



# **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 2022**



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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 Medical Hub (open in mid-2025)

Registration Number : 0107561000269

Telephone : 0-2865-0044-49

Fax (if applicable) : 0-2410-4756

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

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

#### Total Shares Sold (shares)

Common Stock : 215,000,000

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	242,748,797.37	952,883,781.12	651,203,430.94
service income (Thousand baht)	238,205,630.61	319,636,917.38	188,722,954.98
Revenue from hospital operations (Thousand baht)	0.00	622,999,582.31	451,110,879.24
Other income (Thousand baht)	4,543,166.76	10,247,281.43	11,369,596.72

  

	2020	2021	2022
Total (%)	100.00	100.00	100.00
service income (%)	98.13	33.54	28.98
Revenue from hospital operations (%)	0.00	65.38	69.27
Other income (%)	1.87	1.08	1.75

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	242,748,797.37	952,883,781.12	651,203,430.94
Domestic (Thousand baht)	242,748,797.37	952,883,781.12	651,203,430.94
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 of shortage of medical personnel and specialized professionals**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

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

**Risk of litigation**

**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
- Violations of laws and regulations
- Corporate Governance



### **Competitive risks in the business**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain

### **Risk of seasonal income fluctuations**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates

# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.intermedthai.com/investor-post.html>

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.intermedthai.com/investor-post.html>

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	686,765.00	641,548.00	504,622.00

##### Water management

##### • Water consumption

	2020	2021	2022
Water consumption (cubic meters)	8,980.00	8,267.00	5,547.00

## Waste management

### • Waste from operations

	2020	2021	2022
Hazardous waste (kg)	12,688.79	12,699.96	11,479.35
<b>Total (kg)</b>	<b>12,688.79</b>	<b>12,699.96</b>	<b>11,479.35</b>

## 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
<b>Total (Tons of carbon dioxide equivalents)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

### • Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.intermedthai.com/investor-post.html>

Company human right guideline : Employee Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2020	2021	2022
Number of male employees (persons)	67	58	53
Number of female employees (persons)	174	128	142
<b>Total (persons)</b>	<b>241</b>	<b>186</b>	<b>195</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	67,689,311.32	63,523,762.24	57,612,306.18

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	10	7	32
Employee development and training expenses (baht)	12,840.00	12,840.00	12,840.00

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

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

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	6.22	4.84	5.13

• **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.intermedthai.com/investor-post.html>

#### 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	6	100.00
Number of male directors	4	66.67
Number of female directors	2	33.33
Number of executive directors	2	33.33
Number of non-executive directors	4	66.67
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. Mr. THANAVATH PHONVICHAI Gender: Male Age: 57 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, Finance, Sustainability, Data Management, Data Analysis, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance

2.	<p>Mr. SITTIWAT KAMKATWONG</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	20 Mar 2015	<p>Law, Finance, Accounting, Leadership, Risk Management, Strategic Management, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Data Analysis, Data Management, Negotiation, Audit, Internal Control, Budgeting, Corporate Management, Project Management, Brand Management, Statistics</p>
3.	<p>Ms. PORAMAPORN PAVAROJKIT</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	20 Mar 2015	<p>Leadership, Governance/ Compliance, Risk Management, Corporate Management, Corporate Social Responsibility, Budgeting, Internal Control, Audit, Strategic Management, Change Management, Negotiation, Project Management, Procurement, Sustainability, Human Resource Management</p>
4.	<p>Ms. TIWAPORN KUNTASUWON</p> <p>Gender: Female</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	10 Nov 2016	<p>Accounting, Human Resource Management, Corporate Social Responsibility, Data Analysis, Strategic Management, Risk Management, Audit, Leadership, Governance/ Compliance</p>

5.	Mr. WAROKART TAPASANANT Gender: Male Age: 45 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, Risk Management, Audit, Governance/ Compliance
6.	Mr. THIBDEE MANGKALEE Gender: Male Age: 52 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, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Data Management, Data Analysis, Negotiation, Leadership, Risk Management, Audit, Governance/ Compliance, Budgeting, Internal Control

