**EQUITY RESEARCH - RESULTS FLASH** 



# BANGKOK COMMERCIAL ASSET MNGT.

THAILAND / FINANCE & SECURITIES

# **BAM TB**

**UNCHANGED** 

**THB9.00** 

# 3Q24 results at first glance

BAM reported a 3Q24 net profit of THB199m, implying 56.4% g-g and 48.0% y-y declines. The figure missed our estimate and the Bloomberg consensus by 4% and 10%, respectively. Operating results in 3Q24 were dragged down by the weaker conditions in the NPA segment as expected, leading 3Q24 total cash collection to finish at THB3.4b, declining by 13.7% and 11.5% y-y and missing our estimate by 4%. 9M24 net profit totaled THB1.1b and was stable y-y, securing 80% of our fullyear forecast.

We expect 4Q24 cash collection to benefit from seasonality, where net profit is likely to pick up q-q but should continue to decline y-y, based on our conservative 2024-26 net profit estimate. We maintain our HOLD recommendation and our NAV-based TP of THB9.00 (P/BV 0.65x), despite a recent decline in the share price ahead of the weak 3Q24 results.

## **Highlights**

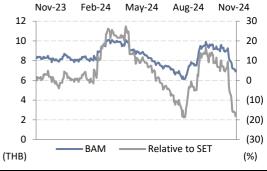
- (-) NPA: Cash collection from NPAs contributed only THB1.3b in 3Q24, dropping by 36.8% q-q and 26.8% y-y. Accordingly, revenue from the segment declined by 34.3% q-q and 33.6% y-y due to the slowing demand for residential properties and banks' strict lending policies.
- (0) NPL: There were signs of a gradual recovery in the NPL segment, with 3Q24 NPL cash collection of THB2.2b, improving by 9.6% q-q and 0.8% y-y, while revenue climbed 0.2% q-q and 14.1% y-y, following a better adaptation to debtors amid the high-yield and slowing economic environment, especially those related to the tourism and export sectors.
- (0) Investment: 3Q24 NPL acquisitions totaled THB1.7b (down 62.5% qg and 68.5% y-y), entitling THB26b in outstanding loan amount. Management observed persistently low NPL auction competition between AMCs. However, financial institutions continued to supply the market despite unfavorable pricings.
- (0) JV AMCs: For Ari-AMC a 50:50 JV with GSB in 4Q24 it has THB275m in capital, up from THB25m in 3Q24. As of now, the JV has received the first NPL transfer worth THB10.7b in outstanding loan amount, of which 12% were secured debts and 88% were unsecured debts. Meanwhile, a JV with KBANK is still undergoing the process of applying for an AMC license from the BoT, and should acquire the first NPL tranche within 4Q24.

#### CLOSE THB7.00 **UP/DOWNSIDE** +28.6% TP vs CONSENSUS +13.1%

**TARGET PRICE** 

## **KEY STOCK DATA**

YE Dec (THB m)	2023	2024E	2025E	2026E
Operating profit	1,843	1,650	1,968	2,234
Net profit	1,534	1,345	1,604	1,820
EPS (THB)	0.47	0.42	0.50	0.56
vs Consensus (%)	-	(17.2)	(12.1)	(11.9)
Recurring net profit	1,534	1,345	1,604	1,820
Core EPS (THB)	0.47	0.42	0.50	0.56
EPS growth (%)	(43.7)	(12.4)	19.2	13.5
Core P/E (x)	14.7	16.8	14.1	12.4
Dividend yield (%)	7.9	4.7	5.7	6.4
Price/book (x)	0.5	0.5	0.5	0.5
ROE (%)	3.5	3.1	3.6	4.1
ROA (%)	1.1	1.0	1.2	1.3



Share price performance	1 Month	3 Month	12 Month
Absolute (%)	(23.5)	11.1	(13.6)
Relative to country (%)	(22.5)	(0.7)	(17.4)
Mkt cap (USD m)			653
3m avg. daily turnover (USD m)			5.2
Free float (%)			21
Major shareholder		F	IDF (46%)
12m high/low (THB)			10.40/6.10
Issued shares (m)			3,232

Sources: Bloomberg consensus; FSSIA estimates



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Exhibit 1: BAM – 3Q24 operating summary

	3Q23	4Q23	1Q24	2Q24	3Q24	Cha	nge	9M24	Change	% of	2024E	Change
	(THB m)	(q-q %)	(y-y %)	(THB m)	(y-y %)	24E	(THB m)	(y-y %)				
Interest income from NPLs	1,704	1,844	1,800	1,861	1,933	3.9	13.4	5,594	15.1	73	7,619	13.7
part of amount received	710	845	874	733	817	11.5	15.1	2,424	17.5	77	3,162	8.7
part of accrued income	994	999	926	1,128	1,116	(1.1)	12.3	3,170	13.4	71	4,457	17.4
Interest income from installment loans	39	35	46	15	33	120.0	(15.4)	94	-	73	128	(0.7)
Total interest income	1,747	1,822	1,830	1,886	1,966	4.2	12.5	5,682	14.5	74	7,728	13.2
Interest expense	736	756	771	802	824	2.7	11.9	2,397	11.4	76	3,147	8.2
Net interest income	1,011	1,066	1,059	1,084	1,142	5.3	12.9	3,285	16.9	72	4,581	16.8
Gain on NPL receivables	541	637	689	691	610	(11.7)	12.8	1,990	16.3	71	2,812	19.8
Gain on NPA sales	604	496	443	693	385	(44.4)	(36.2)	1,521	(8.8)	80	1,913	(11.6)
Gain on installment loans	157	127	94	100	113	12.4	(28.1)	308	(34.1)	81	382	(35.7)
Other non-interest income	17	20	12	23	25	11.2	52.8	60	22.8	88	68	(1.1)
Total non-interest income	1,318	1,281	1,238	1,507	1,133	(24.8)	(14.0)	3,878	(0.4)	75	5,174	(0.0)
Operating expenses	777	825	680	730	714	(2.1)	(8.1)	2,124	(3.6)	69	3,074	1.5
ECL expense	1,084	1,028	1,099	1,296	1,312	1.3	21.0	3,707	16.0	74	5,032	19.1
Pre-tax profit	467	540	519	565	248	(56.1)	(46.9)	1,332	2.2	81	1,650	(10.5)
Income tax	84	80	95	109	49	(54.8)	(41.4)	253	10.7	83	305	(1.4)
Net profit	383	460	423	456	199	(56.4)	(48.0)	1,079	0.4	80	1,345	(12.4)
EPS (THB)	0.12	0.14	0.13	0.14	0.06	(56.3)	(47.9)	0.33	0.4	80	0.42	(12.4)
Cash collection												
NPL cash collection	2,146	2,320	2,169	1,973	2,162	9.6	0.8	6,304	2.8	73	8,684	2.7
NPA cash collection	1,716	1,593	1,364	1,985	1,255	(36.8)	(26.8)	4,605	(9.2)	73	6,322	(5.1)
Total cash collection	3,862	3,913	3,534	3,958	3,417	(13.7)	(11.5)	10,909	(2.6)	73	15,006	(0.7)
Key balance sheet items												
Gross NPL receivables	87,543	86,575	85,569	88,424	88,093	(0.4)	0.6	88,093	0.6		87,096	0.6
Gross NPA	44,723	45,635	46,788	46,903	48,087	2.5	7.5	48,087	7.5		48,729	6.8
Additional acquisition	5,431	1,514	1,194	4,558	1,711	(62.5)	(68.5)	7,463	37.4	88	8,500	(40.6)
Key financial ratios (%)	(%)	(%)	(%)	(%)	(%)			(%)			(%)	
Cost to income ratio	33.38	35.14	29.59	28.17	31.41			29.65			31.51	
Cost of funds	3.40	3.42	3.43	3.50	3.54			3.57			3.47	
Gross profit margin	75.99	75.63	74.87	76.36	73.41			74.93			75.61	
Net profit margin	12.49	14.83	13.80	13.45	6.43			11.28			10.42	
ROA	1.14	1.35	1.24	1.32	0.57			1.04			0.98	
ROE	3.56	4.24	3.86	4.17	1.83			3.31			1.49	
D/E (x)	2.15	2.15	2.10	2.23	2.20			2.20			2.16	
IBD/E (x)	2.00	2.08	2.03	2.15	2.12			2.12			2.08	

