



The Company has a variety of committees; such as board of directors, executive committee, audit committee, risk management committee and nomination remuneration and corporate governance committee, where each is comprised of competent individuals in accordance with Section 68 of the Public Company Acts B.E. 2535 and also in accordance with the Announcement of the Securities and Stock Exchange Commission Thor Jor 28/2551 regarding the Application for Permission and Approval for Issuance of New Shares. Details of structure are as follow:

1. Board of Directors

As of December 31, 2019 there are 8 members on the Board as follows:

No.	Name	Position	Number of the Meeting / Participation
1.	Mr. Tan Chek Teck	Chairman of the Board	5 / 4
2.	Mr. Viroj Tangjetanaporn	Independent Director	5 / 4
3.	Mr. Somchat Chinthammit	Independent Director	5 / 4
4.	Mr. Loh Poh Weng*	Independent Director	3 / 3
5.	Mr. Chaipat Nakmontanakum	Director	5 / 5
6.	Ms. Oh Whee Mian	Director	5 / 4
7.	Mr. Kasemsit Pathomsak	Director	5 / 4
8.	Mr. Yothin Viriyenawat	Director	5 / 5
	Mr. Paiboon Julasaksrisakul*	Independent Director	1 / 1

Board of Directors has appointed Mr. Pirahuht Usubzin as Company Secretary having authorities as specified by the Securities and Exchange Act B.C. 2535 and adding edition (No.5) B.C.2559.

NOTE: *In August Mr. Loh Poh Weng had resigned, the Board of Directors appointed Mr. Paiboon Julasaksrisakul to replace the empty position.

The Company's Authorised Directors

The Company's Authorised Directors are Mr. Tan Chek Teck, Ms. Oh Whee Mian, Mr. Chaipat Narkmontanakum and Mr. Yothin Viriyenawat The signature of any two Authorised Directors with company seal shall be required to bind the Company.

Duties and Responsibilities of the Chairman

1. To call the Board of Directors and oversee the delivery of the notice of the meeting, including documents to provide the Board with sufficient and timely information.
2. To be Chairman of the Board of Directors.
3. Strengthen the good corporate governance standards of the board of directors.
4. To chair the shareholders' meeting and control the meeting to comply with the Company's regulations and the defined agenda.

5. To ensure effective communications between directors and shareholders.
6. To perform the duties prescribed by law, in particular the duty of the Chairman.

Duties and Responsibilities of the Board of Directors

1. To perform duties in line with the relevant Thai law, the Company's Memorandum and Articles of Association and resolutions of the shareholders' meeting.
2. To review and approve the strategic direction, objectives and policies for the Company's business in accordance to the Stock Exchange of Thailand's rules and regulation. On such matters as capital increase, capital reduction, bond issuance, partial or total asset disposal to other party, acquisition or acceptance of any business transferred from other company, as well as alteration of company affidavit and/or and enforcements, and the directors premiums and fees, the Company needs to seek consent from shareholder meeting.
3. To appoint directors and/or executives, as deemed appropriate, as members of the various committees to ensure effectiveness in managing the affairs of the Company.

Duties and Responsibilities of the Company secretary

The Company Secretary's responsibilities as specified by the Securities and Exchange Act include arranging the Board of Directors and shareholders' meetings; providing initial advice to facilitate the Board of Directors' meetings and activities in order to comply with related rules and regulations; handling secretariat works for the Board of Directors and facilitating the Board of Directors' activities; ensuring that the Board of Directors' resolutions are strictly executed; handling activities related to shareholders' rights and proper disclosure of information as regulated by related organizations. (Profile and information about the Company Secretary are published in the Profile of Company Management and Company Secretary section.)

2. Audit Committee

As of December 31, 2019 the Audit Committee comprises 3 members:

No.	Name	Position	Number of the Meeting / Participation
1.	Mr. Viroj Tangjetanaporn	Chairman	4 / 3
2.	Mr. Somchat Chinthammit	Member	4 / 3
3.	Mr. Loh Poh Weng*	Member	2 / 2
	Mr. Paiboon Julasaksrisakul	Member	1 / 1

NOTE: *In August Mr. Loh Poh Weng had resigned, the Board of Directors appointed Mr. Paiboon Julasaksrisakul to replace the empty position.

