



# **Annual Registration Statement / Annual Report**

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

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

**INTERMEDICAL CARE AND LAB HOSPITAL PUBLIC COMPANY LIMITED**

**Fiscal Year End 31 December 2023**



## Table of Contents

|                                                                                                                                                        | Page |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| <b>Business Operations and Performance</b>                                                                                                             |      |
| Group Structure and Operations                                                                                                                         | 1    |
| Risk Management                                                                                                                                        | 4    |
| Sustainable Development                                                                                                                                | 6    |
| <b>Corporate Governance</b>                                                                                                                            |      |
| Corporate Governance Policy                                                                                                                            | 10   |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 11   |
| Performance Report on Corporate Governance                                                                                                             | 20   |

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : INTERMEDICAL CARE AND LAB HOSPITAL PUBLIC COMPANY LIMITED

Symbol : IMH

Address : 442 Bangwaek Road, Bangwaek Sub district, Phasi Charoen  
District

Province : Bangkok

Postcode : 10160

Business : IMH Group of Companies includes :  
(1) Intermedical Care and Lab Hospital Public Company Limited  
(2) IMH Thonburi Hospital  
(3) IMH Silom Hospital  
(4) IMH Bearing Hospital (opening in 2025)

Registration Number : 0107561000269

Telephone : 0-2865-0044-49

Fax (if applicable) : 0-2410-4756

Website : <http://www.imhhospital.com/>

Email : [info@intermedthai.com](mailto:info@intermedthai.com)

#### Total Shares Sold (shares)

Common Stock : 215,000,000

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)    | 952,883,781.12 | 651,203,430.94 | 676,652,108.69 |
| service income (Thousand baht)                   | 319,636,917.38 | 188,722,954.98 | 183,595,139.85 |
| Revenue from hospital operations (Thousand baht) | 622,999,582.31 | 451,110,879.24 | 486,016,740.77 |
| Other (Thousand baht)                            | 10,247,281.43  | 11,369,596.72  | 7,040,228.07   |

  

|                                      | 2021   | 2022   | 2023   |
|--------------------------------------|--------|--------|--------|
| Total revenue from operations (%)    | 100.00 | 100.00 | 100.00 |
| service income (%)                   | 33.54  | 28.98  | 27.13  |
| Revenue from hospital operations (%) | 65.38  | 69.27  | 71.83  |
| Other (%)                            | 1.08   | 1.75   | 1.04   |

#### By Geographical Area or Market

|                                               | 2021           | 2022           | 2023           |
|-----------------------------------------------|----------------|----------------|----------------|
| Total revenue from operations (Thousand baht) | 952,883,781.12 | 651,203,430.94 | 676,652,108.69 |
| Domestic (Thousand baht)                      | 952,883,781.12 | 651,203,430.94 | 676,652,108.69 |
| 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)               | 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 |

**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 | 0.00 | 0.00 | 0.00 |

# 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)**

**Risk from shortage of medical personnel and specialized professional personnel**

**Risk Management Measures:** Yes

### **Related Risk Topics**

#### Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Economic risk
- Pandemic risk

#### Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations

#### 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

#### Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations

- Income volatility

# 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://www.intermedthai.com/investor-post.html>

### 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://www.imhhospital.com>

Company environmental guideline : Electricity 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

|                                                                        | 2021       | 2022       | 2023         |
|------------------------------------------------------------------------|------------|------------|--------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 641,548.00 | 504,622.00 | 2,352,596.00 |

##### Water management

###### • Water consumption

|                                       | 2021     | 2022     | 2023      |
|---------------------------------------|----------|----------|-----------|
| Total water withdrawal (Cubic meters) | 8,267.00 | 5,547.00 | 46,102.00 |

## Waste management

### • Waste from operations

|                                          | 2021             | 2022             | 2023             |
|------------------------------------------|------------------|------------------|------------------|
| Hazardous waste (Kilograms)              | 12,699.96        | 11,479.35        | 53,776.68        |
| <b>Total waste generated (Kilograms)</b> | <b>12,699.96</b> | <b>11,479.35</b> | <b>53,776.68</b> |

