

ESG Performance

Company Name: Bangkok Lab and Cosmetic Public Company Limited Symbol: BLC

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

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice: No
URL of environmental policy and practice: -
Uploaded document of environmental policy and practice: -

1.2 Environmental Practices

Corporate environmental practices: x Electricity Management x Waste Management x Greenhouse Gas and Climate Change Management x Renewable/Clean Energy Management x Water Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	5
Actual number of disclosure boundaries	-	1

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target ¹	Kilowatt-Hours	0.00	0.00	0.00
Total electricity consumption within the organization	Kilowatt-Hours	3,189,090.00	3,445,830.00	4,254,150.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	3,189,090.00	3,445,830.00	4,254,150.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	0.00	0.00	0.00
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	3,189,090.00	3,445,830.00	4,254,150.00

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	5,210.93	5,260.81	6,094.77

Additional explanation:

^(†) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

Remark:

¹ Total of electricity consumption from renewable energy produced within the organization and electricity consumption from outside the organization. (Provincial Electricity Authority)

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	5,185.51	5,244.79	6,068.68

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense ²	Baht	13,561,224.95	16,429,020.58	21,769,954.71
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	22,158.86	25,082.47	31,189.05

Additional explanation:

^(†) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

Remark:

² Total of electricity consumption from renewable energy produced within the organization and electricity consumption from outside the organization. (Provincial Electricity Authority)

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	0.00	44,567.73	50,617.10

Diesel	Litres	0.00	5,456.02	5,825.87
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-
Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	0.00	30,243.40	39,365.10
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	1,738,858.26	2,388,321.03	2,874,361.46
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

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

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023

Intensity ratio of total energy consumption within the organization to total revenues ⁽¹⁾	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	5
Actual number of disclosure boundaries	-	1

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target ³	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	48,418.00	42,364.00	56,256.00
Total water withdrawal by third-party water	Cubic meters	-	-	-
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	48,418.00	42,364.00	56,256.00
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	79.11	64.68	80.60

Intensity ratio of total water withdrawal to total revenues ^(**)	Cubic meters / Thousand Baht of total revenues	-	-	-
---	--	---	---	---

Additional explanation:

^(†) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

^(**) Total revenues and total expenses from consolidated financial statements.

Remark:

³ Total amount of groundwater used

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	15,504.00	15,517.00
Total water discharge to third-party water	Cubic meters	0.00	-	-
Total water discharge to surface water ⁴	Cubic meters	0.00	15,504.00	15,517.00
Total water discharge to groundwater	Cubic meters	0.00	0.00	0.00
Total water discharge to seawater	Cubic meters	0.00	0.00	0.00

Remark:

⁴ In terms of treating wastewater and toxins using correct methods according to academic principles, and under the requirements of the law and standards comparable to industrial plants in various countries. The company has a wastewater treatment system in 4 zones, which receives wastewater from the production process from different areas. Through the process of treating wastewater with a biological treatment process, using air and anaerobic There is monitoring and measurement. Periodically analyze and evaluate the quality of wastewater released, by internal departments on a monthly basis and sent for testing by an external agency that is registered with the Department of Industrial Works 3 times per year.

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	48,418.00	42,364.00	56,256.00

3.5 Water Consumption Intensity

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

Additional explanation:

^(f) Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense ⁵	Baht	127,097.29	111,205.54	147,826.91
Total water withdrawal expense from third-party water	Baht	-	-	-
Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ^(f)	%	-	-	-
Percentage of total water withdrawal expense to total revenues ^(f)	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	207.68	169.78	211.79

Additional explanation:

^(f) Total revenues and total expenses from consolidated financial statements.

Remark:

⁵ Cost of using groundwater (fee)

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	5
Actual number of disclosure boundaries	-	1

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated ⁶	Kilograms	138,687.00	151,434.00	127,911.00
Non-hazardous waste	Kilograms	87,302.00	97,389.00	69,569.00
Hazardous waste	Kilograms	51,385.00	54,045.00	58,342.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

⁽¹⁾ Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

^(**) Total revenues and total expenses from consolidated financial statements.

