



# ESG Performance Report for Listed Companies in 2024

**BUSINESS ALIGNMENT PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2024

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## ESG Performance

Company Name : BUSINESS ALIGNMENT PUBLIC COMPANY LIMITED

Symbol : BIZ

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Water resources and water quality management

The Board oversees and ensures that management conducts business responsibly towards society and the environment, reflecting these values in the Company's operational plans. This ensures that all parts of the Company align with its objectives, key goals, and strategic plans, while considering the roles to stakeholders. Mechanisms are established to ensure that the Company operates ethically, responsibly towards society and the environment, and does not infringe on the rights of stakeholders. These mechanisms serve as a guide for all parts of the organization to achieve their objectives and key goals in a sustainable manner.

- Promote employee awareness about both the positive and negative environmental impacts of various activities.
- Foster a corporate culture where all employees are encouraged to actively contribute to developing strategies to reduce resource and energy consumption, as well as minimize waste and greenhouse gas emissions, in order to prevent, control, and mitigate environmental, community, and societal impacts.
- Commit to ongoing environmental efforts by implementing projects or maintaining processes aimed at minimizing the environmental footprint of the Company's operations.

Reference link for environmental policy and guidelines : <https://www.bizalignment.com/policies/>

#### Information on review of environmental policies, guidelines, and/or objectives over the past years

##### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes  
over the past year

#### Information on compliance with environmental management principles and standards

##### Compliance with environmental management principles and standards

##### Compliance with energy management principles and standards

##### Compliance with water management principles and standards

##### Compliance with waste management principles and standards

#### Information on incidents related to legal violations or negative environmental impacts

##### Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on energy management

#### Energy management plan

The company's energy management plan : No

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : No

### Information on electricity management

#### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours) <sup>(1)</sup>	59,258.00	61,293.00	65,329.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	2,043.38	2,113.55	2,107.39

Additional explanation : <sup>(1)</sup> Exclude electricity consumption outside of the Company

Remark : <sup>(1)</sup> The Company's office is located in a condominium building managed by the building's juristic entity, and therefore, electricity consumption is measured in units.

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

	2022	2023	2024
Total electricity expense (Baht)	N/A	341,597.93	331,725.82
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	N/A	0.02	0.02
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	N/A	0.02	0.02
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	N/A	11,779.24	10,700.83

*Additional explanation : <sup>(1)</sup> Exclude electricity expense outside of the Company*

*<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement*

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on water management plan

#### Water management plan

The Company's water management plan : No

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : No

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : No

### Information on water management

#### Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters) <sup>(2)</sup>	5,704.00	5,547.00	5,454.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	196.69	191.28	175.94
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(1)</sup>	0.00	0.00	0.00

Additional explanation : <sup>(1)</sup> Total revenues and expenses from consolidated financial statement

Remark: <sup>(2)</sup> The Company's office is located in a condominium building managed by the building's juristic entity, and therefore, water consumption is measured in units.

#### Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	5,704.00	5,547.00	5,454.00

#### Water Consumption Intensity

	2022	2023	2024
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	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00461789	0.00326601	0.00317618

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	N/A	163,449.50	174,764.85
Total water withdrawal expense from third-party water (Baht)	N/A	163,449.50	174,764.85
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	N/A	0.01	0.01
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	N/A	0.01	0.01
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	N/A	5,636.19	5,637.58

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : No

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : No

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste management : No

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : No

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

### Information on greenhouse gas management

#### The company's greenhouse gas emissions

#### Greenhouse Gas Emissions Intensity

### Information on verification of the company's greenhouse gas emissions over the past year

#### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

### Information on reduction and absorption of greenhouse gas

#### Reduction of Greenhouse Gas

#### Absorption and removal of Greenhouse Gas

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## ESG Performance

Company Name : BUSINESS ALIGNMENT PUBLIC COMPANY LIMITED

Symbol : BIZ

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

### Human rights

#### Information on social and human rights policies and guidelines

##### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Employees: the Company believes that employees are its most valuable asset. The Company has taken steps to ensure that all labour laws are complied with, and all employees are treated fairly without discrimination or favoritism. The provident fund is established, and employees are encouraged to enroll job-related trainings for enhancing their knowledge and skills.

- Treat all employees fairly and in accordance with laws and the Company's rules.
- Treat all employees equally in terms of employment opportunity. Do not discriminate against gender, sexual orientation, skin complexion, religion, age, disability, or any other status which does not directly affect their operation
- Support and promote the strategy for sustainable human resource development in accordance with the main goals of the Company, focus on knowledge development, skills and abilities through training, seminars, site visits, support career path and enhancing opportunities that facilitate lifelong learning
- Provide proper benefits and privileges to employees, i.e., medical care, providence fund, etc.
- Provide necessary facilities for employees to perform their duties including setting up a safe and hygienic working environment
- Provide fair and appropriate remuneration based on skills, competencies, performance, and job responsibilities, while treating all employees equally. The Company also regularly organizes the activities/events to promote employee relations.
- Provide channels for filing complaints in cases of unfair treatment, as specified in the whistleblowing policy.

Preventing Human Rights Violations: it is the Company's policy not to undertake actions which might violate the human rights and the relevant laws. The Company will focus on equality and will not discriminate based on difference in physical and mental aspects, race, nationality, religion, gender, age, language, skin complexion, education, social status or any other traits. The Company will treat everyone fairly in every stage of recruitment starting from selection, remuneration, working hours and job holidays, job assignments, performance appraisal, learning and development, career path planning.

- Treat each other with respect for the principle of human rights. Do not violate human rights nor related laws. Treat one another in an equal manner without discriminating against appearances, mind, nationality, religion, gender, age, language, skin complexion, education, and social status
  - Exercise caution in performing duties to prevent risks of human rights violation. Monitor and report the superiors if any act against human rights is found, as well as cooperate in verifying facts. If there is any doubts or questions, consult the supervisor or the responsible person through the designated channels.
  - Provide fairness and protection to a person who report human rights violations by applying the mechanism to protect whistle-blowers outlined in the whistleblowing policy
  - Treat employees fairly in all employment processes, from selection, remuneration payment, work hours, holidays, work assignments, performance evaluation, training and development, to non-discriminatory career advancement planning
- The Company also provides an opportunity for employees and stakeholders to offer opinions or report misconduct, or file complaints related to business ethics through the channels specified in the whistleblowing policy.

Customers: the Company prioritizes treating customers with transparency, fairness, and accountability. It is committed to providing services that meet customer needs with quality, standards, convenience, speed, and punctuality, aiming to achieve the highest level of customer satisfaction.

- Conduct business by offering products and services with quality, supported by modern technology
- Provide accurate and sufficient information and advice regarding the Company's products and services

- Pay close attention to, care for, and follow up with customers, providing assistance in an equal and fair manner
- Conduct business with integrity, honesty, and fairness, and do not take any action that would violate customer rights. Safeguard customer confidentiality and/or customer privacy, and refrain from abusing it for personal interest or for the interest of other parties. Do not directly and indirectly demand or agree to receive assets or any improper benefits from customers
- Strictly comply with the trading agreements. In the event that any particular condition cannot be met, notify the customers in advance, and jointly seek a resolution to prevent any possible damage
- Set up communication channels where customers can file for complaints to the Company. Follow up, investigate, and respond to customers' complaints in a fair manner.

Social, Community and Environment: the Board oversees and ensures that management conducts business responsibly towards society and the environment, reflecting these values in the Company's operational plans. This ensures that all parts of the Company align with its objectives, key goals, and strategic plans, while considering the roles to stakeholders. Mechanisms are established to ensure that the Company operates ethically, responsibly towards society and the environment, and does not infringe on the rights of stakeholders. These mechanisms serve as a guide for all parts of the organization to achieve their objectives and key goals in a sustainable manner.

- Collaborate with various agencies and support activities that benefit the public, such as raising awareness and understanding of cancer and encouraging cancer patients through morale-boosting initiatives etc.
- Support development and dissemination of environmental-friendly technologies.
- Promote and implement energy and resources conservation.
- Provide training and knowledge on environmental care and conservation to employees of all levels in order to promote cooperation and responsibility in environmental management, as well as efficient and sustainable use of resources.

Health and Safety: the Company has established a policy to build a healthy workplace for its employees by developing and supporting with adequate and appropriate resources. The Company has provided a safety system and a good hygiene to its employees including its determination in developing the human resources with knowledge, cultivating consciousness on healthcare and safety.

- Comply with laws, standards, and regulations related to health and safety including working environment in order to prevent or mitigate any possible impact
- Immediately report the superiors if any abnormality is found with regard to equipment and workplace which may affect health and safety
- Superiors have direct responsibility over work safety, and a duty to announce or publicize preventive approach and control measure to prevent accident. They are also expected to monitor employees' health according to level of risk arising from work activities
- Prepare for emergency situations by continually developing, drilling, and updating an emergency plan to prevent or reduce risk on loss of life and assets of the Company, employees, suppliers, and other concerned parties
- Cultivate consciousness on healthcare and safety among employees throughout the organization to ensure sustainable work safety

Suppliers: when purchasing goods and services from suppliers, the Company adheres strictly to trade conditions and agreements or contracts. It also regularly communicates and exchanges views with its suppliers on various operational aspects to foster improvement and development. This ensures the achievement of mutual objectives and goals while enhancing the potential for sustainable business operations in collaboration with suppliers.