Sources: BAM; FSSIA estimates

Exhibit 2: Revenue breakdown

	3Q23	4Q23	1Q24	2Q24	3Q24	Cha	nge	9M24	Change	% of	2024E	Change
	(THB m)	(q-q %)	(y-y %)	(THB m)	(y-y %)	24E	(THB m)	(y-y %)				
Revenue from NPLs	1,251	1,482	1,563	1,424	1,427	0.2	14.1	4,414	17.0	74	5,974	13.7
Interest income from NPLs	710	845	874	733	817	11.5	15.1	2,424	17.5	77	3,162	8.7
Gain on NPLs	541	637	689	691	610	(11.7)	12.8	1,990	16.3	71	2,812	19.8
Revenue from NPAs	800	658	584	808	531	(34.3)	(33.6)	1,923	(13.7)	79	2,422	(16.1)
Gain on NPAs	604	496	443	693	385	(44.4)	(36.2)	1,521	(8.8)	80	1,913	(11.6)
Interest income from installment loans	39	35	46	15	33	120.0	(15.4)	94	-	73	128	(0.7)
Gain on installment loans	157	127	94	100	113	12.4	(28.1)	308	(34.1)	81	382	(35.7)

Sources: BAM; FSSIA estimates

Exhibit 3: Historical cash collection vs management's targets

	4Q22	1Q23	2Q23	3Q23	4Q23	1Q24	2Q24	3Q24	9M24	2024E
	(THB m)									
Company's target										
NPL	3,070	2,298	2,682	2,521	2,999	2,600	3,118	3,148	8,866	10,000
NPA	2,839	1,169	1,782	1,967	2,382	2,300	3,360	3,295	8,955	10,000
Total	5,909	3,467	4,464	4,488	5,381	4,900	6,478	6,443	17,821	20,000
Actual/ FSSIA estimate										
NPL	3,118	1,972	2,013	2,146	2,320	2,169	1,973	2,162	6,304	8,684
NPA	2,277	1,249	2,104	1,716	1,593	1,364	1,985	1,255	4,605	6,322
Total	5,395	3,221	4,118	3,862	3,913	3,534	3,958	3,417	10,909	15,006
Relative to guidance	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)		(%)
NPL	1.6	(14.2)	(24.9)	(14.9)	(22.6)	(16.6)	(36.7)	(31.3)	(28.9)	(13.2)
NPA	(19.8)	6.8	18.1	(12.8)	(33.1)	(40.7)	(40.9)	(61.9)	(48.6)	(36.8)
Total	(8.7)	(7.1)	(7.8)	(14.0)	(27.3)	(27.9)	(38.9)	(47.0)	(38.8)	(25.0)

Sources: BAM; FSSIA estimates

Exhibit 4: BAM - NAV-based TP

NAV valuation	2025E
	(THB m)
Discounted value of NPL and NPAs	107,787
Discounted value of other assets	1,437
Liabilities	93,509
Net asset value	29,114
No. of shares (m shares)	3,232
BVS (THB)	13.86
Implied PBV (x)	0.65
NAV per share (THB)	9.00

Exhibit 5: Share price performance of non-banks under coverage, as of 13 November 2024

		Pri	ce performan	ce	
	1M	3M	6M	1Y	YTD
	(%)	(%)	(%)	(%)	(%)
TIDLOR TB	(1.1)	32.6	(15.2)	(13.7)	(17.5)
MTC TB	(4.4)	21.1	4.8	18.9	8.3
SAWAD TB	(8.3)	37.5	(1.3)	(4.8)	4.6
SAK TB	10.0	24.4	10.0	34.8	32.2
AEONTS TB	(9.9)	15.8	(20.0)	(15.8)	(20.0)
KTC TB	(3.6)	19.2	6.9	(0.5)	6.9
ASK TB	(21.1)	4.0	(31.4)	(47.8)	(47.2)
THANI TB	(19.2)	(1.1)	(27.3)	(30.5)	(26.8)
JMT TB	4.5	41.7	6.2	(25.9)	(26.7)
BAM TB	(22.4)	9.2	(18.4)	(9.0)	(12.9)
СНАҮО ТВ	(8.8)	22.2	(18.3)	(40.0)	(39.4)
SETFIN	(6.3)	22.2	(6.7)	(10.3)	(11.2)
SET	(8.0)	12.9	6.0	5.3	3.1

Source: FSSIA estimates Source: Bloomberg

# **Financial Statements**

Bangkok Commercial Asset Mngt.

