

ESG Performance

Company Name: PRARAM 9 HOSPITAL PUBLIC COMPANY LIMITED Symbol: PR9

Market: SET Industry Group: Services Sector: Health Care Services

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://investor.praram9.com/storage/sustainability-management/pdf/20230309-pr9-environmental-policy.pdf
Uploaded document of environmental policy and practice:	20230309-pr9-environmental-policy.pdf

1.2 Environmental Practices

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

2.1 Disclosure Boundary in Energy Management

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

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	12,332,195.00	13,145,507.00	13,079,779.47
Total electricity consumption within the organization	Kilowatt-Hours	12,332,195.00	13,145,507.00	13,413,329.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	12,332,195.00	13,145,507.00	13,413,329.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	0.00	0.00	333,549.53

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	0.00	0.00	2.55
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	9,619.50	9,511.94	8,801.40

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.

2.3 Electricity Consumption Intensity

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

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	45,752,363.01	57,243,087.48	64,184,267.03
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	35,688.27	41,420.47	42,115.66

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	0.00	0.00	0.00
Diesel	Litres	21,401.07	53,286.19	62,647.32
Gasoline	Litres	0.00	16,107.73	14,083.82
Fuel oil	Litres	0.00	0.00	0.00

Crude oil	Barrels	0.00	0.00	0.00
Natural gas	Standard cubic feet	0.00	0.00	0.00
LPG	Kilograms	34,320.00	54,288.00	61,624.00
Steam	Metric tonnes	0.00	0.00	0.00
Coal	Metric tonnes	0.00	0.00	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	1,625,515.90	2,146,165.30	2,199,140.36
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 ^(*)	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	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	1

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	140,316.00	145,742.00	145,013.00
Total water withdrawal	Cubic meters	140,316.00	145,742.00	143,995.00
Total water withdrawal by third-party water	Cubic meters	140,316.00	145,742.00	143,995.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	0.00	0.00	-1,018.00
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	0.00	0.00	-0.70
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	109.45	105.46	94.48
Intensity ratio of total water withdrawal to total revenues ⁽²⁾	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

⁽¹⁾ 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.

⁽²⁾ Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	112,175.00	107,164.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	112,175.00	107,164.00
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	140,316.00	33,567.00	36,831.00

3.5 Water Consumption Intensity

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

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	2,392,603.18	2,565,280.72	2,461,740.75
Total water withdrawal expense from third-party water	Baht	2,392,603.18	2,565,280.72	2,461,740.75

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	1,866.31	1,856.21	1,615.32

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

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

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	310,572.00	310,156.00	272,415.00
Non-hazardous waste	Kilograms	309,366.00	306,271.00	267,990.00
Hazardous waste	Kilograms	1,206.00	3,885.00	4,425.00
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:

^(*) 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.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	0.00	0.00	57,600.00

Reused/Recycled non-hazardous waste	Kilograms	0.00	0.00	57,600.00
Reused/Recycled hazardous waste	Kilograms	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated	%	0.00	0.00	21.14
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	0.00	0.00	21.49
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	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	1

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	Yes
URL of corporate greenhouse gas management plan:	https://investor.praram9.com/storage/sustainability-management/pdf/20230309-pr9-environmental-policy.pdf
Uploaded document of Corporate greenhouse gas management plan:	20230309-pr9-environmental-policy.pdf

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	4,413.00	11,519.00	11,461.41
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	4,413.00	11,519.00	11,537.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	245.00	399.00	439.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	3,675.00	5,948.00	6,182.00
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	493.00	5,172.00	4,916.00
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	0.00	0.00	75.59
Percentage of the difference between total GHG emissions and target ^(†)	%	0.00	0.00	0.66

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	3.44	8.34	7.57
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	Yes
Name of verifying company (Thai)	บริษัท แอลอาร์คิวเอ (ประเทศไทย) จำกัด	บริษัท แอลอาร์คิวเอ (ประเทศไทย) จำกัด
Name of verifying company (English)	LRQA (THAILAND) LIMITED	LRQA (THAILAND) LIMITED

