



# **Annual Registration Statement / Annual Report**

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

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

**SAKSAM LEASING 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 : SAKSIAM LEASING PUBLIC COMPANY LIMITED

Symbol : SAK

Address : 49/47 Chetsada Bodin Road., Tha It, Muang Uttaradit

Province : Uttaradit

Postcode : 53000

Business : Provides loan service under  
the regulations of the Bank of Thailand (BOT) including vehicle  
title loan, personal loan and other loan.

Registration Number : 0107559000290

Telephone : 0-5544-4495

Fax (if applicable) : 0-5544-0371

Website : [www.saksiam.com](http://www.saksiam.com)

Email : [saksiam@saksiam.co.th](mailto:saksiam@saksiam.co.th)

#### Total Shares Sold (shares)

Common Stock : 2,096,000,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	1,613,711.51	1,847,587.43	2,335,998.07
Personal loans revenue under supervision with vehicle registration as collateral (Thousand baht)	948,362.73	936,312.84	1,102,879.87
Personal loans revenue under supervision with vehicle registration as collateral for agriculture (Thousand baht)	410,828.91	508,326.36	679,523.90
Personal loan revenue under supervision that no vehicle registration loan as collateral (Thousand baht)	58,703.64	56,210.23	68,129.94
Revenue from nano finance loan (Thousand baht)	172,097.48	268,353.52	351,611.53
Revenue from hire purchase loan (Thousand baht)	18,808.46	69,963.87	113,520.76
Revenue from sales and services (Thousand baht)	0.00	0.00	9,407.62
Non-life insurance broker (Thousand baht)	0.00	1,602.41	4,764.05
Other income (Thousand baht)	4,910.29	6,818.20	6,160.40

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Personal loans revenue under supervision with vehicle registration as collateral (%)	58.77	50.68	47.21
Personal loans revenue under supervision with vehicle registration as collateral for agriculture (%)	25.46	27.51	29.09
Personal loan revenue under supervision that no vehicle registration loan as collateral (%)	3.64	3.04	2.92
Revenue from nano finance loan (%)	10.66	14.52	15.05
Revenue from hire purchase loan (%)	1.17	3.79	4.86
Revenue from sales and services (%)	0.00	0.00	0.40

Non-life insurance broker (%)	0.00	0.09	0.20
Other income (%)	0.30	0.37	0.26

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	1,613,711.51	1,847,587.43	2,335,998.07
Domestic (Thousand baht)	1,613,711.51	1,847,587.43	2,335,998.07
International (Thousand baht)	0.00	0.00	0.00

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

\*Excluding the profit margins in the associated companies

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

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

# 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)**

1. Strategic Risk 2. Operational Risk 3. Financial Risk 4. Compliance Risk 5. Disaster Risk 6. Reputation Risk 7. Information Risk 8. Fraud Risk 9. Social and environmental risks

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies

#### Operational Risk

- Information security and cyber-attack
- Delays in the development of future projects
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on human rights
- Corruption

#### Compliance Risk

- Change in laws and regulations

#### Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate



## **Risk to Securities Holder (2.2.2)**

### **Investment risks of securities holders**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Return from investment of securities holder

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://investor.saksiam.com/storage/content/sustainable/good-corporate-governance-policy/good-corporate-governance-policy-22.pdf>

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://investor.saksiam.com/storage/content/sustainable/good-corporate-governance-policy/good-corporate-governance-policy-17.pdf>

Company environmental guideline : Electricity Management, Fuel Management, Water Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Fuel consumption

	2020	2021	2022
Diesel (Litre)	N/A	414,622.00	702,213.00
Gasoline (Litre)	N/A	98,207.00	132,884.00

###### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	N/A	4,426,893.00	5,175,457.00

## Water management

- Water consumption

	2020	2021	2022
Water consumption (cubic meters)	N/A	88,009.00	105,314.00

## 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)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total (Tons of carbon dioxide equivalents)</b>	N/A	N/A	N/A

