2
	1	-	-	6	294	301	
Financial liabilities							
Bank overdrafts and short-term loans from financial institutions	579	-	-	1	-	580	1.55 - 2.85, MOR
Trade and other payables	-	-	-	-	249	249	-
Lease liabilities	113	134	-	-	-	247	4.50 - 6.20
Long-term loans	-	-	-	121	-	121	Close to THBFIX 6M and Close to MLR
	692	134	-	122	249	1,197	

Liquidity risk

The Group monitors the risk of a shortage of liquidity through the use of bank overdrafts, bank loans and lease contracts. Approximately 50% of the Group's debt will mature in less than one year at 31 December 2021 (the Company only: 50%) based on the carrying value of borrowings reflected in the financial statements. The Group has assessed the concentration of risk with respect to refinancing its debt and concluded that it has access to a sufficient variety of sources of funding and debt maturing within 12 months can be rolled over with existing lenders.

The table below summarises the maturity profile of the Group's non-derivative financial liabilities and derivative financial instruments as at 31 December 2021 and 2020 based on contractual undiscounted cash flows:

(Unit: Thousand Baht)

	Consolidated financial statements				
	As at 31 December 2021				
	On demand	Less than 1 year	1 to 5 years	> 5 years	Total
Non-derivatives					
Bank overdrafts and short-term loans from financial institutions	-	35,992	-	-	35,992
Trade and other payables	355,297	-	-	-	355,297
Lease liabilities	-	371	712	-	1,083
Long-term loans	-	185,158	574,744	-	759,902
Total non-derivatives	<u>355,297</u>	<u>221,521</u>	<u>575,456</u>	<u>-</u>	<u>1,152,274</u>
Derivatives					
Derivative liabilities: net settled	-	251	-	-	251
Total derivatives	<u>-</u>	<u>251</u>	<u>-</u>	<u>-</u>	<u>251</u>

(Unit: Thousand Baht)

	Consolidated financial statements				
	As at 31 December 2020				
	On demand	Less than 1 year	1 to 5 years	> 5 years	Total
Non-derivatives					
Bank overdrafts and short-term loans from financial institutions	31,407	551,170	-	-	582,577
Trade and other payables	253,443	-	-	-	253,443
Lease liabilities	-	121,468	138,697	-	260,165
Long-term loans	-	123,636	-	-	123,636
Total non-derivatives	<u>284,850</u>	<u>796,274</u>	<u>138,697</u>	<u>-</u>	<u>1,219,821</u>
Derivatives					
Derivative liabilities: net settled	-	2,038	-	-	2,038
Total derivatives	<u>-</u>	<u>2,038</u>	<u>-</u>	<u>-</u>	<u>2,038</u>

(Unit: Thousand Baht)

	Separate financial statements				
	As at 31 December 2021				
	On demand	Less than 1 year	1 to 5 years	> 5 years	Total

Non-derivatives

Bank overdrafts and short-term loans from financial institutions	-	35,992	-	-	35,992
Trade and other payables	358,011	-	-	-	358,011
Lease liabilities	-	371	712	-	1,083
Long-term loans	-	185,158	574,744	-	759,902
Total non-derivatives	358,011	221,521	575,456	-	1,154,988

Derivatives

Derivative liabilities: net settled	-	251	-	-	251
Total derivatives	-	251	-	-	251

(Unit: Thousand Baht)

	Separate financial statements				
	As at 31 December 2020				
	On demand	Less than 1 year	1 to 5 years	> 5 years	Total

Non-derivatives

Bank overdrafts and short-term loans from financial institutions	31,407	551,170	-	-	582,577
Trade and other payables	249,480	-	-	-	249,480
Lease liabilities	-	121,468	138,697	-	260,165
Long-term loans	-	123,636	-	-	123,636
Total non-derivatives	280,887	796,274	138,697	-	1,215,858

Derivatives

Derivative liabilities: net settled	-	2,038	-	-	2,038
Total derivatives	-	2,038	-	-	2,038

31.3 Fair value of financial instruments

Since the majority of the financial instruments of the Group are short-term in nature and loans carry interest at rates close to the market interest rate, their fair value is not expected to be materially different from the amounts presented in the statements of financial position.

The methods and assumptions used by the Group estimating the fair value of financial instruments are as follows:

- a) For financial assets and liabilities which have short-term maturities, including cash and cash equivalents, accounts and other receivables and short-term loans to related parties, accounts and other payables and short-term loans from financial institutions, the carrying amounts in the statement of financial position approximate their fair value.
- b) The carrying amounts of long-term loans carrying interest at rates approximating the market rate, in the statement of financial position approximates their fair value.
- c) The fair value of derivatives has been determined using a discounted future cash flow model and a valuation model technique. Most of the inputs used for the valuation are observable in the relevant market, such as spot rates of foreign currencies, yield curves of the respective currencies, and interest rate yield curves. The Group considers to counterparty credit risk when determining the fair value of derivatives

During the current year, there were no transfers within the fair value hierarchy.

