

STARFLEX SFLEX TB

THAILAND / PACKAGING

BUY

UNCHANGED

มาร์จินอาจถึงจุดสูงสุด ปรับมุมมองใหม่

- ราคาตัวไรปกติ 2Q25 -10.7% q-q จากผลของฤดูกาล บวกกับเงินบาทที่แข็งค่าอย่างมาก กระทบการรับรู้ส่วนแบ่งกำไรจากบ.ร่วมในเวียดนาม
- เราปรับลดประมาณการกำไรปี 2025-27 โดยหลักมาจากการปรับลดอัตรากำไรขั้นต้น
- คงคำแนะนำซื้อ ราคาเป้าหมายปรับลดลงเป็น 3.90 บาท

TARGET PRICE	THB3.90
CLOSE	THB2.92
UP/DOWNSIDE	+33.6%
PRIOR TP	THB4.70
CHANGE IN TP	-17.0%
TP vs CONSENSUS	-8.6%

KEY STOCK DATA

YE Dec (THB m)	2024	2025E	2026E	2027E
Revenue	1,869	1,975	2,077	2,167
Net profit	281	271	276	288
EPS (THB)	0.34	0.33	0.34	0.35
vs Consensus (%)	-	(9.6)	(10.5)	0.0
EBITDA	359	348	374	392
Recurring net profit	278	271	276	288
Core EPS (THB)	0.34	0.33	0.34	0.35
Chg. In EPS est. (%)	-	(8.6)	(4.1)	(1.0)
EPS growth (%)	53.2	(2.6)	2.1	4.0
Core P/E (x)	8.6	8.8	8.7	8.3
Dividend yield (%)	4.6	4.5	4.6	4.8
EV/EBITDA (x)	8.4	8.7	8.0	7.6
Price/book (x)	2.1	2.1	2.1	2.0
Net debt/Equity (%)	54.5	53.8	51.1	49.1
ROE (%)	25.9	23.6	23.9	24.6

การขายตัวของอัตรากำไรขั้นต้นเริ่มมีข้อจำกัด

หลังจากกำไรปกติจากฐานสูงมาราว 2 ปีจากอัตรากำไรขั้นต้นที่ปรับตัวสูงขึ้นมาอยู่ในระดับ 23-24% จาก 15-20% ก่อนหน้านั้น เพราะต้นทุนวัตถุดิบที่ปรับลงตามราคาน้ำมันและการบริหารจัดการที่มีประสิทธิภาพ เราคิดว่าอัตรากำไรขั้นต้นไม่สามารถปรับขึ้นได้เรื่อยๆ ไม่จำกัด ในทางตรงกันข้าม ราคาน้ำมันที่ปรับลงต่อเนื่องยาวนาน บริษัทอาจจำเป็นต้องปรับลดราคาขายบ้าง เนื่องจากบริษัทเป็นผู้ผลิต OEM ที่รักษาส่วนต่างกำไร

ปรับลดประมาณการ

เนื่องจากราคาน้ำมันที่ปรับลงเร็วในช่วง 3 เดือนที่ผ่านมา เราจึงทบทวนประมาณการและปรับลดกำไรปกติในปี 2025-27 ลง 9%/4%/2% หลักๆ มาจากการปรับลดอัตรากำไรขั้นต้นลงจากเดิมเฉลี่ยประมาณ 1% เป็น 24.1-24.3% และปรับลดส่วนแบ่งกำไรจาก Starprint Vietnam ลงจากเงินบาทที่แข็งค่าค่อนข้างมาก 5% 2025YTD ภายหลังการปรับประมาณการ เราคาดว่ากำไรปกติปี 2025 ลดลง 2.6% y-y เป็น 271 ล้านบาท และปรับเพิ่มขึ้นเล็กน้อย 2.1% y-y ในปี 2026 จากการเพิ่มขึ้นของปริมาณการขาย

ค่าตัวไร 2Q25 ถูกกระทบจาก low season และอัตรากำไรที่ชะลอ

สำหรับผลประกอบการใน 2Q25 ซึ่งเป็น low season เราคาดรายได้ 471 ล้านบาท (-4.3% q-q, +4.0% y-y) ค่าตัวไรกำไรขั้นต้นชะลอเป็น 23.4% จาก 24.5% ใน 1Q25 เชื่อว่าในไตรมาสนี้จะเริ่มเห็นการเจรจาต่อรองราคาจากลูกค้าบ้าง และรับรู้กำไรจาก Starprint Vietnam ลดลงจากที่เคยคาดก่อนหน้านี้เพราะเงินบาทที่แข็งค่าเร็ว ส่งผลให้เรคาดกำไรปกติ 58 ล้านบาท (-10.7% q-q, +11.3% y-y)