rofit and Loss (THB m) Year Ending Dec	2022	2023	2024E	2025E	2026E
nterest Income	9,838	9,177	10,540	10,820	11,092
nterest expense	(2,637)	(2,908)	(3,147)	(3,164)	(3,250)
let interest income	7,201	6,269	7,393	7,656	7,841
let fees & commission	-	-	-	-	
oreign exchange trading income	-	-	-	-	
ecurities trading income	-	-	-	-	
Dividend income	0	0	0	0	(
Other income	2,942	2,827	2,362	2,483	2,743
Ion interest income	2,942	2,827	2,362	2,483	2,743
otal income	10,143	9,096	9,755	10,139	10,584
staff costs	, -	-	-	-	
Other operating costs	(2,888)	(3,028)	(3,074)	(3,169)	(3,267
Operating costs	(2,888)	(3,028)	(3,074)	(3,169)	(3,267
re provision operating profit	7,255	6,068	6,681	6,970	7,317
expected credit loss	(4,049)	(4,225)	(5,032)	(5,002)	(5,084
Other provisions	(4,040)	(1,220)	(0,002)	(0,002)	(0,001
•	3,206	1,843	1,650	1,968	2,234
Operating profit					
Recurring non operating income	0	0	0	0	(
associates	-	-	-	-	
Goodwill amortization	-	-	-	-	
Ion recurring items	0	0	0	0	(
Profit before tax	3,206	1,843	1,650	1,968	2,23
ax	(482)	(309)	(305)	(364)	(413
rofit after tax	2,724	1,534	1,345	1,604	1,82
lon-controlling interest	0	0	0	0	(
referred dividends	-	-	-	-	
Other items	-	-	-	-	
Reported net profit	2,724	1,534	1,345	1,604	1,820
Ion recurring items & goodwill (net)	-	-	0	0	(
Recurring net profit	2,724	1,534	1,345	1,604	1,820
er share (THB)					
Recurring EPS *	0.84	0.47	0.42	0.50	0.56
Reported EPS	0.84	0.47	0.42	0.50	0.56
PPS	0.55	0.55	0.33	0.40	0.45
Growth	0.00	0.00	0.00	0.10	0.10
	2.7	(12.0)	17.9	2 5	2.4
let interest income (%)		(12.9)		3.5 5.1	10.5
Ion interest income (%)	(21.3)	(3.9)	(16.4)		
re provision operating profit (%)	(9.5)	(16.4)	10.1	4.3	5.0
Operating profit (%)	(1.5)	(42.5)	(10.5)	19.3	13.5
Reported net profit (%)	4.8	(43.7)	(12.3)	19.2	13.
Recurring EPS (%)	4.8	(43.7)	(12.4)	19.2	13.
Reported EPS (%)	4.8	(43.7)	(12.4)	19.2	13.
ncome Breakdown					
let interest income (%)	71.0	68.9	75.8	75.5	74.
let fees & commission (%)	-	-	-	-	
oreign exchange trading income (%)	-	-	-	-	
ecurities trading income (%)	-	-	-	-	
vividend income (%)	-	-	-	-	
Other income (%)	29.0	31.1	24.2	24.5	25.9
perating performance					
Gross interest yield (%)	-	-	-	-	
cost of funds (%)	3.18	3.30	3.47	3.44	3.40
let interest spread (%)	(3.18)	(3.30)	(3.47)	(3.44)	(3.46
let interest margin (%)	(0.10)	(0.00)	(0.77)	(0.44)	(0.40
• , ,	28.5	33.3	31.5	31.3	30.9
Cost/income(%)		2.2	2.2	2.3	2.3
Cost/assets(%)	2.2	400	40 =		
cost/assets(%)  Iffective tax rate (%)	15.0	16.8	18.5	18.5	
cost/assets(%)  Iffective tax rate (%)  Ividend payout on recurring profit (%)	15.0 65.2	115.8	79.9	80.0	80.0
cost/assets(%)  iffective tax rate (%)  bividend payout on recurring profit (%)  COE (%)	15.0 65.2 6.3	115.8 3.5	79.9 3.1	80.0 3.6	18.9 80.0 4.7
cost/assets(%)  iffective tax rate (%)  ividend payout on recurring profit (%)  iOE (%)  iOE - COE (%)	15.0 65.2 6.3 (4.5)	115.8 3.5 (7.3)	79.9 3.1 (7.7)	80.0 3.6 (7.2)	80.0 4.7 (6.7
cost/assets(%)  iffective tax rate (%)  bividend payout on recurring profit (%)  COE (%)	15.0 65.2 6.3	115.8 3.5	79.9 3.1	80.0 3.6	80. 4.

Sources: Bangkok Commercial Asset Mngt.; FSSIA estimates

# **Financial Statements**

Bangkok Commercial Asset Mngt.

Balance Sheet (THB m) Year Ending Dec	2022	2023	2024E	2025E	2026E
Gross customer loans	80,838	86,575	87,096	87,402	87,534
Allowance for expected credit loss	(21,710)	(25,667)	(30,124)	(34,676)	(39,310
nterest in suspense	13,256	17,051	21,508	26,060	30,694
let customer loans	72,384	77,959	78,480	78,786	78,918
Bank loans	-	-	-	-	
Government securities	-	-	-	-	
rading securities	-	-	-	-	
nvestment securities	476	459	500	500	500
Cash & equivalents	86	107	130	60	28
Other interesting assets	39,576	37,316	39,418	41,277	43,696
angible fixed assets	1,139	1,190	1,191	1,193	1,19
Associates	-	-	-	-	
Goodwill	-	-	-	-	
Other intangible assets	-	-	-	-	
Other assets	19,143	20,284	18,409	18,694	18,789
Total assets	132,805	137,315	138,129	140,510	143,378
Customer deposits	-	-	-	-	
Bank deposits	-	-	-	-	
Other interest bearing liabilities	85,552	90,518	91,060	92,745	94,90
Ion interest bearing liabilities	3,544	3,167	3,325	3,492	3,666
Hybrid Capital	-	-	-	-	
Total liabilities	89,097	93,685	94,385	96,237	98,56
Share capital	16,160	16,160	16,160	16,160	16,160
Reserves	27,548	27,469	27,584	28,113	28,650
Total equity	43,708	43,629	43,744	44,273	44,81
Non-controlling interest	0	0	0	0	(
Total liabilities & equity	132,805	137,315	138,129	140,510	143,378
Supplementary items					
Risk weighted assets (RWA)	n/a	n/a	n/a	n/a	n/a
Average interest earning assets	n/a	n/a	n/a	n/a	n/a
Average interest bearing liabilities	82,853	88,035	90,789	91,903	93,82
CET 1 capital	n/a	n/a	n/a	n/a	n/a
Total capital	0	0	0	0	(
Gross non performing loans (NPL)	n/a	n/a	n/a	n/a	n/a
Per share (THB)					
Book value per share	13.52	13.50	13.53	13.70	13.86
Fangible book value per share	13.52	13.50	13.53	13.70	13.80
Growth					
Gross customer loans	(1.0)	7.1	0.6	0.4	0.2
Average interest earning assets	-	-	-	-	
Fotal asset (%)	5.5	3.4	0.6	1.7	2.0
Risk weighted assets (%)	-	-	-	-	
Customer deposits (%)	-	-	-	-	
everage & capital measures					
Customer loan/deposits (%)	-	-	-	-	
Equity/assets (%)	32.9	31.8	31.7	31.5	31.3
angible equity/assets (%)	32.9	31.8	31.7	31.5	31.
RWA/assets (%)	-	-	-	-	
CET 1 CAR (%)	-	-	-	-	
Total CAR (%)	-	-	-	-	
Asset Quality (FSSIA's calculation)					
Change in NPL (%)	-	-	-	-	
NPL/gross loans (%)	-	-	-	-	
Allowance for ECL/gross loans (%)	26.9	29.6	34.6	39.7	44.9
Allowance for ECL/NPL (%)	-	-	-	-	
Jaluation	2022	2022	20245	20255	2020
/aluation	2022	2023	2024E	2025E	20261
Recurring P/E (x) *	8.3	14.7	16.8	14.1	12.4
Recurring P/E @ target price (x) *	10.7	19.0	21.6	18.1	16.
Reported P/E (x)	8.3	14.7	16.8	14.1	12.
Dividend yield (%)	7.9	7.9	4.7	5.7	6.4
Price/book (x)	0.5	0.5	0.5	0.5	0.
Price/tangible book (x)	0.5	0.5	0.5	0.5	0.
					_
Price/tangible book @ target price (x)	0.7	0.7	0.7	0.7	0.

