



# **Annual Registration Statement / Annual Report**

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

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

**INTER PHARMA 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 : INTER PHARMA PUBLIC COMPANY LIMITED

Symbol : IP

Address : 140/9 ITF Tower, 9th Floor, Silom Road, Suriyawong Sub-District, Bang Rak District

Province : Bangkok

Postcode : 10500

Business : Research & development and distribution of healthcare products and aesthetic innovation products for human including health products for pets and livestock animals

Registration Number : 0107562000203

Telephone : 0-2634-0225

Fax (if applicable) : 0-2634-0135

Website : [www.interpharma.co.th](http://www.interpharma.co.th)

Email : [www.ir@interpharma.co.th](mailto:www.ir@interpharma.co.th)

#### Total Shares Sold (shares)

Common Stock : 605,344,299

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,534,447.00	1,798,775.00	1,911,947.00
Human Healthcare (Thousand baht)	1,165,333.00	1,429,179.00	1,603,631.00
Animal Healthcare (Thousand baht)	357,995.00	352,055.00	293,698.00
Other income (Thousand baht)	11,119.00	17,541.00	14,618.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Human Healthcare (%)	75.94	79.45	83.87
Animal Healthcare (%)	23.33	19.57	15.36
Other income (%)	0.72	0.98	0.76

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,534,447.00	1,798,775.00	1,911,947.00
Domestic (Thousand baht)	1,534,447.00	17,987,750.00	1,911,947.00
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	1,000.00	100.00
International (%)	0.00	0.00	0.00

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

	2022	2023	2024
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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

	2022	2023	2024
Share of profit (Thousand baht)	-768.00	-2,274.00	-1,589.00

**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 : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	1,112,431.60	1,571,833.00	487,173.21

Remark : The Company has collaborated with Prince of Songkla University (PSU) to research and develop kratom and kratom extracts into comprehensive health products that meet international standards. These include pharmaceuticals, medical nutrition, dietary supplements, and health-enhancing beverages, among others.

# 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)**

### **Risks of Compliance with Laws, Regulations, and Rules related to the Business**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Compliance Risk

- Violations of laws and regulations

### **Risks of Health and Beauty Product Markets Competition**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Competition risk

### **Risks of Exchange Rate of Foreign Currency Fluctuations**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

### **Risks of Relying on Talented Personnel**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Reliance on employees in key positions



### **Risks of Relying on a Major Distributor**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

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

### **Risks of Investment in Business Expanding**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- New business risk

### **Risk of impact from the outbreak of coronavirus disease 2019 (COVID-19)**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Pandemic risk

### **Risks of Compliance with Personal Data Protection (PDPA)**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Other

### **Risks of Liquidity**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Insufficient sources of funding

#### **Risks of Interest Rates**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

#### **Risk of counterfeit products**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

#### **Risk of Climate Change**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Climate change and disasters

#### **Risks of occupational health and safety**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Safety, occupational health, and working environment

### **Risk to Securities Holder (2.2.2)**

#### **Risks of having Major Shareholders who has the Authorization of Setting Management Policies**

**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

URL of corporate sustainability policy : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-sustainable-business-development-policy-th.pdf>  
(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.interpharma.co.th/storage/downloads/corporate-governance/ip-environment-policy-th.pdf>  
(if applicable)

Company environmental guideline : Electricity Management, Fuel 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

###### • Fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	9,274.20	9,123.00	9,548.12
Gasoline (Litres)	45,954.00	53,764.00	52,688.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard cubic feet)	0.00	0.00	0.00
LPG (Kilograms)	110,820.00	129,852.00	107,007.00

Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,270,260.00	5,454,420.00	5,813,959.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	37,586.00	33,735.00	29,457.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	32,390.00	38,219.03	53,548.00
Hazardous waste (Kilograms)	9,834.00	12,449.49	16,802.84
<b>Total waste generated (Kilograms)</b>	<b>42,224.00</b>	<b>50,668.52</b>	<b>70,350.84</b>

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	567.88	799.19	342.00
Scope 2 (Tons of carbon dioxide equivalents)	2,630.27	2,722.05	1,880.00
Scope 3 (Tons of carbon dioxide equivalents)	53.12	73.85	0.00

<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>3,251.27</b>	<b>3,595.09</b>	<b>2,222.00</b>
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• **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://investor.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, 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

	2022	2023	2024
Number of male employees (Persons)	127	130	170
Number of female employees (Persons)	500	491	553
<b>Total number of employees (Persons)</b>	<b>627</b>	<b>621</b>	<b>723</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	308,939,431.39	298,920,545.52	412,452,638.00

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	19.22	18.11	23.62
Employee development and training expenses (baht)	615,497.00	561,817.00	817,482.00

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

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	0	0	4
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	36.68	30.11	23.65