คงคำแนะนำซื้อ แม้ปรับราคาเป้าหมายลง

เราปรับลด Target P/E ลงเป็น 12 เท่าจาก 13 เท่าจากการเติบโตชะลอ ทำให้ได้ราคาเป้าหมายใหม่เป็น 3.90 บาท แม้จะคาดว่ากำไรปีนี้จะลดลง ส่วนหนึ่งเพราะปีก่อนฐานสูง แต่คงคำแนะนำซื้อ เพราะยังเป็นระดับกำไรที่แข็งแกร่งมากเมื่อเทียบกับอดีต ทั้งนี้ การซื้อหุ้นคืนจนถึงวันที่ 12 มิ.ย. บริษัทซื้อหุ้นคืนแล้วทั้งสิ้น 16.3 ล้านหุ้น (2.0% ของทุนชำระแล้ว) ราคาเฉลี่ย 2.98 บาท/หุ้น บริษัทยังเหลือจำนวนหุ้นซื้อหุ้นในโครงการอีกไม่เกิน 11.5 ล้านหุ้นภายในวันที่ 30 ก.ย. 2025



Share price performance	1 Month	3 Month	12 Month
Absolute (%)	(5.8)	2.8	(18.0)
Relative to country (%)	1.1	5.7	(4.3)
Mkt cap (USD m)	68		
3m avg. daily turnover (USD m)	0.3		
Free float (%)	0		
Major shareholder	Mr. Printhorn Apithanasriwong (24%)		
12m high/low (THB)	4.06/2.28		
Issued shares (m)	820.01		

Sources: Bloomberg consensus; FSSIA estimates



Jitra Amornthum

Fundamental Investment Analyst on Securities; License no. 014530
jitra.a@fssia.com, +66 2646 9966

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บทวิเคราะห์ฉบับนี้แปลมาจากต้นฉบับภาษาอังกฤษ ที่ออกรายงานเมื่อวันที่ 13 มิถุนายน 2025

Investment thesis

SFLEX's core profit is normalizing after two years of elevated margins, driven by low raw material costs. With oil prices in a sustained downtrend, the company may face pricing pressure as an OEM.

We have cut our 2025-27E core profit by 9%/4%/2%, mainly to reflect a lower margin assumption and an FX impact on overseas contributions.

Still, the profit outlook remains strong compared to pre-2023 levels. We maintain our BUY call with a revised TP of THB3.90.

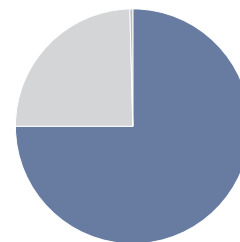
Company profile

Starflex is a leading manufacturer and distributor of flexible packaging in roll form, selling mainly to local consumer product suppliers. Its flexible packaging is a multilayer film of 2-5 layers using glue or resin as a binding material, resulting in a rigid film that is resistant to heat and high pressure. Also, it is lightweight and capable of having graphic patterns printed on the surface.

www.starflex.co.th

Principal activities (revenue, 2024)

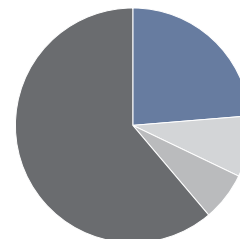
- Non-food packaging - 75.0 %
- Food packaging - 24.6 %
- Others - 0.4 %



Source: Starflex

Major shareholders

- Mr. Printhorn Apithanasriwong - 23.7 %
- Mr. Ek Picharnchitra - 8.4 %
- BTS Group Holdings - 6.7 %
- Others - 61.2 %



Source: Starflex

Catalysts

Key potential catalysts include 1) a broad-based economic recovery, 2) a decline in oil prices, 3) baht appreciation, and 4) strong consumption growth in Vietnam.

Risks to our call

Downside risks to our P/E-based TP include 1) a sharp rise in crude oil prices, 2) rising inflation pressuring consumers' purchasing power, and 3) baht depreciation.

Event calendar

Date	Event
August 2025	2Q25 earnings announcement
November 2025	3Q25 earnings announcement

Key assumptions

	2024A (THB m)	2025E (THB m)	2026E (THB m)	2027E (THB m)
Sales revenue	1,869	1,975	2,077	2,167
Growth (%)	4.1	5.7	5.1	4.3
Non-food packaging	1,402	1,481	1,557	1,625
Food packaging	460	486	511	533
Gross margin (%)	24.7	24.1	24.2	24.3
SG&A to sales (%)	10.4	10.9	10.5	10.5
Core profit margin (%)	14.9	13.7	13.3	13.3

Source: FSSIA estimates

Earnings sensitivity

- For every 0.5% change in gross margin, we project SFLEX's 2025 core profit to change by 3.6%, all else being equal.
- For every 0.5% change in SG&A to sales, we project SFLEX's 2025 core profit to change by 4.0%, all else being equal.