Remark:

⁶ Does not include the amount of garbage and waste generated by employees' consumption.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023

Total reused/recycled waste	Kilograms	68,608.00	75,194.00	48,454.00
Reused/Recycled non-hazardous waste	Kilograms	68,608.00	75,194.00	48,454.00
Reused/Recycled hazardous waste	Kilograms	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated	%	49.47	49.65	37.88
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	78.59	77.21	69.65
Percentage of reused/recycled hazardous waste to hazardous waste	%	0.00	0.00	0.00

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	5
Actual number of disclosure boundaries	-	1

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	Yes
URL of corporate greenhouse gas management plan:	https://hub.optiwise.io/th/documents/109725/flipbook
Uploaded document of Corporate greenhouse gas management plan:	06 นโยบายความรับผิดชอบต่อสังคมฯ เรื่องก๊าซเรือนกระจก.pdf

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	4,808.70
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	5,343.00	5,445.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	303.00	356.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	-	1,710.00	2,111.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	3,330.00	2,978.00
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	636.30
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	13.23

Additional explanation:

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

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	8.16	7.80
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(†) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	-	Yes
Name of verifying company (Thai)	-	บริษัท ทูฟ นอร์ด (ประเทศไทย) จำกัด
Name of verifying company (English)	-	TUV NORD Thailand Ltd.

5.6 Reduction of Greenhouse Gas

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

5.7 Absorption and removal of Greenhouse Gas

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

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

Approved and published on 25/04/2024

ESG Performance

Company Name: Bangkok Lab and Cosmetic Public Company Limited Symbol: BLC

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

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: <https://hub.optiwise.io/th/documents/109725/flipbook>
Uploaded document of Corporate human rights policy and practice: BLCP 10-022 (1).pdf

1.2 Human Rights Practices

Corporate human rights practices: x Community and Environment Rights x Employee Rights x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	5
Actual number of disclosure boundaries	-	1

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	612	655	698
Total number of male employees	Persons	237	246	262
Percentage of male employees	%	38.73	37.56	37.54
Total number of female employees	Persons	375	409	436

Percentage of female employees	%	61.27	62.44	62.46
--------------------------------	---	-------	-------	-------

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	237	262	278
Percentage of employees under 30 years old	%	38.73	40.00	39.83
Total number of employees 30–50 years old	Persons	346	361	385
Percentage of employees 30–50 years old	%	56.54	55.11	55.16
Total number of employees over 50 years old	Persons	29	32	35
Percentage of employees over 50 years old	%	4.74	4.89	5.01

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	94	97	107
Percentage of male employees under 30 years old	%	39.66	39.43	40.84
Total number of male employees 30–50 years old	Persons	127	133	137
Percentage of male employees 30–50 years old	%	53.59	54.07	52.29
Total number of male employees over 50 years old	Persons	16	16	18
Percentage of male employees over 50 years old	%	6.75	6.50	6.87

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	143	165	171
Percentage of female employees under 30 years old	%	38.13	40.34	39.22
Total number of female employees 30-50 years old	Persons	219	228	248
Percentage of female employees 30-50 years old	%	58.40	55.75	56.88
Total number of female employees over 50 years old	Persons	13	16	17
Percentage of female employees over 50 years old	%	3.47	3.91	3.90

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	481	528	575
Percentage of employees in operational level	%	78.59	80.61	82.38
Total number of employees in management level	Persons	128	124	120
Percentage of employees in management level	%	20.92	18.93	17.19
Total number of employees in executive level	Persons	3	3	3
Percentage of employees in executive level	%	0.49	0.46	0.43

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	183	198	216
Percentage of male employees in operational level	%	77.22	80.49	82.44
Total number of male employees in management level	Persons	51	45	43
Percentage of male employees in management level	%	21.52	18.29	16.41
Total number of male employees in executive level	Persons	3	3	3
Percentage of male employees in executive level	%	1.27	1.22	1.15

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	298	330	359
Percentage of female employees in operational level	%	79.47	80.68	82.34
Total number of female employees in management level	Persons	77	79	77

Percentage of female employees in management level	%	20.53	19.32	17.66
Total number of female employees in executive level	Persons	0	0	0
Percentage of female employees in executive level	%	0.00	0.00	0.00

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	6	7	7
Total number of employees with disabilities	Persons	6	7	7
Percentage of employees with disabilities	%	0.98	1.07	1.00
Total number of workers who are not employees with disabilities	Persons	0	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	204,308,904.44	214,281,569.00	247,436,887.78
Total male employee remuneration	Baht	88,725,315.47	86,834,131.84	97,973,821.04
Percentage of remuneration in male employees	%	43.43	40.52	39.60
Total female employee remuneration	Baht	115,583,588.97	127,447,437.16	149,463,066.74
Percentage of remuneration in female employees	%	56.57	59.48	60.40
Average remuneration of employees	Baht / Person	333,838.08	327,147.43	354,494.11
Average remuneration of male employees	Baht / Person	374,368.42	352,984.28	373,945.88
Average remuneration of female employees	Baht / Person	308,222.90	311,607.43	342,805.20
Ratio of average remuneration of female employees to male employees		0.82	0.88	0.92