- Safeguard customer confidentiality, and refrain from abusing it for personal interest or for the interest of other parties.
- Strictly comply with the trading agreements. In the event that any particular condition cannot be met, notify the customers in advance, and jointly seek a resolution to prevent any possible damage.
- Do not demand or agree to receive assets or any improper benefits that are not stipulated in the trading agreement.
- Avoid having business with suppliers that violates human rights or violate intellectual property rights.
- Do not engage in business with a supplier who has committed illegal or unethical behaviour and morals.
- Promote and encourage suppliers to operate in accordance with sustainable development towards social and environment.

Reference link for social and human rights policy and : <https://www.bizalignment.com/policies/guidelines>

**Information on review of social and human rights policies, guidelines, and/or goals over the past year**

## Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes

## Information on compliance with human rights principles and standards

### Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

## Information on incidents related to legal or social and human rights violations

### Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace

- Support and encourage the development of employee potential by promoting participation in training sessions, seminars, and site visits.
- Implement the Key Performance Indicators (KPIs) for the assessment of individual performance and the determining of employees' remuneration.
- Provide fair remuneration and benefits i.e., providence fund, commissions, the activities/events to promote employee relations etc. Overall, the employees' remuneration and benefits are competitive compared to the same industry, aligning with both the Company's short-term and long-term performance.
- In 2024, the Company did not receive any complaints or reports regarding human rights issues related to its activities, business operations, or throughout its supply chain.

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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### Information on performance and outcomes for employee and labor management

#### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	No
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### Information on employment

#### Employment

	2022	2023	2024
Total Employment (Person)	29	29	31
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	29	29	31
Male employees (persons)	12	12	14
Percentage of male employees (%)	41.38	41.38	45.16
Female employees (persons)	17	17	17

	2022	2023	2024
Percentage of female employees (%)	58.62	58.62	54.84

### Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No  
Years

### Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00

### Information on compensation of employees

#### Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht) <sup>(3)</sup>	24,630,000.00	29,330,000.00	32,710,000.00
Total male employee remuneration (baht)	9,770,000.00	11,320,000.00	12,740,000.00
Percentage of remuneration in male employees (%)	39.67	38.60	38.95
Total female employee remuneration (baht)	14,860,000.00	18,010,000.00	19,970,000.00
Percentage of remuneration in female employees (%)	60.33	61.40	61.05
Average remuneration of employees (Baht / Person)	849,310.34	1,011,379.31	1,055,161.29
Average remuneration of male employees (Baht / Person)	814,166.67	943,333.33	910,000.00
Average remuneration of female employees (Baht / Person)	874,117.65	1,059,411.76	1,174,705.88
Ratio of average remuneration of female employees to male employees	1.07	1.12	1.29

Remark: <sup>(3)</sup> Excluding the remuneration paid to the Management in accordance with the Definition of the SEC

### Provident fund management policy

Provident fund management policy : Have

- The fund's policy is to invest in the instruments of short-term fixed income and general fixed income.
- The criteria for selecting a provident fund management company include the management system and the financial stability of the fund management company.

### Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	27	23	30
Proportion of employees who are PVD members (%)	93.10	79.31	96.77

## Information on employee development

### Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	10.12	16.67	10.00

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2022	2023	2024
Proportion of voluntary resignations (%)	17.24	13.79	25.81

### Employee internal groups

Employee internal groups : No

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights.

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Others : Provide accurate and sufficient information and advice regarding the Company's products and services

### Information on customer management plan

#### Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Others : Communication of product and service to customers

- The Company prioritizes treating customers with transparency, fairness, and accountability. It is committed to providing quality, standardized, safe, convenient, and timely services that meet customer needs responsibly.
- As an importer, distributor, and installer of medical devices for cancer treatment using radiotherapy, the Company may not develop products directly. However, it ensures the delivery of high-quality medical equipment, certified under ISO 13485, a standard for Medical Devices Quality Management Systems. Recognizing that patients directly use its products, the Company is dedicated to enabling access to advanced technology to improve treatment outcomes and quality of life.
- The Company conducts meetings and delivers presentations via slides to ensure customers receive accurate and sufficient information and guidance about products and services.
- The Company emphasizes understanding and meeting customer needs as agreed upon. It fosters strong relationships and mutual growth by maintaining close customer engagement and providing equal assistance. The ultimate goal is to achieve the highest level of customer satisfaction.
- The Company values customer confidentiality by implementing a data protection policy in compliance with the Personal Data Protection Act (PDPA). It provides channels for filing complaints regarding personal data. In the past year, there have been no complaints regarding the Company's handling of customer personal data.

### Information on setting customer management goals

#### Setting customer management goals

Does the company set customer management goals	:	No
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#### Details of setting customer management goals

### Information on performance and results of customer management

#### Performance and outcomes of customer management

Performance and outcomes of customer management : No

### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

### Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes  
customers/consumers

Telephone : -

Fax : -

Email : -

Company's website : [www.bizalignment.com](http://www.bizalignment.com)

Address : -

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement : <https://www.bizalignment.com/policies/policies>

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : No

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management : No  
goals

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social : No  
management

### Benefit from implementing social development project

#### Financial benefits

Does the company measure the financial benefits from social : No  
development?

#### Non-financial benefits

Does the company measure the non-financial benefits from : No  
social development?

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## ESG Performance

Company Name : BUSINESS ALIGNMENT PUBLIC COMPANY LIMITED

Symbol : BIZ

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Business Alignment Public Company Limited (“the Company”) strives to conduct its business in a way that ensures stable and sustainable growth by creating added value for shareholders and all stakeholders. It also places importance on adhering to the guidelines of the Stock Exchange of Thailand to ensure good corporate governance. Therefore, the Board of Directors has approved the corporate governance policy, code of conduct, and business ethics for directors, executives, and employees to serve as a guideline for interacting with all stakeholders.

Reference link for the full version of corporate governance policy and guidelines : [https://www.bizalignment.com/policies/policy and guidelines](https://www.bizalignment.com/policies/policy-and-guidelines)

Page number of the reference link : 1-68

#### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

#### Nomination of Directors

For nomination of Board members, the Company emphasizes a person with knowledge, skills, experience, leadership, broad vision, integrity, and ethical conduct, as well as those who can dedicate sufficient time to fulfill his/her duties for the Company’s benefit. The Company also values the Board diversity and uses a Board Skills Matrix to identify the qualifications of the nominated director. This matrix helps the Company identify skills that are lacking and determine the appropriate qualifications to align with the Company’s business operation strategy. In addition, the Company may refer to the director pool of the Thai Institute of Directors Association (IOD) for director nomination.

#### Determination of Director Remuneration

The remuneration for the directors is determined based on the Company’s strategies and long-term goals, as well as their experience, duties, scope, roles, and responsibilities, including the benefits the Company expects to receive from each director. This is benchmarked against standards in the same industry. The directors’ remuneration must be approved by the shareholders’ meeting and the Company shall provide the monetary remuneration as approved. In addition to the monetary remuneration, the Company does not provide any other benefits to its Board of Directors. The remuneration for executive directors is lower than the remuneration for non-executive directors because the executive directors receive a salary and other benefits as part of their executive’s duties and responsibilities.

#### Independence of the Board of Directors from the Management

The Chairman of the Board is an independent director and is not the same person as the Chief Executive Officer. Furthermore, there is no familial or business relationship between them, and their roles and responsibilities are clearly separated.

#### Director Development

The Company has a policy to encourage directors and executives to enhance their skills and knowledge. It facilitates regular participation in training courses related to their duties, whether through internal training or external

institutions, such as the Stock Exchange of Thailand, the Securities and Exchange Commission, or the Thai Institute of Directors Association (IOD).

## Board Performance Evaluation

The Board conducts an assessment of its annual performance as both a group and as individuals. The company secretary distributes the assessment forms for both group and individual evaluations and provides a summary to the Board of Directors' meeting, where they jointly consider the results and identify solutions to improve their performance.

## Corporate Governance of Subsidiaries and Associated Companies

The Board of Directors prioritizes on overseeing subsidiaries and associated companies to safeguard the interests of the Company. The policy for the supervision of subsidiaries and associated companies.

## Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society, Other guidelines regarding shareholders and stakeholders

## Shareholder

The Board of Directors is committed to perform its duties honestly, transparently and diligently in the best interest of all its shareholders to preserve and enhance long-term shareholder value. All important information which may have an impact on the Company's share price and/or shareholders decisions are fully disclosed on a timely manner.

## Employee

The Company believes that employees are its most valuable asset. The Company has taken steps to ensure that all labour laws are complied with, and all employees are treated fairly without discrimination or favoritism. The provident fund is established, and employees are encouraged to enroll job-related trainings for enhancing their knowledge and skills.

## Customer

The Company prioritizes treating customers with transparency, fairness, and accountability. It is committed to providing services that meet customer needs with quality, standards, convenience, speed, and punctuality, aiming to achieve the highest level of customer satisfaction.

