

## ESG Performance

Company Name: BUSINESS ALIGNMENT PUBLIC COMPANY LIMITED Symbol: BIZ

Market: SET Industry Group: Consumer Products Sector: Personal Products & Pharmaceuticals

## Environment

### 1 Environmental Management

#### 1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	<a href="https://www.bizalignment.com/wp-content/uploads/2023/09/IR04-01-Corporate-Governance.pdf">https://www.bizalignment.com/wp-content/uploads/2023/09/IR04-01-Corporate-Governance.pdf</a>
Uploaded document of environmental policy and practice:	IR04-01-Corporate-Governance.pdf

#### 1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Water Management x Greenhouse Gas and Climate Change Management
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### 2 Energy Management

#### 2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

#### 2.2 Electricity Consumption<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	0.00	0.00	58,073.00
Total electricity consumption within the organization	Kilowatt-Hours	64,645.00	59,258.00	61,293.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	64,645.00	59,258.00	61,293.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	0.00	0.00	0.00
Difference between total electricity consumption within the organization and target <sup>(**)</sup>	Kilowatt-Hours	64,645.00	59,258.00	3,220.00

Percentage of the difference between total electricity consumption within the organization and target <sup>(**)</sup>	%	-	-	5.54
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	2,308.75	2,043.38	2,451.72

**Additional explanation:**

<sup>(†)</sup> Exclude electricity consumption outside of the Company.

<sup>(\*\*)</sup> Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

### 2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m <sup>2</sup>	-	-	-

### 2.4 Electricity Expense<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	-	-	-
Percentage of total electricity expense to total expenses <sup>(**)</sup>	%	-	-	-
Percentage of total electricity expense to total revenues <sup>(**)</sup>	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	-	-	-

**Additional explanation:**

<sup>(†)</sup> Exclude electricity expense outside of the Company.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

### 2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	-	-	-
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

**Additional explanation:** Exclude fuel consumption outside of the Company.

## 2.6 Fuel Expense<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	-	-	-
Percentage of total fuel expense to total expenses <sup>(**)</sup>	%	-	-	-
Percentage of total fuel expense to total revenues <sup>(**)</sup>	%	-	-	-

**Additional explanation:**

<sup>(\*)</sup> Exclude fuel expense outside of the Company.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	-	-	0.00

## 2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues <sup>(*)</sup>	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m <sup>2</sup>	-	-	-

**Additional explanation:**

<sup>(1)</sup> Total revenues and total expenses from consolidated financial statements.

## 3 Water Management

### 3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

### 3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	0.00	0.00	5,590.00
Total water withdrawal	Cubic meters	6,128.00	5,704.00	5,547.00
Total water withdrawal by third-party water	Cubic meters	6,128.00	5,704.00	5,547.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target <sup>(1)</sup>	Cubic meters	6,128.00	5,704.00	-43.00
Percentage of the difference between total water withdrawal and target <sup>(1)</sup>	%	-	-	-0.77
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	218.86	196.69	221.88
Intensity ratio of total water withdrawal to total revenues <sup>(2)</sup>	Cubic meters / Thousand Baht of total revenues	-	-	-

**Additional explanation:**

<sup>(1)</sup> Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

<sup>(2)</sup> Total revenues and total expenses from consolidated financial statements.

### 3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

### 3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	6,128.00	5,704.00	5,547.00

### 3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues <sup>(1)</sup>	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m <sup>2</sup>	-	-	-

**Additional explanation:**

<sup>(1)</sup> Total revenues and total expenses from consolidated financial statements.

### 3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	0.00	0.00	0.00
Total water withdrawal expense from third-party water	Baht	-	-	-

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses <sup>(7)</sup>	%	-	-	-
Percentage of total water withdrawal expense to total revenues <sup>(7)</sup>	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	0.00	0.00	0.00

**Additional explanation:**

<sup>(7)</sup> Total revenues and total expenses from consolidated financial statements.

## 4 Waste Management

### 4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

### 4.2 Waste Generation<sup>(\*)</sup>

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	0.00	0.00	0.00
Non-hazardous waste	Kilograms	-	-	-
Hazardous waste	Kilograms	-	-	-
Intensity ratio of total waste generated to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues <sup>(**)</sup>	Kilograms / Thousand Baht of total revenues	-	-	-

**Additional explanation:**

<sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

### 4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	0.00	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

**Additional explanation:** Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost.

## 5 Greenhouse Gas Management

### 5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

### 5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan: No  
URL of corporate greenhouse gas management plan: -  
Uploaded document of Corporate greenhouse gas management plan: -

### 5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	-

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target <sup>(†)</sup>	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target <sup>(†)</sup>	%	-	-	-

**Additional explanation:**

<sup>(†)</sup> Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

## 5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues <sup>(†)</sup>	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m <sup>2</sup>	-	-	-

**Additional explanation:**

<sup>(†)</sup> Total revenues and total expenses from consolidated financial statements.

