



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**E FOR L AIM PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



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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 : E FOR L AIM PUBLIC COMPANY LIMITED

Symbol : EFORL

Address : No. 432 Rajavithi Road, Bang Yi Khan, Bang Phlat

Province : Bangkok

Postcode : 10700

Business : The Company is a distributor of medical devices and equipment.

Registration Number : 0107551000142

Telephone : 0-2883-0871-9

Website : [www.eforl-aim.com](http://www.eforl-aim.com)

Email : [IR@eforl-aim.com](mailto:IR@eforl-aim.com)

#### Total Shares Sold (shares)

Common Stock : 3,998,477,193

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,165,329.00	1,492,481.00	1,309,839.00
Revenues from sales of medical equipment and services (Thousand baht)	2,162,565.00	1,492,481.00	1,309,839.00
Revenues from sales and beauty treatment services (Thousand baht)	2,764.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenues from sales of medical equipment and services (%)	99.87	100.00	100.00
Revenues from sales and beauty treatment services (%)	0.13	0.00	0.00

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,165,329.00	1,492,481.00	1,309,839.00
Domestic (Thousand baht)	2,165,329.00	1,492,481.00	1,309,839.00
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

**Other income as specified in the financial statements**

	2021	2022	2023
Total other income (Thousand baht)	13,304.00	18,071.00	7,830.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	13,304.00	18,071.00	7,830.00

Remark : Other income consists of interest income, gain on disposal of assets and others

**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)	2021	2022	2023
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)**

**The risk from changes in government policies, regulations, laws, and rules related to the company.**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations

**The risk from the dependence on government clients includes government budgets.**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Government policy
- Reliance on large customers or few customers

**The risk of being a distributor of medical equipment and supplies.**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors



**The risk from relying on personnel.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Reliance on employees in key positions

**The risk of cybercrime.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- Information security and cyber-attack

**Liquidity risk.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Financial Risk

- Insufficient sources of funding
- Liquidity risk

**The risk from exchange rate volatility.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

**Risk to Securities Holder (2.2.2)**

**The risk of continuous losses and significant accumulated deficits by the Company, leading to the inability to distribute dividends in the near future.**

**Risk Management Measures:** Yes

**Related Risk Topics**

- Return from investment of securities holder

**The risk of lawsuits.**

**Risk Management Measures:** Yes

**Related Risk Topics**

- Return from investment of securities holder

# Sustainable Development

# Sustainable Development

## Sustainability Management Policy and Targets (3.1)

### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Waste Management

### Results with Respect to the Environmental Aspect (3.3.2)

#### Energy management

- Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	1,030,937.00	1,032,593.00

#### Water management

- Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	7,892.00	11,499.00	5,828.00

#### Waste management

- Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	12,234.00	10,800.00	2,256.00
<b>Total waste generated (Kilograms)</b>	<b>12,234.00</b>	<b>10,800.00</b>	<b>2,256.00</b>

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	0.00
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

### • Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.eforl-aim.com/th/corporate-governance/corporate-policy/sohwe-policy>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, 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

	2021	2022	2023
Number of male employees (Persons)	229	237	233
Number of female employees (Persons)	188	185	179
<b>Total number of employees (Persons)</b>	<b>417</b>	<b>422</b>	<b>412</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	323,793,510.00	290,791,554.00	282,164,381.00

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	6.40	6.39	6.07
Employee development and training expenses (baht)	39,590.00	39,239.00	262,518.00

##### • Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	10.07	10.66	10.92

• **Significant labor dispute**

	2021	2022	2023
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	7	100.00
Number of male directors	6	85.71
Number of female directors	1	14.29
Number of executive directors	2	28.57
Number of non-executive directors	5	71.43
Number of independent directors	4	57.14

#### 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. TACHAPHOL KANJANAKUL Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Education Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	25 Aug 2021	Business Administration, Economics, Banking, Law, Accounting, Finance, Strategic Management, Insurance, Governance/ Compliance, Risk Management