## Business competitor

The Company conducts its business openly, transparently, and without creating unfair advantages. It emphasizes fair competition by operating within the framework of good practices and refrains from damaging the reputation of competitors. Additionally, the Company will not violate or acquire trade secrets from competitors through fraudulent means, nor will it infringe upon the legal rights of competitors through any actions or decisions made by the Company.

## Business partner

When purchasing goods and services from suppliers, the Company adheres strictly to trade conditions and agreements or contracts. It also regularly communicates and exchanges views with its suppliers on various operational aspects to foster improvement and development. This ensures the achievement of mutual objectives and goals while enhancing the potential for sustainable business operations in collaboration with suppliers.

## Creditor

The Company considers creditors as important business partners and therefore commits to fulfill all of its obligations under contracts to its creditors, to not conceal information nor facts that may damage its creditors, and to notify its creditors in advance in any case where there might be any potential event which could cause the Company to fail to comply with any obligations under contracts including guarantee conditions, capital management, and its debt servicing. In such cases the Company works with its creditors to mutually resolve those potential problems.

## Community and society

The Board oversees and ensures that management conducts business responsibly towards society and the environment,

reflecting these values in the Company's operational plans. This ensures that all parts of the Company align with its objectives, key goals, and strategic plans, while considering the roles to stakeholders. Mechanisms are established to ensure that the Company operates ethically, responsibly towards society and the environment, and does not infringe on the rights of stakeholders. These mechanisms serve as a guide for all parts of the organization to achieve their objectives and key goals in a sustainable manner.

## Patients

The Company prioritizes patients above all, as they are the direct users of the products the Company distributes. The Company aims to ensure that patients receive treatment with high-quality equipment and have quick access to care and modern technology, all to safeguard their health.

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

The Company has established a code of conduct and business ethics, which are parts of its corporate governance policy. These serve as a guideline for directors, executives, and all employees to follow in order to maximize the benefits for the Company's stakeholders. Additionally, it aims to build credibility in the Company's operations and contributing to sustainable growth.

Reference link for the full version of business code of conduct : <https://www.bizalignment.com/policies/>

### Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Compliance with laws, regulations, and rules, Information and assets usage and protection, Human rights, Safety and occupational health at work

### Prevention of Conflicts of Interest

The Board of Directors closely monitors and addresses potential conflicts of interest between the Company and its Management, the Board, or shareholders. This includes preventing the inappropriate use of the Company's assets, information, and opportunities, as well as ensuring that transactions with related parties are conducted appropriately.

Reference link for Prevention of Conflicts of Interest : <https://www.bizalignment.com/policies/>

### Anti-corruption

The Board of Directors has approved the anti-fraud and corruption policy as a guideline for directors, executives, and employees. They shall not solicit or accept money, benefits, or inappropriate items, nor engage in corruption or unethical conduct from parties involved in the Company's operations. This includes refraining from requesting or accepting money, benefits, or items from persons or entities conducting business with the Company, whether directly or indirectly, in exchange for favorable treatment or with the expectation of gaining advantages related to the Company's business.

Reference link for Anti-corruption : <https://www.bizalignment.com/policies/>

### Whistleblowing and Protection of Whistleblowers

The Board of Directors has established the whistleblowing policy, along with mechanisms to protect whistleblowers and related persons. This enables stakeholders to effectively participate in safeguarding the Company's interests. The whistleblowing channels are provided for directly reporting complaints to the Independent Directors and the Audit Committee.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://www.bizalignment.com/policies/>

### Prevention of Misuse of Inside Information

The Board of Directors ensures that the use of inside information complies with the law and good corporate governance principles. This has been established in writing within the Company's corporate governance policy to prevent the misuse of information for insider trading or seeking unfair advantage.

Reference link for Prevention of Misuse of Inside Information : <https://www.bizalignment.com/policies/>

## Compliance with laws, regulations, and rules

The Company fully complies with the Securities and Exchange Act, the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), as well as all laws relevant to its business operations. Additionally, the Company adheres strictly to its bylaws, policies, and code of conduct in a complete and accurate manner.

## Information and assets usage and protection

- The Board of Directors has approved the policy and measures regarding the security of the information technology (IT) system. This includes ensuring the confidentiality and availability of information and preventing any misuse or unauthorized alteration of data. These measures are in place to manage, control, and prevent damage from incidents that could impact the Company's critical information. Additionally, employees and relevant personnel are empowered to use the IT system efficiently while complying with relevant laws.
- The Company encourages its employees to use the Company's resources efficiently and protect the assets from damages or losses, including not misusing or illegal using the resources.

## Human rights

It is the Company's policy not to undertake actions which might violate the human rights and the relevant laws. The Company will focus on equality and will not discriminate based on difference in physical and mental aspects, race, nationality, religion, gender, age, language, skin complexion, education, social status or any other traits. The Company will treat everyone fairly in every stage of recruitment starting from selection, remuneration, working hours and job holidays, job assignments, performance appraisal, learning and development, career path planning.

## Safety and occupational health at work

The Company has established a policy to build a healthy workplace for its employees by developing and supporting with adequate and appropriate resources. The Company has provided a safety system and a good hygiene to its employees including its determination in developing the human resources with knowledge, cultivating consciousness on healthcare and safety.

## Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

Code of Conduct and Business Ethics have been communicated through internal and external channels of the Company and are regularly monitored for compliance and reviewed annually.

## Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

## Information on material changes and developments in policy and corporate governance system over the past year

### Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

In 2024, the Board of Directors reviewed the adequacy and appropriateness of the corporate governance policy and

practices. The Board concluded that the overall content of the corporate governance policy remains aligned with the relevant principles and is suitable for the current business model. However, adjustments have been made to communication and disclosure section to align with the Company's current business operations.

### **Implementation of the CG Code for listed companies**

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

As for the principles or sub-principles that cannot be applied or are not applicable, the reasons for not applying those codes have been recorded in the Board's resolution. For example, the Company has not set a policy regarding the term of office of independent directors, who may serve no more than nine consecutive years. This is because the Company has confidence that all independent directors possess knowledge, capabilities, and experiences beneficial to the Company's business operations. Alternatively, the Corporate Governance Committee has not been formed because the Board prioritizes and oversees business operations with transparency and closely adheres to corporate governance principles.

## Corporate Governance Structure

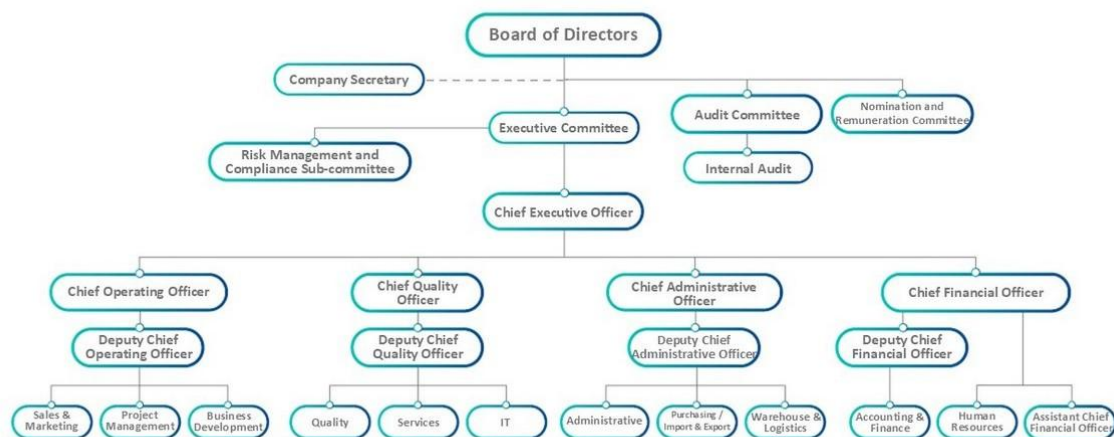
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	7	
	6	1
Executive directors	3	
	3	0
Non-executive directors	4	
	3	1
Independent directors	4	
	3	1
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	85.71	14.29
Executive directors	42.86	
	42.86	0.00
Non-executive directors	57.14	
	42.86	14.29
Independent directors	57.14	
	42.86	14.29
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	59	
	60	56

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. WOODTIPONG MOLEECHAD  Gender: Male  Age : 76 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Economics  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Chairman of the Board of Directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	16 Dec 2015	Governance/ Compliance, Economics, Sustainability, Negotiation, Information & Communication Technology
<p>2. Mr. SOMPOONG CHUNEKITIYANONE  Gender: Male  Age : 62 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	12 May 2000	Health Care Services, Corporate Social Responsibility, Business Administration, Marketing, Sustainability
<p>3. Mr. VORAVID SILAPUSID  Gender: Male  Age : 59 years  Highest level of education : Master's degree  Study field of the highest level of education : Economics  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	12 May 2000	Health Care Services, Engineering, Finance, Business Administration, Banking

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. NOPPADOL SUNTANAPHANICH  Gender: Male  Age : 52 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	16 Apr 2015	IT Management, Electronic Components, Engineering, Information & Communication Technology, Industrial Materials & Machinery
<p>5. Mr. VIPOOTA TRAKULHOON  Gender: Male  Age : 58 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	16 Dec 2015	Budgeting, Audit, Finance, Banking, Accounting