## 5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

## 5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

## 5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

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*Approved and published on 04/03/2024*

## ESG Performance

Company Name: BUSINESS ALIGNMENT PUBLIC COMPANY LIMITED Symbol: BIZ

Market: SET Industry Group: Consumer Products Sector: Personal Products & Pharmaceuticals

## Social

### 1 Human Rights

#### 1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes  
URL of Corporate human rights policy and practice: <https://www.bizalignment.com/policies/>  
Uploaded document of Corporate human rights policy and practice: IR04-01-Corporate-Governance.pdf

#### 1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Consumer Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination

### 2 Fair Labor Practices

#### 2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	-
Actual number of disclosure boundaries	-	-

### 2.2 Employment

#### 2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	28	29	25
Total number of male employees	Persons	11	12	9
Percentage of male employees	%	39.29	41.38	36.00
Total number of female employees	Persons	17	17	16

Percentage of female employees	%	60.71	58.62	64.00
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## 2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	-	-	-
Percentage of employees under 30 years old	%	-	-	-
Total number of employees 30-50 years old	Persons	-	-	-
Percentage of employees 30-50 years old	%	-	-	-
Total number of employees over 50 years old	Persons	-	-	-
Percentage of employees over 50 years old	%	-	-	-

## 2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	-	-	-
Percentage of male employees under 30 years old	%	-	-	-
Total number of male employees 30-50 years old	Persons	-	-	-
Percentage of male employees 30-50 years old	%	-	-	-
Total number of male employees over 50 years old	Persons	-	-	-
Percentage of male employees over 50 years old	%	-	-	-

## 2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	-	-	-
Percentage of female employees under 30 years old	%	-	-	-
Total number of female employees 30-50 years old	Persons	-	-	-
Percentage of female employees 30-50 years old	%	-	-	-
Total number of female employees over 50 years old	Persons	-	-	-
Percentage of female employees over 50 years old	%	-	-	-

## 2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	-	-	-
Percentage of employees in operational level	%	-	-	-
Total number of employees in management level	Persons	-	-	-
Percentage of employees in management level	%	-	-	-
Total number of employees in executive level	Persons	-	-	-
Percentage of employees in executive level	%	-	-	-

## 2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	-	-	-
Percentage of male employees in operational level	%	-	-	-
Total number of male employees in management level	Persons	-	-	-
Percentage of male employees in management level	%	-	-	-
Total number of male employees in executive level	Persons	-	-	-
Percentage of male employees in executive level	%	-	-	-

## 2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	-	-	-
Percentage of female employees in operational level	%	-	-	-
Total number of female employees in management level	Persons	-	-	-

Percentage of female employees in management level	%	-	-	-
Total number of female employees in executive level	Persons	-	-	-
Percentage of female employees in executive level	%	-	-	-

## 2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	-	-	-
Percentage of employees with disabilities	%	-	-	-
Total number of workers who are not employees with disabilities	Persons	-	-	-

## 2.3 Employee Remuneration

### 2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	0.00	0.00	0.00
Total male employee remuneration	Baht	-	-	-
Percentage of remuneration in male employees	%	-	-	-
Total female employee remuneration	Baht	-	-	-
Percentage of remuneration in female employees	%	-	-	-
Average remuneration of employees	Baht / Person	0.00	0.00	0.00
Average remuneration of male employees	Baht / Person	-	-	-
Average remuneration of female employees	Baht / Person	-	-	-
Ratio of average remuneration of female employees to male employees		-	-	-

### 2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	27	27	23
Percentage of total number of employees joining employee provident fund to total number of employees	%	96.43	93.10	92.00
Total amount of provident fund contributed by the Company	Baht	-	-	-
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	-

## 2.4 Human Capital Development

### 2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	11.22	10.12	16.67

### 2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	-	-	-

## 2.5 Safety, Occupational Health, and Environment at Work

### 2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	-	-	-

### 2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	0.00	0.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	-	-	-
Percentage of employees that lost time injuries for 1 day or more	%	-	-	-
Total number of employees that fatalities as a result of work-related injury	Persons	-	-	-
Percentage of employees that fatalities as a result of work-related injury	%	-	-	-

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours <sup>(*)</sup>	-	-	-
	Persons / 200,000 manhours <sup>(**)</sup>	-	-	-

**Additional explanation:**

(\*) The company with the total number of employees over 100 or more.