Duties and Responsibilities of the Audit Committee

Audit Committee's scopes of role and responsibility are assigned by the Board of Directors, including reporting to the Board of Directors as follows:

1. To review the accuracy and adequacy of information disclosure of the Company's financial statements by cooperating with the external auditor;
2. To review the appropriateness and effectiveness of the internal control system and internal audit function, consider independence of internal audit function and approve nomination, transfer and relinquishment of position of head of internal audit function or other functions related to internal audit;
3. To review that the Company's operations conform with the relevant rules and regulations such as the Securities and Exchange Act, regulations of the Stock Exchange of Thailand etc.;
4. To consider and advise the appointment and withdrawal of the Company's external auditor, including the audit fee by consider the credibility, the adequacy of existing resources, the firm's performance and experience of its professional staff. The Audit Committee has to participate in meeting with the external auditor without management participation at least once a year;
5. To consider the adequacy of information disclosure for related party transactions or transactions that could lead to conflict of interest;
6. To prepare an Audit Committee's report in the Company's annual report. The report will elaborate on the following:
 - Opinion on the accuracy, completeness and reliability of the financial statements;
 - Opinion on the adequacy of the internal control system;
 - Opinion on the proposed appointment of the external auditors;
 - Opinion on the Company's compliance with the Securities and Exchange Act and other governing laws;
 - Any other reports that the shareholders and general investors should be informed of under the scopes of duties and responsibilities as delegated by the Board of Directors;
 - Opinion on the cooperation or resistance demonstrated by employees and management in performing the duties of a member of the Audit Committee;
 - Opinion on the accuracy, completeness and reliability of financial statements
7. To perform any other assignments as the Board of Directors and Audit Committee see fit.

3. Executive Committee

As of December 31, 2019 the Executive Committee consists of 4 members as follows:

No.	Name	Position	Number of the Meeting / Participation
1.	Mr. Tan Chek Teck	Chairman	5 / 4
2.	Mr. Chaipat Nakmontanakum	Member	5 / 5
3.	Ms. Oh Whee Mian	Member	5 / 4
4.	Mr. Yothin Viriyenawat	Member	5 / 5

Duties and Responsibilities of the Executive Committee

1. Considering and verifying the Management Committee's business proposal, determining goals, strategies, policies, operational plans and annual budget before submitting for approval by the Board of Directors for approval;
2. Evaluating the business performance of the Company in accordance with the goals, strategies, policies, operational plans and annual budget as approved by the Board of Directors;
3. Considering and providing advice on the following reports;
 - Audit report of the Securities and Exchange Commission (SEC);
 - Audit report of the Stock Exchange of Thailand (SET);
 - Report of internal auditor;
 - Report of compliance;
 - Follow-up report;
 - Business report;
4. Assessing the external and internal risks which may affect the Company's business and providing advice on risk management policy;
5. Determining and approving the remuneration of the management and employees;
6. Approving the transfer, appointment and termination of members of the management team who do not hold the position of Executive Committee;
7. Approving the Company's expenditure for general business transaction and the investment amount which exceeds the approved amount for a director;
8. Approving the appointment of authorised officer to sign cheques, financial documents, securities documents etc. as detailed in the Power of Attorney;
9. Considering and approving any securities dealing and underwriting by the Company;
10. Considering and approving excess of client's credit limit and other related credit matters;
11. Vested with the authority to appoint a committee or a team for the benefit of achieving greater transparency in managing the affairs of the Company, and able to sub-delegate and/ or appoint a person to handle a specific task on behalf of the Committee. However, the sub-delegation and/ or the appointment of authority must be within the scope of the assignment and/ or in accordance to the Company's rules and regulations;
12. Having the authority to appoint one or more committees or other person to perform a specific task under the supervision of the Management Committee or appoint the person to have authority as deemed appropriate by the Management Committee and within the suitable period of time. The Management Committee can revoke, terminate, amend or replace the authorised person or the authority delegated as appropriate;

13. Performing any other duties as assigned by the Board of Directors.

However the delegation of the Executive Committee s' duties and responsibilities will not be a power of attorney or sub-power of attorney to executive directors or authorized person from the executive directors that can approve the transactions which having conflict with themselves. (As defined in the Notification of the Securities and Exchange Commission) or there may be conflict of interest in any way with the Company or its subsidiaries unless the transaction is approved in the normal practice of business with clear scope.