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Ms. SRIRAT CHUCHOTTAWORN  Gender: Female  Age : 56 years  Highest level of education : Master's degree  Study field of the highest level of education : Information Technology in Business  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	16 Dec 2015	Information & Communication Technology, Audit, Business Administration, Commerce, Corporate Management
<p>7. Mr. THANAWAT LERTWATTANARAK  Gender: Male  Age : 53 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 2,000 Shares (0.000333 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	16 Dec 2015	IT Management, Digital Marketing, Business Administration, Corporate Management, Data Analysis

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

## List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. WOODTIPONG MOLEECHAD	Chairman of the Board of Directors		✓	✓		
2. Mr. SOMPONG CHUNEKITYANONE	Director	✓				✓
3. Mr. VORAVID SILAPUSID	Director	✓				✓
4. Mr. NOPPADOL SUNTANAPHANICH	Director	✓				✓
5. Mr. VIPOOTA TRAKULHOON	Director		✓	✓		
6. Ms. SRIRAT CHUCHOTTAWORN	Director		✓	✓		
7. Mr. THANAWAT LERTWATTANARAK	Director		✓	✓		
Total (persons)		3	4	4	0	3

## Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	14.29
2. Banking	2	28.57
3. Industrial Materials & Machinery	1	14.29
4. Commerce	1	14.29
5. Health Care Services	2	28.57
6. Electronic Components	1	14.29
7. Information & Communication Technology	3	42.86
8. Marketing	1	14.29
9. Accounting	1	14.29
10. Finance	2	28.57
11. Corporate Social Responsibility	1	14.29
12. Sustainability	2	28.57
13. IT Management	2	28.57
14. Data Analysis	1	14.29
15. Digital Marketing	1	14.29
16. Negotiation	1	14.29
17. Corporate Management	2	28.57
18. Engineering	2	28.57
19. Audit	2	28.57
20. Budgeting	1	14.29
21. Governance/ Compliance	1	14.29
22. Business Administration	4	57.14

### Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

Additional explanation : (\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

## The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half, Others : The Chairman of the Board is an independent director.

- The Company has four independent directors, representing 57% of the entire board, which exceeds the legal requirement.
  - The Chairman of the Board is an independent director and is not the same person as the Chief Executive Officer.
- Additionally, there is no familial or business relationship between them. The roles and responsibilities of the Chairman and the CEO are clearly separated.

## Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors recognizes and prioritizes good Corporate Governance, carrying out its duties with responsibility, efficiency, transparency, prudence, and integrity, in accordance with the ethical standards expected of a prudent business operator under similar circumstances. The Board evaluates risks across all factors, implements measures to prevent and combat fraud and corruption, and fosters continuous development to safeguard the interests of shareholders and stakeholders. To ensure effective adherence to these principles, the Board has established a Board Charter as a guideline for governance and operational efficiency.

Reference link for the board charter : <https://www.bizalignment.com/companys-documents/>

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

### Roles of subcommittees

#### Audit Committee

##### Role

- Audit of financial statements and internal controls
- Risk management

##### Scope of authorities, role, and duties

The Board of Directors has appointed the Audit Committee (“AC”), comprising independent directors, to oversee and review the accuracy and integrity of the Company’s operations. The AC is responsible for auditing and reviewing internal controls to ensure that all business activities are conducted efficiently, in compliance with applicable laws and regulations. Additionally, the AC reviews the Company’s financial reports in collaboration with the external auditor to ensure their reliability, completeness, and accuracy, as well as compliance with relevant standards and regulatory requirements.

##### Reference link for the charter

<https://www.bizalignment.com/companys-documents/>

## Nomination and Remuneration Committee

### Role

- Director and executive nomination
- Remuneration

### Scope of authorities, role, and duties

The Board of Directors places great importance on adhering to good corporate governance principles and has therefore resolved to establish the Nomination and Remuneration Committee (“NRC”). The NRC is responsible for setting criteria and procedures for the transparent selection and nomination of qualified individuals to replace directors retiring by rotation, as well as for appointing senior executives. Additionally, it oversees the determination of fair and reasonable remuneration policies and structures for the Board of Directors and subcommittees.

### Reference link for the charter

<https://www.bizalignment.com/companys-documents/>

## Information on each subcommittee

### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Ms. SRIRAT CHUCHOTTAWORN<sup>(*)</sup>  Gender: Female  Age : 56 years  Highest level of education : Master's degree  Study field of the highest level of education : Information Technology in Business  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee  (Non-executive directors, Independent director)   Director type : Existing director</p>	16 Dec 2015	Information & Communication Technology, Audit, Business Administration, Commerce, Corporate Management
<p>2. Mr. VIPOOTA TRAKULHOON<sup>(*)</sup>  Gender: Male  Age : 58 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : Yes</p>	<p>Member of the audit committee  (Non-executive directors, Independent director)   Director type : Existing director</p>	16 Dec 2015	Budgeting, Audit, Finance, Banking, Accounting
<p>3. Mr. THANAWAT LERTWATTANARAK  Gender: Male  Age : 53 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : No</p>	<p>Member of the audit committee  (Non-executive directors, Independent director)   Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	16 Dec 2015	IT Management, Digital Marketing, Business Administration, Corporate Management, Data Analysis

Additional explanation :

(\*) Directors with expertise in accounting information review

## Other Subcommittees

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. VIPOOTA TRAKULHOON	The chairman of the subcommittee (Independent director)
	Ms. SRIRAT CHUCHOTTAWORN	Member of the subcommittee (Independent director)
	Mr. THANAWAT LERTWATTANARAK	Member of the subcommittee (Independent director)
	Mr. SOMPONG CHUNEKITYANONE	Member of the subcommittee
	Mr. VORAVID SILAPUSID	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SOMPONG CHUNEKITYANONE  Gender: Male  Age : 62 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Chief Executive Officer and  Acting Chief Operating Officer  (The highest-ranking executive)</p>	12 May 2000	Health Care Services, Corporate Social Responsibility, Business Administration, Marketing, Sustainability
<p>2. Mr. VORAVID SILAPUSID<sup>(*)</sup>  Gender: Male  Age : 59 years  Highest level of education : Master's degree  Study field of the highest level of education : Economics  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : Yes  Accounting supervisor : No</p>	Chief Financial Officer	12 May 2000	Health Care Services, Engineering, Finance, Business Administration, Banking
<p>3. Mr. NOPPADOL SUNTANAPHANICH  Gender: Male  Age : 52 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	Chief Quality Officer	3 Apr 2015	IT Management, Electronic Components, Engineering, Information & Communication Technology, Industrial Materials & Machinery
<p>4. Ms. Sukanlaya Khamnuan<sup>(**)</sup>  Gender: Female  Age : 40 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : Yes</p>	Deputy Chief Financial Officer	23 Dec 2015	Business Administration, Banking, Accounting, Finance

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

## Remuneration policy for executive directors and executives

For determining the senior management's remuneration, the intent is to motivate them to perform in a way that drives the achievement of the Company's annual and long-term goals. This is benchmarked against accepted standards in the same industry and takes into consideration the several factors such as plan progression and strategy implementation, annual performance assessment, leadership and vision, and relationships with the Board of Directors, staffs, and stakeholders, etc.

Reference link for remuneration policy for executive directors : <https://www.bizalignment.com/policies/>  
and executives

Does the board of directors or the remuneration committee : Yes  
have an opinion on the remuneration policy for executive  
directors and executives

The Board of Directors is of the opinion that the remuneration of the Management is appropriate and reasonable, considering the Company's performance and the results of the annual evaluation.

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	15,280,000.00	14,400,000.00	16,090,000.00

Monetary remuneration for Management consists of salaries, provident fund, health insurance plan, annual health-checkup, telephone expenses, car allowance, commission and etc., as well as other benefits in accordance with labor market practices and legal requirements.

### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00  
and executives in the past year

### Other significant information

### Other significant information

### Assigned person

#### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Sukanlaya Khamnuan	sukanlayak@bizalignment.com	02-6366828-9 ext 24

#### List of the company secretary

General information	Email	Telephone number
1. Ms. Phatthranit Amornratchai	comsec@bizalignment.com	02-6366828-9

#### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Piyamas Ruangsaengrob	piyamas@honoraudit.com	-

## Head of investor relations

Does the Company have an appointed head of investor relations : Have relations

## List of the head of investor relations

General information	Email	Telephone number
1. Ms. Phatthranit Amornratchai	comsec@bizalignment.com	-

## Company's auditor

### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone number +66 2264 9090	1,575,000.00	Types of non-audit service : Non-audit fee  Details of non-audit service : Consultancy fees related to contract review, amendments, and associated tax matters  Amount paid during the fiscal year 267,500.00 baht Total non-audit fee 267,500.00 baht	1. Mr. SAMRAN TAENGCHAM Email: Samran.Taengcham@th.ey.com License number: 8021  2. Mr. PIYA CHAIPRUCKMALAKARN Email: piya.chaipruckmalakarn@th.ey.com License number: 7544  3. Ms. NATTEERA PONGPINITPINYO Email: Natteera.Pongpinitpinyo@th.ey.com License number: 7362  4. Ms. SIRIWAN SURATEPIN Email: Siriwan.Suratepin@th.ey.com License number: 4604

### Details of the auditors of the subsidiaries

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone number +66 2264 9090	367,500.00	-	1. Mr. SAMRAN TAENGCHAM Email: Samran.Taengcham@th.ey.com License number: 8021  2. Ms. NATTEERA PONGPINITPINYO Email: Natteera.Pongpinitpinyo@th.ey.com License number: 7362  3. Mr. PIYA CHAIPRUCKMALAKARN Email: piya.chaipruckmalakarn@th.ey.com License number: 7544  4. Ms. SIRIWAN SURATEPIN Email: Siriwan.Suratepin@th.ey.com License number: 4604

#### Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No  
 representatives in Thailand

## Performance Report on Corporate Governance

### Information about the summary of duty performance of the board of directors over the past

#### Summary of duty performance of the board of directors over the past year

- Reviewing the Company's vision, mission, and strategies to ensure long-term value creation and sustainability, while also monitoring the implementation of the strategies and periodically tracking Management's performance.
- Reviewing the corporate governance policy, the code of conduct and the business ethnics.
- Ensuring that directors understand their roles and responsibilities, the nature of the business, relevant laws and are consistently given support to enhance their skills and knowledge.
- Ensuring responsible management of the business operations in line with social and environmental responsibilities, aligning with the Company's vision, mission, and strategies.
- Non-executive and independent directors held a meeting without the presence of Management.

#### Selection, development and evaluation of duty performance of the board of directors

##### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. NOPPADOL SUNTANAPHANICH	Director	16 Apr 2015	IT Management, Electronic Components, Engineering, Information & Communication Technology, Industrial Materials & Machinery
Mr. VIPOOTA TRAKULHOON	Director	16 Dec 2015	Budgeting, Audit, Finance, Banking, Accounting
Ms. SRIRAT CHUCHOTTAWORN	Director	16 Dec 2015	Information & Communication Technology, Audit, Business Administration, Commerce, Corporate Management

#### Selection of independent directors

##### Criteria for selecting independent directors

In the event of a vacancy on the Board of Directors, the Nomination and Remuneration Committee will review the Board composition using the Board Skill Matrix to assess the necessary qualifications, knowledge, skills, and experience required for the new director. This evaluation includes ensuring the candidate does not have any prohibited characteristics under the law and regulatory requirements, does not have conflicts of interest with the Company, and upholds ethics, integrity, and honesty. Additionally, the candidate must be able to dedicate sufficient time to his/her duties and contribute to Board diversity, regardless of factors such as nationality, religion, origin, and gender, etc. The selection process also adheres to legal and regulatory requirements, considers candidates from the Director Pool, and ensures the nominee meets the independence criteria set by the Capital Market Supervisory Board in the case of independent directors. The final candidate must align with the Company's business strategy and will be proposed to the Board of Directors and shareholders' meeting for appointment in accordance with the Company's regulations.

## Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No  
over the past year

## Selection of directors and the highest-ranking executive

### Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes  
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes  
ranking executive through the nomination committee

## Rights of minority shareholders on director appointment

A shareholder or shareholders who hold shares and have the right voting to vote amounting to not less than five (5) percent of the Company's total voting rights can propose agenda items and nominate director candidates in advance for the Annual General Meeting. The proposals must adhere to the procedures and criteria specified by the Company.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

## Information on the development of directors

### Development of directors over the past year

### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. WOODTIPONG MOLEECHAD (Chairman of the Board of Directors)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Advanced Audit Committee Program (AACP)</li> <li>• 2010: Director Certification Program (DCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2015: Anti-Corruption for Executive Program (ACEP)</li> <li>• 2015: Director Certification Program Update (DCPU)</li> </ul>
2. Mr. SOMPONG CHUNEKITYANONE (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Subsidiary Governance Program (SGP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Medical Hub Executive Program (MEP) (1st Class)</li> <li>• 2024: Advanced Certificate Course in Politics and Governance under the Democratic Regime for Senior Executives (27th class)</li> <li>• 2023: VELA – Vitality Enhancement and Longevity Academy (1st Class)</li> <li>• 2022: Management Program for Senior Executives (FME) (9th Class)</li> <li>• 2020: Top Executive Program in Commerce and Trade (TEPCoT) (13th Class)</li> <li>• 2018: Capital Market Academy Leadership Program (26th Class)</li> <li>• 2018: Advanced Master of Management Program (AMM) (2nd Class)</li> </ul>
3. Mr. VORAVID SILAPUSID (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2015: Director Certification Program (DCP)</li> </ul>
4. Mr. NOPPADOL SUNTANAPHANICH (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2016: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2018: IT Governance and Cyber Resilience Program (ITG)</li> </ul>
5. Mr. VIPOOTA TRAKULHOON (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2021: Advanced Audit Committee Program (AACP)</li> <li>• 2015: Director Accreditation Program (DAP)</li> </ul>
6. Ms. SRIRAT CHUCHOTTAWORN (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2016: Advanced Audit Committee Program (AACP)</li> <li>• 2016: Director Certification Program (DCP)</li> </ul>
7. Mr. THANAWAT LERTWATTANARAK (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2016: Advanced Audit Committee Program (AACP)</li> <li>• 2016: Director Certification Program (DCP)</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

- The assessment criteria of the Board of Directors (group basis) cover six assessment subjects: (1) Board structure and qualifications (2) Roles, duties and responsibilities of the Board (3) Board meetings (4) Duties of directors (5) Relationship with Management (6) Director's self-improvement and Management training.
- The assessment criteria of the Board of Directors (individual basis) cover three assessment subjects: (1) Board structure and qualifications (2) Roles, duties and responsibilities of the Board (3) Board meetings.

### Evaluation of the duty performance of the board of directors over the past year

The company secretary will distribute the assessment forms, group and individual, as approved by the Board of Directors to all the board members to assess their performances. After each director has completed the self-assessment forms of the Board of Directors as a group and individual basis, the company secretary shall calculate the scores and provide a

summary of these scores to the Board of Directors' meeting which shall jointly consider and find a solution in order to improve their performance in the following year.

### Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Audit Committee	Group assessment	98.73	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	99.31	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Board of Directors	Group assessment	99.02	100
	Self-assessment	97.14	100
	Cross-assessment (assessment of another director)	None	None

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors evaluates the performance of the Chief Executive Officer, and such criteria has reviewed by the Nomination and Remuneration Committee. The Company Secretary then reports the evaluation results to the Board of Directors. The criteria for performance evaluation are leadership, strategy formulation, execution of strategies, financial planning and performance, relationship with the Board of Directors, external relationships, management skills and employee relations, succession plan, product and service knowledge and personal characteristics. The Chief Executive Officer's remuneration is in line with the evaluation results, and the remuneration is included in the annual budget approved by the Board of Directors.

### Information on meeting attendance and remuneration payment to each board member

#### Meeting attendance and remuneration payment to each board member

##### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 7  
(times)

Date of AGM meeting : 09 Apr 2024

EGM meeting : No

### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. WOODTIPONG MOLEECHAD (Chairman of the Board of Directors, Independent director)	7	/	7	1	/	1	N/A	/	N/A
2. Mr. SOMPONG CHUNEKITYANONE (Director)	7	/	7	1	/	1	N/A	/	N/A
3. Mr. VORAVID SILAPUSID (Director)	7	/	7	1	/	1	N/A	/	N/A
4. Mr. NOPPADOL SUNTANAPHANICH (Director)	7	/	7	1	/	1	N/A	/	N/A
5. Mr. VIPOOTA TRAKULHOON (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
6. Ms. SRIRAT CHUCHOTTAWORN (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
7. Mr. THANAWAT LERTWATTANARAK (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A

## Remuneration of the board of directors

### Types of remuneration of the board of directors

The remuneration for the directors is determined based on the Company's strategies and long-term goals, as well as their experience, duties, scope, roles, and responsibilities, including the benefits the Company expects to receive from each director. This is benchmarked against standards in the same industry. The directors' remuneration must be approved by the shareholders' meeting and the Company shall provide the monetary remuneration as approved. In addition to the monetary remuneration, the Company does not provide any other benefits to its Board of Directors.

The remuneration for executive directors is lower than the remuneration for non-executive directors because the executive directors receive a salary and other benefits as part of their executive's duties and responsibilities.