## Greenhouse gas management

### • Greenhouse gas emissions

|                                                                         | 2021        | 2022        | 2023        |
|-------------------------------------------------------------------------|-------------|-------------|-------------|
| Total GHG emissions target (Metric tonnes of carbon dioxide equivalent) | N/A         | N/A         | N/A         |
| Scope 1 (Tons of carbon dioxide equivalents)                            | N/A         | N/A         | N/A         |
| Scope 2 (Tons of carbon dioxide equivalents)                            | N/A         | N/A         | N/A         |
| Scope 3 (Tons of carbon dioxide equivalents)                            | N/A         | N/A         | N/A         |
| <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.imhhospital.com>

Company human right guideline : Employee 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)         | 58         | 53         | 106        |
| Number of female employees (Persons)       | 128        | 142        | 435        |
| <b>Total number of employees (Persons)</b> | <b>186</b> | <b>195</b> | <b>541</b> |

##### • Employee remuneration

|                              | 2021          | 2022          | 2023           |
|------------------------------|---------------|---------------|----------------|
| Employee remuneration (baht) | 63,523,762.24 | 57,612,306.18 | 113,295,837.70 |

##### • Employee development and training

|                                                         | 2021      | 2022      | 2023      |
|---------------------------------------------------------|-----------|-----------|-----------|
| Average employee training hours (Hours / Person / Year) | 6.72      | 32.00     | 26.00     |
| Employee development and training expenses (baht)       | 12,840.00 | 12,840.00 | 51,009.00 |

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

|  | 2021 | 2022 | 2023 |
|--|------|------|------|
|--|------|------|------|

|                                                                    |   |   |   |
|--------------------------------------------------------------------|---|---|---|
| Total number of lost time injury incidents by employees<br>(Cases) | 0 | 0 | 0 |
|--------------------------------------------------------------------|---|---|---|

• **Employee retention**

|                                                      | 2021 | 2022 | 2023 |
|------------------------------------------------------|------|------|------|
| Percentage of employees who voluntarily resigned (%) | 4.84 | 5.13 | N/A  |

• **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

Company website on corporate governance policy : <https://www.imhhospital.com>

#### 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         | 8                 | 100.00         |
| Number of male directors          | 6                 | 75.00          |
| Number of female directors        | 2                 | 25.00          |
| Number of executive directors     | 2                 | 25.00          |
| Number of non-executive directors | 6                 | 75.00          |
| Number of independent directors   | 4                 | 50.00          |

#### 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. THANAVATH PHONVICHAI<br>Gender: Male<br>Age: 58 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Doctor of Philosophy,<br>Applied Statistics and Research<br>Methods, University of Northern<br>Colorado<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the board<br>(Non-executive,<br>Independent director)<br>Director type: Original<br>director | 3 Feb 2020                | Economics, Finance,<br>Sustainability, Data<br>Management, Data Analysis,<br>Leadership, Strategic<br>Management, Risk Management,<br>Audit, Governance/<br>Compliance |

|    |                                                                                                                                                                                                                                        |                                                                                               |             |                                                                                                                                                                                                                                                                                                                                                                                        |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. | <p>Mr. SITTIWAT KAMKATWONG</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Doctoral 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>                           | 31 May 2018 | <p>Law, Finance, Accounting, Leadership, Risk Management, Strategic Management, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Data Analysis, Data Management, Negotiation, Audit, Internal Control, Budgeting, Corporate Management, Project Management, Brand Management, Statistics</p> |
| 3. | <p>Ms. PORAMAPORN PAVAROJKIT</p> <p>Gender: Female</p> <p>Age: 49 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 (Executive)</p> <p>Director type: Original director</p>                           | 31 May 2018 | <p>Leadership, Governance/ Compliance, Risk Management, Corporate Management, Corporate Social Responsibility, Budgeting, Internal Control, Audit, Strategic Management, Change Management, Negotiation, Project Management, Procurement, Sustainability, Human Resource Management</p>                                                                                                |
| 4. | <p>Ms. TIWAPORN KUNTASUWON</p> <p>Gender: Female</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</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> | 31 May 2018 | <p>Accounting, Human Resource Management, Corporate Social Responsibility, Data Analysis, Strategic Management, Risk Management, Audit, Leadership, Governance/ Compliance</p>                                                                                                                                                                                                         |