• **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
Company website on corporate governance policy	: <a href="https://investor.interpharma.co.th/storage/downloads/corporate-governance/20220328-ip-cg-policy-th.pdf">https://investor.interpharma.co.th/storage/downloads/corporate-governance/20220328-ip-cg-policy-th.pdf</a>

#### 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
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## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct	: Yes
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##### 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
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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	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	4	44.44

#### 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. Clinical Professor Emeritus, MD. UDOM KACHINTORN Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	17 Dec 2019	Health Care Services, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Leadership

2.	<p>Dr. TRINNAWAT THANITNITHIPHAN</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Organizational Development</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	1 Feb 2014	<p>Strategic Management, Corporate Management, Marketing, Budgeting, Leadership</p>
3.	<p>Ms. NAPAPORN DECHAKARAT</p> <p>Gender: Female</p> <p>Age: 49 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	14 Jun 2017	<p>Risk Management, Procurement, Marketing, Negotiation, Budgeting</p>
4.	<p>Professor Dr. SANSANEE CHAIYAROJ</p> <p>Gender: Female</p> <p>Age: 62 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: immunobiology</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	1 Aug 2020	<p>Risk Management, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility</p>
5.	<p>Mr. KAMTORN SILA-ON</p> <p>Gender: Male</p> <p>Age: 54 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	8 Feb 2021	<p>Audit, Finance, Food &amp; Beverage, Business Administration, Accounting</p>

6.	Dr. PAO SRIPRASERTSUK Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	10 Nov 2021	IT Management, Information & Communication Technology, Banking, Corporate Social Responsibility, Data Management
7.	Mrs. APIMON POSRI Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	20 Jul 2022	Corporate Social Responsibility, Human Resource Management, IT Management, Strategic Management, Budgeting
8.	Dr. NAT ATIVITAVAS Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	10 Aug 2022	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Strategic Management, Business Administration
9.	Dr. YUTTANA SUWANNACHOT Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	27 Feb 2023	Petrochemicals & Chemicals, Energy & Utilities, Strategic Management, Corporate Social Responsibility, Project Management

## 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. KAMTORN SILA-ON [1] Gender: Male Age: 54 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	24 Feb 2022	Audit, Finance, Food & Beverage, Business Administration, Accounting
2. Dr. PAO SRIPRASERTSUK Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	10 Nov 2021	IT Management, Information & Communication Technology, Banking, Corporate Social Responsibility, Data Management



3.	Professor Dr. SANSANEE CHAIYAROJ Gender: Female Age: 62 years old Highest level of education: Doctoral degree Major: immunobiology Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	1 Aug 2020	Risk Management, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility
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[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. Dr. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Organizational Development Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	12 Aug 2021
2. Ms. NAPAPORN DECHAKARAT Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Aug 2021
3. Mrs. APIMON POSRI Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Aug 2021

4.	Mr. Dranun Jamsai	Member of the executive committee	9 Aug 2022
	Gender: Male		
	Age: 41 years old		
	Highest level of education: Master's degree		
	Major: Economics		
	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	Mr. KAMTORN SILA-ON	Chairman
	Dr. PAO SRIPRASERTSUK	Member
	Dr. TRINNAWAT THANITNITHIPHAN	Member
Corporate Governance and Sustainable Development Committee	Clinical Professor Emeritus, MD. UDOM KACHINTORN	Chairman
	Professor Dr. SANSANEE CHAIYAROJ	Member
	Mr. KAMTORN SILA-ON	Member
	Dr. PAO SRIPRASERTSUK	Member
Risk Management Committee	Professor Dr. SANSANEE CHAIYAROJ	Chairman
	Dr. TRINNAWAT THANITNITHIPHAN	Member
	Ms. NAPAPORN DECHAKARAT	Member

### Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainable Development Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainable Development Committee

## 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. Dr. TRINNAWAT THANITNITHIPHAN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Organizational Development	CHIEF EXECUTIVE OFFICER	1 Feb 2014	Strategic Management, Corporate Management, Marketing, Budgeting, Leadership
2. Ms. NAPAPORN DECHAKARAT Gender: Female Age: 49 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Operating Officer	14 Jun 2017	Risk Management, Procurement, Marketing, Negotiation, Budgeting
3. Mrs. APIMON POSRI Gender: Female Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration	Human Resources Director	1 Jul 2020	Corporate Social Responsibility, Human Resource Management, IT Management, Strategic Management, Budgeting
4. Ms. Chatkaew Krudkosol [1] Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting	Acting Chief Financial & Accounting	23 Jun 2023	Budgeting, Business Administration, Accounting, Finance, Audit

[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)	19,340,000.00	20,480,000.00	18,440,000.00

## 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) : 170

Number of female employees (persons) : 553

**Total number of employees (persons)** : 723

#### Employee Remuneration

Total employee remuneration : 412,452,638.00

#### Provident fund

Total number of employees (persons) : 723

Number of employees contributing to the PVD (persons) : 165

Percentage of employees who are members (%) : 22.82

## 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. Supaporn Chanwongnam	pook.supaporn@interpharma.co.th	02-634-0225