(\*\*) The company with the total number of employees less than or equal to 100.

## 2.6 Employee Relation and Engagement

### 2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	0	0	0
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	-
Total number of male employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of male employee turnover leaving the Company voluntarily	%	-	-	-
Total number of female employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of female employee turnover leaving the Company voluntarily	%	-	-	-
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 04/03/2024

## ESG Performance

Company Name: BUSINESS ALIGNMENT PUBLIC COMPANY LIMITED Symbol: BIZ

Market: SET Industry Group: Consumer Products Sector: Personal Products & Pharmaceuticals

## Governance and Economy

### 1 Corporate Governance Policy

#### 1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	<a href="https://www.bizalignment.com/policies/">https://www.bizalignment.com/policies/</a>
Uploaded document of corporate governance policy and practices:	IR04-01-Corporate-Governance.pdf

#### 1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies x Director Development x Independence of the Board of Directors from the Management
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#### 1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	<a href="https://www.bizalignment.com/policies/">https://www.bizalignment.com/policies/</a>
Uploaded document of Code of Conduct:	IR04-01-Corporate-Governance.pdf

#### 1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information
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## 2 Corporate Governance Structure

### 2.1 Information on the Board of Directors and Executives

#### 2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	6	1	6	1
		7		7	
	% of total directors	85.71	14.29	85.71	14.29
		100		100	
Executive directors	Persons	3	0	3	0
		3		3	
	% of total directors	42.86	0	42.86	0
		42.86		42.86	
Non-executive directors	Persons	3	1	3	1
		4		4	
	% of total directors	42.86	14.29	42.86	14.29
		57.14		57.14	
- Independent directors	Persons	3	1	3	1
		4		4	
	% of total directors	42.86	14.29	42.86	14.29
		57.14		57.14	
- Non-executive directors who have no position in independent directors	Persons	0	0	0	0
		0		0	
	% of total directors	0	0	0	0
		0		0	

Average director age	Years	58	54	59	55
		57		58	
The Chairman of the Board is an independent director	Yes / No	Yes		Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	No		No	

**Additional explanation:**

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

## 2.1.2 Board of Directors

### 2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย วุฒิพงษ์ โมฬีชาติ	First appointment date of director:	16 Dec 2015
	Name (English):	Mr. WOODTIPONG MOLEECHAD	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1948	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Governance/ Compliance x Economics		
	Shares:	0		
	Paid-up stock:	600,734,989		
	%Shares:	0.000000		
2)	Name (Thai):	นาย สมพงษ์ ชื่นกิตติยานนท์	First appointment date of director:	12 May 2000

	Name (English):	Mr. SOMPONG CHUNEKITYANONE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Corporate Management x Project Management x Health Care Services x Governance/ Compliance x Risk Management x Corporate Social Responsibility x Leadership		
	Shares:	192,705,000		
	Paid-up stock:	600,734,989		
	%Shares:	32.078205		
<b>3)</b>	Name (Thai):	นาย วรวิทย์ สีลภูสิทธิ์	First appointment date of director:	12 May 2000
	Name (English):	Mr. VORAVID SILAPUSID	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1965	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Human Resource Management x Project Management x Budgeting x Health Care Services x Electronic Components x Construction Materials x Engineering x Economics		
	Shares:	181,500,000		
	Paid-up stock:	600,734,989		
	%Shares:	30.212990		
<b>4)</b>	Name (Thai):	นาย นพดล สันนะพานิช	First appointment date of director:	16 Apr 2015
	Name (English):	Mr. NOPPADOL SUNTANAPHANICH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1972	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x IT Management x Health Care Services x Electronic Components x Engineering x Information & Communication Technology		
	Shares:	36,000,000		
	Paid-up stock:	600,734,989		
	%Shares:	5.992659		
<b>5)</b>	Name (Thai):	นาย วิภูธร ตรีกุลสุน	First appointment date of director:	16 Dec 2015
	Name (English):	Mr. VIPOOTA TRAKULHOON	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1966	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes

	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DAP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Fund Management x Budgeting x Audit x Finance x Banking x Accounting		
	Shares:	0		
	Paid-up stock:	600,734,989		
	%Shares:	0.000000		
<b>6)</b>	Name (Thai):	นางสาว ศรีรัตน์ ชูโชติทาวร	First appointment date of director:	16 Dec 2015
	Name (English):	Ms. SRIRAT CHUCHOTTAWORN	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1968	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Science	DAP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x IT Management x Accounting x Information & Communication Technology x Engineering x Internal Control x Audit		
	Shares:	0		
	Paid-up stock:	600,734,989		
	%Shares:	0.000000		
<b>7)</b>	Name (Thai):	นาย ธนวัฒน์ เลิศวัฒนารักษ์	First appointment date of director:	16 Dec 2015
	Name (English):	Mr. THANAWAT LERTWATTANARAK	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director

Year of birth:	1971	Executive director position:	No
Nationality:	x Thailand	Independent director position:	Yes
Highest level of education:	Master's degree	DAP course:	No
Study field of the highest level of education:	Engineering	DCP course:	Yes
Residence in Thailand:	Yes		
Skill and expertise:	x IT Management x Digital Marketing x Engineering		
Shares:	6,000		
Paid-up stock:	600,734,989		
%Shares:	0.000999		

### 2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

General Information of Directors	Information on Director Tenure
No data	

### 2.1.3 Audit Committee

#### 2.1.3.1 List of audit committee members

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
1)	Name (Thai): นางสาว ศรีรัตน์ ชูโชติถาวร	Appointment date of audit committee member: 16 Dec 2015
	Name (English): Ms. SRIRAT CHUCHOTTAWORN	Type of director: Existing director
	Gender: Female	Director position: Director
	Year of birth: 1968	Independent director position: Yes
	Nationality: x Thailand	Audit committee position: Chairman of the audit committee
	Highest level of education: Master's degree	DAP course: No
	Study field of the highest level of education: Science	DCP course: Yes
	Residence in Thailand: Yes	
	Expertise in accounting information review: Yes	
	Shares: 0	

	%Shares:	0.000000		
<b>2)</b>	Name (Thai):	นาย วิภูธา ตระกูลสุน	Appointment date of audit committee member:	16 Dec 2015
	Name (English):	Mr. VIPOOTA TRAKULHOON	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1966	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
<b>3)</b>	Name (Thai):	นาย ธนวัฒน์ เลิศวัฒนารักษ์	Appointment date of audit committee member:	16 Dec 2015
	Name (English):	Mr. THANAWAT LERTWATTANARAK	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1971	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	6,000		
	%Shares:	0.000999		

**2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)**

General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data	

**2.1.4 Executive Committee**

**2.1.4.1 List of executive committee members**

General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data	

**2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)**

General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data	

**2.1.5 Other Sub-committees**

**2.1.5.1 List of other sub-committees**

1) Name of sub-committees (English) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย วิภูธา ตระกูลสุน	Mr. VIPOOTA TRAKULHOON	Chairman
2	นางสาว ศรีรัตน์ ชูโชติถาวร	Ms. SRIRAT CHUCHOTTAWORN	Member
3	นาย ธนวัฒน์ เลิศวัฒนารักษ์	Mr. THANAWAT LERTWATTANARAK	Member
4	นาย สมพงษ์ ชื่นกิตติยานนท์	Mr. SOMPONG CHUNEKITIYANONE	Member
5	นาย วรวิทย์ สิลกุลสิทธิ์	Mr. VORAVID SILAPUSID	Member

**2.1.5.2 Roles of sub-committees**

Role	Name of sub-committees
Risk management	No

Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee
Corporate governance	No
Corporate sustainability development	No

## 2.1.6 The highest-ranking executive and the next four executives

### 2.1.6.1 List of the highest-ranking executive and the next four executives

	General Information of Executives		Information on Executive Tenure	
<b>1)</b>	Name (Thai):	นาย สมพงษ์ ชันทีติยานนท์	The highest-ranking executive position:	Yes
	Name (English):	Mr. SOMPONG CHUNEKITYANONE	Executive position (Thai):	ประธานเจ้าหน้าที่บริหารและประธานเจ้าหน้าที่ด้านปฏิบัติการ (รักษาการ)
	Gender:	Male	Executive position (English):	Chief Executive Officer and Acting Chief Operating Officer
	Year of birth:	1962	Appointment date of executive:	12 May 2000
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Strategic Management x Corporate Management x Project Management x Health Care Services x Governance/ Compliance x Risk Management x Corporate Social Responsibility x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>2)</b>	Name (Thai):	นาย วรวิทย์ สิลกุลสิทธิ์	The highest-ranking executive position:	No
	Name (English):	Mr. VORAVID SILAPUSID	Executive position (Thai):	ประธานเจ้าหน้าที่ด้านการเงินและทรัพยากรมนุษย์
	Gender:	Male	Executive position (English):	Chief Financial Officer
	Year of birth:	1965	Appointment date of executive:	12 May 2000