|    |                                                                                                                                                                                                        |                                                                                                                           |             |                                                                                                                                                                                                                                                                                                                           |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. | Mr. WAROKART TAPASANANT<br>Gender: Male<br>Age: 46 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director                           | 31 May 2018 | Information & Communication<br>Technology, Accounting,<br>Strategic Management, Risk<br>Management, Audit,<br>Governance/ Compliance                                                                                                                                                                                      |
| 6. | Mr. THIBDEE MANGKALEE<br>Gender: Male<br>Age: 53 years old<br>Highest level of education:<br>Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes   | Director<br>(Non-executive)<br><br>Director type: Original<br>director                                                    | 7 Jan 2020  | Finance & Securities, Law,<br>Marketing, Accounting,<br>Finance, Corporate Social<br>Responsibility, Human<br>Resource Management,<br>Sustainability,<br>Procurement, Data<br>Management, Data Analysis,<br>Negotiation, Leadership,<br>Risk Management, Audit,<br>Governance/ Compliance,<br>Budgeting, Internal Control |
| 7. | Mr. SUKHUM KARNCHANAPIMAI<br>Gender: Male<br>Age: 63 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Political Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes     | Director<br>(Non-executive)<br><br>Director type: Additional<br>and newly-appointed<br>directors                          | 20 Mar 2023 | Business Administration,<br>Economics, Health Care<br>Services, Law, Corporate<br>Management, Audit,<br>Governance/ Compliance                                                                                                                                                                                            |
| 8. | Mr. BOONYARIT KALAYANAMIT<br>Gender: Male<br>Age: 62 years old<br>Highest level of education:<br>Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes             | Director<br>(Non-executive,<br>Independent director)<br><br>Director type: Additional<br>and newly-appointed<br>directors | 20 Mar 2023 | Business Administration,<br>Economics, Commerce,<br>Marketing, Law, Risk<br>Management, Governance/<br>Compliance, Audit                                                                                                                                                                                                  |

## 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. BOONYARIT KALAYANAMIT [1]<br>Gender: Male<br>Age: 62 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes             | Chairman of the audit committee<br>(Non-executive, Independent director)<br><br>Director type: Newly appointed director to replace ex-director | 1 Jun 2023                | Business Administration, Economics, Commerce, Marketing, Law, Risk Management, Governance/ Compliance, Audit             |
| 2. Mr. WAROKART TAPASANANT [1]<br>Gender: Male<br>Age: 46 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive, Independent director)<br><br>Director type: Original director                                               | 31 May 2018               | Information & Communication Technology, Accounting, Strategic Management, Risk Management, Audit, Governance/ Compliance |

|    |                                                                                                                                                                                                 |                                                                                                        |             |                                                                                                                                                                                           |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3. | Ms. TIWAPORN KUNTASUWON [1]<br>Gender: Female<br>Age: 54 years old<br>Highest level of education:<br>Master's degree<br>Major: Accounting<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Audit committee<br>(Non-executive,<br>Independent director)<br><br>Director type: Original<br>director | 31 May 2018 | Accounting, Human Resource<br>Management, Corporate Social<br>Responsibility, Data<br>Analysis, Strategic<br>Management, Risk Management,<br>Audit, Leadership,<br>Governance/ Compliance |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

#### List of audit committee who resigned/vacated their position during the year

| General information                                                                                                                                                                                                                                                                            | Position                                                                       | Tenure                                                                                        | Replacement Director                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 1. Mr. THANAVATH PHONVICHAI [1]<br>Gender: Male<br>Age: 58 years old<br>Highest level of education:<br>Doctoral degree<br>Major: Doctor of Philosophy,<br>Applied Statistics and Research<br>Methods, University of Northern<br>Colorado<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the audit<br>committee<br>(Non-executive,<br>Independent director) | Date position was<br>assumed:<br>21 Feb 2020<br><br>Date directorship<br>ended:<br>1 Jun 2023 | Mr. BOONYARIT KALAYANAMIT<br>Date position was assumed:<br>1 Jun 2023 |