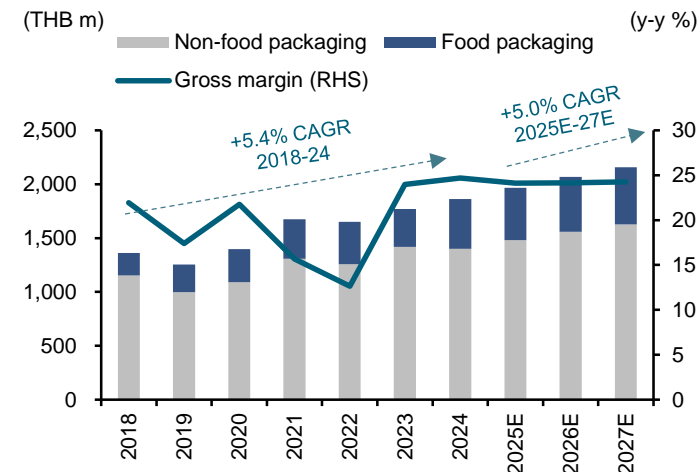
Source: FSSIA estimates

Exhibit 1: Key changes in assumptions

	Current			Previous			Change		
	2025E (THB m)	2026E (THB m)	2027E (THB m)	2025E (THB m)	2026E (THB m)	2027E (THB m)	2025E (%)	2026E (%)	2027E (%)
Sales revenue	1,975	2,077	2,167	2,012	2,102	2,193	(1.8)	(1.2)	(1.2)
Gross profit	476	502	525	513	532	553	(7.3)	(5.7)	(4.9)
SG&A expense	(216)	(219)	(226)	(224)	(229)	(239)	(3.9)	(4.3)	(5.1)
Interest expense	(28)	(29)	(27)	(31)	(30)	(33)	(8.7)	(4.1)	(17.9)
EBITDA	348	374	392	376	393	336	(7.4)	(4.8)	16.6
Equity income	21	29	32	29	32	34	(27.2)	(10.3)	(6.9)
Tax	(3)	(28)	(38)	(11)	(38)	(45)	(77.4)	(26.8)	(16.0)
Core profit	271	276	288	296	289	292	(8.7)	(4.3)	(1.5)
Key ratios	(%)	(%)	(%)	(%)	(%)	(%)	(ppt)	(ppt)	(ppt)
Gross profit	24.1	24.2	24.3	25.5	25.3	25.2	(1.4)	(1.1)	(0.9)
SG&A to sales	10.9	10.5	10.5	11.2	10.9	10.9	(0.2)	(0.3)	(0.4)
EBITDA	17.6	18.0	18.1	18.7	18.7	15.3	(1.1)	(0.7)	2.8
Core profit margin	13.7	13.3	13.3	14.7	13.7	13.3	(1.0)	(0.4)	(0.0)