	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Economics		
	Skill and expertise:	x Human Resource Management x Project Management x Budgeting x Health Care Services x Electronic Components x Construction Materials x Engineering x Economics		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
<b>3)</b>	Name (Thai):	นาย นพดล สันนะพานิช	The highest-ranking executive position:	No
	Name (English):	Mr. NOPPADOL SUNTANAPHANICH	Executive position (Thai):	ประธานเจ้าหน้าที่ด้านคุณภาพและการบริการ
	Gender:	Male	Executive position (English):	Chief Quality Officer
	Year of birth:	1972	Appointment date of executive:	3 Apr 2015
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x IT Management x Health Care Services x Electronic Components x Engineering x Information & Communication Technology		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
<b>4)</b>	Name (Thai):	นางสาว สุกัลยา คำนวน	The highest-ranking executive position:	No
	Name (English):	Ms. Sukanlaya Khamnuan	Executive position (Thai):	รองประธานเจ้าหน้าที่ด้านการเงินและบัญชี
	Gender:	Female	Executive position (English):	Deputy Chief Financial Officer
	Year of birth:	1984	Appointment date of executive:	23 Dec 2015

Nationality:	x Thailand		
Highest level of education:	Master's degree		
Study field of the highest level of education:	Finance		
Skill and expertise:	x Business Administration x Banking x Accounting x Finance		
Highest responsibility in corporate accounting and finance:	No		
Accounting supervisor:	Yes		

## 2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Sukanlaya Khamnuan	sukanlayak@bizalignment.com	02-6366828-9 ext 24
Company secretary	Ms. Phatthranit Amornratchai	comsec@bizalignment.com	02-6366828-9
Head of the internal audit or the outsourced internal auditor	Ms. Piyamas Ruangsaengrob	piyamas@honoraudit.com	-
Head of the compliance unit	-	-	-
Head of the investor relation	Ms. Phatthranit Amornratchai	ir@bizalignment.com	-

## 2.3 Accounting Auditors

### 2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
EY OFFICE LIMITED	1. Mr. Piya Chaiyapruerkmalakarn Email: - Telephone: -  2. Mr. Samran Taengcham Email: - Telephone: -  3. Ms. Nuttira Pongpinitpinyo Email: - Telephone: -	1,500,000.00	-

### 3 Performance Report on Corporate Governance

#### 3.1 Summary of Duty Performance of the Board of Directors over the Past Year

##### 3.1.1 Newly Appointed Directors over the Past Year

##### 3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors		Information on Director Tenure	
<b>1)</b>	Name (Thai):	นาย วุฒิพงษ์ โมฬีชาติ	First appointment date of director:	16 Dec 2015
	Name (English):	Mr. WOODTIPONG MOLEECHAD	Director position:	Chairman of the board
	Gender:	Male	Executive director position:	No
	Year of birth:	1948	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	Yes
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Governance/ Compliance x Economics		
	Shares:	0		
	Paid-up stock:	600,734,989		
	%Shares:	0.000000		
<b>2)</b>	Name (Thai):	นาย วรวิทย์ สีลกุลสิทธิ์	First appointment date of director:	12 May 2000
	Name (English):	Mr. VORAVID SILAPUSID	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1965	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		

	Skill and expertise:	x Human Resource Management x Project Management x Budgeting x Health Care Services x Electronic Components x Construction Materials x Engineering x Economics		
	Shares:	181,500,000		
	Paid-up stock:	600,734,989		
	%Shares:	30.212990		
<b>3)</b>	Name (Thai):	นาย ธนวัฒน์ เลิศวัฒนารักษ์	First appointment date of director:	16 Dec 2015
	Name (English):	Mr. THANAWAT LERTWATTANARAK	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1971	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x IT Management x Digital Marketing x Engineering		
	Shares:	6,000		
	Paid-up stock:	600,734,989		
	%Shares:	0.000999		