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

## Executive Committee

#### List of executive committee members

| General information                                                                                                                                                                                       | Position                               | Date position<br>was assumed |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|------------------------------|
| 1. Mr. SITTIWAT KAMKATWONG<br>Gender: Male<br>Age: 47 years old<br>Highest level of education: Doctoral<br>degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Chairman of the<br>executive committee | 31 May 2018                  |

|    |                                                                                                                                                                                                         |                                          |             |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-------------|
| 2. | Ms. PORAMAPORN PAVAROJKIT<br>Gender: Female<br>Age: 49 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Vice-chairman of the executive committee | 31 May 2018 |
| 3. | Mr. THIBDEE MANGKALEE<br>Gender: Male<br>Age: 53 years old<br>Highest level of education: Master's degree<br>Major: Business Administration<br>Thai nationality: Yes<br>Residing in Thailand: Yes       | Member of the executive committee        | 7 Jan 2020  |
| 4. | Ms. Ratchaneeporn Mokkarawut<br>Gender: Female<br>Age: 43 years old<br>Highest level of education: Bachelor's degree<br>Major: Accounting<br>Thai nationality: Yes<br>Residing in Thailand: Yes         | Member of the executive committee        | 6 Feb 2020  |

## Other sub-committees

### Sub-committees information

| Name of sub-committees                | List of directors         | Position |
|---------------------------------------|---------------------------|----------|
| Nomination and Remuneration Committee | Ms. TIWAPORN KUNTASUWON   | Chairman |
|                                       | Mr. WAROKART TAPASANANT   | Member   |
|                                       | Ms. PORAMAPORN PAVAROJKIT | Member   |
| Corporate Governance Working Group    | Mr. WAROKART TAPASANANT   | Chairman |
|                                       | Ms. TIWAPORN KUNTASUWON   | Member   |
|                                       | Ms. PORAMAPORN PAVAROJKIT | Member   |
| Risk Management Working Group         | Mr. THIBDEE MANGKALEE     | Chairman |
|                                       | Ms. PORAMAPORN PAVAROJKIT | Member   |
|                                       | Ms. Suntharee Noinart     | Member   |

## **Roles of Sub-committees**

|                                                                     |                                         |
|---------------------------------------------------------------------|-----------------------------------------|
| Sub-committees responsible for risk management                      | : Risk Management Working Group         |
| 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 Working Group    |
| Sub-committees responsible for corporate sustainability development | : Corporate Governance Working Group    |

## 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. SITTIWAT KAMKATWONG<br>Gender: Male<br>Age: 47 years old<br>Highest level of education: Doctoral degree<br>Major: Business Administration | CHIEF EXECUTIVE OFFICER | 31 May 2018               | Law, Finance, Accounting, Leadership, Risk Management, Strategic Management, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Data Analysis, Data Management, Negotiation, Audit, Internal Control, Budgeting, Corporate Management, Project Management, Brand Management, Statistics |

[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) | 15,228,226.00 | 14,407,290.00 | 12,361,718.00 |

## 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) : 106

Number of female employees (persons) : 435

**Total number of employees (persons)** : 541

#### Employee Remuneration

Total employee remuneration : 113,295,837.70

#### Provident fund

Total number of employees (persons) : 541

Number of employees contributing to the PVD (persons) : 39

Percentage of employees who are members (%) : 7.21

# 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 newly appointed director (not being replaced the ex-director)

| General information                                                                                                                                                                                | Position                                                                                                         | Date position was assumed                 | Experience and expertise                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| 1. Mr. SUKHUM KARNCHANAPIMAI<br>Gender: Male<br>Age: 63 years old<br>Highest level of education: Doctoral degree<br>Major: Political Science<br>Thai nationality: Yes<br>Residing in Thailand: Yes | Director<br>(Non-executive)<br><br>Director type: Additional and newly-appointed directors                       | Date position was assumed:<br>20 Mar 2023 | Business Administration, Economics, Health Care Services, Law, Corporate Management, Audit, Governance/ Compliance |
| 2. Mr. BOONYARIT KALAYANAMIT<br>Gender: Male<br>Age: 62 years old<br>Highest level of education: Master's degree<br>Major: Economics<br>Thai nationality: Yes<br>Residing in Thailand: Yes         | Director<br>(Non-executive, Independent director)<br><br>Director type: Additional and newly-appointed directors | Date position was assumed:<br>20 Mar 2023 | Business Administration, Economics, Commerce, Marketing, Law, Risk Management, Governance/ Compliance, Audit       |

