

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BUMRUNGRAD HOSPITAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

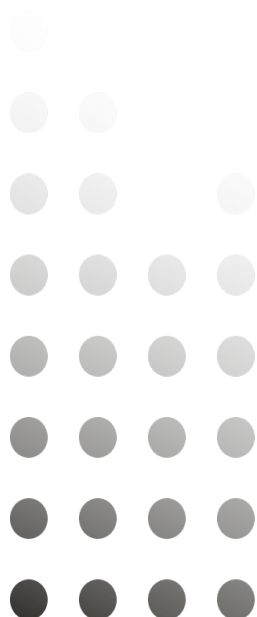


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : BUMRUNGRAD HOSPITAL PUBLIC COMPANY LIMITED

Symbol : BH

Address : 33 SOI 3 (NANA NUA), SUKHUMVIT ROAD, KLONGTOEY NUA, VADHANA

Province : Bangkok

Postcode : 10110

Business : The Company operates a private hospital namely Bumrungrad International hospital in Bangkok, which serves both local and international wards. The Company provides complete healthcare services for both outpatients and inpatients and also invests in the related health care services businesses.

Registration Number : 0107536000994

Telephone : 02066-8888

Website : www.bumrungrad.com

Email : pantipc@bumrungrad.com

Total Shares Sold (shares)

Common Stock : 794,915,942

Preferred Stock : 850,565

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	20,907,533.00	25,574,976.00	25,862,450.00
Rental business (Thousand baht)	75,032.00	80,112.00	83,177.00
Other (Thousand baht)	20,832,501.00	25,494,864.00	25,779,273.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Rental business (%)	0.36	0.31	0.32
Other (%)	99.64	99.69	99.68

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	20,907,533.00	25,574,976.00	25,862,450.00
Domestic (Thousand baht)	7,801,000.00	8,674,000.00	9,028,638.00
International (Thousand baht)	13,106,533.00	16,900,976.00	16,833,812.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	37.31	33.92	34.91
International (%)	62.69	66.08	65.09

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	186,969.00	170,761.00	144,873.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	186,969.00	170,761.00	144,873.00

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
Share of profit (Thousand baht)	-510.00	-897.00	-427.00

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	N/A	N/A	N/A

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Clinical and patient safety

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Damage to company image and reputation
- ESG risk
- Pandemic risk
- Climate change and disasters

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Product obsolescence
- Safety, occupational health, and working environment

- Climate change and disasters
- Impact on the environment
- Pandemic risk

Compliance Risk

- Laws and regulations is not favorable for doing business
- Legal risk

Financial Risk

- Income volatility

Operation

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Human error in business operations
- Product obsolescence
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Climate change and disasters
- Impact on the environment
- Impact from population structure

- Pandemic risk

Strategy

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation
- Competition risk
- Economic risk
- New business risk
- Corporate ownership structure risk
- ESG risk
- Pandemic risk
- Climate change and disasters

Finance

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Income volatility

Human Resource

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on human rights
- Corruption

Legal

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations

- Other

Operational Risk

- Systems or internal control system
- Impact on human rights
- Corruption
- Other

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance
- Legal risk
- Other

Financial Risk

- Other

Technology

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain

- Competition risk
- New business risk
- Pandemic risk
- Climate change and disasters

Operational Risk

- System disruption risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Legal risk

Hazards

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Pandemic risk
- Climate change and disasters
- Other

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack
- Safety, occupational health, and working environment

- Climate change and disasters
- System disruption risk
- Pandemic risk

Compliance Risk

- Violations of laws and regulations

Financial Risk

- Other

Remark : Hazard risk is currently being assessed and is expected to be classified as an enterprise risk by 2025.

Reputation

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Violations of laws and regulations

Financial Risk

- Default on payment or exchange of goods

Risk to Securities Holder (2.2.2)

Investment risk of equity holders

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Remark : Investment in equity is yielding a good return both in the form of dividends and premiums. However, no investment is completely risk-free. Stock investors therefore must be aware of the investment risk.