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	45,297.63
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	45,297.63
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

5.7 Absorption and removal of Greenhouse Gas

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

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Approved and published on 22/03/2024

ESG Performance

Company Name: PRARAM 9 HOSPITAL PUBLIC COMPANY LIMITED Symbol: PR9

Market: SET Industry Group: Services Sector: Health Care Services

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://investor.praram9.com/storage/sustainability-management/pdf/20230509-pr9-human-rights-policy.pdf>
Uploaded document of Corporate human rights policy and practice: 20230509-pr9-human-rights-policy.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

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

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	1,282	1,382	1,524
Total number of male employees	Persons	220	237	250
Percentage of male employees	%	17.16	17.15	16.40

Total number of female employees	Persons	1,062	1,145	1,274
Percentage of female employees	%	82.84	82.85	83.60

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	457	518	577
Percentage of employees under 30 years old	%	35.65	37.48	37.86
Total number of employees 30–50 years old	Persons	656	685	761
Percentage of employees 30–50 years old	%	51.17	49.57	49.93
Total number of employees over 50 years old	Persons	169	179	186
Percentage of employees over 50 years old	%	13.18	12.95	12.20

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	55	60	57
Percentage of male employees under 30 years old	%	25.00	25.32	22.80
Total number of male employees 30–50 years old	Persons	129	139	158
Percentage of male employees 30–50 years old	%	58.64	58.65	63.20
Total number of male employees over 50 years old	Persons	36	38	35
Percentage of male employees over 50 years old	%	16.36	16.03	14.00

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	402	458	520
Percentage of female employees under 30 years old	%	37.85	40.00	40.82
Total number of female employees 30-50 years old	Persons	527	546	603
Percentage of female employees 30-50 years old	%	49.62	47.69	47.33
Total number of female employees over 50 years old	Persons	133	141	151
Percentage of female employees over 50 years old	%	12.52	12.31	11.85

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	1,200	1,298	1,436
Percentage of employees in operational level	%	93.60	93.92	94.23
Total number of employees in management level	Persons	70	72	76
Percentage of employees in management level	%	5.46	5.21	4.99
Total number of employees in executive level	Persons	12	12	12
Percentage of employees in executive level	%	0.94	0.87	0.79

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	201	214	226
Percentage of male employees in operational level	%	91.36	90.30	90.40
Total number of male employees in management level	Persons	11	15	16
Percentage of male employees in management level	%	5.00	6.33	6.40
Total number of male employees in executive level	Persons	8	8	8
Percentage of male employees in executive level	%	3.64	3.38	3.20

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	999	1,084	1,210
Percentage of female employees in operational level	%	94.07	94.67	94.98
Total number of female employees in management level	Persons	59	57	60

Percentage of female employees in management level	%	5.56	4.98	4.71
Total number of female employees in executive level	Persons	4	4	4
Percentage of female employees in executive level	%	0.38	0.35	0.31

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	13	13	14
Total number of employees with disabilities	Persons	1	1	1
Percentage of employees with disabilities	%	0.08	0.07	0.07
Total number of workers who are not employees with disabilities	Persons	12	12	13

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	656,325,137.31	798,429,632.71	921,600,000.00
Total male employee remuneration	Baht	114,986,608.48	141,256,481.47	163,800,000.00
Percentage of remuneration in male employees	%	17.52	17.69	17.77
Total female employee remuneration	Baht	541,338,528.83	657,173,151.24	757,800,000.00
Percentage of remuneration in female employees	%	82.48	82.31	82.23
Average remuneration of employees	Baht / Person	511,954.09	577,734.90	604,724.41
Average remuneration of male employees	Baht / Person	522,666.40	596,018.91	655,200.00
Average remuneration of female employees	Baht / Person	509,734.96	573,950.35	594,819.47
Ratio of average remuneration of female employees to male employees		0.98	0.96	0.91