4. Risk Management Committee

As of December 31, 2019 the Risk Management Committee comprises 4 members:

No.	Name	Position	Number of the Meeting / Participation
1.	Mr. Viroj Tangjetanaporn	Chairman	4 / 3
2.	Mr. Somchat Chinthammit	Member	4 / 3
3.	Mr. Loh Poh Weng *	Member	2 / 2
4.	Mr. Chaipat Nakmontanakum	Member	4 / 4
	Mr. Paiboon Julasaksrisakul*	Member	1 / 1

Risk Management Committee appointed by the resolution of the Board of Directors Meeting No. 4/2016 on November 11, 2016.

NOTE: *In August Mr. Loh Poh Weng had resigned, the Board of Directors appointed Mr. Paiboon Julasaksrisakul to replace the empty position.

Duties and Responsibilities of the Risk Management Committee

1. To define and review the Company's risk management policy and framework. Consider the Company's risk management policy covering the credit risk, market risk, operational risk, strategic risk, liquidity risk and other themes, such as legal risk and relevant rules and regulations.
2. To regulate and support risk management process to be in line with strategy and business goal including changing situations. Consider and review risk management guidelines and tools to ensure efficiency and appropriateness with the nature and size of each risk aspect.
3. To provide recommendations, monitor and evaluate risk management for further implementation of Risk Management and Internal Control (executive level). Consider and review the setting of risk limits and measures in the case that there is a failure in keeping within specified risk limits.
4. To review Risk Management Report and give suggestions on possible risks, including specification on control measure or mitigation plan and the development of risk management system to ensure continuous efficiency.
5. To support the Company to achieve the Company's Risk Management Goal. Follow up the results of risk assessments under normal and crisis conditions and set the risk management guideline for such transaction.

6. To report risk management results to the Board of Directors. In case where there are factors or events that might have significant impact on the Company, the Board of Directors shall be notified immediately.
7. The Risk Management Committee should meet at least once a quarter.
8. Perform other Board-assigned tasks.

5. Nomination Remuneration and Corporate Governance Committee

As of December 31, 2019 the Nomination Remuneration and Corporate Governance Committee comprises 3 members:

No.	Name	Position	Number of the Meeting / Participation
1.	Mr. Loh Poh Weng*	Chairman	1 / 1
2.	Mr. Somchat Chinthammit	Member	2 / 1
3.	Ms. Oh Whee Mian	Member	2 / 1

Nomination Remuneration and Corporate Governance Committee appointed by the resolution of the Board of Directors Meeting No. 4/2016 on November 11, 2016.

NOTE: *In August Mr. Loh Poh Weng had resigned, the Board of Directors appointed Mr. Paiboon Julasaksrisakul to replace the empty position.

Duties and Responsibilities of the NR&CG Committee

I. Nomination

1. Formulation of policy, criteria and method for nomination of directors and Persons with Management Authority for the Board for approval and submission of such policy to the Regulator upon request.
2. Selecting and nominating qualified candidates in accordance with the relevant rules and regulations in order to hold the position of Company directors, members of the Board committees and Persons with Management Authority for the Board's consideration.
3. In proposing directors, the Committee will take into consideration experience in at least one area of significance to the Board (e.g. finance, Companying, business, marketing, human resources, law, management); ability to contribute to deliberations of the Board; ability to exercise sound business judgment; ability to think strategically; demonstrated leadership experience; also seeking a high level of professional skill and integrity, as well as other appropriate personal qualities.
4. Ensuring the size and composition of the Board and the Board Committees to be appropriate for the organization, including adjustment to its changed environment, the Board and the Board Committees shall compose of qualified candidates with appropriate expertise and experience.
5. Disclosing policies and details of the nomination process in the annual report of the Company.
6. Ensuring that the Company has in place a proper succession and management continuity plan for the positions of the Chief Executive Officer, Managing Director and Persons with Management Authority and to make recommendations to the Board for approval.