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	0	303	320
Percentage of total number of employees joining employee provident fund to total number of employees	%	0.00	46.26	45.85
Total amount of provident fund contributed by the Company	Baht	0.00	976,133.43	4,143,189.36
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	0.00	0.46	1.67

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	117.49	97.73	78.20

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	317,163.74	753,801.30	1,034,991.44

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	1,385,568.00	1,446,240.00	1,535,600.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	0.00	0.00	1.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	0	1
Percentage of employees that lost time injuries for 1 day or more	%	0.00	0.00	0.14
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

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.00	0.00	0.65
	Persons / 200,000 manhours ^(**)	0.00	0.00	0.13

Additional explanation:

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

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	62	82	68
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	10.13	12.52	9.74
Total number of male employee turnover leaving the Company voluntarily	Persons	29	38	24
Percentage of male employee turnover leaving the Company voluntarily	%	46.77	46.34	35.29
Total number of female employee turnover leaving the Company voluntarily	Persons	33	44	44
Percentage of female employee turnover leaving the Company voluntarily	%	53.23	53.66	64.71
Significant labor dispute	Yes / No	No	No	No

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

Approved and published on 25/04/2024

ESG Performance

Company Name: Bangkok Lab and Cosmetic Public Company Limited Symbol: BLC

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

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices: Yes
URL of corporate governance policy and practices: <https://hub.optiwise.io/th/documents/109725/flipbook>
Uploaded document of corporate governance policy and practices: BLCP 10-025 (3).pdf

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors: x Nomination of Directors x Determination of Director Remuneration x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies x Director Development

1.3 Code of Conduct

Corporate code of conduct: Yes
URL of Code of Conduct: -
Uploaded document of Code of Conduct: นโยบายและแนวปฏิบัติเกี่ยวกับจรรยาบรรณธุรกิจ.pdf

1.4 Policy and Practices related to Code of Conduct

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

2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	0	0	7	0
		0		7	
	% of total directors	0	0	100.00	0
		0		100	
Executive directors	Persons	0	0	3	0
		0		3	
	% of total directors	0	0	42.86	0
		0		42.86	
Non-executive directors	Persons	0	0	4	0
		0		4	
	% of total directors	0	0	57.14	0
		0		57.14	
- Independent directors	Persons	0	0	3	0
		0		3	
	% of total directors	0	0	42.86	0
		0		42.86	
- Non-executive directors who have no position in independent directors	Persons	0	0	1	0
		0		1	
	% of total directors	0	0	14.29	0
		0		14.29	

Average director age	Years	0	0	55	0
		0		55	
The Chairman of the Board is an independent director	Yes / No	-		Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	-		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	-		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	-		Yes	

Additional explanation:

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

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	พศ.ดร. วันชัย สุทรนันท์	First appointment date of director:	9 Dec 2020
	Name (English):	Assistant Professor Dr. WANCHAI SUTANANTA	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Pharmaceutics	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Governance/ Compliance x Health Care Services		
	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		
2)	Name (Thai):	ดร. ศุภชัย สายบัว	First appointment date of director:	16 Oct 1992

	Name (English):	B.Sc.Pharm. SUBHACHAI SAIBOUR	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1958	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Pharmaceutics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Personal Products & Pharmaceuticals x Health Care Services		
	Shares:	22,500,000		
	Paid-up stock:	600,000,000		
	%Shares:	3.750000		
3)	Name (Thai):	ภก. สุวิทย์ งามภูพันธ์	First appointment date of director:	16 Oct 1992
	Name (English):	B.Sc.Pharm. SUVIT NGAMPOOPUN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Personal Products & Pharmaceuticals x Health Care Services x Marketing		
	Shares:	131,961,600		
	Paid-up stock:	600,000,000		
	%Shares:	21.993600		
4)	Name (Thai):	ภก. สมชัย พิเศษสุราร	First appointment date of director:	16 Oct 1992

