



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

Bangkok Lab and Cosmetic 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 : Bangkok Lab and Cosmetic Public Company Limited

Symbol : BLC

Address : 48/1 Moo 5 Nong Chae Sao Road, Nam Phu Subdistrict, Mueang
Ratchaburi

Province : Ratchaburi

Postcode : 70000

Business : Manufacture and deliver generic drugs, herbal drugs, animal
drugs, cosmetics, food supplements, and others.

Registration Number : 0105535142017

Telephone : 0-3271-9900

Fax (if applicable) : 0-3271-9917

Website : www.blcplc.com

Email : ir@blcplc.com

Total Shares Sold (shares)

Common Stock : 600,000,000

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)	1,238,490.00	1,406,184.00	1,557,044.00
Generic drugs and New Generic Drugs (Thousand baht)	922,152.00	1,075,461.00	1,183,093.00
cosmeceutical (Thousand baht)	156,165.00	142,868.00	143,377.00
Herbal Medicine (Thousand baht)	91,266.00	106,426.00	136,894.00
Food Supplement (Thousand baht)	33,469.00	49,127.00	53,663.00
Animal Health (Thousand baht)	18,293.00	7,574.00	10,696.00
Other (Thousand baht)	17,145.00	24,728.00	29,321.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Generic drugs and New Generic Drugs (%)	74.46	76.48	75.98
cosmeceutical (%)	12.61	10.16	9.21
Herbal Medicine (%)	7.37	7.57	8.79
Food Supplement (%)	2.70	3.49	3.45
Animal Health (%)	1.48	0.54	0.69
Other (%)	1.38	1.76	1.88

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,238,490.00	1,406,184.00	1,557,044.00
Domestic (Thousand baht)	1,161,404.00	1,309,843.00	1,463,691.00
International (Thousand baht)	77,086.00	96,341.00	93,353.00
Laos (Thousand baht)	30,578.00	28,802.00	38,442.00
Cambodia (Thousand baht)	17,611.00	19,502.00	19,670.00
Hong Kong (Thousand baht)	8,743.00	27,330.00	14,777.00
Myanmar (Thousand baht)	6,276.00	10,190.00	11,104.00
Other countries (Thousand baht)	13,878.00	10,517.00	9,360.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	93.78	93.15	94.00
International (%)	6.22	6.85	6.00
Laos (%)	39.67	29.90	41.18
Cambodia (%)	22.85	20.24	21.07
Hong Kong (%)	11.34	28.37	15.83
Myanmar (%)	8.14	10.58	11.89
Other countries (%)	18.00	10.92	10.03

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	3,482.00	10,990.00	21,942.00
Other income from operations (Thousand baht)	3,482.00	10,990.00	21,942.00

Other income not from operations (Thousand baht)	0.00	0.00	0.00
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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	4,134.12	5,903.24	10,488.82

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 of New Product Development Research Not Meeting the Market Launch Deadline

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Competition risk
- Other

The new production building is not being utilized as planned.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Other

Operational Risk

- Delays in the development of future projects
- Safety, occupational health, and working environment

Financial Risk

- Insufficient sources of funding

Promotional activities for the product have not been able to increase customer/user awareness.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Competition risk
- Other

Corporate carbon footprint

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Other

Operational Risk

- Impact on the environment

Finished goods inventory exceeds demand

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Product obsolescence
- Inventory risk

Cybersecurity threatened with information technology systems

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack
- Other

Inventory is no longer in demand by distribution channels/cannot be used in the production process

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Product obsolescence
- Inventory risk
- Other

Financial Cost

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

Product complaints

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations
- Legal risk

- Other

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.blcplc.com/storage/document/sustainability/environment/blc-sustainability-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://www.blcplc.com/storage/document/sustainability/social/blc-corporate-social-and-environmental-responsibility-policy-th.pdf>
(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)	44,699.80	86,603.50	90,490.20
Gasoline (Litres)	5,378.70	5,825.90	11,033.80
LPG (Kilograms)	30,240.00	39,360.00	42,720.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,098,310.87	6,126,435.64	6,767,881.13

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	42,364.00	56,256.00	59,021.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	63,290.00	65,590.00	38,240.00
Hazardous waste (Kilograms)	54,600.00	58,910.00	91,650.00
Total waste generated (Kilograms)	117,890.00	124,500.00	129,890.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	303.00	356.00	390.00
Scope 2 (Tons of carbon dioxide equivalents)	1,710.00	2,111.00	2,256.00
Scope 3 (Tons of carbon dioxide equivalents)	3,333.00	2,995.00	3,312.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	5,346.00	5,462.00	5,958.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : TUV NORD (Thailand) Co., Ltd.