- 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

URL of human rights policy : <https://investor.saksiam.com/storage/content/sustainable/good-corporate-governance-policy/good-corporate-governance-policy-18.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2020	2021	2022
Number of male employees (persons)	1,212	1,495	1,705
Number of female employees (persons)	384	435	602
<b>Total (persons)</b>	<b>1,596</b>	<b>1,930</b>	<b>2,307</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	427,782,911.93	494,589,422.00	596,373,302.00

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	4	9	29
Employee development and training expenses (baht)	247,731.35	287,127.95	915,107.85

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

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	2	1	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	8.40	8.13	11.49

• **Significant labor dispute**

	2020	2021	2022
Significant labor dispute	No	No	No

# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.saksiam.com/storage/content/sustainable/good-corporate-governance-policy/20221123-good-corporate-governance-policy-08.pdf>

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

##### Policy and guideline related to the board of directors

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

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

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



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

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

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	11	100.00
Number of male directors	5	45.45
Number of female directors	6	54.55
Number of executive directors	4	36.36
Number of non-executive directors	7	63.64
Number of independent directors	4	36.36

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

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUPOT SINGHASANEH Gender: Male Age: 73 years old Highest level of education: Honorary degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	4 Feb 2019	Internal Control, Audit, Finance, Accounting, Strategic Management

2.	Mr. PHOONSAK BOONSALEE Gender: Male Age: 74 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	9 Jan 1995	Corporate Management, Human Resource Management, Strategic Management, Project Management, Negotiation, Corporate Social Responsibility, Sustainability, Automotive, Leadership, Brand Management, Governance/ Compliance, Digital Marketing
3.	Mrs. JINTANA BOONSALEE Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	9 Jan 1995	Finance, Fund Management, Risk Management
4.	Mrs. SOPIDA SUKSAI Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	9 Jan 1995	Internal Control, Corporate Management, Project Management
5.	Acting SubLt. CHAWALIT PHANPHA Gender: Male Age: 42 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	21 Apr 2003	Corporate Management, Strategic Management, Risk Management, Human Resource Management, Negotiation, Audit, Leadership, Agribusiness, Marketing, Internal Control

6.	<p>Mr. SIWAPHONG BOONSALEE</p> <p>Gender: Male</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Massachusetts Institute of Technology Master of Engineering (EECS)</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Aug 2012	<p>Corporate Management, Information &amp; Communication Technology, Leadership, Corporate Social Responsibility, IT Management, Engineering, Data Management, Risk Management, Change Management, Data Analysis</p>
7.	<p>Mrs. RENU WILASRI</p> <p>Gender: Female</p> <p>Age: 52 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 (Executive)</p> <p>Director type: Original director</p>	1 Jan 2016	<p>Finance, Accounting, Budgeting, Data Analysis, Project Management, Food &amp; Beverage, Electronic Components, Data Management</p>
8.	<p>Mrs. NANTANA SANGKAVICHITR</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	4 Feb 2019	<p>Accounting, Finance, Governance/ Compliance, Risk Management, Data Management, Strategic Management, IT Management, Change Management, Corporate Management, Procurement, Internal Control, Project Management, Human Resource Management, Data Analysis, Sustainability, Information &amp; Communication Technology, Negotiation, Budgeting, Construction Services, Leadership, Corporate Social Responsibility</p>
9.	<p>Ms. SOMBOON SUPASIRIPINYO</p> <p>Gender: Female</p> <p>Age: 62 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	4 Feb 2019	<p>Accounting, Finance &amp; Securities, Property Development, Audit</p>

10.	Mrs. WORANUTCHANAN PHONGSURANG Gender: Female Age: 59 years old Highest level of education: Master's degree Major: political science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	24 May 2019	Law, Corporate Management, Governance/ Compliance, Audit, Data Analysis, Internal Control, Negotiation, Human Resource Management, Insurance, Sustainability, Leadership, Fund Management, Data Management, Finance, Finance & Securities, Change Management, Property Development, Project Management, Risk Management
11.	Mr. Siridej Aungudomsin Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	15 Feb 2023	Banking, Engineering