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	978	1,002	1,110
Percentage of total number of employees joining employee provident fund to total number of employees	%	76.29	72.50	72.83
Total amount of provident fund contributed by the Company	Baht	10,538,771.00	11,163,423.00	13,307,285.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	1.61	1.40	1.44

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	10.37	48.37	53.10

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	881,522.89	1,909,950.00	7,053,756.66

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	3,200,838.00	3,605,987.00	3,843,483.30

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	2.00
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

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

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	158	141	138
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	12.32	10.20	9.06
Total number of male employee turnover leaving the Company voluntarily	Persons	32	17	23
Percentage of male employee turnover leaving the Company voluntarily	%	20.25	12.06	16.67
Total number of female employee turnover leaving the Company voluntarily	Persons	126	124	115
Percentage of female employee turnover leaving the Company voluntarily	%	79.75	87.94	83.33
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 22/03/2024

ESG Performance

Company Name: PRARAM 9 HOSPITAL PUBLIC COMPANY LIMITED Symbol: PR9

Market: SET Industry Group: Services Sector: Health Care Services

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://investor.praram9.com/th/company-info/corporate-governance/corporate-governance-policy
Uploaded document of corporate governance policy and practices:	นโยบายการกำกับดูแลกิจการของบริษัท.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 Independence of the Board of Directors from the Management x Director Development x Board Performance Evaluation
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://investor.praram9.com/storage/download/corporate-governance-policy/201490605-pr9-business-ethics-th.pdf
Uploaded document of Code of Conduct:	จริยธรรมองค์กร.pdf

1.4 Policy and Practices related to Code of Conduct

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

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	7	2	7	2
		9		9	
	% of total directors	77.78	22.22	77.78	22.22
		100		100	
Executive directors	Persons	3	0	3	0
		3		3	
	% of total directors	33.33	0	33.33	0
		33.33		33.33	
Non-executive directors	Persons	4	2	4	2
		6		6	
	% of total directors	44.44	22.22	44.44	22.22
		66.67		66.67	
- Independent directors	Persons	2	1	2	1
		3		3	
	% of total directors	22.22	11.11	22.22	11.11
		33.33		33.33	
- Non-executive directors who have no position in independent directors	Persons	2	1	2	1
		3		3	
	% of total directors	22.22	11.11	22.22	11.11
		33.33		33.33	

Average director age	Years	65	63	66	64
		65		66	
The Chairman of the Board is an independent director	Yes / No	No		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes		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):	นาย บรรณพจน์ ดามาพงศ์	First appointment date of director:	28 Mar 2018
	Name (English):	Mr. BHANAPOT DAMAPONG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1949	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Master of Social Studies	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Corporate Management		
	Shares:	1,000,000		
	Paid-up stock:	786,300,000		
	%Shares:	0.127178		
2)	Name (Thai):	นาย เสถียร ภู่งประเสริฐ	First appointment date of director:	28 Mar 2018

	Name (English):	Mr. SATIAN POOPRASERT	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1953	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:	Medicine	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Shares:	10,550,000		
	Paid-up stock:	786,300,000		
	%Shares:	1.341727		
3)	Name (Thai):	นาย วิรุฬห์ มาวิจักขณ์	First appointment date of director:	28 Mar 2018
	Name (English):	Mr. VIROON MAVICHAK	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	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:	Medicine	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Shares:	9,250,000		
	Paid-up stock:	786,300,000		
	%Shares:	1.176396		
4)	Name (Thai):	นาย ประเสริฐ ไตรรัตน์วรกุล	First appointment date of director:	28 Mar 2018
	Name (English):	Mr. PRASERT TRAIRATVORAKUL	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1949	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:	Medicine	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Shares:	9,950,000		
	Paid-up stock:	786,300,000		
	%Shares:	1.265420		
5)	Name (Thai):	นาย อรรถพล สฤทธิพิณราวาทย์	First appointment date of director:	28 Mar 2018
	Name (English):	Mr. ATTAPOL SARIDDIPUNTAWAT	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1966	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	786,300,000		
	%Shares:	0.000000		
6)	Name (Thai):	นาย คณิต แพทย์สมาน	First appointment date of director:	28 Mar 2018
	Name (English):	Mr. KANIT PATSAMAN	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1962	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Finance x Accounting x Business Administration		
	Shares:	0		
	Paid-up stock:	786,300,000		
	%Shares:	0.000000		
7)	Name (Thai):	นาง วิลาสินี พุทธิธารินทร์	First appointment date of director:	28 Mar 2018
	Name (English):	Mrs. VILASINEE PUDDHIKARANT	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1956	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Finance x Marketing x Economics x Information & Communication Technology		
	Shares:	0		
	Paid-up stock:	786,300,000		
	%Shares:	0.000000		
8)	Name (Thai):	น.ก. ศิริสุนรา สิงหรา ณ อยุธยา	First appointment date of director:	28 Mar 2018