32. Capital management

The primary objective of the Company's capital management is to ensure that it has appropriate capital structure in order to support its business and maximise shareholder value. As at 31 December 2021, the Group's debt-to-equity ratio was 0.75:1 (2020: 0.98:1) and the Company's was 0.76:1 (2020: 0.98:1).

33. Events after the reporting period

On 17 February 2022, the Board of Directors' Meeting of the Company passed a resolution approving the payment of an interim dividend of Baht 0.05 per share to the Company's shareholders, totaling Baht 42.08 million. The Company is to pay the dividend and record after it is approved by the Annual General Meeting of the Company's shareholders which will be held on 28 April 2022.

34. Approval of financial statements

These financial statements were authorised for issue by the Company's Board of Directors on 17 February 2022.

Attachments



Attachment 1

Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision, the Company's secretary

As at 31 December 2021



Associate Professor Dr. Preecha Jarungidanan

Position : Acting Chairman, Independent Director, Chairman of Audit Committee and Chairman of Nomination & Remuneration Committee

Age 74 years

Percentage of Shareholding as of December 31, 2021
- none-

Educational Background

- Doctor of Philosophy (Ph.D.) in Economics, Major in Monetary Theory, University of Missouri (Columbia) USA.
- Master of Economics, Major in Public Finance, California State University, Long Beach, USA.
- Bachelor of Economics, Major in Finance and Banking, Thammasat University

Work Experience

Present:

- Independent Director and Chairman of Audit Committee and Chairman of Nomination & Remuneration Committee of Stars Microelectronics (Thailand) Public Company Limited
- Independent Director and Audit Committee Member of Thai German Product
- Director and Audit Committee Member of Lam Soon (Thailand) Public Company Limited

Past:

- President of University, The National Institute of Development Administration
- Vice President for Administration, The National Institute of Development Administration
- President of Administration, The National Institute of Development Administration
- Academic Specialist, The National Institute of Development Administration
- Honorary Director of Public Debt Management Control and Policy Committee, The Public Debt
- Director of Office of the National Research Council of Thailand, Economics Department

Training History

- Director Accreditation Program (DAP), Class of 9/2004, Thai Institute of Directors
- Director Certification Program (DCP), Class of 89/2007, Thai Institute of Directors
- Audit Committee Program (ACP), Class of 24/2008, Thai Institute of Directors



Mr. Prompong Chaikul

Position : Vice Chairman, Chairman of Executive Committee, Risk Management Committee Member and Acting Chief Supply Chain Officer

Age 35 years

Percentage of Shareholding as of December 31, 2021
4.492 %

Educational Background

- Master of Business Administration (Executive) (M.B.A.), Sasin Graduate Institute of Business Administration of Chulalongkorn University
- Master of Engineering, Major in Electrical and Electronics Engineering (with Management), Imperial College London, United Kingdom (First class honors)

Work Experience

Present:

- Vice Chairman, Chairman of Executive Committee, Risk Management Committee Member and Acting Chief Supply Chain Officer of Stars Microelectronics (Thailand) Public Company Limited
- Director of SS RFID Company Limited
- Director of SMT Green Energy Company Limited
- Director of SMT Green Energy Company Limited

Past:

- Assistant Director (Planning & Development) of Stars Microelectronics (Thailand) Public Company Limited
- Senior Engineer (Project & Development) of Stars Microelectronics (Thailand) Public Company Limited
- Project Manager of Borei Corp., USA

Training History

- IT Governance & Cyber Resilience Program, Class of 13/2020, Thai Institute of Directors
- Six Sigma (Brown Belt)
- Director Accreditation Program (DAP), Class of 116/2015, Thai Institute of Directors
- EN ISO 13485:2012 –Requirement and Internal Audit for Medical Device (TUV SUD PSB) Thailand
- Strategic Planning
- Change Management for Success
- Work and Safety Training (Management level), Safety Training Institute
- Coaching Skill, Bangkok Business Training
- Mini Master in HR Management
- Cost Management, Management and Psychology Institute
- Business Analysis, Executive Financial Management, Marketing Strategy, Risk Management
- EICC Code of Conduct



Associate Professor Dr. Aekkachai Nittayagasetwat

Position : Independent Director ,Audit Committee Member and Nomination & Remuneration Committee Member

Age 58 years

Percentage of Shareholding as of December 31, 2021
- none-

Educational Background

- Ph.D. (Finance), University of Mississippi, U.S.A.
- M.B.A. (Finance), National Institute of Development Administration, Thailand
- B.Sc. (Chemical Technology majoring in Chemical Engineering), Chulalongkorn University, Thailand

Work Experience

Present:

- Independent Director, Audit Committee Member and Nomination & Remuneration Committee Member of Stars Microelectronics (Thailand) Public Company Limited
- Audit Committee Member of Panjawattana Plastic Public Company Limited
- Chairman of Audit Committee of Getabec Company Limited
- Associate Professor of Finance, National Institute of Development Administration (NIDA)
- Chairman of Audit Committee of Universal Absorbance and Chemicals Public Company Limited

Past:

- Dean of NIDA Business School, National Institute of Development Administration
- Associate Dean of NIDA Business School, National Institute of Development Administration
- Associate Dean for Academic Affairs, GSBA, NIDA
- Securities Analyst and Investment Banking Officer, Mithai Europartner Finance and Securities Co., Ltd.