Sources: Bangkok Commercial Asset Mngt.; FSSIA estimates

# **Bangkok Commercial Asset Mngt. (BAM TB)**

# **Exhibit 6: FSSIA ESG score implication**

55.19 /100

Rating	Score	Implication
****	>79-100	Leading its industry peers in managing the most significant ESG risks which not only better cost efficiency but also lead to higher profitability.
****	>59-79	A mixed track record of managing the most significant ESG risks and opportunities relative to industry peers.
***	>39-59	Relevant ESG materiality matrix has been constructively addressed, well-managed and incorporated into day-to-day operations, in which targets and achievements are evaluated annually.
**	>19-39	Relevant ESG materiality matrix has been identified with key management in charge for progress to be followed up on and to provide intensive disclosure. Most targets are conventional and achievable.
*	1-19	The company has adopted the United Nations Sustainable Development Goals (UN SDGs), established sustainability management guidelines and fully complies with regulations or ESG suggested guidance from related organizations such as the SET and SEC.

Sources: FSSIA estimates

# Exhibit 7: ESG – peer comparison

	FSSIA		Domestic ratings					Global ratings						Bloomberg		
	ESG score	DJSI	SET THSI	THSI	CG score	AGM level	Thai CAC	Morningstar ESG risk	ESG Book	MSCI	Moody's	Refinitiv	S&P Global	ESG score	Disclosure score	
SET100	69.20	5.34	4.40	4.40	4.76	4.65	3.84	Medium	51.76	BBB	20.87	58.72	63.91	3.72	28.17	
Coverage	67.12	5.11	4.15	4.17	4.83	4.71	3.53	Medium	52.04	BB	16.97	56.85	62.09	3.40	31.94	
BAM	55.19		Υ	Υ	5.00	4.00	Certified	Medium	47.11	В		49.29	14.00	2.88	54.79	
CHAYO	13.00				4.00	4.00				-				-		
JMT	35.60				4.00	5.00	Declared	Medium		BBB		12.70	13.00		39.90	

Sources: <u>SETTRADE.com</u>; FSSIA's compilation

# Exhibit 8: ESG score by Bloomberg

FY ending Dec 31	FY 2019	FY 2020	FY 2021	FY 2022
ESG financial materiality scores - ESG score	_	_	2.16	2.88
BESG environmental pillar score	_	_	0.00	0.00
BESG social pillar score	_	_	2.08	3.50
BESG governance pillar score	_	_	4.46	4.59
ESG disclosure score	30.85	37.10	45.20	54.79
Environmental disclosure score	0.00	14.38	32.35	55.45
Social disclosure score	11.28	15.66	22.01	27.72
Governance disclosure score	81.10	81.10	81.10	81.10
Environmental				
Emissions reduction initiatives	No	No	Yes	Yes
Climate change policy	No	No	No	No
Climate change opportunities discussed	No	No	No	No
Risks of climate change discussed	No	No	No	No
GHG scope 1	_	_	0	0
GHG scope 2 location-based	_	_	1	1
GHG Scope 3	_	_	2	0
Carbon per unit of production	_	_	_	_
Biodiversity policy	No	No	No	No
Energy efficiency policy	No	No	Yes	Yes
Total energy consumption	_	_	10	3
Renewable energy use	_	_	0	0
Electricity used	_	_	7	2
Fuel used - natural gas	_	_	_	_

Sources: Bloomberg; FSSIA's compilation

Exhibit 9: ESG score by Bloomberg (cont.)