2.	Mr. RUJAPONG PRABHASANOBOL Gender: Male Age: 71 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: Original director	29 May 2008	Business Administration, Economics, Banking, Finance & Securities, Marketing, Accounting, Finance, Data Management, Data Analysis, Negotiation, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
3.	Mr. JACKRIT LOHAJAROENSUB Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	21 May 2018	Health Care Services, Commerce, Accounting, Procurement, Budgeting, Corporate Management, Strategic Management, Negotiation, Human Resource Management
4.	Mr. PIPAT YINGSEREE Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	14 Feb 2019	Governance/ Compliance, Strategic Management, Risk Management, Human Resource Management, Internal Control, Budgeting, Audit, Change Management
5.	Mr. PREECHA NUNTNARUMIT Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	23 Dec 2013	Business Administration, Industrial Materials & Machinery, Health Care Services, Information & Communication Technology, Electronic Components, Marketing, Corporate Social Responsibility, Human Resource Management, Procurement, Data Management, Leadership, Strategic Management, Risk Management, Budgeting, Corporate Management

6.	Mr. JITKASEM SANGSINGKEO	Director (Non-executive, Independent director)	14 May 2021	Finance & Securities, Commerce, Finance, Strategic Management, Risk Management, Governance/ Compliance
	Gender: Male			
	Age: 74 years old			
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Commerce	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			
7.	Ms. WATCHARAPORN SUWINCHAI	Director (Non-executive)	14 May 2021	Finance & Securities, Accounting, Finance, Fund Management, Data Analysis, Governance/ Compliance, Business Administration
	Gender: Female			
	Age: 43 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Accounting			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

#### Other Information pertaining to committees

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

## 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. Mr. RUJAPONG PRABHASANOBOL [1] Gender: Male Age: 71 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	14 Feb 2019	Business Administration, Economics, Banking, Finance & Securities, Marketing, Accounting, Finance, Data Management, Data Analysis, Negotiation, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
2. Mr. PIPAT YINGSEREE Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	14 Feb 2019	Governance/ Compliance, Strategic Management, Risk Management, Human Resource Management, Internal Control, Budgeting, Audit, Change Management
3. Mr. JITKASEM SANGSINGKEO [1] Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Commerce Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	14 May 2021	Finance & Securities, Commerce, Finance, Strategic Management, Risk Management, Governance/ Compliance

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

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
Executive Committee	Mr. PREECHA NUNTNARUMIT	Chairman
	Mr. JACKRIT LOHAJAROENSUB	Member
	Mr. Supachai Prukmathakul	Member
	Mr. Panya Yooto	Member
	Mr. Tanasid Auttavetin	Member
Compensation and Nomination Committee	Mr. PIPAT YINGSEREE	Chairman
	Mr. RUJAPONG PRABHASANOBOL	Member
	Mr. JITKASEM SANGSINGKEO	Member
Risk Management Subcommittee	Mr. Chai Wattanasuwan	Chairman
	Mr. RUJAPONG PRABHASANOBOL	Member
	Mr. PIPAT YINGSEREE	Member
	Mr. Supachai Prukmathakul	Member
	Mr. Apirak Kanchanakongkha	Member
	Ms. Sunanta Merabieb	Member
	Ms. Haruethai Pooyiam	Member
	Ms. Mattana Julnil	Member
	Ms. Chonticha Pumpruek	Member
	Ms. Bangon Piyatat	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Subcommittee
Sub-committees responsible for nomination	: Compensation and Nomination Committee
Sub-committees responsible for remuneration	: Compensation and Nomination 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. Mr. PREECHA NUNTNARUMIT Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	7 Mar 2019	Business Administration, Industrial Materials & Machinery, Health Care Services, Information & Communication Technology, Electronic Components, Marketing, Corporate Social Responsibility, Human Resource Management, Procurement, Data Management, Leadership, Strategic Management, Risk Management, Budgeting, Corporate Management