Training History

- Financial Risk Manager (FRM), Global Asset Risk Professionals (GARP)
- Listed Companies Association on “Listed Firms Financial Distress Prediction” and “The Stability of The Thai Capital Market” Projects
- Stock Exchange of Thailand on “Securities Business after Brokerage Firms” Project
- Executive Leadership Program (ELP), National Institute of Development Administration, Thailand and The Wharton School, University of Pennsylvania,
- Compensation Program, Thai Institute of Directors



Professor Dr. Kamphol Panyagometh

Position : Independent Director, Audit Committee Member and Chairman of Risk Management Committee

Age 49 years

Percentage of Shareholding as of December 31, 2021
- none -

Educational Background

- Ph.D. in Finance, Schulich School of Business, York University, Canada
- M.B.A (Finance Major), National Institute of Development Administration
- B.Sc. (Microbiology), King Mongkut's Institute of Technology Thonburi

Work Experience

Present:

- Independent Director, Audit Committee Member and Chairman of Risk Management Committee of Stars Microelectronics (Thailand) Public Company Limited

- Independent Director, Audit Committee Member of Hydrotek Public Company Limited
- Independent Director, Audit Committee Member of Prime Road Power Public Company Limited
- Independent Director ,WHA Corporation Public Company Limited
- President, National Institute of Development Administration
- Professor in Finance, National Institute of Development Administration

Past:

- Vice President for Research and Consulting Services
- Director of MSc in Financial Investment and Risk Management, NIDA Business School
- Asset Allocation and Portfolio Management Consultant, Finansia Asset Management
- Investment Committee, National Institute of Development Administration (NIDA)
- Board of Directors, Asian Finance Association
- Regional Director in Thailand, Global Association of Risk Professionals
- CFA Society of Thailand Board of Directors
- Risk Management Consultant, One Asset Management
- Sub-committee of Education, Thai Financial Planners Association (TFPA)
- Director of University Liaisons, CFA Society of Thailand
- Research Associate, The Individual Finance and Insurance Decisions Centre, Canada

Training History

- Director Accreditation Program (DAP), Class of 90/2011, Thai Institute of Directors
- Chartered Financial Analyst (CFA)
- Financial Risk Managers (FRM)
- Certified Financial Planners (CFP)
- NIDA-Wharton Executive Leadership Program



Mr. Nattapong Chaikul

Position: Director and Executive Director

Age 26 years

Percentage of Shareholding as of December 31, 2021

7.298 %

Educational Background

- Master Degree in Management (Distinction), University College London, United Kingdom
- Bachelor of Chemical Engineering (Upper Second-Class Honours), University College London, United Kingdom

Work Experience

Present:

- Director and Executive Director of Stars Microelectronics (Thailand) Public Company Limited
- Director and Executive Director of SMT Biomass Company Limited
- Director and Executive Director of I Smart Pay Corporation Company Limited
- Director and Executive Director of Key Stars Property Company Limited
- Director and Executive Director of Cheeva Rice Company Limited
- Director and Executive Director of Kullapassorn Company Limited

Training History

- Director Accreditation Program (DAP), Class of 167/2019, Thai Institute of Directors
- Financial Statements of Directors (FSD), Class of 42/2020, Thai Institute of Directors
- Leading with Finance, Harvard Business School
- Business Analysis Course, Chulalongkorn University



Mr. Yunyong Sawasdi

Position:

Director, Company Secretary, Executive Director, Nomination & Remuneration Committee Member, Risk Management Committee Member and Former Chief of Finance & Administration Officer (Former- CFO)

Age 69 years

Percentage of Shareholding as of December 31, 2021
0.00007 %

Educational Background

- Master's Degree in Business Administration (MBA), Faculty of Commerce and Accountancy, Thammasat University
- Master's Degree in Public Administration, National Institute of Development Administration (NIDA)
- Bachelor's Degree in Education (Science), Faculty of Education, Chulalongkorn University

Work Experience

Present:

- Director, Company Secretary, Executive Director, Risk Management Committee Member of Stars Microelectronics (Thailand) Public Company Limited
- Guest Lecturer at Faculty of Dentistry, Mahidol University.