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://hub.optiwise.io/th/documents/109725/flipbook>

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)	343	362	398
Number of female employees (Persons)	652	695	709
Total number of employees (Persons)	995	1,057	1,107

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	349,383,051.06	393,200,266.09	428,322,928.37

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	97.73	78.20	84.59
Employee development and training expenses (baht)	1,293,193.65	1,929,081.12	3,565,501.68

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	0	1	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	11.36	11.07	10.93

• **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.blcplc.com/storage/document/sustainability/governance/blc-cg-policy-th.pdf>

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, Board Performance Evaluation

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

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

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

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

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	7	100.00
Number of male directors	7	100.00
Number of female directors	0	0.00
Number of executive directors	3	42.86
Number of non-executive directors	4	57.14
Number of independent directors	3	42.86

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. Assistant Professor Dr. WANCHAI SUTANANTA Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Pharmaceuticals Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	9 Dec 2020	Corporate Management, Governance/ Compliance, Health Care Services, Strategic Management, Risk Management

2.	<p>B.Sc.Pharm. SUBHACHAI SAIBOUR</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Pharmaceutics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	16 Oct 1992	<p>Health Care Services, Business Administration, Corporate Management, Governance/ Compliance</p>
3.	<p>B.Sc.Pharm. SUVIT NGAMPOOPUN</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	16 Oct 1992	<p>Health Care Services, Marketing, Strategic Management, Business Administration, Governance/ Compliance</p>
4.	<p>B.Sc.Pharm. SOMCHAI PHISPHAHUTHARN</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	16 Oct 1992	<p>Business Administration, Health Care Services, Accounting, Finance, Strategic Management</p>
5.	<p>Mr. SURASILP NGAMPOOPUN</p> <p>Gender: Male</p> <p>Age: 32 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Marketing</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	9 Dec 2020	<p>Marketing, Strategic Management, Corporate Management, Business Administration</p>

6.	B.Sc.Pharm. WORATHEP GORGITPOONPOL Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Pharmaceuticals Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	9 Dec 2020	Health Care Services, Marketing, Strategic Management, Corporate Management, Governance/ Compliance
7.	Dr. THANADOL RUKSAPOLO Gender: Male Age: 41 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	9 Dec 2020	Accounting, Finance, Risk Management, Governance/ Compliance

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. Assistant Professor Dr. WANCHAI SUTANANTA Gender: Male Age: 64 years old Highest level of education: Doctoral degree Major: Pharmaceuticals Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	9 Dec 2020	Corporate Management, Governance/ Compliance, Health Care Services, Strategic Management, Risk Management
2. B.Sc.Pharm. WORATHEP GORGITPOONPOL Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Pharmaceuticals Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 Dec 2020	Health Care Services, Marketing, Strategic Management, Corporate Management, Governance/ Compliance
3. Dr. THANADOL RUKSAPOL [1] Gender: Male Age: 41 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	9 Dec 2020	Accounting, Finance, Risk Management, Governance/ Compliance

[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. B.Sc.Pharm. SUVIT NGAMPOOPUN Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	19 Oct 2022
2. B.Sc.Pharm. SUBHACHAI SAIBOUR Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Pharmaceutics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Oct 2022
3. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Oct 2022
4. Mr. SURASILP NGAMPOOPUN Gender: Male Age: 32 years old Highest level of education: Bachelor's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Dec 2022

5.	Pharm Alongkorn Leela-Uppatikarn Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Oct 2022
6.	Pharm Wongsatorn Ngam-Anak Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Oct 2022
7.	Mr. Rachain Sittisang Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Oct 2022
8.	Ms. Anuporn Pattravanichkun Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	19 Oct 2022
9.	Pharm Woranuch Kongsupapsiri Gender: Female Age: 54 years old Highest level of education: Master's degree Major: International Business Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	15 Aug 2022

10.	Ms. Phiraya Chanpatya Gender: Female Age: 35 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Nov 2022
11.	Mr. Pakorn Thongklawe Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 Nov 2022

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Assistant Professor Dr. WANCHAI SUTANANTA	Chairman
	B.Sc.Pharm. WORATHEP GORGITPOONPOL	Member
	B.Sc.Pharm. SUVIT NGAMPOOPUN	Member
Risk Management Committee	Dr. THANADOL RUKSAPOL	Chairman
	B.Sc.Pharm. SUBHACHAI SAIBOUR	Member
	B.Sc.Pharm. SOMCHAI PHISPAHUTHARN	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 : None

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. B.Sc.Pharm. SUVIT NGAMPOOPUN Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer	16 Oct 1992	Health Care Services, Marketing, Strategic Management, Business Administration, Governance/ Compliance
2. B.Sc.Pharm. SUBHACHAI SAIBOUR Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Pharmaceutics	Chief Operating Officer	16 Oct 1992	Health Care Services, Business Administration, Corporate Management, Governance/ Compliance
3. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN [1] Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Science	Chief Financial Officer	16 Oct 1992	Business Administration, Health Care Services, Accounting, Finance, Strategic Management
4. Ms. Anuporn Pattravanichkun Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Executive Director of Financial	1 Jan 2021	Business Administration