II. Remuneration

1. Formulation of policy for an appropriate remuneration plan and other benefits to directors and Persons with Management Authority with clear and transparent criteria and to present to the Board for approval and/or to present to the shareholders' meeting (as the case may be) and to submit such policy to the Regulator upon request.
2. Ensuring that directors and Persons with Management Authority receive appropriate remuneration for their duties and responsibilities.
3. Formulation of guideline for evaluating the performance of directors and Persons with Management Authority for the purpose of considering the annual remuneration.
4. Disclosing policies regarding remuneration plan and types of remuneration plan, including preparing reports on the determination of remuneration plan which shall at least contain details of objectives of the performance and opinions of the Committee in the Company's annual report.
5. Recommending appropriate remuneration of the Board and Board Committees to the Board for endorsement prior to seeking shareholders' approval.
6. Reviewing management's proposals for remuneration policies, remuneration and fringe benefit plans other than salaries for employees of the Company and make recommendations to the Board for approval.
7. Reviewing performance targets and criteria for the Company, the Chairman of the Executive Committee and the President and make recommendations to the Board for approval.
8. Proposing an appropriate remuneration and benefits for the Chief Executive Officer, Managing Director and Company Secretary and make recommendations to the Board for approval.

III. Corporate Governance

1. Formulation of corporate governance policy for the Board's consideration, monitoring compliance with that policy, including reviewing and revising the policy regularly for appropriateness.
2. Monitoring the Company's performance to be in compliance with the corporate governance principle of the authority having supervisory power under applicable laws, such as the Regulator, the Securities and Exchange Commission and the Stock Exchange of Thailand etc.
3. Arranging the annual performance assessment of the Chairman of the Board, individual directors the Board as a whole and the Board Committees.
4. NRC Committee shall regularly evaluate their performance and present the evaluation results to the Board of Directors.

IV. Perform any duties as prescribed by law, rules, regulations, or regulations.

6. Other Committee

6.1 Credit Committee

As of December 31, 2019 the Credit Committee consists of 3 members as follows:

No.	Name	Position
1.	Mr. Chaipat Nakmontanakum	Chairman of Credit Committee
2.	Mr. Yothin Viriyenawat	Member
3.	Ms. Srisunan Kongtragoolpitug	Member

Duties and Responsibilities of the Credit Committee are as follows:

1. Formulating, reviewing and implementing credit policy as approved by the Board of Directors or Executive Committee;
2. Approving the credit application of new account opening or increasing/ decreasing the credit limit of the existing account in compliance with the credit policy of the Company;
3. Reviewing the lists of marginable securities;
4. Reviewing, revising and initiating credit control measures based on information related to control issues such as late-payment records, securities which are suspended from trading etc;
5. Submitting operational reports to the Board of Directors.

Credit Committee must not approve any transaction that is deemed to be of conflict of interest or any transaction that is against the interest of the Company or its subsidiaries and must disclose such transactions to the Board of Directors for consideration.

Limit for Securities and Derivatives Trading: please see details in Form 56-1 in the subject "Type of Business"

6.2 Management Committee

As of December 31, 2019 the Management Committee consists of 2 members as follows:

No.	Name	Position
1.	Mr. Chaipat Nakmontanakum	Chairman of Management Committee
2.	Mr. Yothin Viriyenawat	Member

Roles and Responsibilities of the Management Committee are as follows:

1. Managing the operation in accordance with the goals, strategies, policies, operational plans and annual budget as approved by the Board of Directors and/or the Executive Committee;
2. Recommending business proposal, operational plans and annual budget to the Executive Committee for approval;

3. Approving the account opening for investment, bank account and other related business transactions including delegating any person to take action as appropriate;
4. Providing advice to the heads of Finance, Settlement, Human Resource and any other departments concerning operational matters, securities business and new business activities;
5. Performing any other duties as assigned by the Board of Directors and Executive Committee;
6. Submitting operational reports to the Executive Committee.

However the delegation of the Management Committee s' duties and responsibilities will not be a power of attorney or sub-power of attorney to management committee or authorized person from the management committee that can approve the transactions which having conflict with themselves. (As defined in the Notification of the Securities and Exchange Commission) or there may be conflict of interest in any way with the Company or its subsidiaries.