Past:

- Chief of Finance & Administration Officer (CFO) of Stars Microelectronics (Thailand) Public Company Limited
- Guest Lecturer at Faculty of Political Science, Chulalongkorn University

Training History

- Director Accreditation Program (DAP), Class of 98/2012, Thai Institute of Directors
- Company Secretary Program (CSP), Class of 33/2009, Thai Institute of Directors
- Role of the Compensation Committee Program (RCC), Class of 9/2009, Thai Institute of Directors



Assistant Professor Dr. Jitkasame Ngarmnil

Position: Director

Age 55 years

Percentage of Shareholding as of December 31, 2021
-none-

Educational Background

- Ph.D. DIC. Electronics Engineering, Integrated Circuit Designs, Imperial College London, the University of London

Work Experience

Present:

- Director, Stars Microelectronics (Thailand) Public Company Limited

Past:

- Co-CEO & Director, International Research Corporation, PLC.
- Managing Director, International Engineering, PLC
- Dean of Faculty of Engineering, Vice President, Secretary of the University Council, Mahanakorn University of Technology
- President, Institute of Electrical and Electronics Engineers (IEEE)
- Secretary to Minister, Ministry of Information & Communication Technology
- Director, Executive Director, Risk Management Committee Member, Director for consider and budget, National Telecom, PLC.

Training History

- Director Certification Program (DCP107), Institute of Directors (IOD)
- Financial Statements for Directors, Institute of Directors (IOD)
- Financial Management for Executive Course, Chulalongkorn University
- Business Analysis Course, Chulalongkorn University
- Top Executive Course, (OCSC 14), Ministry of Education



Mr. Virat Phugthai

Position: Executive Director, Chief Executive Officer (CEO)

Age 53 years

Percentage of Shareholding as of December 31, 2021
0.0016 %

Educational Background

- Bachelor's Degree in Science (Physics), Silpakorn University
- Master's Degree in Business Administration (MBA), International Business, Eastern Asia University

Work Experience

Present:

- Chief Executive Officer (CEO), Stars Microelectronics (Thailand) Public Company Limited

Past:

- Vice President - Corporate Business Development, SVI, PLC.



Mr. Naris Chandang

Position: Executive Director, Risk Management, Committee Member, Chief Marketing Officer

Age 52 years

Percentage of Shareholding as of December 31, 2021
0.0024 %

Educational Background

- Bachelor's Degree in Science (Physics), Silpakorn University
- Master's Degree in Engineering (Electronics), King Mongkut's institute of Technology Ladkrabang

Work Experience

Present:

- Chief Marketing Officer (CMO), Stars Microelectronics (Thailand) Public Company Limited

Past:

- Senior Director-Business Development Department, SVI, PLC.



Mr. Ruangpoj Phakdurong

Position: Executive Director, Risk Management, Committee Member, Chief Operation Officer

Age 68 years

Percentage of Shareholding as of December 31, 2021
-none-

Educational Background

- Bachelor's Degree in Electrical Engineering ,King Mongkut's institute of Technology Ladkrabang
- Master's Degree in Electrical Engineering ,King Mongkut's institute of Technology Ladkrabang

Work Experience

Present:

- Chief Operation Officer (COO), Stars Microelectronics (Thailand) Public Company Limited

Past:

- Vice Chairman, SVI, PLC.



Mr. Chotisak Promwas

Position: Executive Director, Risk Management, Committee Member, Chief Financial Officer (assigned to take the highest responsibility in Accounting and Finance of the Company)

Age 43 years

Percentage of Shareholding as of December 31, 2021
-none-

Educational Background

- Bachelor's Degree in Accounting, Chiang Mai University
- Master's Degree in Accounting, Chiang Mai University

Work Experience

Present:

- Chief Financial Officer (CFO), Stars Microelectronics (Thailand) Public Company Limited
- Director, SS RFID Co.,LTD
- Director, SMT Green Energy Co.,LTD.

Past:

- Deputy Managing Director & CFO, PCN Crop, PLC.
- Director-Accounting Department, Mitsubishi Motors (Thailand), LTD.

Training History

- Director Accreditation Program (DAP), Class of 165/2562, Thai Institute of Directors
- Financial Statements for Director (FSD), Class of 38/2562, Thai Institute of Directors
- Advanced Master of Management Program (AMM), Class of 6/2563, GSPN, Nida

Attachment 2

Details of the directors of subsidiaries

As at 31 December 2021

Name of Directors	Stars Microelectronics USA, Inc.	SMT Green Energy Co.,Ltd.	SS RFID Co.,Ltd.
1. Mr. Somnuk Chaikul		X	X
2. Mr. Prompong Chaikul	/	/,*	/,*
3. Mr. Prasart Yunibhand ⁽¹⁾	-		
4. Mr. Virat Phughtai	/		
5. Mr. Naris Chandang ⁽²⁾	/		
6. Mr. Chotisak Promwas		/	/

1. Mr. Prasart Yunibhand had reassignment from the position of the Director of Stars Microelectronics USA, Inc.,effective on 19 February 2021 onwards.