Fuel used - crude oil/diesel         No           Waste reduction policy         No           Hazardous waste         —           Total waste         —           Waste recycled         —           Waste sent to landfills         —           Environmental supply chain management         No           Water policy         No           Water policy         No           Human rights policy         Yes           Policy against child labor         Yes           Quality assurance and recall policy         No           Consumer data protection policy         No           Equal opportunity policy         No           Gender pay gap breakout         No           Pct vomen in workforce         —           Business ethics policy         Yes           Anti-bribery ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         Yes           Fair remuneration policy         Yes           Folloyee turnover pct         —           Total hours	FY 2020	FY 2021	FY 202
Hazardous waste Total waste Waste recycled Waste recycled Waste sent to landfills Environmental supply chain management Worter policy No Water policy No Water consumption Social  Human rights policy Pelicy against child labor Quality assurance and recall policy No Consumer data protection policy Equal opportunity policy Reder pay gap breakout Pet women in workforce Pet disabled in workforce Pet disabled in workforce Business ethics policy Yes Health and safety policy No	No	No	١
Total waste recycled         —           Waste recycled         —           Waste sent to landfills         —           Environmental supply chain management         No           Water policy         No           Water policy         No           Water consumption         —           Social         —           Human rights policy         Yes           Quality assurance and recall policy         No           Consumer data protection policy         No           Equal opportunity policy         No           Gender pay gap breakout         No           Pct dusabled in workforce         —           Pct disabled in workforce <t< td=""><td>No</td><td>Yes</td><td>Ye</td></t<>	No	Yes	Ye
Waste recycled         —           Waste sent to landfills         —           Environmental supply chain management         No           Water policy         No           Water consumption         —           Social         —           Human rights policy         Yes           Policy against child labor         Yes           Quality assurance and recall policy         No           Consumer data protection policy         No           Equal opportunity policy         No           Equal opportunity policy         No           Equal opportunity policy         No           Edual opportunity policy         Yes           Pct disabled in workforce         —           Business ethics policy         Yes           Pct disabled in workforce         —           Business ethics policy         Yes           Leat time incident rate - employees         —           Total recordable inder on employees         —           T	_	0	
Waste sent to landfills         —           Environmental supply chain management         No           Water policy         No           Water consumption         —           Social         —           Human rights policy         Yes           Policy against child labor         Yes           Quality assurance and recall policy         No           Consumer data protection policy         No           Gender pay gap breakout         No           Pct disabled in workforce         —           Pct disabled in workforce         —           Pct disabled in workforce         —           Business ethics policy         Yes           Lost time incident rate - employees         —           Total recordable incident r	_	0	
Environmental supply chain management No Water policy No Water consumption ————————————————————————————————————	_	_	
Water policy         No           Water consumption         —           Social         —           Human rights policy         Yes           Policy against child labor         Yes           Quality assurance and recall policy         No           Consumer data protection policy         No           Equal opportunity policy         No           Gender pay gap breakout         No           Pct dwomen in workforce         —           Pct disabled in workforce         —           Pct disabled in workforce         —           Business ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Rover and ize         10           No. of independent directors (ID)         4<	_	_	
Water consumption — Social  Human rights policy Yes Policy against child labor Yes Quality assurance and recall policy No Consumer data protection policy No Gender pay gap breakout No Gender pay gap breakout No Pct women in workforce —— Pct disabled in workforce —— Business ethics policy Yes Anti-bribery ethics policy Yes Lost time incident rate - employees —— Total recordable incident rate - employees —— Total nour spent by firm - employee training —— Social supply chain management No.  Sovernance  Board size 10 No. of independent directors (ID) 4 No. of women on board 3 No. of non-executive directors on board 7 Company conducts board evaluations Yes Board urration (years) 3 Director share ownership guidelines No. Age of the youngest director Age of the oldest director Ho. Size of audit committee 4 No. of ID on audit committee 4 No. of ID on compensation committee 8 Audit meeting attendance % Size of compensation committee meetings No. of compensation committee 6 No. of compensation	Yes	Yes	Y
Human rights policy Pes Policy against child labor Quality assurance and recall policy No Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Business ethics policy Ranti-bribery ethics policy Health and safety policy Health and safety policy Yes Fair remuneration policy No Nomber of employees — CSR I 1,297 Employee turnover pct Total recordable incident rate - employees Total hours spent by firm - employee training Social supply chain management No Governance Board size 10 No. of independent directors (ID) No. of women on board No. of momen on board No. of momen on board No. of ownen on board No. of ownen on board No. of board meeting attendance pct Board meeting attendance pct Board duration (years) Director share ownership guidelines No. of board meeting attendance pct Board furation (years) Director share ownership guidelines No. of executives / company managers No. of executives / company managers No. of executives / company managers No. of each workership guidelines No. of oun audit committee 4 Audit committee meetings Audit meeting attendance % Size of compensation committee No. of compensation committee No. of compensation committee No. of compensation committee meetings	No	No	Y
Human rights policy Yes Policy against child labor Yes Quality assurance and recall policy No Consumer data protection policy No Equal opportunity policy No Gender pay gap breakout No Pct women in workforce ————————————————————————————————————	_	30	:
Policy against child labor Quality assurance and recall policy No Consumer data protection policy No Equal opportunity policy No Gender pay gap breakout No Pct women in workforce Pct disabled in workforce Pct disabled in workforce Rusiness ethics policy Health and safety policy Ros Training policy Training policy Training policy No Number of employees – CSR Employee turnover pct Total hours spent by firm - employee training Social supply chain management Roseverance  Board size No. of independent directors (ID) No. of independent directors (ID) No. of women on board No. of non-executive directors on board Company conducts board evaluations Yes No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of fernale executives Executive share ownership guidelines No. of fernale executives Executive share ownership guidelines No. of for addit committee Audit committee meetings No. of lon on oungensation committee No. of ID on audit committee Audit meeting attendance % Size of compensation committee No. of compensation committee No. of ocompensation committee meetings			
Quality assurance and recall policy Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Pct disabled in workforce Business ethics policy Health and safety policy Health and safety policy Yes Lost time incident rate - employees Total recordable incident rate - employees Training policy No Number of employees – CSR Interpretation policy No Number of employees – CSR Interpretation policy No Nourber of employee training Social supply chain management No Governance Board size No. of independent directors (ID) No. of independent directors on board No. of non-executive directors on board Tomany conducts board evaluations Yes No. of board meetings for the year Board meeting attendance pct Board duration (years) Size of the volungest director No. of executives / company managers No. of secutives / company managers No. of secutives / company managers No. of executives / company managers No. of executives / company managers No. of or dealth director No. of or dealth director No. of or dealth director	Yes	Yes	Υ
Consumer data protection policy Equal opportunity policy Gender pay gap breakout No Gender pay gap breakout No Cet women in workforce Pct disabled in workforce Business ethics policy Anti-bribery ethics policy Health and safety policy Lost time incident rate - employees Total recordable incident rate - employees Total recordable incident rate - employees Training policy Fair remuneration policy Number of employees – CSR Employee turnover pct Total hours spent by firm - employee training Social supply chain management Rovernance Board size  Board size  No. of independent directors (ID) No. of women on board No. of non-executive directors on board Company conducts board evaluations No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers No. of female executives Executives share ownership guidelines Size of audit committee Audit committee 4 Audit meeting attendance % Size of compensation committee 3 No. of ID on compensation committee 1 No. of compensation committee	Yes	Yes	Y
Equal opportunity policy         No           Gender pay gap breakout         No           Pct women in workforce         —           Pct disabled in workforce         —           Business ethics policy         Yes           Anti-bribery ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           8overnance         90           Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of women on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board duration (years)         3           Director share ownership guidelines         No           Age of the oldest director	No	No	1
Gender pay gap breakout         No           Pct women in workforce         —           Pct disabled in workforce         —           Business ethics policy         Yes           Anti-bribery ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           60vernance         10           Board size         10           No. of independent directors (ID)         4           No. of women on board         7           No. of swentze directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board duration (years)         3           Director share ownership guidelines         No           No. of executives / company managers         7           No. of fema	Yes	Yes	Υ
Gender pay gap breakout Pct women in workforce Pct disabled in workforce Pct disabled in workforce Pct disabled in workforce Rusiness ethics policy Yes Anti-bribery ethics policy Yes Health and safety policy Lost time incident rate - employees Total recordable incident rate - employees Total recordable incident rate - employees Fair remuneration policy No Number of employees – CSR 1,297 Employee turnover pct Total hours spent by firm - employee training Social supply chain management No Governance Board size 10 No. of independent directors (ID) 4 No. of women on board No. of women on board 7 Company conducts board evaluations Yes No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers No. of female executives Executives / company managers No. of fexe ownership guidelines No. of ID on audit committee 4 Audit committee 4 Audit committee 4 Audit meeting attendance w Size of compensation committee 3 No. of ID on compensation committee 1 No. of compensation committee 3 No. of ID on compensation committee 1 No. of compensation committee	No	Yes	Υ
Pct women in workforce         —           Pct disabled in workforce         —           Business ethics policy         Yes           Anti-bribery ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         Mo           Governance         10           Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of owner-cutive directors on board         3           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           Age of the oldest director         47           Age of the oldest director         44	No	No	ı