[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 policy for executives

Remuneration policy for executives : Yes

#### Remuneration

	2021	2022	2023
Total executive remuneration (baht)	23,019,247.00	25,019,514.00	25,152,077.00

#### 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) : 233

Number of female employees (persons) : 179

**Total number of employees (persons)** : 412

#### Employee Remuneration

Total employee remuneration : 282,164,381.00

#### Provident fund

Total number of employees (persons) : 412

Number of employees contributing to the PVD (persons) : 324

Percentage of employees who are members (%) : 78.64

# 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. JACKRIT LOHAJAROENSUB Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 21 May 2018	Health Care Services, Commerce, Accounting, Procurement, Budgeting, Corporate Management, Strategic Management, Negotiation, Human Resource Management
2. Mr. PIPAT YINGSEREE Gender: Male Age: 71 years old Highest level of education: Master's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 14 Feb 2019	Governance/ Compliance, Strategic Management, Risk Management, Human Resource Management, Internal Control, Budgeting, Audit, Change Management

3.	Mr. PREECHA NUNTNARUMIT	Director (Executive)	Date position was assumed: 23 Dec 2013	Business Administration, Industrial Materials & Machinery, Health Care Services, Information & Communication Technology, Electronic Components, Marketing, Corporate Social Responsibility, Human Resource Management, Procurement, Data Management, Leadership, Strategic Management, Risk Management, Budgeting, Corporate Management
	Gender: Male			
	Age: 65 years old			
	Highest level of education:	Director type: Re-elected as director		
	Bachelor's degree			
	Major: Engineering			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. TACHAPHOL KANJANAKUL	Chairman of the board	Non-participating
Mr. RUJAPONG PRABHASANOBOL	Director	Non-participating
Mr. JACKRIT LOHAJAROENSUB	Director	Non-participating
Mr. PIPAT YINGSEREE	Director	Non-participating
Mr. PREECHA NUNTNARUMIT	Director	Non-participating
Mr. JITKASEM SANGSINGKEO	Director	Non-participating
Ms. WATCHARAPORN SUWINCHAI	Director	Non-participating

### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

### Meeting attendance and remuneration to each Board member (8.1.2)

#### Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 8 May 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. TACHAPHOL KANJANAKUL (Chairman of the board)	-	6/9	Non-participating	Did not hold the meeting
2.	Mr. RUJAPONG PRABHASANOBOL (Director)	-	8/9	Participating	Did not hold the meeting
3.	Mr. JACKRIT LOHAJAROENSUB (Director)	-	8/9	Participating	Did not hold the meeting
4.	Mr. PIPAT YINGSEREE (Director)	-	9/9	Participating	Did not hold the meeting
5.	Mr. PREECHA NUNTNARUMIT (Director)	-	9/9	Participating	Did not hold the meeting
6.	Mr. JITKASEM SANGSINGKEO (Director)	-	8/9	Participating	Did not hold the meeting
7.	Ms. WATCHARAPORN SUWINCHAI (Director)	-	7/9	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. TACHAPHOL KANJANAKUL (Chairman of the board)	-	0.00	600,000.00	No
2.	Mr. RUJAPONG PRABHASANOBOL (Director)	-	45,000.00	876,000.00	No
3.	Mr. JACKRIT LOHAJAROENSUB (Director)	-	90,000.00	336,000.00	No
4.	Mr. PIPAT YINGSEREE (Director)	-	60,000.00	816,000.00	No
5.	Mr. PREECHA NUNTNARUMIT (Director)	-	135,000.00	336,000.00	No
6.	Mr. JITKASEM SANGSINGKEO (Director)	-	45,000.00	636,000.00	No

7.	Ms. WATCHARAPORN SUWINCHAI (Director)	-	0.00	336,000.00	No
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## 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) : 7

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. RUJAPONG PRABHASANOBOL (Chairman of the audit committee)	-	7/7
2.	Mr. PIPAT YINGSEREE (Audit committee)	-	7/7
3.	Mr. JITKASEM SANGSINGKEO (Audit committee)	-	7/7