2. Mr. Naris Chandang approve the appointment to be the Director of Stars Microelectronics USA, Inc.,effective on 5 August 2021 onwards.

X = Chairman, / =Director , *= Executive Director

Attachment 3

Details of the Heads of the Internal Audit and Compliance Units

Head of the Internal Audit : Miss Sunan Wongmutthavanich

Position : Director (Internal Audit), Audit Committee's Secretary and Risk Committee Member

Age : 48 Years

Education: - Master of Economics Program (Financial Economics), the National Institute of Development Administration (NIDA)
- Bachelor's Degree in (Accounting), Thammasat Business School, Thammasat University

Certificated : CPIAT (Certificated 's professional of Internal auditor of Thailand), The Institute of Internal Auditors of Thailand (IIAT)

Experience in Work : 20 years

Time	Company/ Responsibility	
Jul 2007-present (14 years)	Stars Microelectronics (Thailand) Public Company Limited (SMT)	
	Key Responsibilities	Duties & Activities
	Management and Control Internal Audit Work	1. Selecting an Internal Auditor 2. Developing an Internal Auditor skills 3. Safeguarding of Business Assets 4. Working of internal audit activities
	Create the Annual Audit Plan	1. Set the objective, criteria, scope and audit process 2. Collect the information for create audit plan 3. Set the Annual Audit Plan
	Audit, review the project and do audit report	1. Study the process of work and set Checklist 2. Coordinate and inform the auditee, know the scope, time to audit 3. Work audit accordant with audit project 4. Done the audit report 5. Present to the Executive
	Coordinate with Audit Committee	1. Report the Audit Committee about audit work 1 time in a Quarter 2. Invite the Audit Committee to meeting for certification Financial Statement, Internal Control and Risk Management 3. Contact, coordinate with set, sec. and other
	Duties of Audit Committee Secretary <ul style="list-style-type: none">• Prepare the Audit Committee Meeting in every Quarterly• Coordinate with Audit Committee, the Board of Director and sub Committee.• Report the main point of Audit and Internal Control to the Audit Committee	
5 years	Crown Seal Public Company Limited (CSC)	
2 years	General Environmental Conservation PCL (GENCO)	
5 years	The Industrial Finance Corporation of Thailand (IFCT)	

Training History :

- Leadership skills for Auditor (4 days, 19-22 October 2017) From The Institute of Internal Auditors of Thailand.
- How Modern Internal Audit Fraud in New Technology world (1 days, 17 June 2017) From The Institute of Internal Auditors of Thailand.
- Integrating New IPPF 2017 to practices. (1 days, 29 April 2017) From The Institute of Internal Auditors of Thailand.
- Six Sigma (Brown Belt) (5 day, in April-May 2017) From Stars microelectronics (Thailand) PLC.
- Certificated 's professional of Internal auditor of Thailand (CPIAT 9) (21 days, October-December 2008) From The Institute of Internal Auditors of Thailand.
- Company Secretary program (CSP 52/2013) (2 days, 6-7 August 2013) From the Thai Institute of Directors.
- Assessing Business Risk: The Gateway to Value-added
- Results (13 June-15 June 2002) From The Institute of Internal Auditors of Thailand.
- Operating for Internal Audit (Course 2) (10-12 and 17-19 October 2002) From The IIA.
- Enterprise Risk Management (2 June 2005) From Price Waterhouse Coopers
- Occupational Health & Safety Aware, Hazard Identification and Risk Assessment (3-4 June 2006) From Thailand Productivity Institute.
- Etc., Account, With Holding Tax, Vat.

Attachment 4

Assets for business undertaking and details of asset appraisal As at 31 December 2021

Details of asset appraisal

The Company had asset appraisal in year 2019, appraisal of 2 plots of land area 17-2-1 rai by independent appraiser use Market approach.

Summary and Value of assets

Asset appraisal : Land value about 91 Million Bath

Appraisal by : First Star Consultant Co.,Ltd. (Mr. Jaroonsak Fongthong)

Date of assets appraisal : 10 September 2019

Date of report : 24 September 2019

Objective for asset appraisal : Record the account

Land value equal to year 2015, nonprofit from the valuation

Attachment 5

Code of Conduct for Board Members and Employees of Stars Microelectronics (Thailand) PLC

as of 31 December 2021

The Code of Conduct for Board Members and Employees specified in this guide is the basic standard of ethical conduct. The Company has provided this Code of Conduct for all members of the Board and employees to adhere to and behave in accordance with its contents, as the Company believes that guidelines for ethical conduct are an important tool which will lead to improved working practices.

