



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

LEASE IT PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : LEASE IT PUBLIC COMPANY LIMITED

Symbol : LIT

Address : 1023 MS Siam Tower, 29th Floor, Rama 3 Rd., Chongnonsi, Yannawa

Province : Bangkok

Postcode : 10120

Business : Providing the financial services for SMEs

Registration Number : 0107556000353

Telephone : 0-2163-4260

Fax (if applicable) : 0-2163-4291-4

Website : www.leaseit.co.th

Email : IR@leaseit.co.th

Total Shares Sold (shares)

Common Stock : 442,931,258

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2020	2021	2022
Total (Thousand baht)	396,423.00	331,388.00	156,571.00
Interest Income (Thousand baht)	248,732.00	216,684.00	98,424.00
Fee and Services Income (Thousand baht)	118,795.00	88,554.00	46,873.00
Other Income (Thousand baht)	28,896.00	26,150.00	11,274.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Interest Income (%)	62.74	65.39	62.86
Fee and Services Income (%)	29.97	26.72	29.94
Other Income (%)	7.29	7.89	7.20

By Geographical Area or Market

	2020	2021	2022
Total (Thousand baht)	396,423.00	331,388.00	156,571.00
Domestic (Thousand baht)	396,423.00	331,388.00	156,571.00
International (Thousand baht)	0.00	0.00	0.00

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

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

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

Credit Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk of Interest Rate Fluctuations

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

Risk of Asset Quality

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk of maintaining financial ratios of the Company

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Financial Risk

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

Liquidity Risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk from the most of debt is debt instrument

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk Competitive

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

The Risk of Reliance on Personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Risk of Influence in the Management of Major Shareholders

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risk from complying with conditions specified in loan agreement from financial institutions

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Financial Risk

- Other

The Risk of Information Technology and Communication

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk on Corruption

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Human error in business operations

Corporate Image and Reputation Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Risk from the spread of coronavirus diseases 2019 (COVID-19)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment

Risk to Securities Holder (2.2.2)

Risk of changes in the price of securities

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

Risk from the ability to pay dividends

Risk Management Measures: Yes

Related Risk Topics

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Water Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	59,335.00	57,473.20	54,183.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	81.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	6.01	6.04	5.13

Scope 2 (Tons of carbon dioxide equivalents)	34.54	33.45	31.56
Scope 3 (Tons of carbon dioxide equivalents)	9.07	6.81	6.81
Total (Tons of carbon dioxide equivalents)	49.62	46.30	43.50

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

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2020	2021	2022
Number of male employees (persons)	32	30	24
Number of female employees (persons)	50	52	43
Total (persons)	82	82	67

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	5	6	3

• Health, safety and work environment

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

• Employee retention

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	18.29	28.05	55.22

• Significant labor dispute

	2020	2021	2022
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Significant labor dispute	No	No	No
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Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.leaseit.co.th/investor-relations/corporate-governance>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	8	100.00
Number of male directors	3	37.50
Number of female directors	5	62.50
Number of executive directors	3	37.50
Number of non-executive directors	5	62.50
Number of independent directors	5	62.50

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. POL. GEN. JATE MONGKOLHUTTHI Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	11 Nov 2012	Banking, Insurance, Law, Leadership, Risk Management, Audit, Governance/ Compliance

2.	Mr. SUTHUD KHANCHAROENSUK Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	29 Apr 2013	Food & Beverage, Finance & Securities, Petrochemicals & Chemicals, Electronic Components, Audit
3.	Ms. SITAPHATR NIROJTHANARAT Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	7 Apr 2016	Food & Beverage, Marketing, Digital Marketing, Brand Management
4.	Mrs. SUDA SUWANNAPIROM Gender: Female Age: 63 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	14 Oct 2016	Human Resource Management, Corporate Management, Audit, Governance/ Compliance, Strategic Management
5.	Ms. PARICHATARA LAOTHEERASIRIVONG Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Jun 2018	Banking, Property Development, Corporate Management, Leadership, Audit, Automotive

6.	<p>Mrs. WASARA CHOTITHAMMARAT</p> <p>Gender: Female</p> <p>Age: 57 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	1 Jul 2020	Food & Beverage, Automotive, Industrial Materials & Machinery, Electronic Components, Accounting, Finance, Audit
7.	<p>Mr. PONGSAK CHEWCHARAT</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	2 Dec 2020	Banking, IT Management, Corporate Management, Leadership
8.	<p>Mrs. CHONTICHA SUPALUXMETHA</p> <p>Gender: Female</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	11 Aug 2021	Accounting, Finance, Statistics

Other Information pertaining to committees

The Chairman is an independent director : Yes

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	<p>Mr. PONGSAK CHEWCHARAT</p> <p>Gender: Male</p> <p>Age: 71 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	2 Dec 2020	Banking, IT Management, Corporate Management, Leadership
2.	<p>Mr. SUTHUD KHANCHAROENSUK</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	29 Apr 2013	Food & Beverage, Finance & Securities, Petrochemicals & Chemicals, Electronic Components, Audit
3.	<p>Mrs. SUDA SUWANNAPIROM</p> <p>Gender: Female</p> <p>Age: 63 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	14 Oct 2016	Human Resource Management, Corporate Management, Audit, Governance/ Compliance, Strategic Management