Pct disabled in workforce         —           Business ethics policy         Yes           Anti-bribery ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Governance         8           Board size         10           No. of independent directors (ID)         4           No. of independent directors on board         7           Company conducts board evaluations         Yes           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         64           No. of female executives         1	_	53	
Business ethics policy         Yes           Anti-bribery ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Mocordate         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           No. of executives / company managers         7           No. of executives / company managers         7           No. of executives / company managers         7           No. of inale executives         4<	_	_	
Anti-bribery ethics policy         Yes           Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Governance         8           Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of emale executives         1           Executive share ownership guidelines         No <t< td=""><td>Yes</td><td>Yes</td><td>Y</td></t<>	Yes	Yes	Y
Health and safety policy         Yes           Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Row emance         10           Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of women on board         3           No. of one-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board unation (years)         3           Director share ownership guidelines         No           Age of the youngest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No	Yes	Yes	Y
Lost time incident rate - employees         —           Total recordable incident rate - employees         —           Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Governance         8           Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         64           No. of executives / company managers         7           No. of seacutives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           No of ID on audit committee         4	Yes	Yes	Y
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Training policy         Yes           Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         Wo           Governance         Total four spendent directors (ID)           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         44           No. of executives / company managers         7           No. of executives / company managers         7           No. of for audit committee         4           No. of ID on audit committee         4           Audit committee meetings         85           Size of compensation committee         1           No. of ID on compensation committee         1           No. of ID on compensation comm	_	_	
Fair remuneration policy         No           Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of onon-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           No. of 1D on audit committee         4           No. of 1D on audit committee         4           Audit committee meetings         18           Audit meeting attendance %         85           Size of compensation committee         1           No. of ID on compensation committee meetings         <	Yes	Yes	Y
Number of employees – CSR         1,297           Employee turnover pct         —           Total hours spent by firm - employee training         —           Social supply chain management         No           Governance         8           Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           Size of audit committee         4           No. of ID on audit committee         4           Audit committee meetings         18           Audit meeting attendance %         85           Size of compensation committee         1	No	No	•
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Total hours spent by firm - employee training         —           Social supply chain management         No           Governance         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           Size of audit committee         4           No. of ID on audit committee         4           Audit committee meetings         18           Audit meeting attendance %         85           Size of compensation committee         1           No. of ID on compensation committee         1           No. of compensation committee meetings         14	1,291	1,285	1,2
Social supply chain management         No           Governance         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           Size of audit committee         4           No. of ID on audit committee         4           Audit meeting attendance %         85           Size of compensation committee         3           No. of ID on compensation committee         1           No. of compensation committee         1     <	_	20.025	40.0
Governance         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           Size of audit committee         4           No. of ID on audit committee         4           Audit meeting attendance %         85           Size of compensation committee         3           No. of ID on compensation committee         1           No. of compensation committee         1           No. of compensation committee meetings         14		39,835	43,6
Board size         10           No. of independent directors (ID)         4           No. of women on board         3           No. of non-executive directors on board         7           Company conducts board evaluations         Yes           No. of board meetings for the year         22           Board meeting attendance pct         92           Board duration (years)         3           Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           Size of audit committee         4           No. of ID on audit committee         4           Audit meeting attendance %         85           Size of compensation committee         3           No. of ID on compensation committee         1           No. of compensation committee meetings         14	Yes	Yes	Y
No. of independent directors (ID)       4         No. of women on board       3         No. of non-executive directors on board       7         Company conducts board evaluations       Yes         No. of board meetings for the year       22         Board meeting attendance pct       92         Board duration (years)       3         Director share ownership guidelines       No         Age of the youngest director       47         Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14          No. of compensation committee meetings       14	40	_	
No. of women on board       3         No. of non-executive directors on board       7         Company conducts board evaluations       Yes         No. of board meetings for the year       22         Board meeting attendance pct       92         Board duration (years)       3         Director share ownership guidelines       No         Age of the youngest director       47         Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	10	9	
No. of non-executive directors on board       7         Company conducts board evaluations       Yes         No. of board meetings for the year       22         Board meeting attendance pct       92         Board duration (years)       3         Director share ownership guidelines       No         Age of the youngest director       47         Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	4	4	
Company conducts board evaluations  No. of board meetings for the year  22 Board meeting attendance pct  Board duration (years)  Director share ownership guidelines  No Age of the youngest director  Age of the oldest director  No. of executives / company managers  No. of female executives  Executive share ownership guidelines  No Size of audit committee  Audit committee meetings  Audit meeting attendance %  Size of compensation committee  No. of ID on compensation committee  No. of ID on compensation committee  No. of ID on compensation committee  No. of compensation committee  14 No. of compensation committee  15 No. of compensation committee  16 No. of compensation committee  17 No. of compensation committee meetings  No. of compensation committee meetings	3	2	
No. of board meetings for the year       22         Board meeting attendance pct       92         Board duration (years)       3         Director share ownership guidelines       No         Age of the youngest director       47         Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	6	6	
Board meeting attendance pct       92         Board duration (years)       3         Director share ownership guidelines       No         Age of the youngest director       47         Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit committee meetings       18         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	Yes	Yes	Y
Board duration (years)       3         Director share ownership guidelines       No         Age of the youngest director       47         Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit committee meetings       18         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	19	15	
Director share ownership guidelines         No           Age of the youngest director         47           Age of the oldest director         64           No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           Size of audit committee         4           No. of ID on audit committee         4           Audit committee meetings         18           Audit meeting attendance %         85           Size of compensation committee         3           No. of ID on compensation committee         1           No. of compensation committee meetings         14	98	99	
Age of the youngest director       47         Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit committee meetings       18         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	3	3	
Age of the oldest director       64         No. of executives / company managers       7         No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit committee meetings       18         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	No	No	
No. of executives / company managers         7           No. of female executives         1           Executive share ownership guidelines         No           Size of audit committee         4           No. of ID on audit committee         4           Audit committee meetings         18           Audit meeting attendance %         85           Size of compensation committee         3           No. of ID on compensation committee         1           No. of compensation committee meetings         14	48	49	
No. of female executives       1         Executive share ownership guidelines       No         Size of audit committee       4         No. of ID on audit committee       4         Audit committee meetings       18         Audit meeting attendance %       85         Size of compensation committee       3         No. of ID on compensation committee       1         No. of compensation committee meetings       14	65	66	
Executive share ownership guidelines  Size of audit committee  4  No. of ID on audit committee  4  Audit committee meetings  18  Audit meeting attendance %  85  Size of compensation committee  3  No. of ID on compensation committee  1  No. of compensation committee meetings  14	9	9	
Size of audit committee         4           No. of ID on audit committee         4           Audit committee meetings         18           Audit meeting attendance %         85           Size of compensation committee         3           No. of ID on compensation committee         1           No. of compensation committee meetings         14	2	2	
No. of ID on audit committee4Audit committee meetings18Audit meeting attendance %85Size of compensation committee3No. of ID on compensation committee1No. of compensation committee meetings14	No	No	
Audit committee meetings 18 Audit meeting attendance % 85 Size of compensation committee 3 No. of ID on compensation committee 11 No. of compensation committee meetings 14	4	4	
Audit meeting attendance % 85  Size of compensation committee 3  No. of ID on compensation committee 1  No. of compensation committee meetings 14	4	4	
Audit meeting attendance % 85 Size of compensation committee 3 No. of ID on compensation committee 1 No. of compensation committee meetings 14	16	16	
Size of compensation committee3No. of ID on compensation committee1No. of compensation committee meetings14	98	97	
No. of ID on compensation committee 1 No. of compensation committee meetings 14		3	
No. of compensation committee meetings 14	2	2	
· · · · · · · · · · · · · · · · · · ·	17	12	
	100	100	
Size of nomination committee 3	4	3	
	17	12	
<u> </u>			
Nomination meeting attendance % 98	100	100	
Sustainability governance  Verification type  No	No	No	