1. Scope

This Code of Conduct is enforced for Board members and employees of the Company including subsidiaries and other enterprises under the Company's control.

2. Adherence

All Board members and employees are responsible for understanding and adhering to this Code of Conduct including any other additional policies issued by the Company.

Members of the Board must adhere to this Code of Conduct by conducting themselves in a way that can be held as an exemplar for other employees and fostering a working environment that supports ethical conduct. Board members must also be committed to dissuade and prevent any ethical violations.

Employees who act in violation of the ethics or relevant policies issued by the Company or those who allow their subordinates to commit ethical violations will be subject to a disciplinary procedure, which may lead to termination, payment of damages, and civil or criminal penalties.

Examples of conduct which may lead to disciplinary action

- Behavior that violates the Company's policies
- Demanding others to violate the Company's policies
- Failure to immediately report violations or suspicious behavior that is in violation of the Company's policies

- Refraining from cooperating with an investigation into the cause of possible violations of the Company's policies
- Defaming others by reporting violations or involvement in violations of the Company's policies
- Failure to demonstrate leadership or oversee adherence to the Company's relevant policies and regulations

3. Honesty and reliability

As honesty is a vital component for reliance and trust, should the Company not be relied upon or trusted, the Company would consequently face difficulties in its business operations. Therefore, the Company must achieve its goal in receiving the utmost trust and satisfaction from its customers. In this regard, Board members and employees must commit to honesty, fairness and integrity in order to gain the trust of the Company's customers.

4. Respect for others at all times

Members of the Board and employees of the Company must behave and act towards others as they would like others to behave and act towards themselves. Accordingly, everyone in the Company must also have respect for any person with whom the Company comes into contact or is involved.

5. Fairness and non-discrimination

Fairness, tolerance, respect and equity are essential components of an organization. Discrimination, whether in terms of nationality, race, gender, religion, age, lineage, or any other form of discrimination, is considered a severe violation of the Company's policies.

6. No infringement of intellectual property including copyrights and patents

Any violations of copyrights, patents, trade secrets, and terms and conditions of license permits are violations of the law.

The use of computer software by Board members and employees in day-to-day operations must be in accordance with regulations as stipulated by the Company. Duplication of software is prohibited, except in the case that permission has been rightfully granted.

7. Confidentiality

The principles of honesty are extended to include the issue of confidentiality, in accordance with the Company's commitment or pledge, whether explicit or implicit, to protect confidential information. This is invoked in all cases where the Company receives or acknowledges information that is not disclosed to the public and is not relevant to the work under any of the Company's contracts.

All Board members and employees of the Company must maintain the confidentiality of any private information provided by customers, contractors, suppliers, business partners, or other parties, except in the case that the Company has been relieved of the responsibility of confidentiality, whether by law or in accordance with the principles of this Code of Conduct.

8. Proper collection and storage of the Company's data

The Company's data must be collected and stored in an accurate and timely manner for the purpose of work efficiency. This includes all types of data, e.g., quality data, security, personal data, and financial and accounting data.

All of the Company's financial and accounting books and reports must accurately reflect the transactions and situations in accordance with generally accepted accounting principles in addition to the internal control system. Creation of false or inaccurate data is strictly prohibited.

9. Internal data and stock trading data

The Company forbids employees and Board members from using important internal data that the Company has not disclosed to the public for the personal gain of themselves or others, including the trading of the Company's stocks by Board members and employees working in departments privy to internal information. Board members and employees should avoid or refrain from trading the Company's stocks within a period of one month prior to the disclosure of financial statements to the public. In addition, Board members

and employees must not disclose or use the Company's confidential information for their own gain. It is the duty of Board members and employees to act cautiously in order to maintain the confidentiality of the information. They also must not use their positions within the Company or any information that they may have received in the course of their work at the Company to wrongfully serve their own interests or to diminish the interests of the Company. Should the Company discover that an employee or Board member has used internal information or demonstrated suspicious behavior that causes damage to the Company, the severest penalty will be issued.

10. Compliance with the law and rules and regulations

The Company expects its Board members and employees to place importance on acting and carrying out duties in compliance with the law and the Company's business-related rules and regulations, including the filing of tax returns and payments within the applicable time period in an accurate and complete manner and after proper verification.

11. Fairness towards business competitors

The Company's policy on competition is to be fair while at the same time remaining determined and resolute.

The Company will not use illegal or immoral methods of data collection to further its interests in competition, which includes prohibiting theft or utilization of any important information, e.g., market data or trade secrets, unless authorized by the owner of said information. Any form of deception or action misleading former or current employees of the Company to disclose confidential information is also prohibited.

12. Responsibility towards shareholders

Work-related practices, operations and decision making of the Board members and employees must only be carried out for the shareholders' best interest.