##### Development of directors over the past year

| List of directors         | Position              | Participated in director development program |
|---------------------------|-----------------------|----------------------------------------------|
| Mr. THANAVATH PHONVICHAI  | Chairman of the board | Non-participating                            |
| Mr. SITTIWAT KAMKATWONG   | Director              | Non-participating                            |
| Ms. PORAMAPORN PAVAROJKIT | Director              | Non-participating                            |

|                           |          |                   |
|---------------------------|----------|-------------------|
| Ms. TIWAPORN KUNTASUWON   | Director | Participating     |
| Mr. WAROKART TAPASANANT   | Director | Non-participating |
| Mr. THIBDEE MANGKALEE     | Director | Non-participating |
| Mr. SUKHUM KARNCHANAPIMAI | Director | Non-participating |
| Mr. BOONYARIT KALAYANAMIT | Director | 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 : 29 Apr 2023

EGM meeting : Yes

| List of directors                                      | Termination date | Number of Board Meeting | AGM meetings  | EGM meetings  |
|--------------------------------------------------------|------------------|-------------------------|---------------|---------------|
| 1. Mr. THANAVATH PHONVICHAI<br>(Chairman of the board) | -                | 6/6                     | Participating | Participating |
| 2. Mr. SITTIWAT KAMKATWONG<br>(Director)               | -                | 6/6                     | Participating | Participating |
| 3. Ms. PORAMAPORN PAVAROJKIT<br>(Director)             | -                | 6/6                     | Participating | Participating |
| 4. Ms. TIWAPORN KUNTASUWON<br>(Director)               | -                | 6/6                     | Participating | Participating |
| 5. Mr. WAROKART TAPASANANT<br>(Director)               | -                | 6/6                     | Participating | Participating |
| 6. Mr. THIBDEE MANGKALEE<br>(Director)                 | -                | 6/6                     | Participating | Participating |
| 7. Mr. SUKHUM KARNCHANAPIMAI<br>(Director)             | -                | 3/3                     | Participating | Participating |
| 8. Mr. BOONYARIT KALAYANAMIT<br>(Director)             | -                | 3/3                     | Participating | Participating |

## Remuneration for company directors

| List of directors |                                                     | Termination date | Meeting allowance<br>(baht) | Other monetary<br>remuneration<br>(baht) | Other non-<br>monetary |
|-------------------|-----------------------------------------------------|------------------|-----------------------------|------------------------------------------|------------------------|
| 1.                | Mr. THANAVATH PHONVICHAI<br>(Chairman of the board) | -                | 160,000.00                  | 0.00                                     | No                     |
| 2.                | Mr. SITTIWAT KAMKATWONG<br>(Director)               | -                | 0.00                        | 0.00                                     | No                     |
| 3.                | Ms. PORAMAPORN PAVAROJKIT<br>(Director)             | -                | 0.00                        | 0.00                                     | No                     |
| 4.                | Ms. TIWAPORN KUNTASUWON<br>(Director)               | -                | 160,000.00                  | 0.00                                     | No                     |
| 5.                | Mr. WAROKART TAPASANANT<br>(Director)               | -                | 144,000.00                  | 0.00                                     | No                     |
| 6.                | Mr. THIBDEE MANGKALEE<br>(Director)                 | -                | 72,000.00                   | 0.00                                     | No                     |
| 7.                | Mr. SUKHUM KARNCHANAPIMAI<br>(Director)             | -                | 36,000.00                   | 0.00                                     | No                     |
| 8.                | Mr. BOONYARIT KALAYANAMIT<br>(Director)             | -                | 76,000.00                   | 0.00                                     | 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. BOONYARIT KALAYANAMIT<br>(Chairman of the audit committee) | -                | 2/2                                   |
| 2.                | Mr. WAROKART TAPASANANT<br>(Audit committee)                   | -                | 4/4                                   |
| 3.                | Ms. TIWAPORN KUNTASUWON<br>(Audit committee)                   | -                | 4/4                                   |
| 4.                | Mr. THANAVATH PHONVICHAI<br>(Chairman of the audit committee)  | 1 Jun 2023       | 2/2                                   |