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : https://investor-th.bumrungrad.com/sustainability_report.html
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : https://investor-th.bumrungrad.com/sustainability_report.html
(if applicable)

Company environmental guideline : Electricity Management, Renewable/Clean Energy
Management, Water Management, Waste Management, Greenhouse
Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	53,103,399.00	54,327,212.00	54,246,907.36

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	476,385.00	545,539.00	573,605.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	1,435,576.00	1,754,407.65	2,277,414.60
Hazardous waste (Kilograms)	764,883.03	843,320.20	828,728.70
Total waste generated (Kilograms)	2,200,459.03	2,597,727.85	3,106,143.30

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	2,714.00	3,593.00	3,520.00
Scope 2 (Tons of carbon dioxide equivalents)	25,478.00	26,015.00	25,940.00
Scope 3 (Tons of carbon dioxide equivalents)	3,632.00	4,078.00	4,514.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	31,824.00	33,686.00	33,974.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Management System Certification Institute (Thailand)

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

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

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	816	854	832
Number of female employees (Persons)	3,291	3,538	3,402
Total number of employees (Persons)	4,107	4,392	4,234

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	2,563,567,279.00	3,162,827,719.00	3,427,726,687.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	56.00	72.00	59.00
Employee development and training expenses (baht)	334,615,361.96	419,925,438.66	393,729,291.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	2	0

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	9.28	7.88	8.27

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

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

Policy and guideline related to the board of directors

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

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

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

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	12	100.00
Number of male directors	8	66.67
Number of female directors	4	33.33
Number of executive directors	1	8.33
Number of non-executive directors	11	91.67
Number of independent directors	5	41.67

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

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHAI SOPHONPANICH Gender: Male Age: 81 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	9 Aug 2018	Commerce, Insurance

2.	<p>Mr. CHANVIT TANPHIPHAT</p> <p>Gender: Male</p> <p>Age: 81 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Fellowship of the Royal College of Surgeons of Edinburgh</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	8 Sep 1993	Health Care Services
3.	<p>Ms. SOPHADEE UTTAMOBOL</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	4 Apr 2001	Audit, Law, Business Administration, Accounting, Internal Control
4.	<p>Mr. CHONG TOH</p> <p>Gender: Male</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: No</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	4 Apr 2001	Finance & Securities, Business Administration, Economics, Fund Management
5.	<p>Mrs. ARUNI KETTRATAD</p> <p>Gender: Female</p> <p>Age: 77 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	28 Apr 2010	Human Resource Management, Accounting

6.	<p>Mr. PRIN CHIRATHIVAT</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	27 Feb 2012	Audit, Accounting, Business Administration
7.	<p>Mr. BERNARD CHARNWUT CHAN</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	11 Oct 2017	Finance & Securities
8.	<p>Mrs. LINDA LISAHAPANYA</p> <p>Gender: Female</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	8 Sep 1993	Strategic Management
9.	<p>Mr. ANON VANGVASU</p> <p>Gender: Male</p> <p>Age: 70 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	27 May 2020	Law

10.	Mr. MARK ELLIOTT SCHATTEN Gender: Male Age: 75 years old Highest level of education: Below a bachelor's degree Major: Business Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	28 Apr 2021	Audit
11.	Mr. CHANOND SOPHONPANICH Gender: Male Age: 30 years old Highest level of education: Master's degree Major: M.Sc. in Operations Research Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	28 Apr 2021	Audit
12.	Ms. CHANIDA SOPHONPANICH Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	24 Apr 2024	Business Administration

Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: Yes
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Ms. SOPHAVADEE UTTAMOBOL [1] Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	1 Mar 2001	Audit, Law, Business Administration, Accounting, Internal Control
2. Mr. PRIN CHIRATHIVAT Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 May 2012	Audit, Accounting, Business Administration
3. Mr. MARK ELLIOTT SCHATTEN Gender: Male Age: 75 years old Highest level of education: Below a bachelor's degree Major: Business Thai nationality: No Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Apr 2021	Audit