	Name (English):	B.Sc.Pharm. SOMCHAI PHISPHAHUTHARN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Business Administration x Personal Products & Pharmaceuticals x Health Care Services x Accounting x Finance		
	Shares:	90,000,000		
	Paid-up stock:	600,000,000		
	%Shares:	15.000000		
5)	Name (Thai):	ภก. วรเทพ ก่อกิจพูนผล	First appointment date of director:	9 Dec 2020
	Name (English):	B.Sc.Pharm. WORATHEP GORGITPOONPOL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Pharmaceutics	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Health Care Services x Personal Products & Pharmaceuticals x Marketing		
	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		

6)	Name (Thai):	ดร. ธนาตล รัชชาพล	First appointment date of director:	9 Dec 2020
	Name (English):	Dr. THANADOL RUKSAPOL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1983	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance		
	Shares:	200,000		
	Paid-up stock:	600,000,000		
	%Shares:	0.033333		
7)	Name (Thai):	นาย สุรสิลป์ งามภูพันธ์	First appointment date of director:	9 Dec 2020
	Name (English):	Mr. SURASILP NGAMPOOPUN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1992	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Marketing	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing		
	Shares:	0		
	Paid-up stock:	600,000,000		
	%Shares:	0.000000		

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

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	พศ.ดร. วันชัย สุทระนันท์	Appointment date of audit committee member:	9 Dec 2020
	Name (English):	Assistant Professor Dr. WANCHAI SUTANANTA	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1960	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Pharmaceutics	DGP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	ภก. วรเทพ ก่อกิจพูนพลา	Appointment date of audit committee member:	9 Dec 2020
	Name (English):	B.Sc.Pharm. WORATHEP GORGITPOONPOL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Pharmaceutics	DGP course:	Yes
	Residence in Thailand:	Yes		

	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	ดร. ธนาดล รัชชาพล	Appointment date of audit committee member:	9 Dec 2020
	Name (English):	Dr. THANADOL RUKSAPOL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1983	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	200,000		
	%Shares:	0.033333		

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

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

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
1)	Name (Thai)	รศ. สุวิทย์ งามภูพันธ์
	Name (English)	B.Sc.Pharm. SUVIT NGAMPOOPUN
	Gender:	Male
	Year of birth:	1962
	Appointment date of executive committee member:	19 Oct 2022
	Executive committee position:	Chairman of the executive committee

	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
2)	Name (Thai)	ภก. ศุภชัย สายบัว	Appointment date of executive committee member:	9 Oct 2022
	Name (English)	B.Sc.Pharm. SUBHACHAI SAIBOUR	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1958		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Pharmaceutics		
	Residence in Thailand:	Yes		
3)	Name (Thai)	ภก. สมชัย พิษพสุธาร	Appointment date of executive committee member:	19 Oct 2022
	Name (English)	B.Sc.Pharm. SOMCHAI PHISPFAHUTHARN	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Science		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย สุรสิลป์ งามภูพินธ์	Appointment date of executive committee member:	19 Dec 2022
	Name (English)	Mr. SURASILP NGAMPOOPUN	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1992		

	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Marketing		
	Residence in Thailand:	Yes		
5)	Name (Thai)	ภก. อลงกรณ์ สีละอุปัทภานต์	Appointment date of executive committee member:	19 Oct 2022
	Name (English)	Pharm Alongkorn Leela-Uppatikarn	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1969		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
6)	Name (Thai)	ภก. วงศ์สร งามอนก	Appointment date of executive committee member:	19 Oct 2022
	Name (English)	Pharm Wongsatorn Ngam-Anak	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1979		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
7)	Name (Thai)	นาย ราชนทร์ สิกธิ์แสง	Appointment date of executive committee member:	19 Oct 2022
	Name (English)	Mr. Rachain Sittisang	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1971		

	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
8)	Name (Thai)	นางสาว อุนพร ปัทรวาณิชกุล	Appointment date of executive committee member:	19 Oct 2022
	Name (English)	Ms. Anuporn Pattavanichkun	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1967		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
9)	Name (Thai)	นางสาว สุภาพร คุ่มอยู่	Appointment date of executive committee member:	19 Oct 2022
	Name (English)	Ms. Supaporn Kumyoo	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1973		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
10)	Name (Thai)	ภญ วรนุช คงสุภาพศิริ	Appointment date of executive committee member:	15 Aug 2022
	Name (English)	Pharm Woranuch Kongsupapsiri	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1970		