Sources: Bloomberg; FSSIA's compilation

# **Disclaimer for ESG scoring**

ESG score	Methodolog	IY			Rating						
The Dow Jones Sustainability Indices (DJSI) By S&P Global	process base from the ann Only the top- inclusion.	the DJSI World applies a transparent, rules-based component selection rocess based on the companies' Total Sustainability Scores resulting om the annual S&P Global Corporate Sustainability Assessment (CSA). Inly the top-ranked companies within each industry are selected for clusion.				Be a member and invited to the annual S&P Global Corporate Sustainability Assessment (CSA) for DJSI. Companies with an S&P Global ESG Score of less than 45% of the S&P Global ESG Score of the highest scoring company are disqualified. The constituents of the DJSI indices are selected from the Eligible Universe.					
Sustainability Investment List (THSI) by The Stock Exchange of Thailand (SET)	managing bu Candidates I 1) no irregulation of >150 up capital. S 70%; 2) inde- wrongdoing	usiness with tran must pass the p ar trading of the shareholders, a ome key disqua ependent director related to CG, s	y in Environmental and asparency in Governand reemptive criteria, with board members and ex- and combined holding in alifying criteria include: 1 ars and free float violation ocial & environmental in mings in red for > 3 year	ce, updated annually. two crucial conditions: kecutives; and 2) free nust be >15% of paid- 1) CG score of below on; 3) executives' mpacts; 4) equity in	To be eligible for <u>THSI inclusion</u> , verified data must be scored at a minimum of 50% for each indicator, unless the company is a part of DJSI during the assessment year. The scoring will be fairly weighted against the nature of the relevant industry and materiality. <u>SETTHSI Index</u> is extended from the THSI companies whose 1) market capitalization > THB5b (~USD150b); 2) free float >20%; and 3) liquidity >0.5% of paid-up capital for at least 9 out of 12 months. The SETTHSI Index is a market capitalisation-weighted index, cap 5% quarterly weight at maximum, and no cap for number of stocks.						
CG Score by Thai Institute of Directors Association (Thai IOD)	annually by t Thailand (SE	the Thai IOD, w	in sustainable developn ith support from the Sto are from the perspectiv	Scores are rated in six categories: 5 for Excellent (90-100), 4 for Very Good (80-89), 3 for Good (70-79), 2 for Fair (60-69), 1 for Pass (60-69), and not rated for scores below 50. Weightings include: 1) the rights; 2) and equitable treatment of shareholders (weight 25% combined); 3) the role of stakeholders (25%); 4) disclosure & transparency (15%); and 5) board responsibilities (35%).							
AGM level By Thai Investors Association (TIA) with support from the SEC	treatment and transparent and tof five the criteria cover date (45%), circulation of sexercised. The and verifiability	the extent to whe incorporated in and sufficiently of e CG componer r AGM procedure and after the meufficient information assesses r, and 3) openness of discussion issues	The scores are classified into four categories: 5 for Excellent (100), 4 for Very Good (90-99), 3 for Fair (80-89), and not rated for scores below 79.								
Thai CAC By Thai Private Sector Collective Action Against Corruption (CAC)	establishmen policies. The (Companies de Declaration of Certification, in managers and	nt of key control Certification is eciding to become Intent to kick off and actualing risk asses	necklist include corruptions, and the monitoring all good for three years. a CAC certified member stone 18-month deadline to substant, in place of policy and illishment of whistleblowing stakeholders.)	The document will be reviewed by a committee of nine professionals. A passed Checklist will move for granting certification by the CAC Council approvals whose members are twelve highly respected individuals in professionalism and ethical achievements.							
Morningstar Sustainalytics	based on an risk is unman regulatory filing	assessment of naged. Sources to gs, news and other	rating provides an ove how much of a compan o be reviewed include corpor r media, NGO reports/webs	ny's exposure to ESG orate publications and sites, multi-sector	more risk is un	managed, the	score is the sum higher ESG risk	is scored.			
		ompany feedback, uality & peer reviev	ESG controversies, issuer t vs.	<b>NEGL</b> 0-10	<b>Low</b> 10-20	Medium 20-30	High 30-40	Severe 40+			
ESG Book	The ESG sc positioned to the principle helps explain over-weighti	ore identifies su o outperform ove of financial mat n future risk-adju	stainable companies the er the long term. The me eriality including informa usted performance. Mat higher materiality and i	The total ESG score is calculated as a weighted sum of the features scores using materiality-based weights. The score is scaled between 0 and 100 with higher scores indicating better performance.							
MSCI				anagement of financially their exposure to ESG ris					nethodology to		
	AAA	8.571-10.000		·		, ,		·			
	AA	7.143-8.570	Leader:	leading its industry in m	managing the most significant ESG risks and opportunities						
	Α	5.714-7.142									
	BBB	4.286-5.713	Average:	a mixed or unexceptional industry peers	al track record of m	anaging the mos	t significant ESG ris	sks and opportu	nities relative to		
	ВВ	2.857-4.285		madoury pools							
	В	1.429-2.856	l annondo	logging its industry	nd on its high	uro ond faller.	monore siif-	+ EQC ====1:-			
	ccc	0.000-1.428	Laggard:	lagging its industry base	u on its nigh expos	sure and fallure to	ınanage significar	IL ESG FISKS			
Moody's ESG solutions	believes that	t a company inte		take into account ESG of to its business model and medium to long term.							
Refinitiv ESG rating	Designed to transparently and objectively measure a company's relative ESG performance, commitment and effectiveness across 10 main themes, based on publicly available and auditable data. The score ranges from 0 to 100 on relative ESG performance and insufficient degree of transparency in reporting material ESG data publicly. (Score ratings are 0 to 25 = poor; >25 to 50 = satisfactory; >50 to 75 = good; and >75 to 100 = excellent.)										
S&P Global	The S&P Global ESG Score is a relative score measuring a company's performance on and management of ESG risks, opportunities, and impacts compared to its peers within the same industry classification. The score ranges from 0 to 100.										
Bloomberg	ESG Score  Bloomberg score evaluating the company's aggregated Environmental, Social and Governance (ESG) performance. The score is based on Bloomberg's view of ESG financial materiality. The score is a weighted generalized mean (power mean) of Pillar Scores, where the weights are determined by the pillar priority ranking. Values range from 0 to 10; 10 is the best.										
		ure Score I	Disclosure of a compan								

Rating regarding the sustainable development of Thai listed companies, both on the SET and MAI, are publicly available on the website of the Securities and Exchange Commission of Thailand (SEC). Currently, ratings available are 1) "CG Score"; 2) "AGM Level"; 3) "Thai CAC"; and 4) THSI. The ratings are updated on an annual basis. FSSIA does not confirm nor certify the accuracy of such ratings.