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

General information	Position	Tenure	Replacement Director
1. Mr. YANCHAI TANTIRATAPONG Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Master of International Finance and Banking, Economics and Statistics, Columbia University Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 24 May 2019 Date directorship ended: 30 Dec 2022	Mr. Siridej Aungudomsin Date position was assumed: 15 Feb 2023

#### 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 : Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUPOT SINGHASANEH [1] Gender: Male Age: 73 years old Highest level of education: Honorary degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	4 Feb 2019	Internal Control, Audit, Finance, Accounting, Strategic Management
2. Mrs. NANTANA SANGKAVICHITR [1] Gender: Female Age: 68 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	4 Feb 2019	Accounting, Finance, Governance/ Compliance, Risk Management, Data Management, Strategic Management, IT Management, Change Management, Corporate Management, Procurement, Internal Control, Project Management, Human Resource Management, Data Analysis, Sustainability, Information & Communication Technology, Negotiation, Budgeting, Construction Services, Leadership, Corporate Social Responsibility

3.	Ms. SOMBOON SUPASIRIPINYO [1] Gender: Female Age: 62 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	4 Feb 2019	Accounting, Finance & Securities, Property Development, 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.	Mr. SIWAPHONG BOONSALEE Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Massachusetts Institute of Technology Master of Engineering (EECS) Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Mar 2021
2.	Mrs. JINTANA BOONSALEE Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019
3.	Mrs. SOPIDA SUKSAI Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019

4.	<p>Mrs. RENU WILASRI</p> <p>Gender: Female</p> <p>Age: 52 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>Member of the executive committee</p>	1 Jan 2019
5.	<p>Acting SubLt. CHAWALIT PHANPHA</p> <p>Gender: Male</p> <p>Age: 42 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>Member of the executive committee</p>	1 Jan 2019
6.	<p>Mr. Paramet Inma</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	1 Jan 2019
7.	<p>Mr. Khamnaung Singkhan</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Below a bachelor's degree</p> <p>Major: Non-School Education Center, Uttaradit Province Secondary School Year 6</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	1 Jan 2019
8.	<p>Mr. Surasak Kamtanet</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	1 Jan 2019



9.	Mr. Prachak Chandum Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: industrial arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019
10.	Mr. Chawalit Kasemcholatan Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Education Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019
11.	Mr. Wathip Panpa Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2019
12.	Mr. Navin Sangsant Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Social Development Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Mar 2022

**List of executive committee members who resigned/vacated their position during the year**

General information	Position	Tenure	Replacement Director
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1.	Mr. Nutchaphon Phumsiroj	Member of the executive committee	Date position was assumed: 1 Jan 2019 Date directorship ended: 1 Dec 2022	No replacement director
	Gender: Male			
	Age: 66 years old			
	Highest level of education:			
	Bachelor's degree			
	Major: jurisprudence			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mrs. NANTANA SANGKAVICHITR	Chairman
	Mr. SIWAPHONG BOONSALEE	Member
	Acting SubLt. CHAWALIT PHANPHA	Member
Nomination and Remuneration Committee	Ms. SOMBOON SUPASIRIPINYO	Chairman
	Mrs. WORANUTCHANAN PHONGSURANG	Member
	Mr. PHOONSAK BOONSALEE	Member
Executive Committee	Mr. SIWAPHONG BOONSALEE	Chairman
	Mrs. JINTANA BOONSALEE	Member
	Mrs. SOPIDA SUKSAI	Member
	Mrs. RENU WILASRI	Member
	Mr. Khamnaung Singkhan	Member
	Mr. Surasak Kamtanet	Member
	Mr. Prachak Chandum	Member
	Mr. Chawalit Kasemcholan	Member
	Mr. Wathip Panpa	Member
	Acting SubLt. CHAWALIT PHANPHA	Member
	Mr. Paramet Inma	Member
	Mr. Navin Sangsant	Member
Corporate Governance and Sustainability Committee	Mrs. NANTANA SANGKAVICHITR	Chairman
	Ms. SOMBOON SUPASIRIPINYO	Member
	Mrs. WORANUTCHANAN PHONGSURANG	Member
	Mr. SIWAPHONG BOONSALEE	Member

