


SCBX 2023 KEY PERFORMANCE INDICATORS





Our Sustainability Mission

**OPPORTUNITIES
FOR EVERYONE,
POSSIBILITIES
EVERYDAY**



After the group restructuring from The Siam Commercial Bank Public Company Limited's financial business group to SCBX Group on 22 April 2022, SCB X Public Company Limited (SCBX) becomes the mothership of the financial technology business group comprising Siam Commercial Bank, SCB 10X Co., Ltd., Card X Co., Ltd., InnovestX Securities Co., Ltd., Purple Ventures Co., Ltd., and other companies.

With the vision to become "The Most Admired Regional Financial Technology Group", SCBX is mandated with roles is to explore and invest in new business opportunities to deliver sustainable profit growth for the Group while striving to 'make finance simple, accessible, and affordable for all through the power of technology and innovation'.

The strategic focus of SCBX in 2023 is to build a critical foundation for the Group to achieve its aspiration with key performance metrics for senior executive officer, including Chief Executive Officer

VISION

ASPIRATIONS



Tech company capability

- AI/Machine learning deployed across Group to create economic benefits
- Leading innovation with intellectual property, patents



Footprint in regional

- Contribution of international business revenue



Customer base expansion

- Digital and international customers



Most admired company

- Highly engaged customers based on Customers' Net Promotor Score
- Sustainability growth with emission reduction towards Net Zero
- Top best company to work for



Solid financial performance

- Net profit and Return on Equity



CHIEF EXECUTIVE OFFICER

- Build technology company foundation with KPI on driving AI-enabled revenue and tech innovation projects
- Relative metrics on international revenue contribution, Digital Customer Acquisition, Capital Adequacy Ratio, Debt-Equity Ratio and Credit Rating at Group level and at Portfolio companies' level against their peers
- Financial performance with Net Profit, Return on Equity and Market Capitalization
- Corporate reputation with customer promotor score, ranking of best company to work for, and regulatory satisfaction
- Social and Environmental responsibilities with progressive achievement towards Net Zero

"To align the CEO's interests with the Shareholders, long-term incentive was part of the CEO's total compensation to encourage the CEO to balance short-term success while emphasizing on the importance of strategic direction to strive toward achieving long-term value creation.

The long-term incentive was designed against the market benchmark to ensure attractiveness and competitiveness and aimed to motivate high performance and retain the CEO. To balance the success of short and long-term goals, the compensation mix of salary plus short-term incentive and long-term incentive is relatively equal based on 5-year performance period, and payout of the long-term incentive spreads over 5 years."

The described performance metrics are consistently benchmarked against that of peers. Performance is also reported to the Board of Directors on a quarterly basis to be taken into account when considering the senior executive officers' annual compensation.

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