Source: FSSIA's compilation

### **GENERAL DISCLAIMER**

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## Jitra Amornthum FSS International Investment Advisory Securities Co., Ltd

The individual(s) identified above certify(ies) that (i) all views expressed in this report accurately reflect the personal view of the analyst(s) with regard to any and all of the subject securities, companies or issuers mentioned in this report; and (ii) no part of the compensation of the analyst(s) was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed herein.

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Company	Ticker	Price	Rating	Valuation & Risks
Bangkok Commercial Asset Mngt.	ВАМ ТВ	THB 7.00	HOLD	Downside risks to our NAV-based TP include 1) lower cash collection than estimated; 2) lower-than-expected bad debt acquisition; and 3) a slowdown in the property market. Upside risks include 1) better-than-expected cash collection performance and lower pressure from ECL, 2) stronger-than-expected loan growth, and 3) better cost control than expected.
Chayo Group	СНАУО ТВ	THB 3.22	BUY	Downside risks to our GGM-based TP include 1) lower-than-expected bad debt acquisition; and 2) higher-than-expected operating expenses.
JMT Network Services	JMT TB	THB 17.90	HOLD	Downside risks to our P/BV-based TP include 1) lower cash collection from both debt management and debt tracking collection services; and 2) higher-than-expected funding costs and operating expenses. Upside risks include 1) better-than-expected purchasing power and cash collection; and 2) lower-than-expected operating and financing expenses.
Asia Sermkij Leasing PCL	ASK TB	THB 10.70	HOLD	Downside risks to our GGM-derived TP include 1) an economic slowdown, especially for logistics activities and private investment; 2) deteriorating asset quality; and 3) changes in financial regulations from the Bank of Thailand. Upside risks include 1) a better-than-expected macroeconomic improvement; 2) downtrend of policy rate could reduce cost of funds and enhance interest spreads; and 3) a faster-than-expected decline in ECL expense.
Ratchthani Leasing	THANI TB	THB 1.74	HOLD	Downside risks to our GGM-derived TP include 1) an economic slowdown, especially for logistics activities and private investment; 2) deteriorating asset quality; and 3) changes in financial regulations from the Bank of Thailand. Upside risks include 1) a better-than-expected macroeconomic improvement; 2) a downtrend in the policy rate could reduce cost of funds and enhance interest spreads; and 3) a faster-than-expected decline in ECL expense.
Muangthai Capital	MTC TB	THB 49.25	BUY	Downside risks to our GGM-based TP include 1) a further weakening of asset quality that could potentially hit both loan yield and credit cost; and 2) changes in financial regulations by the Bank of Thailand and the Office of Consumer Protection Board.
Ngern Tid Lor	TIDLOR TB	THB 17.40	HOLD	Downside risks to our GGM-based TP include 1) further weakening asset quality could potentially hit both loan yields and credit costs; and 2) tighter supervision from related regulators. Upside risks are 1) lower-than-expected credit costs from better asset quality management; and 2) higher-than-expected loan and insurance premium growth from the positive effects of more favorable economic situations.
Krungthai Card	KTC TB	THB 46.75	HOLD	Downside risks are: 1) regulatory actions to curb industry growth; 2) a higher-than- expected policy rate; and 3) deteriorating asset quality. Upside risks are: 1) better-than- estimated economic improvement; 2) stronger-than-estimated improvement in the overall asset quality; and 3) less pressure from the market yield and cost of funds.
Aeon Thana Sinsap (Thailand	i) AEONTS TB	THB 127.50	HOLD	Downside risks are: 1) regulatory actions to curb industry growth; 2) a higher-than- expected policy rate; and 3) deteriorating asset quality. Upside risks are: 1) better-than- estimated economic improvement; 2) stronger-than-estimated improvement in the overall asset quality; and 3) less pressure from the market yield and cost of funds.
Srisawad Corp	SAWAD TB	THB 38.50	HOLD	Downside risks to our GGM-based TP include 1) a further weakening of asset quality that could potentially hit both loan yield and credit cost; and 2) changes in financial regulations by the Bank of Thailand and the Office of Consumer Protection Board. Upside risks include 1) a faster-than-expected decline in losses on sales of repossessed cars for SCAP; and 2) an interest rate downtrend could push its interest spread.
Saksiam Leasing	SAK TB	THB 5.35	BUY	Downside risks include 1) competition from existing and new players 2) regulatory changes by the Bank of Thailand (BoT) and 3) a slower-than-expected reduction in its cost of funds due to a shift toward more long-term loans.

 $\label{thm:chairman} \mbox{The Board of Directors of Finansia Syrus Securities PCL is also AEONTS's \mbox{ Director.} \\$ 

Source: FSSIA estimates

#### **Additional Disclosures**

Target price history, stock price charts, valuation and risk details, and equity rating histories applicable to each company rated in this report is available in our most recently published reports. You can contact the analyst named on the front of this note or your representative at Finansia Syrus Securities Public Company Limited.

All share prices are as at market close on 13-Nov-2024 unless otherwise stated.

#### RECOMMENDATION STRUCTURE

#### Stock ratings

Stock ratings are based on absolute upside or downside, which we define as (target price\* - current price) / current price.

BUY (B). The upside is 10% or more.

HOLD (H). The upside or downside is less than 10%.

REDUCE (R). The downside is 10% or more.

Unless otherwise specified, these recommendations are set with a 12-month horizon. Thus, it is possible that future price volatility may cause a temporary mismatch between upside/downside for a stock based on market price and the formal recommendation.

\* In most cases, the target price will equal the analyst's assessment of the current fair value of the stock. However, if the analyst doesn't think the market will reassess the stock over the specified time horizon due to a lack of events or catalysts, then the target price may differ from fair value. In most cases, therefore, our recommendation is an assessment of the mismatch between current market price and our assessment of current fair value.

#### **Industry Recommendations**

Overweight. The analyst expects the fundamental conditions of the sector to be positive over the next 12 months.

Neutral. The analyst expects the fundamental conditions of the sector to be maintained over the next 12 months.

Underweight. The analyst expects the fundamental conditions of the sector to be negative over the next 12 months.

#### **Country (Strategy) Recommendations**

**Overweight (O).** Over the next 12 months, the analyst expects the market to score positively on two or more of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.

**Neutral (N).** Over the next 12 months, the analyst expects the market to score positively on one of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.

**Underweight (U).** Over the next 12 months, the analyst does not expect the market to score positively on any of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.