5.	Ms. Phiraya Chanpatya [2] Gender: Female Age: 35 years old Highest level of education: Bachelor's degree Major: Accounting	Assistant Chief Financial Officer	18 Apr 2022	Accounting
6.	Mr. Pakorn Thongklawe Gender: Male Age: 34 years old Highest level of education: Bachelor's degree Major: Accounting	Assistant Chief Financial Officer	16 Mar 2022	Accounting
7.	Pharm Woranuch Kongsupapsiri Gender: Female Age: 54 years old Highest level of education: Master's degree Major: International Business	Executive Director of Marketing	1 Feb 2022	Business Administration, Health Care Services
8.	Pharm Wongsatorn Ngam-Anak Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration	Executive Director of Support	10 Feb 2021	Business Administration, Health Care Services
9.	Mr. Rachain Sittisang Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Business Administration	Executive Director of Manufacture	10 Feb 2021	Business Administration
10.	Pharm Alongkorn Leela-Uppatikarn Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Assistant Chief Operating Officer	21 Dec 2021	Health Care Services, Business Administration

[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)	27,920,000.00	31,360,000.00	32,250,000.00

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) : 398

Number of female employees (persons) : 709

Total number of employees (persons) : 1,107

Employee Remuneration

Total employee remuneration : 428,322,928.37

Provident fund

Total number of employees (persons) : 1,107

Number of employees contributing to the PVD (persons) : 656

Percentage of employees who are members (%) : 59.26

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. Phiraya Chanpatya	Phiraya.c@pharmaalliance.co.th	032-719900

• Company secretary

General information	Email	Telephone
1. Ms. pattarnan Choowangcha	pattarnan@bangkoklab.co.th	032-719900

• Head of internal audit

General information	Email	Telephone
1. Mr. Bunyarit Thanormcharoen	Bunyarit@kpmg.co.th	0840752398

• Head of investor relations

General information	Email	Telephone
1. Mr. Pakorn Thongklawe	ir@blcplc.com	0917735757,0971906336

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mr BUNYARIT THANORMCHAROEN Email: Bunyarit@kpmg.co.th Telephone: 0840752398	5,800,000.00	Details: The Observation of Company Product Destruction Total service fee (baht): 100,000.00

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. B.Sc.Pharm. SUVIT NGAMPOOPUN Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 16 Oct 1992	Health Care Services, Marketing, Strategic Management, Business Administration, Governance/ Compliance
2. Dr. THANADOL RUKSAPOL Gender: Male Age: 41 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 9 Dec 2020	Accounting, Finance, Risk Management, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
Assistant Professor Dr. WANCHAI SUTANANTA	Chairman of the board	Participating
B.Sc.Pharm. SUBHACHAI SAIBOUR	Director	Participating
B.Sc.Pharm. SUVIT NGAMPOOPUN	Director	Non-participating

B.Sc.Pharm. SOMCHAI PHISPAHUTHARN	Director	Non-participating
Mr. SURASILP NGAMPOOPUN	Director	Non-participating
B.Sc.Pharm. WORATHEP GORGITPOONPOL	Director	Non-participating
Dr. THANADOL RUKSAPOL	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance	: Whole-board-of-directors assessment, Individual-director assessment (self-assessment)
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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	: 1 Apr 2024
EGM meeting	: No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2. B.Sc.Pharm. SUBHACHAI SAIBOUR (Director)	-	6/6	Participating	Did not hold the meeting
3. B.Sc.Pharm. SUVIT NGAMPOOPUN (Director)	-	6/6	Participating	Did not hold the meeting
4. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN (Director)	-	6/6	Participating	Did not hold the meeting
5. Mr. SURASILP NGAMPOOPUN (Director)	-	5/6	Participating	Did not hold the meeting
6. B.Sc.Pharm. WORATHEP GORGITPOONPOL (Director)	-	6/6	Participating	Did not hold the meeting

7.	Dr. THANADOL RUKSAPOL (Director)	-	6/6	Participating	Did not hold the meeting
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Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the board)	-	180,000.00	0.00	No
2.	B.Sc.Pharm. SUBHACHAI SAIBOUR (Director)	-	0.00	0.00	No
3.	B.Sc.Pharm. SUVIT NGAMPOOPUN (Director)	-	0.00	0.00	No
4.	B.Sc.Pharm. SOMCHAI PHISPAHUTHARN (Director)	-	0.00	0.00	No
5.	Mr. SURASILP NGAMPOOPUN (Director)	-	0.00	0.00	No
6.	B.Sc.Pharm. WORATHEP GORGITPOONPOL (Director)	-	150,000.00	0.00	No
7.	Dr. THANADOL RUKSAPOL (Director)	-	150,000.00	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.	Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the audit committee)	-	4/4
2.	B.Sc.Pharm. WORATHEP GORGITPOONPOL (Audit committee)	-	4/4
3.	Dr. THANADOL RUKSAPOI (Audit committee)	-	4/4