4.	Mr. CHANOND SOPHONPANICH	Audit committee	28 Apr 2021	Audit
	Gender: Male	(Non-executive,		
	Age: 30 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: M.Sc. in Operations	director		
	Research			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mrs. LINDA LISAHAPANYA	Member of the	8 Sep 1993
Gender: Female	executive committee	
Age: 72 years old		
Highest level of education: Master's degree		
Major: Finance		
Thai nationality: Yes		
Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mrs. ARUNI KETTRATAD	Chairman
	Mr. CHANVIT TANPHIPHAT	Member
	Mr. CHONG TOH	Member
Investment Committee	Mr. CHAI SOPHONPANICH	Chairman
	Mrs. LINDA LISAHAPANYA	Member
	Mr. CHONG TOH	Member
	Mr. BERNARD CHARNWUT CHAN	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: None
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. LINDA LISAHAPANYA Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Finance	MANAGING DIRECTOR	8 Sep 1993	Strategic Management
2. Mr. Aniello Sorrentino Gender: Male Age: 78 years old Highest level of education: Doctoral degree Major: Business Administration	Corporate Chief Strategy Officer	28 Feb 2017	Strategic Management, Project Management
3. Mrs. Artirat Charukitpipat Gender: Female Age: 56 years old Highest level of education: Master's degree Major: -	Chief Executive Officer	31 Jan 2019	Corporate Management, Marketing, Risk Management, Human Resource Management
4. Ms. Oraphan Buamuang [1][2] Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	19 Aug 2019	Finance, Accounting

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

	2022	2023	2024
Total executive remuneration (baht)	107,882,000.00	128,392,000.00	120,436,000.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 832

Number of female employees (persons) : 3,402

Total number of employees (persons) : 4,234

Employee Remuneration

Total employee remuneration : 3,427,726,687.00

Provident fund

Total number of employees (persons) : 4,234

Number of employees contributing to the PVD (persons) : 3,024

Percentage of employees who are members (%) : 71.42

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Supawan Sirinuntawit	SupawanS@bumrungrad.com	020115055

- Company secretary

General information	Email	Telephone
1. Ms. Pantip Chirakarnjanakorn	PantipC@bumrungrad.com	020114956

- Head of internal audit

General information	Email	Telephone
1. Ms. Rangsim Thongdee	RangsimTho@bumrungrad.com	020114669

- Head of compliance unit

General information	Email	Telephone
1. Ms. Pantip Chirakarnjanakorn	pantipc@bumrungrad.com	020114956

- Head of investor relations

General information	Email	Telephone
1. Ms. Achariya Sanrattana	AchariyaS@bumrungrad.com	020114575

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. EY OFFICE LIMITED	<p>1. Mr VORAPOJ ANNAUYPANIT</p> <p>Email: vorapoj.amnauypanit@th.ey.com</p> <p>Telephone: 02 264 9090</p>	3,350,000.00	-
	<p>2. Mrs. MANEE RATTANABUNNAKIT</p> <p>Email: manee.rattanabunnakit@th.ey.com</p> <p>Telephone: 02 264 9090</p>		
	<p>3. Mrs. SINEENART JIRACHAIKHUANKHAN</p> <p>Email: sineenart.jirachaikhuan@th.ey.com</p> <p>Telephone: 02 264 9090</p>		

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

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

List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PRIN CHIRATHIVAT Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 27 Feb 2012	Audit, Accounting, Business Administration
2. Mrs. LINDA LISAHAPANYA Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 8 Sep 1993	Strategic Management
3. Mr. MARK ELLIOTT SCHATTEN Gender: Male Age: 75 years old Highest level of education: Below a bachelor's degree Major: Business Thai nationality: No Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 28 Apr 2021	Audit