- Company secretary

General information	Email	Telephone
1. Ms. Chompunuch Meevang	chompunuch@interpharma.co.th	02-634-0225

- Head of internal audit

General information	Email	Telephone
1. Mr. Supoj Pannoi	pannoi_ten@amtaudit.com	02-184-1846

- Head of compliance unit

General information	Email	Telephone
1. Ms. Chompunuch Meevang	chompunuch@interpharma.co.th	02-634-0225

- Head of investor relations

General information	Email	Telephone
1. Ms. Chompunuch Meevang	ir@interpharma.co.th	02-634-0225

#### 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	1. Mrs. SIRIWAN NITDAMRONG	7,200,000.00	-
		Email: Siriwan.Nitdamrong@th.ey.com		
		Telephone: 02-264-9090		
		2. Mrs. KAMONTIP LERTWITWORATEP		
		Email: Kamontip.Lertwitworatep@th.ey.com		
		Telephone: 02-264-9090		
		3. Mrs. SATIDA RATANANURAK		
		Email: Satida.Ratananurak@th.ey.com		
		Telephone: 02-264-9090		
		4. Mrs SARINDA		
		HIRUNPRASURTWUTTI		
		Email: Sarinda.Hirunprasurtwutti@th.ey.com		
		Telephone: 02-264-9090		

# 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. Professor Dr. SANSANEE CHAIYAROJ Gender: Female Age: 62 years old Highest level of education: Doctoral degree Major: immunobiology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 1 Aug 2020	Risk Management, Health Care Services, Sustainability, Governance/ Compliance, Corporate Social Responsibility
2. Dr. NAT ATIVITAVAS Gender: Male Age: 50 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 10 Aug 2022	Petrochemicals & Chemicals, Energy & Utilities, Engineering, Strategic Management, Business Administration
3. Dr. YUTTANA SUWANNACHOT Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	Date position was assumed: 27 Feb 2023	Petrochemicals & Chemicals, Energy & Utilities, Strategic Management, Corporate Social Responsibility, Project Management



## Development of directors over the past year

List of directors	Position	Participated in director development program
Clinical Professor Emeritus, MD. UDOM KACHINTORN	Chairman of the board	Participating
Dr. TRINNAWAT THANITNITHIPHAN	Director	Non-participating
Ms. NAPAPORN DECHAKARAT	Director	Non-participating
Professor Dr. SANSANEE CHAIYAROJ	Director	Non-participating
Mr. KAMTORN SILA-ON	Director	Participating
Dr. PAO SRIPRASERTSUK	Director	Non-participating
Mrs. APIMON POSRI	Director	Non-participating
Dr. NAT ATIVITAVAS	Director	Non-participating
Dr. YUTTANA SUWANNACHOT	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) : 6

Date of AGM meeting : 26 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
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1.	Clinical Professor Emeritus, MD. UDOM KACHINTORN (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Dr. TRINNAWAT THANITNITHIPHAN (Director)	-	6/6	Participating	Did not hold the meeting
3.	Ms. NAPAPORN DECHAKARAT (Director)	-	6/6	Participating	Did not hold the meeting
4.	Professor Dr. SANSANEE CHAIYAROJ (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. KAMTORN SILA-ON (Director)	-	6/6	Participating	Did not hold the meeting
6.	Dr. PAO SRIPRASERTSUK (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mrs. APIMON POSRI (Director)	-	6/6	Participating	Did not hold the meeting
8.	Dr. NAT ATIVITAVAS (Director)	-	6/6	Participating	Did not hold the meeting
9.	Dr. YUTTANA SUWANNACHOT (Director)	-	6/6	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.	Clinical Professor Emeritus, MD. UDOM KACHINTORN (Chairman of the board)	-	120,000.00	470,880.00	No
2.	Dr. TRINNAWAT THANITNITHIPHAN (Director)	-	0.00	0.00	No
3.	Ms. NAPAPORN DECHAKARAT (Director)	-	0.00	0.00	No
4.	Professor Dr. SANSANEE CHAIYAROJ (Director)	-	90,000.00	350,880.00	No
5.	Mr. KAMTORN SILA-ON (Director)	-	90,000.00	350,880.00	No
6.	Dr. PAO SRIPRASERTSUK (Director)	-	90,000.00	350,880.00	No
7.	Mrs. APIMON POSRI (Director)	-	0.00	0.00	N/A

8.	Dr. NAT ATIVITAVAS (Director)	-	90,000.00	350,880.00	No
9.	Dr. YUTTANA SUWANNACHOT (Director)	-	90,000.00	332,400.00	No

## 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.	Mr. KAMTORN SILA-ON (Chairman of the audit committee)	-	4/4
2.	Dr. PAO SRIPRASERTSUK (Audit committee)	-	4/4
3.	Professor Dr. SANSANEE CHAIYAROJ (Audit committee)	-	4/4