



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 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 : 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 (Pending Environmental Impact Assessment (EIA) approval)

Registration Number : 0107561000269

Telephone : 0-2865-0044-49

Fax (if applicable) : 0-2410-4756

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

Email : 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

	2022	2023	2024
Total revenue from operations (Thousand baht)	651,203,430.94	676,652,108.69	778,224,385.68
service income (Thousand baht)	188,722,954.98	183,595,139.85	147,732,548.04
Revenue from hospital operations (Thousand baht)	451,110,879.24	486,016,740.77	623,333,032.92
Other (Thousand baht)	11,369,596.72	7,040,228.07	7,158,804.72

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
service income (%)	28.98	27.13	18.98
Revenue from hospital operations (%)	69.27	71.83	80.10
Other (%)	1.75	1.04	0.92

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	651,203,430.94	676,652,108.69	778,224,385.68
Domestic (Thousand baht)	651,203,430.94	676,652,108.69	778,224,385.68
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	100.00	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

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

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	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.imhhospital.com>
(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://www.imhhospital.com>
(if applicable)

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	N/A	69,973.84	90,718.03
Gasoline (Litres)	N/A	4,737.67	4,662.31

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	504,622.00	2,352,596.00	2,876,427.00

Remark : 2022
Data collected only from Intermedical Care and Lab Hospital Public Company Limited

2023-2024

Collect data from IMH Hospital Group

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	5,547.00	46,102.00	40,866.00

Remark : 2022
Data collected only from Intermedical Care and Lab Hospital Public Company Limited

2023-2024
Collect data from IMH Hospital Group

Waste management

• Waste from operations

	2022	2023	2024
Hazardous waste (Kilograms)	11,479.35	53,776.68	106,408.70
Total waste generated (Kilograms)	11,479.35	53,776.68	106,408.70

Remark : 2022
Data collected only from Intermedical Care and Lab Hospital Public Company Limited

2023-2024
Collect data from IMH Hospital Group

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
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
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

- **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, 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

	2022	2023	2024
Number of male employees (Persons)	53	106	134
Number of female employees (Persons)	142	435	485
Total number of employees (Persons)	195	541	619

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	121,033,320.41	191,570,120.93	197,218,590.04

Remark : 2022

Data collected only from Intermedical Care and Lab Hospital Public Company Limited

2023-2024

Collect data from IMH Hospital Group

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	32.00	26.00	30.00
Employee development and training expenses (baht)	12,840.00	51,009.00	31,235.00

• **Health, safety and work environment**

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

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	6.95

• **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 : <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 Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Doctor of Philosophy, Applied Statistics and Research Methods, University of Northern Colorado Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	3 Feb 2020	Economics, Data Analysis, Leadership, Audit, Business Administration

2.	Mr. SITTIWAT KAMKATWONG Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	20 Mar 2015	Accounting, Leadership, Data Analysis, Corporate Management, Economics
3.	Ms. PORAMAPORN PAVAROKKIT Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	20 Mar 2015	Governance/ Compliance, Risk Management, Corporate Management, Procurement, Human Resource Management
4.	Ms. TIWAPORN KUNTASUWON Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	10 Nov 2016	Accounting, Human Resource Management, Data Analysis, Audit, Finance
5.	Mr. WAROKART TAPASANANT Gender: Male Age: 47 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	10 Nov 2016	Information & Communication Technology, Accounting, Strategic Management, Audit, Business Administration

6.	Mr. THIBDEE MANGKALEE Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Jan 2020	Finance & Securities, Law, Accounting, Finance, Banking
7.	Mr. SUKHUM KARNCHANAPIMAI Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	20 Mar 2023	Health Care Services, Law, Audit, Governance/ Compliance, Sustainability
8.	Mr. BOONYARIT KALAYANAMIT Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	20 Mar 2023	Commerce, Law, Risk Management, Audit, Business Administration