Board members and employees are prohibited from using the Company's assets for personal gain, for any other purposes unrelated to the Company's business operations, or for financial commitments with suppliers of materials or products, public sectors or government agencies, business partners or competitors of the Company.

13. Communication

As the Company is committed to operating its business in an honest and open manner, all internal and external communications must be correct, accurate, straightforward and using the appropriate channels according to the respective situation.

The Company also prohibits any communication, publication or announcement, whether internal or external, verbal or written, that is false, distorted, or with malicious intent to harm the reputation of an individual or group.

Every communication must be carried out with the appropriate language and tone, and must not damage the Company's image or reputation.

14. Harassment

To foster efficiency, the Company is committed to creating a positive work environment free from any form of harassment. Reports of any situation or behavior that is goes against the Code of Conduct will lead to a serious investigation and, should the case turn out to be true, disciplinary action will be taken.

The various forms of harassment are as follows:

- (a) Verbal harassment, e.g., distorting the truth, slander, claims that damage one's reputation
- (b) Physical harassment, e.g., threats, attacks, threatening to attack
- (c) Visible harassment, e.g., aggressive communication, expressing gestures or showing images that cause distress
- (d) Sexual harassment, e.g., flirtation, demanding sexual favors, or other physical or verbal forms of sexual harassment

15. Gambling, consumption of alcohol and drug use

Employees are forbidden to possess, purchase, sell, transport, consume or use alcohol, drugs or controlled substances (except if prescribed by a medical doctor) on the Company premises.

Employees are forbidden from all forms of gambling on the Company premises.

16. Recommendations

This Code of Conduct cannot provide guidelines for any and all situations or provide responses to all queries which may arise. Therefore, it is extremely necessary for the Company to rely upon the discretion of the Board members and employees to consider what is correct and when it is appropriate to discuss with others about the suitable behavior or action.

Should there be any uncertainty about what is "the correct way to act/behavior", the following five questions should be considered.

- (a) Safety - Will the thing that I am doing or not doing cause harm to someone else's life, health or safety?
- (b) Rules and regulations - Will the thing that I am doing or not doing violate national law, local law or any rules or regulations?
- (c) Policy - Will the thing that I am doing or not doing violate the policies, regulations or guidelines stipulated by the Company?
- (d) Dignity - If the thing that I am doing or failing to do comes to be known by my supervisor or colleagues, will I feel guilty/ashamed?
- (e) Image - Is the thing that I intend to do or refrain from doing inappropriate, dishonest or damaging to the Company's image?

If your answer to any of the above questions is "yes", it is possible that the action/behavior that you have chosen to pursue or refrain from may be an ethical violation or conflict. If any query or uncertainty should arise, the situation should be discussed with your supervisor or human resources personnel responsible for your department.

Conclusion

Fairness, honesty and integrity are considered the key principles in the operation of the Company. At the same time, the Company is committed to providing excellent services. Consequently, said commitment is an essential part of each Board member and employee, and should be clearly

expressed in one's speech, actions and behavior. Interactions with customers, whether face-to-face, via telephone or written correspondence, must be conducted with respect, care and enthusiasm.

Attachment 6

Report of the Audit Committee

Dear Shareholders,

The Audit Committee, appointed by the Board of Directors of Stars Microelectronics (Thailand) Public Company Limited, consists of three members as following:

- | | |
|--|---------------------------------|
| 1. Associate Professor Dr. Preecha Jarungidanan | Chairman of the Audit Committee |
| 2. Associate Professor Dr. Aekkachai Nittayagasetwat | Audit committee Member |
| 3. Professor Kampol Panyagometh | Audit committee Member |

And all of them are experts in accounting, finance, economics and risk management.

In 2021, the Audit Committee held 4 meetings to review the correctness of financial statements, Auditor report, internal control system, risk management, supervision of internal audit, transactions of conflict of interest or related transaction, recruiting Auditor and fixing the remuneration, compliance with the law of the Securities and Exchange Commission and the law related to the company's business and review to confirm the compliance of the company with the International Financial Reporting Standard (IFRS) and arrange one meeting with Auditor without the participation of the company's Management.

Financial Report

For the period ended on 31 December 2021, the Audit Committee opined that the financial statements were prepared in accordance with the General Accounting Accepted Principles and disclosed the information in note to financial statements properly whereas the Certified Public Accountant expressed and opinion on the financial statements in the independent Auditor's Report and conducted their audit to confide that the company can comply with the International Financial Reporting Standard (IFRS).

Report of the meeting of the Audit Committee

The report was submitted to the Board of Directors to acknowledge and was set as the agenda in every meeting of the Board of Directors. The report gave useful recommendations to the company's management team to be in line with the good governance practice and the rules and regulations of the Stock Exchange of Thailand.

Performance Evaluation

The Audit Committee performed completely according to the charter. The Audit Committee performed in line with the good practice, which supported the company's good governance.