### 3.1.1.2 List of newly appointed director to replace the ex-director

General Information of Directors	Information on Director Tenure
No data	

### 3.1.1.3 List of newly appointed director not being replaced the ex-director

	General Information of Directors	Information on Director Tenure
No data		

### 3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 5 times

Date of AGM meeting: 10 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. WOODTIPONG MOLEECHAD (Chairman of the board)	-	5/5	100.00	Participating	Did not hold the meeting
2. Mr. SOMPONG CHUNEKITYANONE (Director)	-	5/5	100.00	Participating	Did not hold the meeting
3. Mr. VORAVID SILAPUSID (Director)	-	5/5	100.00	Participating	Did not hold the meeting
4. Mr. NOPPADOL SUNTANAPHANICH (Director)	-	5/5	100.00	Participating	Did not hold the meeting
5. Mr. VIPOOTA TRAKULHOON (Director)	-	5/5	100.00	Participating	Did not hold the meeting
6. Ms. SRIRAT CHUCHOTTAWORN (Director)	-	5/5	100.00	Participating	Did not hold the meeting
7. Mr. THANAWAT LERTWATTANARAK (Director)	-	5/5	100.00	Participating	Did not hold the meeting

### 3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Ms. SRIRAT CHUCHOTTAWORN (Chairman of the audit committee)	-	4/4	100.00

2. Mr. VIPOOTA TRAKULHOON (Member of the audit committee)	-	4/4	100.00
3. Mr. THANAWAT LERTWATTANARAK (Member of the audit committee)	-	4/4	100.00

### 3.4 Remuneration of Directors and Executives

#### 3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:	Yes
URL of director remuneration policy and criteria:	<a href="https://www.bizalignment.com/policies/">https://www.bizalignment.com/policies/</a>
Uploaded document of director remuneration policy and criteria:	-

#### 3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. WOODTIPONG MOLEECHAD (Chairman of the board)	-	345,000.00	0.00	No
2. Mr. SOMPONG CHUNEKITYANONE (Director)	-	70,000.00	0.00	No
3. Mr. VORAVID SILAPUSID (Director)	-	70,000.00	0.00	No
4. Mr. NOPPADOL SUNTANAPHANICH (Director)	-	50,000.00	0.00	No
5. Mr. VIPOOTA TRAKULHOON (Director)	-	320,000.00	0.00	No
6. Ms. SRIRAT CHUCHOTTAWORN (Director)	-	330,000.00	0.00	No
7. Mr. THANAWAT LERTWATTANARAK (Director)	-	310,000.00	0.00	No
<b>Total (Baht)</b>	-	1,495,000.00	0.00	-

#### 3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	745,000.00	1,495,000.00
Other monetary remuneration	Baht	780,000.00	0.00

Total director remuneration	Baht	1,525,000.00	1,495,000.00
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**Additional explanation:** Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

### 3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company:	Yes
URL of executive remuneration policy and criteria:	<a href="https://www.bizalignment.com/policies/">https://www.bizalignment.com/policies/</a>
Uploaded document of executive remuneration policy and criteria:	-

### 3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	-	-	-

### 3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP)::	No
Employee Joint Investment Program (EJIP)::	No

## 3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. WOODTIPONG MOLEECHAD (Chairman of the board)	Non-participating	-
2. Mr. SOMPONG CHUNEKITYANONE (Director)	Participating	<b>Others</b> - 2023: VELA Vitality Enhancement and Longevity Academy
3. Mr. VORAVID SILAPUSID (Director)	Non-participating	-
4. Mr. NOPPADOL SUNTANAPHANICH (Director)	Non-participating	-
5. Mr. VIPOOTA TRAKULHOON (Director)	Non-participating	-
6. Ms. SRIRAT CHUCHOTTAWORN (Director)	Non-participating	-
7. Mr. THANAWAT LERTWATTANARAK (Director)	Non-participating	-

### 3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors:      x Group assessment x Self-assessment

## 4 Sustainability Policy and Strategy

### 4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	Yes
URL of corporate sustainability policy:	<a href="https://www.bizalignment.com/policies/">https://www.bizalignment.com/policies/</a>
Uploaded document of corporate sustainability policy:	IR04-01-Corporate-Governance.pdf

### 4.2 Sustainability Report

Corporate Sustainability Report:	Yes
URL of corporate sustainability report:	<a href="https://www.bizalignment.com/annual-report-form-56-1-one-report/">https://www.bizalignment.com/annual-report-form-56-1-one-report/</a>

### 4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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