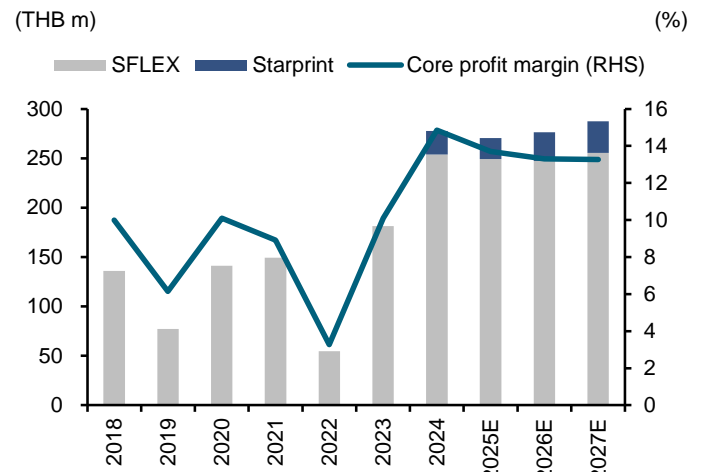
Source: FSSIA estimates

Exhibit 2: Revenue and gross margin



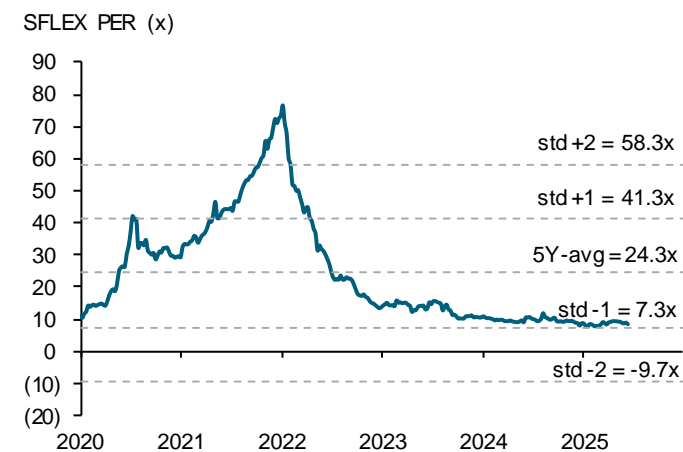
Sources: SFLEX; FSSIA estimates

Exhibit 3: Core profit



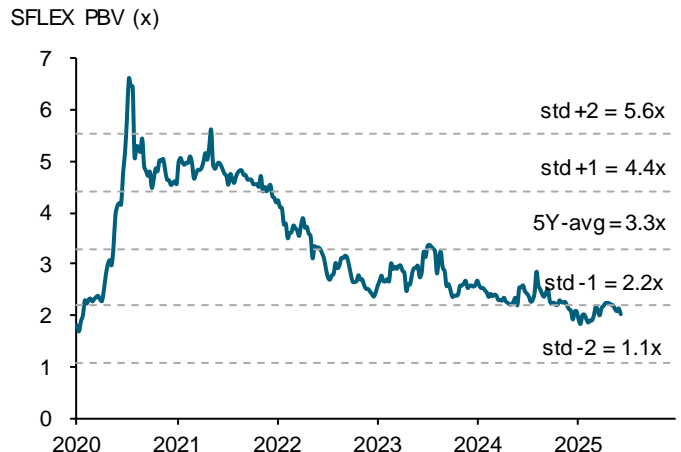
Sources: SFLEX; FSSIA estimates

Exhibit 4: One-year rolling forward P/E band



Sources: Bloomberg, FSSIA estimates

Exhibit 5: One-year rolling forward P/BV band



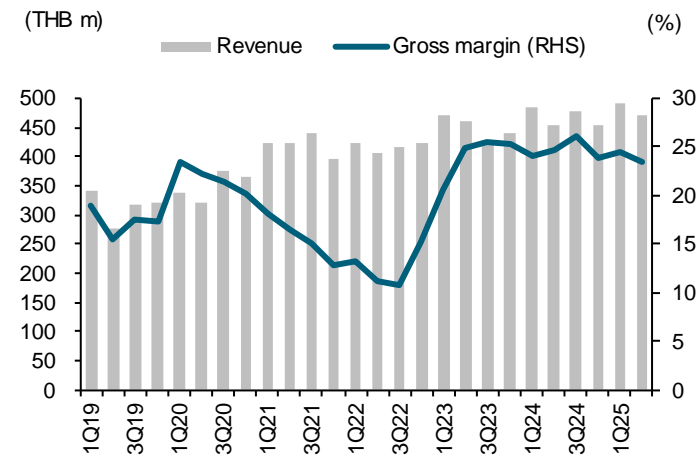
Sources: Bloomberg, FSSIA estimates

Exhibit 6: SFLEX - 2Q25 earnings preview

Year to Dec 31	2Q24	3Q24	4Q24	1Q25	2Q25E	----- Change -----		1H24	1H25E	Change	% of
	(THB m)	(THB m)	(THB m)	(THB m)	(THB m)	(q-q %)	(y-y %)	(THB m)	(THB m)	(y-y %)	2025E
Sales	452	476	455	492	471	(4.3)	4.0	937	962	2.6	48.7
Cost of sales	(341)	(352)	(347)	(371)	(360)	(2.9)	5.8	(709)	(732)	3.2	48.8
Gross profit	112	124	109	121	110	(8.6)	(1.6)	229	231	0.9	48.4
Other income	5	7	9	5	4	(10.2)	(16.6)	11	9	(17.4)	46.5
Operating costs	(47)	(55)	(39)	(53)	(53)	(0.5)	13.4	(102)	(107)	4.9	49.4
Operating profit	70	76	79	72	61	(14.8)	(12.7)	138	133	(3.5)	47.5
Operating EBITDA	87	92	98	90	79	(12.7)	(9.5)	172	169	(1.7)	48.6
Interest expense	(10)	(8)	(8)	(8)	(7)	(8.3)	(27.3)	(18)	(15)	(17.7)	52.8
Associates	5	10	6	2	4	129.5	(25.7)	8	6	(28.0)	26.8
Profit before tax	66	77	79	67	58	(12.7)	(12.1)	129	125	(3.3)	49.5
Reported net profit	65	75	77	65	58	(11.7)	(11.8)	129	123	(4.7)	45.3
Core profit	65	76	74	64	58	(10.7)	(11.3)	128	122	(4.4)	45.1
Reported EPS (THB)	0.083	0.097	0.093	0.083	0.070	(15.5)	(15.5)	0.157	0.150	(4.7)	45.3
Core EPS (THB)	0.079	0.093	0.090	0.079	0.070	(10.7)	(11.3)	0.156	0.149	(4.4)	45.1
Key Ratios	(%)	(%)	(%)	(%)	(%)	(ppt)	(ppt)	(%)	(%)	(ppt)	
Gross margin	24.7	26.1	23.9	24.5	23.4	(1.1)	(1.3)	24.4	24.0	(0.4)	
SG&A / Sales	10.4	11.5	8.5	10.9	11.3	0.4	0.9	10.8	11.1	0.2	
Operating margin	15.6	15.9	17.8	14.8	13.0	(1.7)	(2.6)	14.7	13.8	(0.9)	
EBITDA margin	19.2	19.3	21.6	18.3	16.7	(1.6)	(2.5)	18.3	17.6	(0.8)	
Core profit margin	14.3	16.0	16.3	13.1	12.2	(0.9)	(2.1)	13.6	12.7	(0.9)	

