



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

DOD BIOTECH 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	6
Corporate Governance	
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 : DOD BIOTECH PUBLIC COMPANY LIMITED

Symbol : DOD

Address : No. 111 Moo 2 Tha Chin Sub-district, Mueang Samut Sakhon
District

Province : Samut Sakhon

Postcode : 74000

Business : DOD operates as a manufacturer of dietary supplement products
under customers' brand

Registration Number : 0107560000419

Telephone : 0-3444-6333, 0-3444-6444

Fax (if applicable) : 0-3444-0373

Website : www.dodbiotech.com

Email : ir@dodbiotech.com

Total Shares Sold (shares)

Common Stock : 410,000,494

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	1,620.84	1,018.60	548.33
Sales Revenue (Thousand baht)	1,611.20	1,015.32	537.16
Other Revenue (Thousand baht)	9.64	3.28	11.17

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Sales Revenue (%)	99.41	99.68	97.96
Other Revenue (%)	0.59	0.32	2.04

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	1,620.84	1,018.60	548.33
Domestic (Thousand baht)	1,620.84	1,018.60	548.33
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	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 High Concentration of Big Clients

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Risk from Inability to Collect Accounts Receivables

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Risk from Clients Switching Manufacturer

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain

Risk from Competition in Dietary Supplement Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain

Risk from Noncompliance with Laws and Regulations related to Dietary Supplement Business

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Risk from Potential Damage occurring as a result of Unsafe Product

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risk from Major Shareholder with Authority to Set Management Policies

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risk to Securities Holder (2.2.2)

Investment Risk for 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 : Yes

URL of corporate sustainability policy : <http://www.dodbiotech.com/>

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.dodbiotech.com/csr/>

Company environmental guideline : Waste Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2020	2021	2022
Natural gas (Standard cubic feet)	494.00	741.00	494.00
LPG (Kilogram)	16.50	16.50	33.00

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	2,200,754.69	2,037,448.00	2,215,354.03

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	11,963.00	10,176.00	10,489.00

Waste management

• Waste from operations

	2020	2021	2022
Non-hazardous waste (kg)	N/A	15,537.00	61,833.00
Hazardous waste (kg)	N/A	45,175.00	2,910.00
Total (kg)	N/A	60,712.00	64,743.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	41.72
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	3.01
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	44.73

• 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

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

	2020	2021	2022
Number of male employees (persons)	219	248	290
Number of female employees (persons)	251	297	312
Total (persons)	470	545	602

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	108,736,692.13	127,911,798.51	126,025,829.17

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	5	6	6
Employee development and training expenses (baht)	325,073.00	285,476.00	411,030.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	8	6	5

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	24.68	23.49	28.07

• **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://www.dodbiotech.com/corporate-governance/>

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 : No

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	6	100.00
Number of male directors	4	66.67
Number of female directors	2	33.33
Number of executive directors	3	50.00
Number of non-executive directors	3	50.00
Number of independent directors	3	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. Mrs. APAPORN KOSOLKUL Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Humanities and Social Sciences Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	24 Dec 2015	Media & Publishing

2.	Mr. DUSIT CHONGSUTTHANAMANE Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Original director	30 Dec 2015	Finance
3.	Mr. PONGTEP THITHAPAND Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Dec 2015	Finance
4.	Mr. Torlarp Chaiyachow Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	1 Dec 2022	Law
5.	Mr. AEKPHUSIT BOONSIRIYOTTHAKUL Gender: Male Age: 52 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	1 Oct 2019	Automotive

6.	Ms. SUWARIN KONTHONG	Director (Executive)	2 Dec 2019	Finance
	Gender: Female			
	Age: 41 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Finance			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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

General information	Position	Tenure	Replacement Director
1. M.L. TERMSANG SUBPHASO Gender: Female Age: 79 years old Highest level of education: Bachelor's degree Major: Liberal Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)	Date position was assumed: 1 Jun 2016 Date directorship ended: 28 Feb 2022	Mrs. APAPORN KOSOLKUL Date position was assumed: 1 Mar 2022
2. Mr. WUTICHA ANANTAKUL Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 9 Aug 2018 Date directorship ended: 28 Feb 2022	No replacement director
3. Mrs. SIEW SAN TAN Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Political Science Thai nationality: No Residing in Thailand: No	Director (Non-executive, Independent director)	Date position was assumed: 12 Jun 2019 Date directorship ended: 28 Feb 2022	No replacement director

4.	Mr. THANIN SRISETHI	Director	Date position was	Mr. Torlarp Chaiyachow
	Gender: Male	(Executive)	assumed:	Date position was assumed:
	Age: 45 years old		1 May 2020	1 Dec 2022
	Highest level of education:		Date directorship	
	Master's degree		ended:	
	Major: Business Administration		30 Nov 2022	
	Thai nationality: Yes			
	Residing in Thailand: Yes			

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. DUSIT CHONGSUTTHANAMANEE Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	24 Dec 2015	Finance
2.	Mrs. APAPORN KOSOLKUL Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Humanities and Social Sciences Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Dec 2015	Media & Publishing
3.	Mr. PONGTEP THITHAPAND Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	24 Dec 2015	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. Torlarp Chaiyachow Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Dec 2022
2. Mr. AEKPHUSIT BOONSIRIYOTTHAKUL Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Oct 2019
3. Ms. SUWARIN KONTHONG Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Dec 2019
4. Ms. Watcharaporn Klabwongsa Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Mar 2021