Management

As of December 31, 2019 the list of 92 executives is as follows:

No.	Name	Position
1	Mr. Chaipat Nakmontanakum	Chief Executive Officer
2	Miss Srisunan Kongtragoolpitug	Chief Operating Officer
3	Mr. Yothin Viriyenawat	Senior Managing Director - Retail 3
4	Mr. Jaratpong Pornprinya	Senior Managing Director - Institutional Sales 1
5	Miss Usa Sangcham	Senior Managing Director – Retail 8
6	Mr. Chatthapat Suttitak*	Senior Managing Director – Retail 9
7	Mr. Supot Lapchayanon	Managing Director – Retail 7
8	Mr. Supak Nirastook	Managing Director – Retail 8A
9	Miss Siriwan Thitisiriwech	Managing Director – Retail 9A
10	Mr. Payung Nilsaeng-ngam	Managing Director – Retail 9B
11	Mr. Yanyong Chantavadee	Managing Director -Retail Business – Had Yai Jutianusorn Branch
12	Miss Tanaporn Visaruthaphong	Managing Director - Research
13	Mr. Theerasak Taweepiyamaporn	Managing Director – Corporate Finance
14	Mr. Surasak Boonyachai	Managing Director – Private Wealth Management B
15	Mr. Sittiporn Jennaimuang	Senior Executive Vice President - Investment Advisory
16	Ms. Srisakul Boonsiri	Senior Executive Vice President – Retail 4
17	Miss Suvinun Chavaphansiriporn	Senior Executive Vice President – Retail 5
18	Mr. Somchai Teeratum	Senior Executive Vice President – Retail 6, Chaengwattana 4 Branch, Khonkaen Branch
19	Mr. Jackavut Amonmaneekul	Senior Executive Vice President – Silom 2

20	Mr. Soratja Prajongsangsi	Senior Executive Vice President – ChiangMai Mahidol 1 Branch
21	Mrs. Prompuk Karoonworawong	Executive Vice President - Human Resources
22	Mr. Nitiphon Sophonpokai	Executive Vice President – Business Development & Sales Support
23	Miss Ruttanawadee Kittigulphaisal	Executive Vice President – Retail 1 Center 3
24	Miss Paphaorn Kamolnimitkul	Executive Vice President – Retail 2-3
25	Mr. Choakdee Chinthammitr	Executive Vice President - Retail 3-2 Division
26	Miss Chunthana Sangnai	Executive Vice President - Retail 3-1-1
27	Mr. Peansak Saebae	Executive Vice President – Retail 8A
28	Mr. Jeeradej Kitsamret	Executive Vice President - Retail Business – Bangkapi Branch
29	Mr. Thanabadee Bunnag	Executive Vice President - Retail Business –Yaowaraj 1 and Cheangwattana 1 Branch
30	Mr. Torsak Pavasatjanun	Executive Vice President – Silom 1
31	Mr. Thammarut Jarusira	Executive Vice President – Silom 1
32	Mr. Boontham Kaveelak	Executive Vice President – Silom 2
33	Mr. Piyapong Tantikajonkosol	Executive Vice President – Silom 2
34	Mr. Winai Thongviengchan	Executive Vice President - Retail Business – BanPong Branch
35	Miss Kanokwan Wongpanit	Executive Vice President - Retail Business – Retail 5
36	Ms. Suvimol Kespokeaw	Executive Vice President – Operations
37	Mrs. Thitima Chaithaseth	Executive Vice President – Private Wealth Management A
38	Miss Suwanna Rungjangsri	Senior Vice President – Retail 1-1
39	Ms. Vimonrat Suribud	Senior Vice President – Retail 1-3
40	Ms. Rattanaporn Rojwongviriya	Senior Vice President – Retail 1-9
41	Miss Narintorn Lapmeeprasert	Senior Vice President – Retail 1-10
42	Mr. Pichet Patcharachavalit	Senior Vice President – Retail 2-2
43	Miss Pimlada Pattanawararoj	Senior Vice President – Retail 3-1-3
44	Mr. Sunyalux Jirattitikan	Senior Vice President – Retail 3-2-1
45	Mr. Sarayuth Yingnakorn	Senior Vice President – Retail 3-2-5
46	Miss Sanaunuch Pramuanphol	Senior Vice President – Retail 4-1
47	Mrs. Varaporn Puttamanond	Senior Vice President – Retail 4-2
48	Miss Pattarin Tangwongsawang	Senior Vice President – Retail 4-3
49	Miss. Siriporn Thanathit	Senior Vice President – Retail 5-2
50	Mr. Yongyut Chantranivet	Senior Vice President – Retail 6-1
51	Mr. Wichai Yamkaewdithee	Senior Vice President – Retail 6-2
52	Mr. Wichai Whangmana*	Senior Vice President – Retail 6-3
53	Mr. Pairoj Piraro	Senior Vice President – Retail 6-4
54	Mrs. Sunee Khamhom	Senior Vice President – Retail 6-6