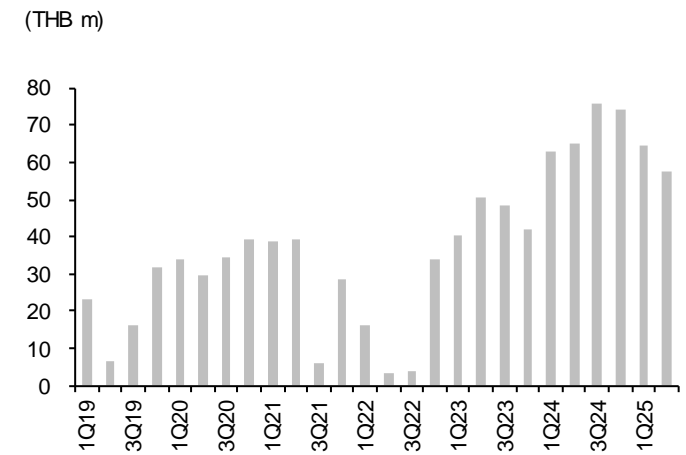
Sources: SFLEX, FSSIA estimates

Exhibit 7: Sales revenue and gross margin, quarterly



Sources: SFLEX, FSSIA estimates

Exhibit 8: Core profit, quarterly



Sources: SFLEX, FSSIA estimates

Financial Statements

Starflex

Profit and Loss (THB m) Year Ending Dec	2023	2024	2025E	2026E	2027E
Revenue	1,795	1,869	1,975	2,077	2,167
Cost of goods sold	(1,365)	(1,408)	(1,499)	(1,575)	(1,641)
Gross profit	430	461	476	502	525
Other operating income	23	27	20	22	22
Operating costs	(223)	(195)	(216)	(219)	(226)
Operating EBITDA	288	359	348	374	392
Depreciation	(58)	(66)	(68)	(70)	(71)
Goodwill amortisation	0	0	0	0	0
Operating EBIT	230	293	280	304	321
Net financing costs	(10)	(35)	(28)	(29)	(27)
Associates	0	24	21	29	32
Recurring non-operating income	0	24	21	29	32
Non-recurring items	3	3	0	0	0
Profit before tax	223	285	273	304	326
Tax	(39)	(4)	(3)	(28)	(38)
Profit after tax	184	281	271	276	288
Minority interests	0	0	0	0	0
Preferred dividends	0	0	0	0	0
Other items	-	-	-	-	-
Reported net profit	184	281	271	276	288
Non-recurring items & goodwill (net)	(3)	(3)	0	0	0
Recurring net profit	181	278	271	276	288
Per share (THB)					
Recurring EPS *	0.22	0.34	0.33	0.34	0.35
Reported EPS	0.22	0.34	0.33	0.34	0.35
DPS	0.09	0.13	0.13	0.13	0.14
Diluted shares (used to calculate per share data)	820	820	820	820	820
Growth					
Revenue (%)	7.5	4.1	5.7	5.1	4.3
Operating EBITDA (%)	132.7	24.6	(3.1)	7.4	4.8
Operating EBIT (%)	241.6	27.4	(4.4)	8.6	5.4
Recurring EPS (%)	231.2	53.2	(2.6)	2.1	4.0
Reported EPS (%)	234.6	52.4	(3.6)	2.1	4.0
Operating performance					
Gross margin inc. depreciation (%)	24.0	24.7	24.1	24.2	24.3
Gross margin exc. depreciation (%)	27.2	28.2	27.5	27.5	27.5
Operating EBITDA margin (%)	16.1	19.2	17.6	18.0	18.1
Operating EBIT margin (%)	12.8	15.7	14.2	14.6	14.8
Net margin (%)	10.1	14.9	13.7	13.3	13.3
Effective tax rate (%)	17.4	1.4	0.9	9.2	11.7
Dividend payout on recurring profit (%)	40.7	39.3	40.0	40.0	40.0
Interest cover (X)	23.7	9.0	10.6	11.6	13.0
Inventory days	92.1	98.6	101.3	92.4	85.0
Debtor days	59.5	62.3	60.3	60.6	60.3
Creditor days	83.9	85.8	80.5	79.7	77.5
Operating ROIC (%)	17.4	24.2	21.7	21.6	22.1
ROIC (%)	13.5	18.2	16.4	16.5	16.9
ROE (%)	18.3	25.9	23.6	23.9	24.6
ROA (%)	10.4	14.8	13.5	13.6	13.9
* Pre-exceptional, pre-goodwill and fully diluted					
Revenue by Division (THB m)					
Non-food packaging	1,418	1,402	1,481	1,557	1,625
Food packaging	353	460	486	511	533
Others	24	7	8	8	9