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. THANIN SRISETHI Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	Date position was assumed: 1 May 2020 Date directorship ended: 30 Nov 2022	Mr. Torlarp Chaiyachow Date position was assumed: 1 Dec 2022

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Audit Committee	Mr. DUSIT CHONGSUTTHANAMANEE	Chairman
	Mrs. APAPORN KOSOLKUL	Member
	Mr. PONGTEP THITHAPAND	Member
Nomination and Remuneration Committee	Mr. DUSIT CHONGSUTTHANAMANEE	Chairman
	Mrs. APAPORN KOSOLKUL	Member
	Mr. PONGTEP THITHAPAND	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Audit 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. Mr. Torlarp Chaiyachow Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Law	Acting Chief Executive Officer	1 Dec 2022	Law
2. Mr. AEKPHUSIT BOONSIRIYOTTHAKUL Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	1 Oct 2019	Automotive
3. Ms. SUWARIN KONTONG [1][2] Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	2 Dec 2019	Finance
4. Ms. Watcharaporn Klabwongsa Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Public Administration	Chief Administrative Officer	23 Mar 2021	Law

[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)	22,821,358.00	30,603,150.00	28,323,937.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 290

Number of female employees (persons) : 312

Total (persons) : 602

Employee Remuneration

Total employee remuneration : 126,025,829.17

Provident fund

Total number of employees (persons) : 602

Number of employees contributing to the PVD (persons) : 131

Percentage of employees who are members (%) : 21.76

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. Mr. AEKPHUSIT BOONSIRIYOTTHAKUL Gender: Male Age: 52 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: 1 Oct 2019	Automotive

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Torlarp Chaiyachow Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Dec 2022	Law

Development of directors over the past year

List of directors	Position	Participated in director development program
Mrs. APAPORN KOSOLKUL	Chairman of the board	Non-participating
Mr. DUSIT CHONGSUTTHANAMANEE	Vice Chairman	Non-participating
Mr. PONGTEP THITHAPAND	Director	Non-participating
Mr. Torlarp Chaiyachow	Director	Non-participating
Mr. AEKPHUSIT BOONSIRIYOTTHAKUL	Director	Participating
Ms. SUWARIN KONTHONG	Director	Participating
M.L. TERMSANG SUBPHASO	Chairman of the board	Non-participating
Mr. WUTICHA ANANTAKUL	Director	Non-participating
Mrs. SIEW SAN TAN	Director	Non-participating
Mr. THANIN SRISETHI	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) : 11

Date of AGM meeting : 21 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mrs. APAPORN KOSOLKUL (Chairman of the board)	-	11/11	Participating	Did not hold the meeting
2.	Mr. DUSIT CHONGSUTTHANAMANE	-	11/11	Participating	Did not hold the meeting
3.	Mr. PONGTEP THITHAPAND (Director)	-	11/11	Participating	Did not hold the meeting
4.	Mr. Torlarp Chaichachow (Director)	-	1/1	Non-participating	Did not hold the meeting
5.	Mr. AEKPHUSIT BOONSIRIYOTTHAKUL (Director)	-	11/11	Participating	Did not hold the meeting
6.	Ms. SUWARIN KONTHONG (Director)	-	11/11	Participating	Did not hold the meeting
7.	M.L. TERMSANG SUBPHASO (Chairman of the board)	28 Feb 2022	2/2	Non-participating	Did not hold the meeting
8.	Mr. WUTICHA ANANTAKUL (Director)	28 Feb 2022	2/2	Non-participating	Did not hold the meeting
9.	Mrs. SIEW SAN TAN (Director)	28 Feb 2022	2/2	Non-participating	Did not hold the meeting
10.	Mr. THANIN SRISETHI (Director)	30 Nov 2022	10/10	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.	Mrs. APAPORN KOSOLKUL (Chairman of the board)	-	60,000.00	1,050,000.00	No
2.	Mr. DUSIT CHONGSUTTHANAMANE	-	60,000.00	1,260,000.00	No
3.	Mr. PONGTEP THITHAPAND (Director)	-	60,000.00	700,000.00	No
4.	Mr. Torlarp Chaichachow (Director)	-	5,000.00	175,455.94	No

5.	Mr. AEKPHUSIT BOONSIRIYOTTHAKUL (Director)	-	60,000.00	385,727.16	No
6.	Ms. SUWARIN KONTHONG (Director)	-	60,000.00	583,190.00	No
7.	M.L. TERMSANG SUBPHASO (Chairman of the board)	28 Feb 2022	10,000.00	220,000.00	No
8.	Mr. WUTICHA ANANTAKUL (Director)	28 Feb 2022	10,000.00	85,210.00	No
9.	Mrs. SIEW SAN TAN (Director)	28 Feb 2022	10,000.00	80,000.00	No
10.	Mr. THANIN SRISETHI (Director)	30 Nov 2022	55,000.00	386,144.57	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. DUSIT CHONGSUTTHANAMANEE (Chairman of the audit committee)	-	4/4
2.	Mrs. APAPORN KOSOLKUL (Audit committee)	-	4/4
3.	Mr. PONGTEP THITHAPAND (Audit committee)	-	4/4