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] Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	1 Jun 2023	Commerce, Law, Risk Management, Audit, Business Administration
2. Mr. WAROKART TAPASANANT [1] Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	10 Nov 2016	Information & Communication Technology, Accounting, Strategic Management, Audit, Business Administration
3. Ms. TIWAPORN KUNTASUWON [1] Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	10 Nov 2016	Accounting, Human Resource Management, Data Analysis, Audit, Finance

[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. Mr. SITTIWAT KAMKATWONG Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	20 Mar 2015
2. Ms. PORAMAPORN PAVAROJKIT Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	20 Mar 2015
3. Mr. THIBDEE MANGKALEE Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Jan 2020
4. Ms. Ratchaneeporn Mokkarawut Gender: Female Age: 44 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes 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
Working Committee on Corporate Social Responsibility	Ms. PORAMAPORN PAVAROJKIT	Chairman
	Ms. Suntharee Noinart	Member
	Mr. Narongpon Haocharoen	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: None
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: None
Sub-committees responsible for corporate governance	: None
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 Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	20 Mar 2015	Accounting, Leadership, Data Analysis, Corporate Management, Economics
2. Ms. PORAMAPORN PAVAROJKIT Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer	20 Mar 2025	Governance/ Compliance, Risk Management, Corporate Management, Procurement, Human Resource Management
3. Ms. Ratchaneeporn Mokkarawut [1][2] Gender: Female Age: 44 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer	1 Jan 2020	Accounting, Finance, Data Analysis, Statistics, Budgeting
4. Mr. Narongpon Haocharoen Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Medicine	Chief Medical and Nursing Officer	1 Jan 2020	Health Care Services, Law, Risk Management, Strategic Management, Audit
5. Ms. Suntharee Noinart Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: nursing	Chief Marketing Officer	1 Jan 2020	Marketing, IT Management, Data Management, Negotiation, Governance/ Compliance

[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)	25,636,938.44	23,865,851.00	24,046,375.00

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) : 134

Number of female employees (persons) : 485

Total number of employees (persons) : 619

Employee Remuneration

Total employee remuneration : 197,218,590.04

Remark : 2022
Data collected only from Intermedical Care and Lab Hospital Public Company Limited

2023-2024
Collect data from IMH Hospital Group

Provident fund

Total number of employees (persons) : 619

Number of employees contributing to the PVD (persons) : 16

Percentage of employees who are members (%) : 2.58

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)

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	Participating
Mr. BOONYARIT KALAYANAMIT	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) : 4

Date of AGM meeting : 18 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. THANAVATH PHONVICHAI (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. SITTIWAT KAMKATWONG (Director)	-	4/4	Participating	Did not hold the meeting
3.	Ms. PORAMAPORN PAVAROJKIT (Director)	-	4/4	Participating	Did not hold the meeting
4.	Ms. TIWAPORN KUNTASUWON (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. WAROKART TAPASANANT (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. THIBDEE MANGKALEE (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. SUKHUM KARNCHANAPIMAI (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. BOONYARIT KALAYANAMIT (Director)	-	4/4	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. THANAVATH PHONVICHAI (Chairman of the board)	-	80,000.00	350,000.00	No
2.	Mr. SITTIWAT KAMKATWONG (Director)	-	0.00	0.00	No
3.	Ms. PORAMAPORN PAVAROJKIT (Director)	-	0.00	0.00	No
4.	Ms. TIWAPORN KUNTASUWON (Director)	-	48,000.00	140,000.00	No
5.	Mr. WAROKART TAPASANANT (Director)	-	480,000.00	108,000.00	No
6.	Mr. THIBDEE MANGKALEE (Director)	-	48,000.00	140,000.00	No

7.	Mr. SUKHUM KARNCHANAPIMAI (Director)	-	48,000.00	140,000.00	No
8.	Mr. BOONYARIT KALAYANAMIT (Director)	-	48,000.00	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 (Chairman of the audit committee)	-	4/4
2.	Mr. WAROKART TAPASANANT (Audit committee)	-	4/4
3.	Ms. TIWAPORN KUNTASUWON (Audit committee)	-	4/4