Sources: Starflex; FSSIA estimates

Financial Statements

Starflex

Cash Flow (THB m) Year Ending Dec	2023	2024	2025E	2026E	2027E
Recurring net profit	181	278	271	276	288
Depreciation	58	66	68	70	71
Associates & minorities	0	0	0	0	0
Other non-cash items	-	-	(96)	(128)	(105)
Change in working capital	(43)	(96)	7	23	(12)
Cash flow from operations	197	248	250	241	241
Capex - maintenance	-	-	-	-	-
Capex - new investment	-	(129)	(116)	(116)	(109)
Net acquisitions & disposals	(460)	-	-	-	-
Other investments (net)	-	-	-	-	-
Cash flow from investing	(460)	(129)	(116)	(116)	(109)
Dividends paid	(59)	(82)	(108)	(111)	(115)
Equity finance	(100)	(50)	0	0	0
Debt finance	346	26	(13)	(10)	(5)
Other financing cash flows	-	-	-	-	2
Cash flow from financing	187	(107)	(121)	(121)	(118)
Non-recurring cash flows	-	-	-	-	-
Other adjustments	28	0	2	2	0
Net other adjustments	28	(31)	2	2	0
Movement in cash	(48)	(19)	15	5	14
Free cash flow to firm (FCFF)	(252.93)	153.78	162.49	153.54	159.12
Free cash flow to equity (FCFE)	111.57	113.47	122.94	116.01	129.26

Per share (THB)

FCFF per share	(0.31)	0.19	0.20	0.19	0.19
FCFE per share	0.14	0.14	0.15	0.14	0.16
Recurring cash flow per share	0.29	0.42	0.30	0.27	0.31

Balance Sheet (THB m) Year Ending Dec	2023	2024	2025E	2026E	2027E
Tangible fixed assets (gross)	1,141	1,244	1,314	1,379	1,444
Less: Accumulated depreciation	(365)	(413)	(481)	(550)	(621)
Tangible fixed assets (net)	776	832	834	829	823
Intangible fixed assets (net)	40	28	24	25	25
Long-term financial assets	-	-	-	-	-
Invest. in associates & subsidiaries	408	492	502	512	512
Cash & equivalents	81	62	77	83	98
A/C receivable	322	316	337	353	363
Inventories	326	398	396	366	365
Other current assets	27	40	42	44	47
Current assets	756	817	852	847	873
Other assets	62	18	18	18	18
Total assets	2,042	2,187	2,230	2,230	2,251
Common equity	1,001	1,140	1,149	1,160	1,176
Minorities etc.	0	0	0	0	0
Total shareholders' equity	1,001	1,140	1,149	1,160	1,176
Long term debt	168	352	339	328	324
Other long-term liabilities	46	57	58	60	62
Long-term liabilities	215	409	397	389	386
A/C payable	331	306	326	332	335
Short term debt	480	332	356	348	352
Other current liabilities	16	0	2	2	2
Current liabilities	827	638	683	681	689
Total liabilities and shareholders' equity	2,042	2,187	2,230	2,230	2,251
Net working capital	328	449	447	430	438
Invested capital	1,615	1,819	1,825	1,814	1,816

* Includes convertibles and preferred stock which is being treated as debt

Per share (THB)

Book value per share	1.22	1.39	1.40	1.42	1.43
Tangible book value per share	1.17	1.36	1.37	1.38	1.40

Financial strength

Net debt/equity (%)	56.7	54.5	53.8	51.1	49.1
Net debt/total assets (%)	27.8	28.4	27.7	26.6	25.7
Current ratio (x)	0.9	1.3	1.2	1.2	1.3
CF interest cover (x)	12.5	7.9	9.4	9.1	9.8

Valuation	2023	2024	2025E	2026E	2027E
Recurring P/E (x) *	13.2	8.6	8.8	8.7	8.3
Recurring P/E @ target price (x) *	17.6	11.5	11.8	11.6	11.1
Reported P/E (x)	13.0	8.5	8.8	8.7	8.3
Dividend yield (%)	3.1	4.6	4.5	4.6	4.8
Price/book (x)	2.4	2.1	2.1	2.1	2.0
Price/tangible book (x)	2.5	2.2	2.1	2.1	2.1
EV/EBITDA (x) **	10.3	8.4	8.7	8.0	7.6
EV/EBITDA @ target price (x) **	13.1	10.6	11.0	10.1	9.6
EV/invested capital (x)	1.8	1.7	1.7	1.6	1.6

* Pre-exceptional, pre-goodwill and fully diluted ** EBITDA includes associate income and recurring non-operating income

Sources: Starflex; FSSIA estimates

Starflex PCL (SFLEX TB)

FSSIA ESG rating

n/a

Exhibit 9: FSSIA ESG score implication

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.