4.	Mr. CHANOND SOPHONPANICH	Director	Date position was assumed:	Audit
	Gender: Male	(Non-executive,		
	Age: 30 years old	Independent director)	28 Apr 2021	
	Highest level of education:			
	Master's degree	Director type: Re-elected		
	Major: M.Sc. in Operations	as director		
	Research			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Ms. CHANIDA SOPHONPANICH	Director	Date position was assumed:	Business Administration
Gender: Female	(Non-executive)	24 Apr 2024	
Age: 53 years old			
Highest level of education:	Director type: Additional		
Master's degree	and newly-appointed		
Major: Business Administration	directors		
Thai nationality: Yes			
Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHAI SOPHONPANICH	Chairman of the board	Participating
Mr. CHANVIT TANPHIPHAT	Vice Chairman	Non-participating
Ms. SOPHAADEE UTTAMOBOL	Director	Participating
Mr. CHONG TOH	Director	Participating
Mrs. ARUNI KETTRATAD	Director	Participating
Mr. PRIN CHIRATHIVAT	Director	Participating
Mr. BERNARD CHARNWUT CHAN	Director	Non-participating
Mrs. LINDA LISAHAPANYA	Director	Participating
Mr. ANON VANGVASU	Director	Participating

Mr. MARK ELLIOTT SCHATTEN	Director	Participating
Mr. CHANOND SOPHONPANICH	Director	Participating
Ms. CHANIDA SOPHONPANICH	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 24 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. CHAI SOPHONPANICH (Chairman of the board)	-	3/4	Participating	Did not hold the meeting
2. Mr. CHANVIT TANPHIPHAT (Vice Chairman)	-	3/4	Participating	Did not hold the meeting
3. Ms. SOPHADEE UTTAMOBOL (Director)	-	4/4	Participating	Did not hold the meeting
4. Mr. CHONG TOH (Director)	-	4/4	Participating	Did not hold the meeting
5. Mrs. ARUNI KETTRATAD (Director)	-	4/4	Participating	Did not hold the meeting
6. Mr. PRIN CHIRATHIVAT (Director)	-	4/4	Participating	Did not hold the meeting
7. Mr. BERNARD CHARNWUT CHAN (Director)	-	4/4	Participating	Did not hold the meeting
8. Mrs. LINDA LISAHAPANYA (Director)	-	4/4	Participating	Did not hold the meeting
9. Mr. ANON VANGVASU (Director)	-	4/4	Participating	Did not hold the meeting

10.	Mr. MARK ELLIOTT SCHATTEN (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mr. CHANOND SOPHONPANICH (Director)	-	4/4	Participating	Did not hold the meeting
12.	Ms. CHANIDA SOPHONPANICH (Director)	-	2/2	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. CHAI SOPHONPANICH (Chairman of the board)	-	195,000.00	2,300,000.00	Yes
2.	Mr. CHANVIT TANPHIPHAT (Vice Chairman)	-	150,000.00	1,755,000.00	Yes
3.	Ms. SOPHADEE UTTAMOBOL (Director)	-	160,000.00	1,630,000.00	Yes
4.	Mr. CHONG TOH (Director)	-	160,000.00	1,630,000.00	Yes
5.	Mrs. ARUNI KETTRATAD (Director)	-	160,000.00	1,630,000.00	Yes
6.	Mr. PRIN CHIRATHIVAT (Director)	-	160,000.00	1,630,000.00	Yes
7.	Mr. BERNARD CHARNWUT CHAN (Director)	-	160,000.00	1,630,000.00	Yes
8.	Mrs. LINDA LISAHAPANYA (Director)	-	160,000.00	1,630,000.00	Yes
9.	Mr. ANON VANGVASU (Director)	-	160,000.00	1,630,000.00	Yes
10.	Mr. MARK ELLIOTT SCHATTEN (Director)	-	160,000.00	1,630,000.00	Yes
11.	Mr. CHANOND SOPHONPANICH (Director)	-	160,000.00	1,630,000.00	Yes
12.	Ms. CHANIDA SOPHONPANICH (Director)	-	80,000.00	775,000.00	Yes

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Ms. SOPHAADEE UTTAMOBOL (Chairman of the audit committee)	-	4/4
2.	Mr. PRIN CHIRATHIVAT (Audit committee)	-	4/4
3.	Mr. MARK ELLIOTT SCHATTEN (Audit committee)	-	4/4
4.	Mr. CHANOND SOPHONPANICH (Audit committee)	-	4/4