Conflict of Interest or related transactions

The Audit Committee reviewed related transactions between the company and its subsidiaries and related persons to consider the business transactions appropriately and maximize the company's benefit and comply with the Stock Exchange of Thailand's regulation. The company disclosed the information of the related transactions completely.

Consideration of the Auditor selection and fixing the remuneration

The Audit Committee considered selecting the auditor from EY Office Limited to be the company's auditor for year 2021 and also considered the auditing remuneration submitted to Annual General Meeting of Shareholders for approval. The auditor names are as follow.

Mr. Termphong Opanaphan -Certified Public Account No. No. 4501 and/or

Miss Vissuta Jariyathanakorn- No. 3853 and/or

Miss Manee Rattanabunnakit –No. 5313

For period ended on 31 December 2021, the auditor who certified the financial statements of the company was Miss Vissuta Jariyathanakorn

Compliance with the law of the Securities and Exchange Commission and the law related to the company's business. The Audit Committee reviewed the company's operation in accordance with the law of the Securities and Exchange Commission and the company's business is not against any related business law.

The Audit Committee has performed its duties independently, carefully, and honestly and has stated its opinions openly to ensure that the company's internal controls are in compliance with the law, rules and regulations related to business operations as well as ensure that the Audit Committee's 2021 performance achieved the objectives set by the Board of Directors.



(Associate Professor Dr. Preecha Jarungidanan)

Chairman of the Audit Committee

Report of the Nomination & Remuneration Committee

Dear Shareholders,

The Nomination & Remuneration Committee, appointed by the Board of Directors of Stars Microelectronics (Thailand) Public Company Limited for a three-year term of office, consists of three members. The Chairman of the Nomination & Remuneration Committee is appointed from the independent directors.

- | | |
|--|---|
| 1. Associate Professor Dr. Preecha Jarungidanan | Chairman of Nomination & Remuneration Committee |
| 2. Associate Professor Dr. Aekkachai Nittayagasetwat | Nomination & Remuneration Committee Member |
| 3. Mr. Yunyong Sawasdi | Nomination & Remuneration Committee Member |

The Nomination & Remuneration Committee has performed its duties and responsibilities independently as prescribed in the Nomination & Remuneration Committee charter to consider the forms and principles of compensation for directors, presented at the shareholders' meeting for approval annually as well as the remuneration of Chief Executive Officer, which is submitted to the Board of Directors for approval.

In 2021, the Nomination & Remuneration Committee held two meeting with full attendance of the three Nomination & Remuneration Committee members to consider and determine the annual retainer fee and the meeting attendance fee. Also in 2021, the Nomination & Remuneration Committee reviewed The Evaluation Form of CEO and considered the salary and benefits of the new Chief Executive Officer before submitting to the Board of Directors to consider and approve. The committee assigned the independent financial consultant to provide the necessary information for consideration. The directors with conflict of interest will not join the meeting.

The Nomination & Remuneration Committee considered both fees for 2021, carefully taking into account the guidelines practiced by other firms in the same industry, the company's performance, as well as directors' knowledge, capabilities and experience. Remuneration deemed appropriate was determined and submitted for approval at the 2020 Annual General shareholders' meeting. The details of the Nomination & Remuneration for the members of the company's Board of Directors and the sub-committees' members are shown in the part of the Nomination & Remuneration for the members of the Board of Directors of this annual report.



(Associate Professor Dr. Preecha Jarungidanan)
Chairman of the Nomination & Remuneration Committee

Report of the Risk Management Committee

Dear Shareholders,

Stars Microelectronics (Thailand) Public Company Limited realizes the importance of risk management as it is important to business operations. The company's Board of Directors has appointed a risk management committee to assess and analyze the various risk factors that may affect the company's operations and to set measures to prevent and reduce the risks continuously. The company realizes that the good risk management system will increase the value of business for shareholders and create sustainable growth for the company.

In 2021, the risk management committee carried out its duties as assigned by the Board, having held four meetings in total. The committee's major accomplishment are summarized below.

1. Assessed Risks and define the framework of the risk management for each department to cover the Company's internal and external risks.
2. Followed up the company's compliance with the risk management policy continuously in order for the system to be effective.
3. Reviewed the company's concepts of risk management and procedural guidelines by considering various factors such as society, politics, economy, environment, technology, competitor, etc.
4. Report the risk management to the Audit Committee and Board of Directors for consideration and approval in defining the appropriated risk management plans and apply to action in the company.

From the mentioned above, Risk Management Committee has prudently considered the risk assessment and evaluate the level of risk and define the measures to prevent and manage the risks to manage the risk at acceptable level.

The Risk Management Report was submitted to Audit Committee to set the sufficient internal control system and reported to every Board of Directors meeting. The content of the company's risk management has been put into this annual report.



Professor Dr. Kamphol Panyagometh
Chairman of the Risk Management Committee



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