Source: FSSIA estimates

Exhibit 10: ESG – peer comparison

	FSSIA ESG score	Domestic ratings						Global ratings						Bloomberg	
		DJSI	SET ESG	SET ESG CG score Rating	AGM level	Thai CAC		Morningstar ESG risk	ESG Book	MSCI	Moody's	Refinitiv	S&P Global	ESG score	Disclosure score
SET100	67.71	5.69	4.38	4.05	4.77	4.43	4.02	Medium	57.34	BBB	22.70	60.82	67.31	1.19	35.34
Coverage	66.17	5.16	4.33	3.94	4.81	4.43	3.83	Medium	56.41	BBB	18.92	59.20	65.82	1.38	35.46
SFLEX	17.00	--	--	--	4.00	3.00	Certified	--	--	--	--	--	--	--	--
AJ	32.11	--	--	AAA	5.00	4.00	Certified	--	--	--	--	64.91	--	--	--
BGC	33.87	--	Y	AA	5.00	5.00	Certified	--	--	--	--	30.97	--	--	--
CSC	28.92	--	--	BBB	5.00	5.00	Certified	--	--	--	--	31.33	--	--	--
PJW	18.00	--	--	A	4.00	4.00	--	--	--	--	--	--	--	--	--

Sources: [SETTRADE.com](https://www.settrade.com); FSSIA's compilation

Exhibit 11: ESG disclosure from the company's one report

FY ending Dec 31	FY 2023	FY ending Dec 31	FY 2023
Environmental		Governance	
Climate change policy	Yes	Board size / Independent directors (ID) / Female	9 / 5 / 0
Climate change opportunities discussed	Yes	No. of board meetings for the year / % attendance	5 / 100%
GHG scope 2 location-based policy	Yes	Company conducts board evaluations	Yes
Biodiversity policy	Yes	Number of non-executive directors on board	5
Energy efficiency policy	Yes	Director share ownership guidelines	No
Electricity used	Yes	Board age limit	No
Fuel used - crude oil/diesel	--	Age of the youngest / oldest director	56 / 81
Waste reduction policy	Yes	Number of executives / female	6 / 0
Water policy	Yes	Executive share ownership guidelines	No
Water consumption	Yes	Size of audit committee / ID	3 / 3
Social		Audit committee meetings	8
Human rights policy	Yes	Audit committee meeting attendance (%)	100
Policy against child labor	--	Size of compensation committee	3 / 2
Quality assurance and recall policy	Yes	Number of compensation committee meetings	3
Consumer data protection policy	Yes	Compensation committee meeting attendance (%)	100
Equal opportunity policy	Yes	Size of nomination committee / ID	3 / 2
Gender pay gap breakout	--	Number of nomination committee meetings	3
Pct women in workforce	41.2	Nomination committee meeting attendance (%)	100
Business ethics policy	Yes	Board compensation (THB m)	6.12
Anti-bribery ethics policy	Yes	Auditor fee (THB m)	2.1
Health and safety policy	Yes	(EY OFFICE LIMITED)	
Lost time incident rate - employees	--		
Training policy	Yes		
Fair remuneration policy	Yes		
Number of employees - CSR	--		
Total hours spent by firm - employee training	--		
Social supply chain management	Yes		