55	Mr. Chaichan Akaradaedachachai	Senior Vice President – Retail 6-7
56	Miss Rungrudee Vissavachonpradit	Senior Vice President – Retail 8B
57	Mr. Kanok Saengrunroj	Senior Vice President – Retail 8B-1
58	Miss Sucheera Tachavijitsakul	Senior Vice President – Retail 8B-2
59	Miss Suphap Likitdumrongchai	Senior Vice President – Retail 8B-3
60	Miss Chalalai Saliwattana	Senior Vice President – Retail 9A-1
61	Mr. Pramot Rungsuwannakit	Senior Vice President – Retail 9B-1
62	Mr. Panutat Pattarataweekasem	Senior Vice President – Retail Business – ChiangMai Ragang 1 Branch
63	Miss Sirinuan Sura	Senior Vice President - Retail Business – ChiangMai HuayKaew Branch
64	Mrs. Panurat Sawasdee	Senior Vice President - Retail Business – ChiangMai Ragang 2 Branch
65	Miss Aphinya Decharat	Senior Vice President – Retail Business – ChiangMai Mahidol 1 Branch
66	Mr. Bunpod Na Lamphun	Senior Vice President – Retail Business – ChiangMai Mahidol 2 Branch
67	Mrs. Ananya Chaimoon	Senior Vice President - Retail Business – ChiangRai 1 Branch
68	Miss Pornpan Chaitip	Senior Vice President - Retail Business – ChiangRai 2 Branch
69	Mrs. Phatcharee Butthura	Senior Vice President - Retail Business – Lampang Branch
70	Mrs. Preyawan Anantachot	Senior Vice President – Retail Business – Phayao Branch
71	Mrs. Pornthip Punnaraj	Senior Vice President – Retail Business – Phitsanulok Branch
72	Mr. Thongchai Wanthong	Senior Vice President – Retail Business – Nakornsawan Branch
73	Miss Jitsawan Somboonsri	Senior Vice President – Retail Business – Srisaket Branch
74	Mrs. Jirasuda Charoennawee	Senior Vice President – Retail Business – Ubon Ratchathane Branch
75	Miss Jaruan Nakdee	Senior Vice President – Retail Business – Buriram Branch
76	Mrs. Siriporn Kasidajpong	Senior Vice President – Retail Business – HadYai Juladis 1 and Songkla Branch
77	Mrs. Pittaya Hirunroongrat	Senior Vice President - Retail Business – Trang 2 Branch
78	Mr. Chawalit Treewong	Senior Vice President – Retail Business – Nakomsrithammarat 1 Branch
79	Mr. Kanob Senagun	Senior Vice President – Retail Business – Nakomsrithammarat 2 Branch
80	Mr. Thrinn Pattaranukrom	Senior Vice President – Retail Business – Phuket Branch
81	Mr. Krittidet Jutaganon	Senior Vice President – Retail Business – Chonburi Branch
82	Mr. Archa Aroon	Senior Vice President – Retail Business – Rayong Branch
83	Mr. Wiwat Jantiwatkun	Senior Vice President – Retail Business – Nakornpathom Branch
84	Mr. Wijakkit Thongyoolerd	Senior Vice President – Retail Business – Chaengwattana 3 Branch
85	Mrs. Arunee Rodmorn	Senior Vice President – Retail Business – Bangkhae Branch
86	Mr. Kulwut Songthanasak	Senior Vice President – Retail Business – Interchange Branch
87	Mr. Pirat Somnukquandee	Senior Vice President – Retail Business – Pinklao 2 Branch
88	Ms. Piranrat Arayahattakul	Senior Vice President - Branch Administration
89	Mr. Somdech Ruksomboon	Senior Vice President - Compliance

90	Miss Wachiraporn Wasatammasit	Senior Vice President – Institutional Dealing 1
91	Miss Bussarin Pingkarawat*	Senior Vice President - Credit Control
92	Mr. Kittiphan Techasurakhun	Vice President –Accounting & Finance