## **Roles of Sub-committees**

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability Committee

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SIWAPHONG BOONSALEE Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Massachusetts Institute of Technology Master of Engineering (EECS)	PRESIDENT	1 Aug 2012	Corporate Management, Information & Communication Technology, Leadership, Corporate Social Responsibility, IT Management, Engineering, Data Management, Risk Management, Change Management, Data Analysis
2. Mrs. SOPIDA SUKSAI Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Management	Deputy Managing Director (General Administration)	1 Feb 2012	Internal Control, Corporate Management, Project Management
3. Acting SubLt. CHAWALIT PHANPHA Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration	Assistant Managing Director (Business Development)	1 Jan 2016	Corporate Management, Strategic Management, Risk Management, Human Resource Management, Negotiation, Audit, Leadership, Agribusiness, Marketing, Internal Control
4. Mr. Paramet Inma Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Management	Assistant Managing Director (Debt Management)	1 Jan 2016	Negotiation
5. Mr. Surasak Kamtanet Gender: Male Age: 59 years old Highest level of education: Bachelor's degree Major: Management	Assistant Managing Director (Manager Area 2)	1 Jan 2016	Risk Management, Marketing, Accounting, Strategic Management

6.	Mr. Prachak Chandum Gender: Male Age: 58 years old Highest level of education: Bachelor's degree Major: industrial arts	Assistant Managing Director (Manager Area 3)	1 Jan 2016	Leadership
7.	Mr. Chawalit Kasemcholatan Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Education	Assistant Managing Director (Manager Area 4)	1 Jan 2016	Leadership
8.	Mr. Wathip Panpa Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Management	Assistant Managing Director (Manager Area 5)	1 Jan 2016	Leadership, Project Management, Strategic Management, Risk Management, Budgeting, Home & Office Products, Data Analysis, Marketing
9.	Mr. Khamnaung Singkhan Gender: Male Age: 54 years old Highest level of education: Below a bachelor's degree Major: Non-School Education Center, Uttaradit Province Secondary School Year 6	Assistant Managing Director (Manager Area 1)	1 Jan 2019	Risk Management, Marketing, Data Analysis, Leadership, Data Management, Strategic Management
10.	Mrs. RENU WILASRI [1][2] Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Accounting	Deputy Managing Director (Accounting and Finance Management)	14 Nov 2019	Finance, Accounting, Budgeting, Data Analysis, Project Management, Food & Beverage, Electronic Components, Data Management
11.	Mr. Chutichai Pruetichai [2] Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Accounting	Accounting Manager	1 Aug 2021	Accounting, Data Analysis, Audit

12. Mr. Navin Sangsant	Deputy Managing	1 Mar 2022	Banking, Corporate
Gender: Male	Director (Business		Management
Age: 69 years old	Administration)		
Highest level of education: Master's degree			
Major: Social Development			

[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)	14,630,026.00	17,200,046.00	16,652,585.00

### 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) : 1,705

Number of female employees (persons) : 602

Total (persons) : 2,307

#### Employee Remuneration

Total employee remuneration : 596,373,302.00

#### Provident fund

Total number of employees (persons) : 2,307

Number of employees contributing to the PVD (persons) : 1,778

Percentage of employees who are members (%) : 77.07

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Chutichai Pruetichai	chutichai.pruetichai@saksiam.co.th	061-2650416 , 096-9461956

- Company secretary

General information	Email	Telephone
1. Mrs. Tippamas Lamcharoen	tippamas.lamcharoen@saksiam.co.th	0817277588

- Head of internal audit

General information	Email	Telephone
1. Mr. Kittisak Pannaraj	kittisak.pannaraj@saksiam.co.th	0953212277, 0872016051

- Head of compliance unit

General information	Email	Telephone
1. Mr. Pissanuwat Jeenchai	phitsanuwat.jeenchai@saksiam.co.th	0823972364



• Head of investor relations

General information	Email	Telephone
1. Mrs. Renu Wilasri	renu.wilasri@saksiam.co.th	0612658897

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Ms. Sinsiri Thangsombat Email: sinsiri.thangsombat@pwc.com Telephone: 02844 1419	3,000,000.00	Details: Travel Expenses and Documentation Costs Total service fee (baht): 38,143.00