Source: FSSIA's compilation

Disclaimer for ESG scoring

ESG score	Methodology	Rating																				
The Dow Jones Sustainability Indices (DJSI) By S&P Global	The DJSI World applies a transparent, rules-based component selection process based on the companies' Total Sustainability Scores resulting from the annual S&P Global Corporate Sustainability Assessment (CSA). Only the top-ranked companies within each industry are selected for inclusion.	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.																				
SET ESG Ratings List (SETESG) by The Stock Exchange of Thailand (SET)	SET ESG quantifies responsibility in Environmental and Social issues by managing business with transparency in Governance, updated annually. Candidates must pass the preemptive criteria, with two crucial conditions: 1) no irregular trading of the board members and executives; and 2) free float of >150 shareholders, and combined holding must be >15% of paid-up capital. Some key disqualifying criteria include: 1) CG score of below 70%; 2) independent directors and free float violation; 3) executives' wrongdoing related to CG, social & environmental impacts; 4) equity in negative territory; and 5) earnings in red for > 3 years in the last 5 years.	To be eligible for SETESG inclusion , 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. SETESG Index is extended from the SET ESG Ratings 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)	An indicator of CG strength in sustainable development, measured annually by the Thai IOD, with support from the Stock Exchange of Thailand (SET). The results are from the perspective of a third party, not an evaluation of operations.	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	It quantifies the extent to which shareholders' rights and equitable treatment are incorporated into business operations and information is transparent and sufficiently disclosed. All form important elements of two out of five the CG components to be evaluated annually. The assessment criteria cover AGM procedures before the meeting (45%), at the meeting date (45%), and after the meeting (10%). <i>(The first assesses 1) advance circulation of sufficient information for voting; and 2) facilitating how voting rights can be exercised. The second assesses 1) the ease of attending meetings; 2) transparency and verifiability; and 3) openness for Q&A. The third involves the meeting minutes that should contain discussion issues, resolutions and voting results.)</i>	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)	The core elements of the Checklist include corruption risk assessment, establishment of key controls, and the monitoring and developing of policies. The Certification is good for three years. <i>(Companies deciding to become a CAC certified member start by submitting a Declaration of Intent to kick off an 18-month deadline to submit the CAC Checklist for Certification, including risk assessment, in place of policy and control, training of managers and employees, establishment of whistleblowing channels, and communication of policies to all stakeholders.)</i>	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 Sustainabilitys	The Sustainabilitys' ESG risk rating provides an overall company score based on an assessment of how much of a company's exposure to ESG risk is unmanaged. <i>Sources to be reviewed include corporate publications and regulatory filings, news and other media, NGO reports/websites, multi-sector information, company feedback, ESG controversies, issuer feedback on draft ESG reports, and quality & peer reviews.</i>	A company's ESG risk rating score is the sum of unmanaged risk. The more risk is unmanaged, the higher ESG risk is scored. <table><tr><th>NEGL</th><th>Low</th><th>Medium</th><th>High</th><th>Severe</th></tr><tr><td>0-10</td><td>10-20</td><td>20-30</td><td>30-40</td><td>40+</td></tr></table>	NEGL	Low	Medium	High	Severe	0-10	10-20	20-30	30-40	40+										
NEGL	Low	Medium	High	Severe																		
0-10	10-20	20-30	30-40	40+																		
ESG Book	The ESG score identifies sustainable companies that are better positioned to outperform over the long term. The methodology considers the principle of financial materiality including information that significantly helps explain future risk-adjusted performance. Materiality is applied by over-weighting features with higher materiality and rebalancing these weights on a rolling quarterly basis.	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	MSCI ESG ratings aim to measure a company's management of financially relevant ESG risks and opportunities. It uses a rules-based methodology to identify industry leaders and laggards according to their exposure to ESG risks and how well they manage those risks relative to peers. <table><tr><td>AAA</td><td>8.571-10.000</td><td rowspan="3">Leader:</td><td rowspan="3">leading its industry in managing the most significant ESG risks and opportunities</td></tr><tr><td>AA</td><td>7.143-8.570</td></tr><tr><td>A</td><td>5.714-7.142</td></tr><tr><td>BBB</td><td>4.286-5.713</td><td rowspan="3">Average:</td><td rowspan="3">a mixed or unexceptional track record of managing the most significant ESG risks and opportunities relative to industry peers</td></tr><tr><td>BB</td><td>2.857-4.285</td></tr><tr><td>B</td><td>1.429-2.856</td></tr><tr><td>CCC</td><td>0.000-1.428</td><td>Laggard:</td><td>lagging its industry based on its high exposure and failure to manage significant ESG risks</td></tr></table>		AAA	8.571-10.000	Leader:	leading its industry in managing the most significant ESG risks and opportunities	AA	7.143-8.570	A	5.714-7.142	BBB	4.286-5.713	Average:	a mixed or unexceptional track record of managing the most significant ESG risks and opportunities relative to industry peers	BB	2.857-4.285	B	1.429-2.856	CCC	0.000-1.428	Laggard:	lagging its industry based on its high exposure and failure to manage significant ESG risks
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Moody's ESG solutions	Moody's assesses the degree to which companies take into account ESG objectives in the definition and implementation of their strategy policies. It believes that a company integrating ESG factors into its business model and relatively outperforming its peers is better positioned to mitigate risks and create sustainable value for shareholders over the 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. <i>(Score ratings are 0 to 25 = poor; >25 to 50 = satisfactory; >50 to 75 = good; and >75 to 100 = excellent.)</i>																					
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.																				
Bloomberg	ESG Disclosure Score	Disclosure of a company's ESG used for Bloomberg ESG score. The score ranges from 0 for none to 100 for disclosure of every data point, measuring the amount of ESG data reported publicly, and not the performance on any data point.																				

[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

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History of change in investment rating and/or target price

Starflex (SFLEX TB)



Date	Rating	Target price	Date	Rating	Target price	Date	Rating	Target price
10-Mar-2023	BUY	4.70	04-Dec-2023	BUY	5.60	18-Feb-2025	BUY	4.70
12-Jun-2023	BUY	5.50	18-Sep-2024	BUY	5.10			

Jitra Amornthum started covering this stock from 10-Mar-2023

Price and TP are in local currency

Source: FSSIA estimates

Company	Ticker	Price	Rating	Valuation & Risks
Starflex	SFLEX TB	THB 2.92	BUY	Downside risks to our P/E-based TP include 1) a sharp rise in crude oil prices; 2) rising inflation pressuring consumers' purchasing power; and 3) baht depreciation.

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 12-Jun-2025 unless otherwise stated.

RECOMMENDATION STRUCTURE

Stock ratings

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

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.