Remark : *Number 6. Mr. Chatthapat Suttitak resigned as of 1 April 2019
52. Mr. Wichai Whangmana resigned as of 1 August 2019
91. Miss Bussarin Pingkarawat resigned as of 1 October 2019

Executives according to the definition of the SEC has 6 persons as follows;

NO.	Name	Position
1	Mr. Chaipat Nakmontanakum	Chief Executive Officer
2	Miss Srisunan Kongtragoolpitug	Chief Operating Officer
3	Mr. Yothin Viriyenawat	Senior Managing Director - Retail 3
4	Mr. Jaratpong Pornprinya	Senior Managing Director - Institutional Sales 1
5	Miss Usa Sangcham	Senior Managing Director – Retail 8
6	Mr.Chatthapat Suttitak	Senior Managing Director – Retail 9

Roles and Responsibilities of the Chief Executive Officer are as follows:

The Chief Executive Officer is Mr. Chaipat Nakmontanakum.

1. Monitoring business operations and/or executing day-to-day operations;
2. Determining the goals, directions and operational plans to propose to the Executive Committee and including monitoring the performance of the Company;
3. Coordinating with the department heads and employees to comply with the rules and regulations approved by the Executive Committee;
4. Supervising the Company to be in compliance with laws, rules, policies and regulations of the Company;
5. Managing the risk to be in line with the current situation and Company's policies;
6. Approving business transactions as assigned by the Board of Directors or the Executive Committee;
7. Submitting the Company's performance report to the Board of Directors.

Remuneration for Directors

(1) Cash Remuneration

In 2019 the Company's Board of Directors has 8 directors of which 3 are Audit Committee members, 3 are Independent Directors. Directors who are representatives of UOB Kay Hian Group will only be entitled to fees as obliged in Service Agreement.

The resolutions of the Annual General Meeting of Shareholders 2019 on April 23, 2019 resolved that for each meeting attended, the fee for the Independent Director and Non-authorized Director as follows;

Meeting	Chairman (Baht)	Member (Baht)
Board of Directors	-	20,000
Audit Committee	10,000	5,000
Risk Management Committee	10,000	5,000
Nomination Remuneration and Corporate Committee	10,000	5,000

Directors that serve as Company's management are not eligible for the meeting fees as those directors are compensated as Company's management position.

Such compensation is equal to year 2018. The chairperson, members of the Audit Committee, Independent Directors and Non-Authorized Directors will be remunerated each time they participate in the meeting, be it the Board of Directors' meeting; Audit Committee meeting or shareholders' meeting.

Directors

No.	Name	Remuneration (2019)
1.	Mr. Tan Chek Teck	-
2.	Mr. Viroj Tangjetanaporn	Baht 140,000
3.	Mr. Somchat Chinthammit	Baht 120,000
4.	Mr. Loh Poh Weng	Baht 95,000
5.	Mr. Chaipat Nakmontanakum	-
6.	Mr. Yothin Viriyenawat	-
7.	Mr. Kasemsit Pathomsak	Baht 80,000
8.	Ms. Oh Whee Mian	-
	Mr. Paiboon Julasaksrisakul	Baht 30,000

Management

In 2019 the Company paid the total amount of Baht 152.68 million to 92 executives, in 2018 the Company paid the total amount of Baht 135.79 million to 95 executives. And in 2017 the Company paid the total amount of Baht 129.44 million to 72 executives.

2 directors namely Mr. Tan Chek Teck and Ms. Oh Whee Mian were not entitled to cash remuneration, as their service rendered is part of the Service Agreement between the Company and UOB Kay Hian Private Limited.

(2) Other Remuneration

In 2019, the Company paid provident fund to 92 managements as amount Baht 4.89 million.

Employee

As of 31 December 2019, the Company had 620 employees (excluding management) divided by department as follows;

Department	Number of Employee (person(s))
Retail Sales	
- Head Office	163
- Branch	293
Executive	2
Institutional Sales	7
Internal Audit	2
Compliance	5
Operations	29
Account & Finance	8
Credit Control	9
IT Operations	17
IT Development	10
HR	5
Legal	1
General Administration	12
Research	14
Business Development & Sales Support	3
E-Business	7
Corporate Finance	6
Derivatives	3
Investment Advisory	2
Branch Administration	1
Private Wealth Management A	6
Private Wealth Management B	12
Cross Selling	3
Debt Capital Markets	-
Total	620

