



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

RAMKHAMHAENG HOSPITAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	7
Corporate Governance	
Corporate Governance Policy	11
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	12
Performance Report on Corporate Governance	26

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : RAMKHAMHAENG HOSPITAL PUBLIC COMPANY LIMITED

Symbol : RAM

Address : 436 RAMKHAMHAENG ROAD, HUAMARK, BANG KAPI

Province : Bangkok

Postcode : 10240

Business : The Company is a private hospital named as RamkhamhaengHospital including 7 sister hospital networks. RAM has the resources,experience and expertise to provide international quality health care service .

Registration Number : 0107536000528

Telephone : 0-2374-0197-216, 0-2374-0798-807, 0-2732-0476-487

Fax (if applicable) : 0-2374-0804

Website : www.ram-hosp.co.th

Email : ramhospital@hotmail.com

Total Shares Sold (shares)

Common Stock : 1,200,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	9,024,745.73	13,217,971.88	11,135,422.16
Medical treatment revenue (Thousand baht)	7,062,592.18	11,069,392.10	9,560,846.45
Revenue from sale of medical equipment and medical supplies (Thousand baht)	763,055.25	1,594,567.85	1,125,681.19
Other income (Thousand baht)	1,199,098.30	554,011.93	448,894.52

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Medical treatment revenue (%)	78.26	83.75	85.86
Revenue from sale of medical equipment and medical supplies (%)	8.46	12.06	10.11
Other income (%)	13.29	4.19	4.03

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	9,024,745.73	13,217,971.88	11,135,422.16
Domestic (Thousand baht)	9,024,745.73	13,217,971.88	11,135,422.16
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
R&D expenses in the past 3 years	N/A	N/A	N/A

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Risk from shortage of medical personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Risk from change in Social Security Program Policies

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations

Risk from competition in private hospital industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies

Risk of medical payment collection

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods

Risk of interest rate fluctuation

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from administrative procedure and process

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment
- Impact on human rights

Risk from change in regulation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations

- Laws and regulations is not favorable for doing business

Risk from litigation

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Other

Risk of on-repayment loan from associates and related company

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods

Risk to Securities Holder (2.2.2)

Risk from control by major shareholders

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 : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : 56-1.com

Company environmental guideline : Electricity Management, Renewable/Clean Energy
Management, Water Management, Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	10,718,097.00	11,194,000.00	11,293,000.00

Waste management

• Waste from operations

	2020	2021	2022
Hazardous waste (kg)	11,955.00	10,397.00	8,666.00
Total (kg)	11,955.00	10,397.00	8,666.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	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
Total (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• 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 : Yes

URL of human rights policy : <https://investor.ram-hosp.co.th/th/corporate-governance/corporate-governance-at-ram>

Company human right guideline : Employee Rights, Migrant Workers, Community and Environment Rights, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2020	2021	2022
Number of male employees (persons)	800	900	953
Number of female employees (persons)	4,300	4,650	4,724
Total (persons)	5,100	5,550	5,677

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	1,067,892,227.00	1,454,045,498.00	1,577,487,980.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	6	6	6

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• Significant labor dispute

	2020	2021	2022
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://investor.ram-hosp.co.th/th/corporate-governance/corporate-governance-at-ram>

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, 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	16	100.00
Number of male directors	13	81.25
Number of female directors	3	18.75
Number of executive directors	8	50.00
Number of non-executive directors	8	50.00
Number of independent directors	5	31.25

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. AURCHAT KANJANAPITAK Gender: Male Age: 79 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	8 Jan 2021	

2.	Mr. CHAMNAN CHANAPAI Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Jan 1993
3.	Mr. VIRAT CHUEN-IM Gender: Male Age: 85 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	7 Jun 1993
4.	Mr. KAJIT HABANANAANDA Gender: Male Age: 85 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	19 Apr 1994
5.	Mr. Siripong Leungvarinkul Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	17 Apr 1995

6.	Mr. SUTHEE LEELASETAKUL Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Apr 2000
7.	Mr. JERMPOL BHUMITRAKUL Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Apr 2000
8.	Mr. PRAMOL APIRAT Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	24 Apr 2009
9.	Ms. KITTIYARAT JIROJDAMRONGCHAI Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	24 Apr 2009

10.	Mr. PINIT HIRUNYACHOTE	Director	20 Jan 2015
	Gender: Male	(Non-executive,	
	Age: 75 years old	Independent director)	
	Highest level of education:		
	Master's degree	Director type: Original	
	Major: Political Science	director	
	Thai nationality: Yes		
	Residing in Thailand: Yes		
11.	Ms. TASSAWAN SIRIVONGS	Director	21 Feb 2018
	Gender: Female	(Executive)	
	Age: 48 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Management		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
12.	Mr. BENNY LIM	Director	25 Apr 2019
	Gender: Male	(Non-executive)	
	Age: 51 years old		
	Highest level of education:	Director type: Original	
	Bachelor's degree	director	
	Major: Finance		
	Thai nationality: No		
	Residing in Thailand: No		
13.	Mr. PITCHAYA SOMBURANASIN	Director	8 Jan 2021
	Gender: Male	(Executive)	
	Age: 50 years old		
	Highest level of education:	Director type: Original	
	Bachelor's degree	director	
	Major: Medicine		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