	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	International Business		
	Residence in Thailand:	Yes		
11)	Name (Thai)	นางสาว พิรญา ชาญแพทย์	Appointment date of executive committee member:	14 Nov 2022
	Name (English)	Ms. Phiraya Chanpatya	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1989		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
12)	Name (Thai)	นาย ปกรณ์ ทองเคล้ว	Appointment date of executive committee member:	14 Nov 2022
	Name (English)	Mr. Pakorn Thongklawe	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1990		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	ดร. ธนาดล รักชาพล	Dr. THANADOL RUKSAPOL	Chairman
2	ภก. ศุภชัย สายบัว	B.Sc.Pharm. SUBHACHAI SAIBOUR	Member
3	ภก. สมชัย พิษพสุธาร	B.Sc.Pharm. SOMCHAI PHISPHAHUTHARN	Member

2) Name of sub-committees (English) Nomination and Compensation Committee

No.	Name (Thai)	Name (English)	Position
1	พศ.ดร. วัณชัย สุทรະนันท์	Assistant Professor Dr. WANCHAI SUTANANTA	Chairman
2	ภก. วรเทพ ก่อกิจพูนผล	B.Sc.Pharm. WORATHEP GORGITPOONPOL	Member
3	ภก. สุวิทย์ งามภูพันธ์	B.Sc.Pharm. SUVIT NGAMPOOPUN	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination and Compensation Committee
Remuneration	Nomination and Compensation Committee
Corporate governance	No
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

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

General Information of Executives	Information on Executive Tenure
-----------------------------------	---------------------------------

1)	Name (Thai):	ภก. สุวิทย์ งามภูพันธ์	The highest-ranking executive position:	Yes
	Name (English):	B.Sc.Pharm. SUVIT NGAMPOOPUN	Executive position (Thai):	ประธานกรรมการบริหาร
	Gender:	Male	Executive position (English):	CHAIRMAN OF EXECUTIVE COMMITTEE
	Year of birth:	1962	Appointment date of executive:	16 Oct 1989
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Personal Products & Pharmaceuticals x Health Care Services x Marketing		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	ภก. ศุภชัย สายบัว	The highest-ranking executive position:	No
	Name (English):	B.Sc.Pharm. SUBHACHAI SAIBOUR	Executive position (Thai):	ประธานเจ้าหน้าที่สายปฏิบัติการ
	Gender:	Male	Executive position (English):	Chief Operating Officer
	Year of birth:	1958	Appointment date of executive:	16 Oct 1989
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Pharmaceutics		
	Skill and expertise:	x Personal Products & Pharmaceuticals x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	ภก. สมชัย พิษพสุธา	The highest-ranking executive position:	No
	Name (English):	B.Sc.Pharm. SOMCHAI PHISPHAHUTHARN	Executive position (Thai):	ประธานเจ้าหน้าที่สายบัญชีและการเงิน
	Gender:	Male	Executive position (English):	Chief Financial Officer

	Year of birth:	1960	Appointment date of executive:	16 Oct 1989
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Science		
	Skill and expertise:	x Business Administration x Personal Products & Pharmaceuticals x Health Care Services x Accounting x Finance		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
4)	Name (Thai):	นางสาว อรุพร ปัทธราวิชกุล	The highest-ranking executive position:	No
	Name (English):	Ms. Anuporn Pattravanichkun	Executive position (Thai):	ผู้อำนวยการสายงานบัญชีและการเงิน
	Gender:	Female	Executive position (English):	Executive Director of Accounting&Financial
	Year of birth:	1967	Appointment date of executive:	1 Jan 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นางสาว พิรญา ชาญแพทย์	The highest-ranking executive position:	No
	Name (English):	Ms. Phiraya Chanpatya	Executive position (Thai):	ผู้ช่วยประธานเจ้าหน้าที่สายบัญชีและการเงิน
	Gender:	Female	Executive position (English):	Assistant Chief Financial Officer
	Year of birth:	1989	Appointment date of executive:	18 Apr 2022
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		

	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Accounting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย ปกรณ์ ทองเคล้ว	The highest-ranking executive position:	No
	Name (English):	Mr. Pakorn Thongklawe	Executive position (Thai):	ผู้ช่วยประธานเจ้าหน้าที่สายบัญชีและการเงิน
	Gender:	Male	Executive position (English):	Assistant Chief Financial Officer
	Year of birth:	1990	Appointment date of executive:	16 Mar 2022
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Accounting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
7)	Name (Thai):	ภญ วรนุช คงสุภาพศิริ	The highest-ranking executive position:	No
	Name (English):	Pharm Woranuch Kongsupapsiri	Executive position (Thai):	ผู้อำนวยการสายการตลาด
	Gender:	Female	Executive position (English):	Executive Director of Marketing
	Year of birth:	1970	Appointment date of executive:	1 Feb 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	International Business		
	Skill and expertise:	x Business Administration x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