### Remuneration of the board of directors

#### Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mr. WOODTIPONG MOLEECHAD</b> (Chairman of the Board of Directors)			375,000.00		N/A
Board of Directors	135,000.00	240,000.00	375,000.00	No	
<b>2. Mr. SOMPONG CHUNEKITYANONE</b> (Director)			100,000.00		N/A
Board of Directors	70,000.00	0.00	70,000.00	No	
Nomination and Remuneration Committee	30,000.00	0.00	30,000.00	No	
<b>3. Mr. VORAVID SILAPUSID</b> (Director)			100,000.00		N/A
Board of Directors	70,000.00	0.00	70,000.00	No	
Nomination and Remuneration Committee	30,000.00	0.00	30,000.00	No	
<b>4. Mr. NOPPADOL SUNTANAPHANICH</b> (Director)			70,000.00		N/A
Board of Directors	70,000.00	0.00	70,000.00	No	
<b>5. Mr. VIPOOTA TRAKULHOON</b> (Director)			345,000.00		N/A
Board of Directors	70,000.00	180,000.00	250,000.00	No	
Audit Committee	50,000.00	0.00	50,000.00	No	
Nomination and Remuneration Committee	45,000.00	0.00	45,000.00	No	
<b>6. Ms. SRIRAT CHUCHOTTAWORN</b> (Director)			355,000.00		N/A
Board of Directors	70,000.00	180,000.00	250,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	75,000.00	0.00	75,000.00	No	
Nomination and Remuneration Committee	30,000.00	0.00	30,000.00	No	
<b>7. Mr. THANAWAT LERTWATTANARAK (Director)</b>			<b>330,000.00</b>		<b>N/A</b>
Board of Directors	70,000.00	180,000.00	250,000.00	No	
Audit Committee	50,000.00	0.00	50,000.00	No	
Nomination and Remuneration Committee	30,000.00	0.00	30,000.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	555,000.00	780,000.00	1,335,000.00
2. Audit Committee	175,000.00	0.00	175,000.00
3. Nomination and Remuneration Committee	165,000.00	0.00	165,000.00

#### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	895,000.00
Other monetary remuneration (Baht)	780,000.00
Total (Baht)	1,675,000.00

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00 (Baht)

#### Information on corporate governance of subsidiaries and associated companies

#### Corporate governance of subsidiaries and associated companies

## Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Board of Directors prioritizes on overseeing subsidiaries and associated companies to safeguard the interests of the Company. The policy for the supervision of subsidiaries and associated companies includes following matters.

- Appointment of representatives: Staffs assigned as directors, executives, or controlling persons in subsidiaries and associated companies, based on the shareholding proportion, shall be approved by the Board. This includes clearly defining the scope, duties, and responsibilities of the Company's representatives.
- Internal control systems: Adequate and rigorous internal controls shall be in place to ensure all transactions comply with relevant laws and regulations.
- Disclosure of information: Accurate and timely disclosure is required for financial status, performance, related party transactions, acquisition or disposal of assets, key transactions, capital increases, and dissolution of subsidiaries.
- Monitoring and reporting: Compliance with policies is regularly monitored, and quarterly performance reports are submitted to the Board of Directors.

## Information on the monitoring of compliance with corporate governance policy and guidelines

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

The Board of Directors monitors and manages any potential conflicts of interest that may arise between the Company and its Management, the Board, or shareholders. This includes preventing the improper use of the Company's assets, information, and opportunities, as well as ensuring that transactions with related parties are conducted fairly. The following measures have been implemented:

- Shareholding structures of the Company and its subsidiaries shall be disclosed in the Annual report (Form 56-1 One Report) for transparency.
- Guidelines are set in the Company's code of conduct to avoid conflicts of interest for personal or affiliated gains.
- Policies are established for related-party transactions or transactions that may have conflicts of interest, ensuring they are reasonable and primarily benefit the Company and shareholders. Such transactions are considered as if they were conducted with external parties and are handled transparently without the involvement of interested parties. These transactions must strictly comply with relevant regulations, and information shall be disclosed accurately and thoroughly to investors.
- The Company oversees and manages transactions that could involve conflicts of interest. It ensures that these transactions follow proper procedures, adhere to legal disclosure requirements, and prioritize the best interests of the Company and its shareholders, without the involvement of interested parties in decision-making.
- Directors, executives (as defined by the Securities and Exchange Commission and the Stock Exchange of Thailand), and related persons under Section 89/1 of the Securities and Exchange Act shall submit a report of their interests (including any changes) to the company secretary (an assigned person), who records and updates the Board on any changes annually or

as they occur.

### Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

### Prevention of the use of inside information to seek benefits

#### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

The Board of Directors ensures that the use of inside information complies with the law and good corporate governance principles. This has been established in writing within the Company's corporate governance policy to prevent the misuse of information for insider trading or seeking unfair advantage. The following measures have been implemented:

- All directors and executives are required to report their holdings of the Company's securities and notify the company secretary (an assigned person) at least one day in advance if they intend to deal in the securities of the Company. Any changes to their securities shall be reported to the Securities and Exchange Commission (SEC) as its regulations and to the Board of Directors in the next meeting.
- Directors, executives and employees of the Company are prohibited from dealing in listed securities of the Company while in possession of unpublished confidential and price-sensitive information in relation to such securities during the "embargo period".
- The "embargo period" defines as one month before and 24 hours after the date of the announcement of results for each of the first three quarters and the full-year results of the Company's financial year. Internal reminders on a quarterly basis shall be issued by the company secretary to inform the directors, executives and employees of the Company of the embargo period prior to Stock Exchange of Thailand announcements on the Company's financial results within which they shall not deal in the securities of the Company.
- The securities holdings of the Board and executives are disclosed in the Company's annual report (Form 56-1 One Report).

### Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

### Anti-corruption action

#### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The Company has established the clear policy and guidelines for anti-fraud and corruption guidelines and has communicated them across all levels of the organization to ensure effective implementation. The anti-fraud and corruption policy is reviewed annually. Measures have been put in place to ensure compliance with these policies are as follows:

- The Company has established clear disbursement regulations, including approval limits and an authority matrix.

Supporting documentation must be clear and in accordance with policy, and the internal audit team reviews the processes.

- The transparent and fair personnel management process has been implemented. It covers selection, training, performance evaluation, compensation, and promotion.
- The Company ensures internal controls encompass finance, accounting, and data recording, as well as other internal processes related to anti-corruption measures.
- The Company has a risk management process to prevent and combat fraud and misconduct. This involves analyzing risks, determining risk levels, and setting appropriate measures. Progress on the risk management plan is regularly monitored.
- Internal audits are conducted to ensure that the Company’s internal control systems, risk management, and corporate governance processes are adequately and effectively implemented in line with the intended objectives.

### Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes  
over the past year

The Board of Directors has established the whistleblowing policy, along with mechanisms to protect whistleblowers and related persons. This enables stakeholders to effectively participate in safeguarding the Company’s interests. The whistleblowing channels are a postal mail and an email.

### Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

### Information on report on the results of duty performance of the audit committee in the past year

#### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Ms. SRIRAT CHUCHOTTAWORN (Chairman of the audit committee)	5	/	5
2 Mr. VIPOOTA TRAKULHOON (Member of the audit committee)	5	/	5
3 Mr. THANAWAT LERTWATTANARAK (Member of the audit committee)	5	/	5

### The results of duty performance of the audit committee

In 2024, the AC carried out its duties covering the following key issues.

- **Financial Reports:** The AC, in collaboration with external auditors, management, and internal auditors, has reviewed the

Company's quarterly and annual financial statements as well as the relevant financial reports. It is to ensure that the financial reports were prepared in a correct manner in compliance with laws and regulations generally accepted accounting principles whereby the financial reports were disclosed in a complete, correct, adequate and timely manner.

- **Internal Control:** The AC arranged to put in place internal audit plans for the Company and its subsidiary are appropriate for the business operations in order to ensure that the Company has an adequate and appropriate internal control system, including the assessment of the adequacy of the internal control system according to the form of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). In this light, the AC was of the opinion that the Company has an adequate and appropriate internal control system relative to the size and current state of the Company's business.
  - **Risk Management:** The AC reviewed the adequacy of the Company's risk management processes and provided recommendations to ensure that the Company's risk management has an appropriate and sufficient internal control system and supports the Company's objectives.
  - **Connected Transactions:** The AC conducted a review of connected transactions or items that may have conflicts of interest to ensure that the transactions are entered into in a reasonable manner on arm's length basis and they are ordinary business support transactions which are appropriate, reasonable and which be beneficial to the Company, as well as in compliance with the regulations of SET and SEC. The disclosure shall also be accurate and adequate.
  - **Good Corporate Governance and Anti-corruption:** The AC ensured that the Company's operations are conducted in accordance with good corporate governance principles while taking into account the interest of related stakeholders as well as supporting anti-fraud and corruption guidelines. Convenient and appropriate channels are available for whistleblowing, along with measures to treat all parties fairly after receiving complaints and mechanisms to maintain the confidentiality of the whistleblower. Furthermore, the AC reviewed the anti-fraud and corruption policy to ensure alignment with relevant regulations and the Company's current business model.
  - **Compliance with Laws and Regulations:** The AC reviewed and oversaw that the Company and its subsidiaries are in compliance with the securities and exchange laws, SET's regulations and other laws related to the Company's business, including the Company's Articles of Association and code of conduct. The AC found no indication of any non-compliance and/or practices that conflict with relevant laws and regulations.
  - **Oversight of Internal Auditor:** The AC oversaw the performance of the internal auditor through consideration and approval of the annual internal audit plan, to ensure the plan aligns and covers the internal control system of the Company and its subsidiary. The AC has also considered the internal audit results and ensured that the internal audit plan was accomplished.
  - **Appointment of Auditor:** The AC considered and selected the auditors of the Company based on the qualifications, independence of the auditor, expertise, experience, performance, scope of audit as well as the appropriateness of the quoted audit fee. The AC has recommended to the Board of Directors to propose, at the shareholders' meeting, the appointment of the auditor of EY Office Limited as the Company's auditor, which was subsequently approved by the shareholders. Furthermore, the AC attended one non-management meeting with the auditor to deliberate accounting approaches and audit plans.
  - **Non-audit Services:** The AC approved the engagement of the Audit Firm to render non-audit services after considering its relevant knowledge, expertise, business understanding, and reasonable fees compared to other audit firms. Moreover, such services neither cause any conflict of interest, nor review of their own work which did not cause the lack of independence and neutrality in performing audit work.
  - **The Charter of the Audit Committee:** The AC has reviewed its Charter to ensure compliance with the relevant regulations and the corporate governance policy.
  - **Self-evaluation:** The AC conducted its annual self-evaluation (as a whole), results of which was reported to the Board of Directors as well as disclosed in the Company's annual report (Form 56-1 One Report).
- The AC monitored the Company's operations within the scope of its authority, duties, and responsibilities. The AC expressed the opinion that the Company had prepared financial statements in a correct manner in compliance with laws and regulations generally accepted accounting principles whereby the financial reports were disclosed in a complete, correct, adequate and timely manner, adequately disclosed information on potential conflicts of interest or connected transactions, maintained an internal control and risk management system suitable for the business, and complied with relevant legal requirements.