14.	Mr. CHUL JOO LEE Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	15 Mar 2022
15.	Mr. ABIEL TAN Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	15 Mar 2022
16.	Mrs. SOMSRI PAUSAWASDI Gender: Female Age: 83 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	15 Mar 2022

List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. YOUNG-TAEG PARK Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 25 Apr 2019 Date directorship ended: 15 Mar 2022	Mr. CHUL JOO LEE Date position was assumed: 15 Mar 2022

2.	Mr. DISAPONG JAIPAKDEEMUN Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 25 Apr 2019 Date directorship ended: 10 Jan 2022	Mrs. SOMSRI PAUSAWASDI Date position was assumed: 15 Mar 2022
3.	Mr. ERIC MARNANDUS Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Non-executive)	Date position was assumed: 19 Jun 2020 Date directorship ended: 15 Mar 2022	Mr. ABIEL TAN Date position was assumed: 15 Mar 2022

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : Yes

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. PRAMOL APIRAT [1] Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	24 Dec 1999	
2. Mr. KAJIT HABANANAANDA [1] Gender: Male Age: 85 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Dec 1999	
3. Ms. KITTIYARAT JIROJDAMRONGCHAI Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	25 Apr 2008	

[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. AURCHAT KANJANAPITAK Gender: Male Age: 79 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jan 1993
2. Mr. CHAMNAN CHANAPAI Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 1993
3. Mr. VIRAT CHUEN-IM Gender: Male Age: 85 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Jun 1993
4. Mr. JERMPOL BHUMITRAKUL Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	28 Apr 2000

5.	<p>Mr. SUTHEE LEELASETAKUL</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Medicine</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>28 Apr 2000</p>
6.	<p>Mr. PITCHAYA SOMBURANASIN</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Medicine</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>8 Jan 2021</p>
7.	<p>Ms. TASSAWAN SIRIVONGS</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>21 Feb 2018</p>
8.	<p>Dr. Rukkagee Kanjanapitak</p> <p>Gender: Female</p> <p>Age: 41 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>1 Sep 2021</p>
9.	<p>Mr. Siripong Leungvarinkul</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>17 Apr 1995</p>

10.	Mr. Talit Cheun-Im Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Sep 2021
11.	Mr. Dhitti Chanapai Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Sep 2021
12.	Mrs. Vanna Preukmahachakul Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Sep 2021

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management and Investment Committee	Mrs. Vanna Preukmahachakul	Member
	Mr. Dhitti Chanapai	Member
	Mr. PITCHAYA SOMBURANASIN	Member
	Mr. Talit Cheun-Im	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management and Investment Committee

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. AURCHAT KANJANAPITAK Gender: Male Age: 79 years old Highest level of education: Doctoral degree Major: Medicine	PRESIDENT OF EXECUTIVE COMMITTEE	1 Sep 2021	
2. Mr. VIRAT CHUEN-IM Gender: Male Age: 85 years old Highest level of education: Bachelor's degree Major: Medicine	DIRECTOR	31 Dec 1993	
3. Mr. CHAMNAN CHANAPAI Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Medicine	MANAGING DIRECTOR	11 Jan 2016	

[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 : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	39,684,986.00	40,962,000.00	42,643,000.00

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) : 953

Number of female employees (persons) : 4,724

Total (persons) : 5,677

Employee Remuneration

Total employee remuneration : 1,577,487,980.00

Provident fund

Total number of employees (persons) : 5,677

Number of employees contributing to the PVD (persons) : 0

Percentage of employees who are members (%) : 0.00

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. Nittaya Reuncharoen	nittaya@ram-hosp.co.th	

- Company secretary

General information	Email	Telephone
1. Mrs. Waradda Tantanatewin	secretary@ram-hosp.co.th	

- Head of compliance unit

General information	Email	Telephone
1. Mr. Mingphimuk Limcharoonsak	secretary@ram-hosp.co.th	

- Head of investor relations

General information	Email	Telephone
1. Mr. Talit Cheun-Im	secretary@ram-hosp.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DHARMNITI AUDITING COMPANY LIMITED	1. Mr. Peeradej Pongsatiensak Email: peradate.p@daa.co.th Telephone: -	3,184,497.00	-

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 newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. CHUL JOO LEE Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Management Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 15 Mar 2022	
2. Mr. ABIEL TAN Gender: Male Age: 39 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 15 Mar 2022	
3. Mrs. SOMSRI PAUSAWASDI Gender: Female Age: 83 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 15 Mar 2022	