8)	Name (Thai):	ภก. วงศรร งามอนก	The highest-ranking executive position:	No
	Name (English):	Pharm Wongsatorn Ngam-Anak	Executive position (Thai):	ผู้อำนวยการสายงานสนับสนุน
	Gender:	Male	Executive position (English):	Executive Director of Support
	Year of birth:	1979	Appointment date of executive:	10 Feb 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
9)	Name (Thai):	นาย ราชนทร์ สิริธิแสง	The highest-ranking executive position:	No
	Name (English):	Mr. Rachain Sittisang	Executive position (Thai):	ผู้อำนวยการสายงานผลิต
	Gender:	Male	Executive position (English):	Executive Director of Manufacture
	Year of birth:	1971	Appointment date of executive:	10 Feb 2021
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Business Administration		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
10)	Name (Thai):	ภก. อลงกรณ์ ลีละอุปัทภานต์	The highest-ranking executive position:	No
	Name (English):	Pharm Alongkorn Leela-Uppatikarn	Executive position (Thai):	ผู้ช่วยประธานเจ้าหน้าที่สายปฏิบัติการ
	Gender:	Male	Executive position (English):	Assistant Chief Operating Officer
	Year of birth:	1969	Appointment date of executive:	21 Dec 2021

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

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Supaporn Kumyoo	Supaporn@bangkoklab.co.th	032719900
Company secretary	Ms. pattarnan Choowangcha	pattarnan@bangkoklab.co.th	032-719900
Head of the internal audit or the outsourced internal auditor	Mr. Bunyarit Thanormcharoen	Bunyarit@kpmg.co.th	0840752398
Head of the compliance unit	-	-	-
Head of the investor relation	Mr. Pakorn Thongklawe	ir@blcplc.com	0917735757,0971906336

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mr. Bunyarit Thanormcharoen Email: Bunyarit@kpmg.co0th Telephone: 0840752398	6,210,000.00	-

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 6 times

Date of AGM meeting: 27 Mar 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the board)	-	6/6	100.00	Participating	Did not hold the meeting
2. B.Sc.Pharm. SUBHACHAI SAIBOUR (Director)	-	6/6	100.00	Participating	Did not hold the meeting
3. B.Sc.Pharm. SUVIT NGAMPOOPUN (Director)	-	6/6	100.00	Participating	Did not hold the meeting

4. B.Sc.Pharm. SOMCHAI PHISPAAHUTHARN (Director)	-	6/6	100.00	Participating	Did not hold the meeting
5. B.Sc.Pharm. WORATHEP GORGITPOONPOL (Director)	-	6/6	100.00	Participating	Did not hold the meeting
6. Dr. THANADOL RUKSAPOL (Director)	-	6/6	100.00	Participating	Did not hold the meeting
7. Mr. SURASILP NGAMPOOPUN (Director)	-	6/6	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the audit committee)	-	5/5	100.00
2. B.Sc.Pharm. WORATHEP GORGITPOONPOL (Member of the audit committee)	-	5/5	100.00
3. Dr. THANADOL RUKSAPOL (Member of the audit committee)	-	5/5	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:	No
URL of director remuneration policy and criteria:	-
Uploaded document of director remuneration policy and criteria:	-

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the board)	-	315,000.00	0.00	No
2. B.Sc.Pharm. SUBHACHAI SAIBOUR (Director)	-	0.00	0.00	No
3. B.Sc.Pharm. SUVIT NGAMPOOPUN (Director)	-	0.00	0.00	No

4. B.Sc.Pharm. SOMCHAI PHISPHAHUTHARN (Director)	-	0.00	0.00	No
5. B.Sc.Pharm. WORATHEP GORGITPOONPOL (Director)	-	275,000.00	0.00	No
6. Dr. THANADOL RUKSAPOL (Director)	-	365,000.00	0.00	No
7. Mr. SURASILP NGAMPOOPUN (Director)	-	0.00	0.00	No
Total (Baht)	-	955,000.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	0.00	955,000.00
Other monetary remuneration	Baht	0.00	0.00
Total director remuneration	Baht	0.00	955,000.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: No
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	17,415,000.00	16,560,000.00	16,560,000.00

3.4.6 Other Non-monetary Remuneration of Executives

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