#### 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.	<p>Mr. THANAVATH PHONVICHAI [1]</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Doctor of Philosophy, Applied Statistics and Research Methods, University of Northern Colorado</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	21 Feb 2020	<p>Economics, Finance, Sustainability, Data Management, Data Analysis, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance</p>
2.	<p>Mr. WAROKART TAPASANANT [1]</p> <p>Gender: Male</p> <p>Age: 45 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	10 Nov 2016	<p>Information &amp; Communication Technology, Accounting, Strategic Management, Risk Management, Audit, Governance/ Compliance</p>
3.	<p>Ms. TIWAPORN KUNTASUWON [1]</p> <p>Gender: Female</p> <p>Age: 53 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	21 Feb 2020	<p>Accounting, Human Resource Management, Corporate Social Responsibility, Data Analysis, Strategic Management, Risk Management, Audit, Leadership, Governance/ Compliance</p>

[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: 46 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: 48 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: 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	7 Jan 2020
4. Ms. Ratchaneeporn Mokkarawut Gender: Female Age: 42 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

## Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Working Group

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

Sub-committees responsible for corporate governance : Corporate Governance Working Group

Sub-committees responsible for corporate sustainability development : Corporate Governance Working Group

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SITTIWAT KAMKATWONG Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	20 Mar 2015	Law, Finance, Accounting, Leadership, Risk Management, Strategic Management, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Data Analysis, Data Management, Negotiation, Audit, Internal Control, Budgeting, Corporate Management, Project Management, Brand Management, Statistics
2. Ms. PORAMAPORN PAVAROKIT Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Deputy Chief Executive Officer	20 Mar 2015	Leadership, Governance/ Compliance, Risk Management, Corporate Management, Corporate Social Responsibility, Budgeting, Internal Control, Audit, Strategic Management, Change Management, Negotiation, Project Management, Procurement, Sustainability, Human Resource Management
3. Ms. Ratchaneeporn Mokkarawut [1][2] Gender: Female Age: 42 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer	1 Jan 2020	Accounting, Finance, Data Management, Data Analysis, Statistics, Budgeting, Governance/ Compliance, Leadership, Corporate Management



4.	Mr. Narongpon Haocharoen Gender: Male Age: 42 years old Highest level of education: Bachelor's degree Major: Medicine	Director General of Medicine and Nursing	15 Nov 2017	Health Care Services, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Leadership, Strategic Management, Governance/ Compliance
5.	Ms. Suntharee Noinart Gender: Female Age: 43 years old Highest level of education: Bachelor's degree Major: nursing	Chief Marketing Officer	1 Jan 2020	Marketing, IT Management, Data Management, Negotiation, Leadership, 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 policy for executives

Remuneration policy for executives : Yes

### Remuneration

	2020	2021	2022
Total executive remuneration (baht)	12,733,390.00	15,228,226.00	15,087,286.00

### 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) : 53

Number of female employees (persons) : 142

Total (persons) : 195

#### Employee Remuneration

Total employee remuneration : 57,612,306.18

#### Provident fund

Total number of employees (persons) : 195

Number of employees contributing to the PVD (persons) : 23

Percentage of employees who are members (%) : 11.79

# 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	Participating
Ms. PORAMAPORN PAVAROJKIT	Director	Non-participating
Ms. TIWAPORN KUNTASUWON	Director	Participating
Mr. WAROKART TAPASANANT	Director	Non-participating
Mr. THIBDEE MANGKALEE	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) : 5

Date of AGM meeting : 30 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. THANAVATH PHONVICHAI (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mr. SITTIWAT KAMKATWONG (Director)	-	5/5	Participating	Did not hold the meeting
3.	Ms. PORAMAPORN PAVAROJKIT (Director)	-	5/5	Participating	Did not hold the meeting
4.	Ms. TIWAPORN KUNTASUWON (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. WAROKART TAPASANANT (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. THIBDEE MANGKALEE (Director)	-	5/5	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)	-	180,000.00	0.00	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)	-	128,000.00	0.00	No
5.	Mr. WAROKART TAPASANANT (Director)	-	120,000.00	0.00	No
6.	Mr. THIBDEE MANGKALEE (Director)	-	60,000.00	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. THANAVATH PHONVICHAI (Chairman of the audit committee)	-	4/4
2.	Mr. WAROKART TAPASANANT (Audit committee)	-	4/4
3.	Ms. TIWAPORN KUNTASUWON (Audit committee)	-	4/4