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. AURCHAT KANJANAPITAK	Chairman of the board	N/A
Mr. CHAMNAN CHANAPAI	Director	Participating
Mr. VIRAT CHUEN-IM	Director	N/A
Mr. KAJIT HABANANAANDA	Director	N/A
Mr. Siripong Leungvarinkul	Director	Participating
Mr. SUTHEE LEELASETAKUL	Director	Participating
Mr. JERMPOL BHUMITRAKUL	Director	N/A
Mr. PRAMOL APIRAT	Director	N/A
Ms. KITTIYARAT JIROJDAMRONGCHAI	Director	N/A
Mr. PINIT HIRUNYACHOTE	Director	N/A
Ms. TASSAWAN SIRIVONGS	Director	N/A
Mr. BENNY LIM	Director	N/A
Mr. PITCHAYA SOMBURANASIN	Director	N/A
Mr. CHUL JOO LEE	Director	N/A
Mr. ABIEL TAN	Director	N/A
Mrs. SOMSRI PAUSAWASDI	Director	N/A
Mr. YOUNG-TAEG PARK	Director	N/A
Mr. DISAPONG JAIPAKDEEMUN	Director	N/A
Mr. ERIC MARNANDUS	Director	N/A

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) : 19

Date of AGM meeting : 27 Apr 2022

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. AURCHAT KANJANAPITAK (Chairman of the board)	-	19/19	Participating	Participating
2. Mr. CHAMNAN CHANAPAI (Director)	-	19/19	Participating	Participating
3. Mr. VIRAT CHUEN-IM (Director)	-	19/19	Non-participating	Participating
4. Mr. KAJIT HABANANAANDA (Director)	-	15/19	Non-participating	Non-participating
5. Mr. Siripong Leungvarinkul (Director)	-	19/19	Participating	Participating
6. Mr. SUTHEE LEELASETAKUL (Director)	-	19/19	Participating	Participating
7. Mr. JERMPOL BHUMITRAKUL (Director)	-	19/19	Participating	Participating
8. Mr. PRAMOL APIRAT (Director)	-	19/19	Participating	Participating
9. Ms. KITTIYARAT JIROJDAMRONGCHAI (Director)	-	15/19	Participating	Participating
10. Mr. PINIT HIRUNYACHOTE (Director)	-	15/19	Participating	Participating
11. Ms. TASSAWAN SIRIVONGS (Director)	-	19/19	Non-participating	Non-participating
12. Mr. BENNY LIM (Director)	-	4/19	Participating	Non-participating
13. Mr. PITCHAYA SOMBURANASIN (Director)	-	19/19	Participating	Participating
14. Mr. CHUL JOO LEE (Director)	-	4/19	Non-participating	Non-participating

15.	Mr. ABIEL TAN (Director)	-	4/19	Participating	Participating
16.	Mrs. SOMSRI PAUSAWASDI (Director)	-	15/19	Participating	Participating
17.	Mr. YOUNG-TAEG PARK (Director)	15 Mar 2022	0/19	Non-participating	Non-participating
18.	Mr. DISAPONG JAIPAKDEEMUN (Director)	10 Jan 2022	0/19	Non-participating	Non-participating
19.	Mr. ERIC MARNANDUS (Director)	15 Mar 2022	0/19	Non-participating	Non-participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. AURCHAT KANJANAPITAK (Chairman of the board)	-	360,000.00	0.00	No
2.	Mr. CHAMNAN CHANAPAI (Director)	-	360,000.00	0.00	No
3.	Mr. VIRAT CHUEN-IM (Director)	-	360,000.00	0.00	No
4.	Mr. KAJIT HABANANAANDA (Director)	-	100,000.00	0.00	No
5.	Mr. Siripong Leungvarinkul (Director)	-	360,000.00	0.00	No
6.	Mr. SUTHEE LEELASETAKUL (Director)	-	360,000.00	0.00	No
7.	Mr. JERMPOL BHUMITRAKUL (Director)	-	360,000.00	0.00	No
8.	Mr. PRAMOL APIRAT (Director)	-	100,000.00	0.00	No
9.	Ms. KITTIYARAT JIROJDAMRONGCHAI (Director)	-	100,000.00	0.00	No
10.	Mr. PINIT HIRUNYACHOTE (Director)	-	100,000.00	0.00	No
11.	Ms. TASSAWAN SIRIVONGS (Director)	-	360,000.00	0.00	No
12.	Mr. BENNY LIM (Director)	-	0.00	0.00	No
13.	Mr. PITCHAYA SOMBURANASIN (Director)	-	360,000.00	0.00	No
14.	Mr. CHUL JOO LEE (Director)	-	0.00	0.00	No
15.	Mr. ABIEL TAN (Director)	-	0.00	0.00	No
16.	Mrs. SOMSRI PAUSAWASDI (Director)	-	100,000.00	0.00	No

17.	Mr. YOUNG-TAEG PARK (Director)	15 Mar 2022	0.00	0.00	No
18.	Mr. DISAPONG JAIPAKDEEMUN (Director)	10 Jan 2022	0.00	0.00	No
19.	Mr. ERIC MARNANDUS (Director)	15 Mar 2022	N/A	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) : 11

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PRAMOL APIRAT (Chairman of the audit committee)	-	11/11
2.	Mr. KAJIT HABANANAANDA (Audit committee)	-	11/11
3.	Ms. KITTIYARAT JIROJDAMRONGCHAI (Audit committee)	-	11/11