# Performance Report on Corporate Governance

## Performance Report on Corporate Governance

### Summary of Director Performance (8.1)

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

##### List of new directors appointed in the past year

###### • List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Siridej Aungudomsin Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 15 Feb 2023	Banking, Engineering

##### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SUPOT SINGHASANEH	Chairman of the board	Non-participating
Mr. PHOONSAK BOONSALEE	Director	Non-participating
Mrs. JINTANA BOONSALEE	Director	Non-participating
Mrs. SOPIDA SUKSAI	Director	Non-participating
Acting SubLt. CHAWALIT PHANPHA	Director	Non-participating
Mr. SIWAPHONG BOONSALEE	Director	Non-participating
Mrs. RENU WILASRI	Director	Non-participating
Mrs. NANTANA SANGKAVICHITR	Director	Non-participating

Ms. SOMBOON SUPASIRIPINYO	Director	Participating
Mrs. WORANUTCHANAN PHONGSURANG	Director	Participating
Mr. Siridej Aungudomsin	Director	N/A
Mr. YANCHAI TANTIRATAPONG	Director	Non-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) : 8

Date of AGM meeting : 20 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SUPOT SINGHASANEH (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2. Mr. PHOONSAK BOONSALEE (Director)	-	8/8	Participating	Did not hold the meeting
3. Mrs. JINTANA BOONSALEE (Director)	-	8/8	Participating	Did not hold the meeting
4. Mrs. SOPIDA SUKSAI (Director)	-	8/8	Participating	Did not hold the meeting
5. Acting SubLt. CHAWALIT PHANPHA (Director)	-	8/8	Participating	Did not hold the meeting
6. Mr. SIWAPHONG BOONSALEE (Director)	-	8/8	Participating	Did not hold the meeting

7.	Mrs. RENU WILASRI (Director)	-	8/8	Participating	Did not hold the meeting
8.	Mrs. NANTANA SANGKAVICHITR (Director)	-	8/8	Participating	Did not hold the meeting
9.	Ms. SOMBOON SUPASIRIPINYO (Director)	-	8/8	Participating	Did not hold the meeting
10.	Mrs. WORANUTCHANAN PHONGSURANG (Director)	-	8/8	Participating	Did not hold the meeting
11.	Mr. Siridej Aungudomsin (Director)	-	N/A	N/A	Did not hold the meeting
12.	Mr. YANCHAI TANTIRATAPONG (Director)	30 Dec 2022	8/8	Participating	Did not hold the meeting

#### Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. SUPOT SINGHASANEH (Chairman of the board)	-	320,000.00	375,000.00	No
2.	Mr. PHOONSAK BOONSALEE (Director)	-	120,000.00	270,000.00	No
3.	Mrs. JINTANA BOONSALEE (Director)	-	120,000.00	270,000.00	No
4.	Mrs. SOPIDA SUKSAI (Director)	-	120,000.00	270,000.00	No
5.	Acting SubLt. CHAWALIT PHANPHA (Director)	-	120,000.00	270,000.00	No
6.	Mr. SIWAPHONG BOONSALEE (Director)	-	120,000.00	270,000.00	No
7.	Mrs. RENU WILASRI (Director)	-	120,000.00	270,000.00	No
8.	Mrs. NANTANA SANGKAVICHITR (Director)	-	240,000.00	300,000.00	No
9.	Ms. SOMBOON SUPASIRIPINYO (Director)	-	240,000.00	300,000.00	No
10.	Mrs. WORANUTCHANAN PHONGSURANG (Director)	-	240,000.00	300,000.00	No
11.	Mr. Siridej Aungudomsin (Director)	-	N/A	N/A	N/A
12.	Mr. YANCHAI TANTIRATAPONG (Director)	30 Dec 2022	120,000.00	300,000.00	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. SUPOT SINGHASANEH (Chairman of the audit committee)	-	5/5
2.	Mrs. NANTANA SANGKAVICHITR (Audit committee)	-	5/5
3.	Ms. SOMBOON SUPASIRIPINYO (Audit committee)	-	5/5