4.	Mrs. WASARA CHOTITHAMMARAT [1] Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Jul 2020	Food & Beverage, Automotive, Industrial Materials & Machinery, Electronic Components, Accounting, Finance, Audit
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[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Ms. PARICHATARA LAOTHEERASIRIVONG Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	25 May 2021
2. Mrs. CHONTICHA SUPALUXMETHA Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2021
3. Ms. SITAPHATR NIROJTHANARAT Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	25 May 2021

4.	Ms. Pemika Patiroobwatee	Member of the	25 May 2021
	Gender: Female	executive committee	
	Age: 32 years old		
	Highest level of education: Bachelor's degree		
	Major: Accounting		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee Acting	Mr. PONGSAK CHEWCHARAT	Chairman
	Mr. SUTHUD KHANCHAROENSUK	Member
	Mrs. SUDA SUWANNAPIROM	Member
	Mrs. WASARA CHOTITHAMMARAT	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Audit Committee Acting
Sub-committees responsible for nomination	: Audit Committee Acting
Sub-committees responsible for remuneration	: Audit Committee Acting
Sub-committees responsible for corporate governance	: Audit Committee Acting
Sub-committees responsible for corporate sustainability development	: None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. CHONTICHA SUPALUXMETHA Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration	MANAGING DIRECTOR	11 Aug 2021	Accounting, Finance, Statistics
2. Ms. SITAPHATR NIROJTHANARAT Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Management	Deputy Managing Director	11 Aug 2021	Food & Beverage, Marketing, Digital Marketing, Brand Management
3. Ms. Pemika Patiroobwatee [1] Gender: Female Age: 32 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer	13 Aug 2021	Accounting, Finance, Audit
4. Ms. Kenika Boonlerttotam Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Tourism and Hotel	Deputy Executive Director	1 Nov 2022	Banking, Negotiation
5. Ms. Piyanan Mongkol Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Economics	General Manager	2 Jan 2019	Banking, Corporate Social Responsibility, Sustainability, Governance/ Compliance

6.	Ms. Prapapan Raktham Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration	General Manager	2 Jan 2019	Accounting, Home & Office Products
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[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	18,620,000.00	17,140,000.00	14,670,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 24

Number of female employees (persons) : 43

Total (persons) : 67

Provident fund

Total number of employees (persons) : 67

Number of employees contributing to the PVD (persons) : 29

Percentage of employees who are members (%) : 43.28

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

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

Development of directors over the past year

List of directors	Position	Participated in director development program
POL. GEN. JATE MONGKOLHUTTHI	Chairman of the board	Non-participating
Mr. SUTHUD KHANCHAROENSUK	Director	Non-participating
Ms. SITAPHATR NIROJTHANARAT	Director	Participating
Mrs. SUDA SUWANNAPIROM	Director	Non-participating
Ms. PARICHATARA LAOTHEERASIRIVONG	Director	Non-participating
Mrs. WASARA CHOTITHAMMARAT	Director	Non-participating
Mr. PONGSAK CHEWCHARAT	Director	Non-participating
Mrs. CHONTICHA SUPALUXMETHA	Director	Participating

Directors' performance assessment

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

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 18

Date of AGM meeting : 7 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	POL. GEN. JATE MONGKOLHUTTHI (Chairman of the board)	-	18/18	Participating	Did not hold the meeting
2.	Mr. SUTHUD KHANCHAROENSUK (Director)	-	16/18	Participating	Did not hold the meeting
3.	Ms. SITAPHATR NIROJTHANARAT (Director)	-	18/18	Participating	Did not hold the meeting
4.	Mrs. SUDA SUWANNAPIROM (Director)	-	18/18	Participating	Did not hold the meeting
5.	Ms. PARICHATARA LAOTHEERASIRIVONG (Director)	-	18/18	Participating	Did not hold the meeting
6.	Mrs. WASARA CHOTITHAMMARAT (Director)	-	18/18	Participating	Did not hold the meeting
7.	Mr. PONGSAK CHEWCHARAT (Director)	-	16/18	Participating	Did not hold the meeting
8.	Mrs. CHONTICHA SUPALUXMETHA (Director)	-	18/18	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	POL. GEN. JATE MONGKOLHUTTHI (Chairman of the board)	-	1,680,000.00	85,000.00	No
2.	Mr. SUTHUD KHANCHAROENSUK (Director)	-	600,000.00	120,000.00	No
3.	Ms. SITAPHATR NIROJTHANARAT (Director)	-	0.00	85,000.00	No
4.	Mrs. SUDA SUWANNAPIROM (Director)	-	600,000.00	125,000.00	No
5.	Ms. PARICHATARA LAOTHEERASIRIVONG (Director)	-	0.00	85,000.00	No
6.	Mrs. WASARA CHOTITHAMMARAT (Director)	-	600,000.00	125,000.00	No

7.	Mr. PONGSAK CHEWCHARAT (Director)	-	900,000.00	115,000.00	No
8.	Mrs. CHONTICHA SUPALUXMETHA (Director)	-	0.00	85,000.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 9

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PONGSAK CHEWCHARAT (Chairman of the audit committee)	-	9/9
2.	Mr. SUTHUD KHANCHAROENSUK (Audit committee)	-	9/9
3.	Mrs. SUDA SUWANNAPIROM (Audit committee)	-	9/9
4.	Mrs. WASARA CHOTITHAMMARAT (Audit committee)	-	9/9