## Information on summary of the results of duty performance of subcommittees

### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 3  
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. VIPOOTA TRAKULHOON (The chairman of the subcommittee)	3	/	3
2 Ms. SRIRAT CHUCHOTTAWORN (Member of the subcommittee)	3	/	3
3 Mr. THANAWAT LERTWATTANARAK (Member of the subcommittee)	3	/	3
4 Mr. SOMPONG CHUNEKITYANONE (Member of the subcommittee)	3	/	3
5 Mr. VORAVID SILAPUSID (Member of the subcommittee)	3	/	3

## The results of duty performance of Nomination and Remuneration Committee

In 2024, the NRC carried out its duties covering the following key issues.

- Nomination:** The process for nominating directors is made through the Nomination and Remuneration Committee which considers knowledge, skills, experience, leadership, broad vision, and moral integrity. Additionally, the NRC ensured that such persons demonstrate honesty and the ability to dedicate sufficient time to serve in the best interests of the Company. Board diversity and the Board Skills Matrix were also considered to establish the desired qualifications, focusing on essential skills that might be lacking. The aim is to find persons with the right qualifications aligned with the Company's board structure and business strategy. The Director Pool might also be utilized as a resource in the search for new board members. The NRC, excluding the committee members who may have a conflict of interest, recommended that the Board of Directors nominate all of the three retiring directors for another term of directorships. Moreover, shareholders were given the opportunity to nominate candidates for the Board's consideration according to the nomination process in advance, under disclosed conditions. However, no shareholders expressed an intention to make any nominations.
- Remuneration:** The NRC determined the remuneration with consideration for the Company's long-term strategy and goals, as well as each director's experience, duties, roles, responsibilities, and the anticipated contributions to the Company. When benchmarked against accepted standards within the same industry, the directors' remuneration was deemed appropriate. Consequently, it was recommended to the Board of Directors to propose to the AGM that the remuneration remain at the existing rate, which was subsequently approved by the AGM.
- The Charter of the Nomination and Remuneration Committee:** The NRC has reviewed its Charter to ensure compliance with the relevant regulations and the corporate governance policy.
- Self-evaluation:** The NRC conducted its annual self-evaluation (as a whole), results of which was reported to the Board of Directors as well as disclosed in the Company's annual report (Form 56-1 One Report). NRC performed its duties with due care, competence, and independence, adhering to the principles of good corporate governance, prioritizing the benefit for the Company, shareholders, and stakeholders.

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

The Company has a policy to conduct its business in a sustainable and resilient manner, aiming to create opportunities for business growth that is responsive and add value to shareholders and stakeholders in a balanced manner. This includes the social and environmental participation to meet the needs of all stakeholders while upholding ethical principles, good corporate governance, and business ethics. Additionally, the Company places importance on personnel development and respects human rights. These business practices align with the Company's vision and mission.

Reference link for sustainability policy : <https://www.bizalignment.com/policies/>

### Sustainability management goals

Does the company set sustainability management goals : Yes

The sustainability development strategies are established as a framework to guide the Company toward sustainable business growth. These strategies are formulated with consideration of business policies, good corporate governance principles, and risk management plans. The objective is to create shared value across economic, social, and environmental dimensions. In addition, the Company also adheres to the participation in driving Sustainable Development Goals (SDGs) of the United Nations Organization according to the guideline of ESG (Environment, Social, Governance), covering the environmental, social, and good governance dimensions by emphasizing SDGs of the United States Organization for 11 main goals that are Goal 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, and 17, corresponding to the Company's essence issues, but meanwhile also supporting other six goals, i.e. 1, 2, 7, 14, 15, and 16 to create the sustainable value for all parties of stakeholders.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 17 Partnerships for the Goals

## Information on review of policy and/or goals of sustainable management over the past year

### Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

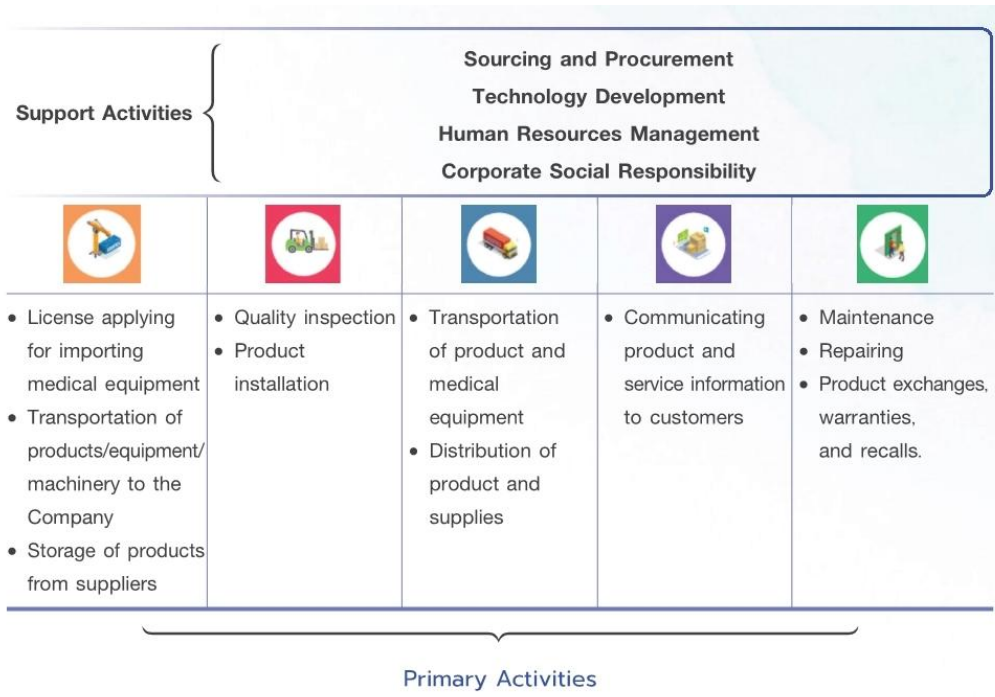
## Information on impacts on stakeholder management in business value chain

### Business value chain

Business Value Chain

1. Building relationships with customers by providing information about products and services
2. Purchasing and importing oversea medical equipment
3. Quality inspection of medical equipment
4. Training
5. Delivery of goods
6. Maintenance

### Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>- Developing potential for progress and stability in work.</li> <li>- Receiving appropriate compensation and benefits.</li> <li>- Managing the work environment with a focus on workplace safety and employees' quality of life.</li> <li>- Strict compliance with labor laws.</li> </ul>	<ul style="list-style-type: none"> <li>- Managing compensation and benefits fairly and equitably.</li> <li>- Treating all employees equally and respecting human rights.</li> <li>- Providing opportunities for career path.</li> <li>- Offering training and promoting employees' skill development</li> <li>- Creating a work environment that prioritizes workplace safety</li> </ul>	<ul style="list-style-type: none"> <li>• Training / Seminar</li> <li>• Others <ul style="list-style-type: none"> <li>• The Management communicates through middle management and/or various channels to convey messages directly to employees.</li> <li>• Annual performance evaluations</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>• Others</li> <li>• Patients</li> </ul>	<ul style="list-style-type: none"> <li>- Receiving treatment from high-quality medical equipment.</li> <li>- Accessing treatment quickly and with modern technology.</li> </ul>	<ul style="list-style-type: none"> <li>- Distributing and installing high-quality medical imaging equipment</li> <li>- Establishing specialized cancer hospitals to enable patients to access advance and modern technologies</li> </ul>	<ul style="list-style-type: none"> <li>• Others <ul style="list-style-type: none"> <li>• Engagement activities with customers and hospitals, especially for cancer patients.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>- Good returns</li> <li>- Operating responsibly towards society, the environment, and conducting business according to governance principles.</li> </ul>	<ul style="list-style-type: none"> <li>- Appropriate dividend payment.</li> <li>- Managing and developing the organization for sustainable growth.</li> <li>- Expanding the business to adapt to changes and mitigate risks of stagnation.</li> </ul>	<ul style="list-style-type: none"> <li>• Annual General Meeting (AGM)</li> <li>• Others <ul style="list-style-type: none"> <li>• The Company's website</li> <li>• Annual Report (Form 56-1 One Report)</li> <li>• Management Discussion and Analysis (MD&amp;A)</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>- Delivering quality medical equipment.</li> <li>- Understanding customer needs, providing appropriate assistance and support.</li> <li>- Communicating, following up, and providing after-sales service within designated time frames.</li> <li>- Treating customers equally.</li> <li>- Maintaining confidentiality.</li> <li>- Setting fair prices.</li> </ul>	<ul style="list-style-type: none"> <li>- Continuous development and responsiveness to customer needs</li> <li>- Care and responsibility towards customers in terms of both quality and service</li> <li>- Building confidence and creating a positive company image</li> <li>- Surveying customer satisfaction</li> <li>- Responsiveness and complaint management.</li> <li>- Anti-corruption stance with transparency in operations.</li> <li>- Integrity in data and confidentiality maintenance</li> <li>- Prioritizing fair pricing under pricing policy</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> <li>• Others <ul style="list-style-type: none"> <li>• Distributing quality medical equipment</li> <li>• Visiting and meeting with customers</li> <li>• Listening to feedback and complaints</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>- Adhering to trade terms and conditions.</li> <li>- Acting fairly towards suppliers.</li> <li>- Promoting and supporting activities, and participating in problem-solving.</li> <li>- Operating within legal frameworks.</li> <li>- Anti-corruption.</li> </ul>	<ul style="list-style-type: none"> <li>- Adhering strictly to jointly agreed trade terms and conditions.</li> <li>- Treating suppliers with fairness and equality.</li> <li>- Providing suggestions and guidance for business development.</li> <li>- Communicating and providing accurate trade information.</li> <li>- Establishing procurement policies.</li> <li>- Not supporting or purchasing products that violate copyright or human rights.</li> </ul>	<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>• Holding discussions and conversations, documenting mutual agreements.</li> <li>• Exchanging ideas and providing feedback, suggestions for improvement and development.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Creditor</li> </ul>	<ul style="list-style-type: none"> <li>- Adhering to terms and agreements.</li> <li>- Treating the creditors fairly.</li> </ul>	<ul style="list-style-type: none"> <li>- Adhering to financial agreements and repayment of loans.</li> <li>- Treating creditors responsibly, avoiding exploitation</li> </ul>	<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>• Disclosing financial information accurately, completely, transparently, and promptly.</li> <li>• Engaging in conversations, responding to questions, listening to feedback, and suggestions.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Competitors</li> </ul>	<ul style="list-style-type: none"> <li>Adhering to good competition practices in accordance with relevant regulations and laws.</li> </ul>	<ul style="list-style-type: none"> <li>- Not damaging the reputation of competitors.</li> <li>- Adhering to good competition practices.</li> <li>- Not infringing on the intellectual property or assets of others.</li> </ul>	<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>• Participating in activities organized by relevant associations to exchange information and explore new technologies related to medical equipment</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>• Society, Community and Environment</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Promoting and supporting socially beneficial activities for the community and society.</li> <li>- Emphasizing the anti-corruption.</li> </ul>	<ul style="list-style-type: none"> <li>- Promoting and supporting activities related to society, community, and the environment.</li> <li>- Responding to and managing complaints.</li> <li>- Conducting fair investigations into acts of misconduct (if any).</li> </ul>	<ul style="list-style-type: none"> <li>Others <ul style="list-style-type: none"> <li>• Engaging community or social activities</li> <li>• Listening to suggestions and complaints</li> <li>• Whistleblowing of fraudulent acts or illegal acts</li> </ul> </li> </ul>

## Information on organization's material sustainability topics

## Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

## Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Corporate Governance and Economy	• Good Governance
Society	• Human Rights
Environment	• Others : Resource Management

## Diagram of organization's material sustainability topics

## Key Sustainability Issues

Key Sustainability Issues	Details	Overall Operation in 2024
<b>Corporate Governance and Economy</b>		
Good Corporate Governance	<ul style="list-style-type: none"> <li>Corporate governance policy</li> </ul>	<ul style="list-style-type: none"> <li>Review annually</li> <li>Received a “Good” rating in CGR.</li> </ul>
Anti-fraud and Corrrption	<ul style="list-style-type: none"> <li>Anti-fraud and corrrption</li> <li>Business ethnics</li> <li>Preventing the insider trading and the conflicts of interest</li> </ul>	<ul style="list-style-type: none"> <li>Review the policy annually</li> <li>No violations related to business ethics, and no legal offenses occurred.</li> </ul>
Quality of Products and Service	<ul style="list-style-type: none"> <li>Quality management</li> </ul>	<ul style="list-style-type: none"> <li>Certified with ISO 13485, the medical devices quality management systems</li> </ul>
Responsibility to Customers	<ul style="list-style-type: none"> <li>Treating customers with transparency, fairness, and verifiability</li> </ul>	<ul style="list-style-type: none"> <li>The customer satisfaction level stands at 93.61%, exceeding the target set at no less than 80%.</li> </ul>
<b>Society</b>		
Human Rights	<ul style="list-style-type: none"> <li>Human rights principles and fair treatment of the employees</li> <li>Treat the employees equally and fairly.</li> </ul>	<ul style="list-style-type: none"> <li>No complaints regarding human rights violations.</li> </ul>
Employee Care and Potential Development.	<ul style="list-style-type: none"> <li>Development of the employees</li> </ul>	<ul style="list-style-type: none"> <li>The average training hours per employee is 10 hours, which meeting the Company’s target of 10 hours per year.</li> </ul>
Employees’ Health and Safety	<ul style="list-style-type: none"> <li>Safety trainings</li> </ul>	<ul style="list-style-type: none"> <li>No work-related injuries resulting in lost workdays.</li> </ul>
<b>Environment</b>		
Resource Management	<ul style="list-style-type: none"> <li>Resource management (electricity and water)</li> </ul>	<ul style="list-style-type: none"> <li>Promote resource conservation.</li> </ul>

### Information on sustainability report

#### Corporate sustainability report

Corporate sustainability report : Doesn’t Have data

#### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Other : SET’s sustainability reporting guide for listed companies

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

The Board of Directors places great importance on maintaining an effective internal control system and risk management framework to achieve objectives efficiently while ensuring compliance with relevant laws and standards. Additionally, the Risk Management and Compliance Sub-committee has been established, comprising executives and managers at the supervisory level and above, operating under the supervision of the Executive Committee. Policies have also been established to serve as guidelines for implementation as follows:

##### Risk Management Policy

1. Risk management must encompass the entire company to support business operations in achieving their objectives and aligning with the Company's strategies.
2. Encourage and promote an understanding and emphasis on identifying and controlling risks across all departments and management levels to ensure that risk management approaches are aligned.
3. Establish the creation of a risk management manual and risk management plan to serve as an operational framework and guideline for the Company.
4. Ensure appropriate and regular monitoring, review, and evaluation of risk management practices.
5. Foster the integration of risk management as a core part of the corporate culture.

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management	:	Yes
Standards on ESG risk management	:	COSO - Enterprise risk management framework (ERM)

### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1 Climate Change

Related risk factors	:	<u>Strategic Risk</u> <ul style="list-style-type: none"><li>• Climate change and disasters</li></ul>
ESG risk factors	:	Yes

##### Risk characteristics

Climate changes have repercussions both at a national and global level, leading to various disasters and environmental imbalances.

##### Risk-related consequences

For instance, the rise in the average global temperature results in the increase of sea levels, causing issues like flood. This could potentially damage the Company's goods, especially high-value items, directly impacting its costs.

##### Risk management measures

The Company has proactively obtained property insurance covering natural disasters for the equipment, ensuring protection from the time of arrival until just before the delivery.

### Information on business continuity plan (BCP)

#### Business Continuity Plan (BCP)

Business Continuity Plan (BCP)	:	No
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## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : Yes  
guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

1. Building relationships with customers by providing information about products and services
2. Purchasing and importing oversea medical equipment
3. Quality inspection of medical equipment
4. Training
5. Delivery of goods
6. Maintenance

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with : No  
new suppliers?

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : No

### Information on key suppliers acknowledging compliance with the supplier code of conduct

#### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : No  
compliance with the supplier code of conduct?

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : No

### Information on organization's innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

As the Company operates as an importer, distributor, and installer of medical equipment for cancer treatment using radiotherapy, it may not be able to directly foster product innovations. However, the Company strives to promote innovation that benefits customers, suppliers, society, and the environment, while also enhancing the value of the business in response to ever-changing environmental factors.

- Promote innovation that creates mutual benefits for the business, customers, suppliers, society, and the environment. This innovation should also be integrated into the review of strategies, development planning, operational improvements, and performance tracking. Additionally, it aims to enhance the value of the business in response to constantly changing environmental factors.
- Foster a corporate culture that encourages and promotes the creation of innovation.

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

Does the company measure the financial benefits from : No  
innovation development?

##### Non-financial benefits

Does the company measure the non-financial benefits from : No  
innovation development?

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