	Name (English):	Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1961	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:	Medicine	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Shares:	100,000		
	Paid-up stock:	786,300,000		
	%Shares:	0.012718		
9)	Name (Thai):	นาย พิเศษ จิยาศักดิ์	First appointment date of director:	31 Jul 2018
	Name (English):	Mr. PISET CHIYASAK	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1965	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Organization Development	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Corporate Management x Marketing x Media & Publishing		
	Shares:	0		
	Paid-up stock:	786,300,000		
	%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):	นาย คณิต แพทย์สมาน	Appointment date of audit committee member:	28 Mar 2018
	Name (English):	Mr. KANIT PATSAMAN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1962	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	น.ก. ศิริบรรรา สิงหรา ณ อยุธยา	Appointment date of audit committee member:	28 Mar 2018
	Name (English):	Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1961	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:	Medicine	DCP course:	Yes

	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	100,000		
	%Shares:	0.012718		
3)	Name (Thai):	นาย พิเศษ จียาศักดิ์	Appointment date of audit committee member:	31 Jul 2018
	Name (English):	Mr. PISET CHIYASAK	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1965	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Organization Development	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		

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)	นาย อรรถพล สฤษดิ์พันธุ์ราษฎร์	Appointment date of executive committee member:	28 Mar 2018
	Name (English)	Mr. ATTAPOL SARIDDIPUNTAWAT	Executive committee position:	Chairman of the executive committee
	Gender:	Male		

	Year of birth:	1966		
	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)	นาย เสถียร ภูประเสริฐ	Appointment date of executive committee member:	28 Mar 2018
	Name (English)	Mr. SATIAN POOPRASERT	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1953		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย ประเสริฐ ไตรรัตน์วรกุล	Appointment date of executive committee member:	28 Mar 2018
	Name (English)	Mr. PRASERT TRAIRATVORAKUL	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1949		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย วิรุฬห์ มาวิจักขณ์	Appointment date of executive committee member:	28 Mar 2018
	Name (English)	Mr. VIROON MAVICHAK	Executive committee position:	Member of the executive committee
	Gender:	Male		

	Year of birth:	1951		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย สมชัย ปิณฑุพรพานิชย์	Appointment date of executive committee member:	30 Mar 2018
	Name (English)	Mr. Somchai Pinyopornpanich	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1952		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Residence in Thailand:	Yes		
6)	Name (Thai)	นาย ทรงศักดิ์ เปรมสุข	Appointment date of executive committee member:	30 Mar 2018
	Name (English)	Mr. Songsak Premsuk	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Bachelor of Architecture		
	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) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย พิเศษ จิยาศักดิ์	Mr. PISET CHIYASAK	Chairman
2	นาง วิลาสินี พุทธิการ์นต์	Mrs. VILASINEE PUDDHIKARANT	Member
3	น.ก. ศิริบรรรา สิงหรา ณ อยุธยา	Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA	Member

2) Name of sub-committees (English) Corporate Governance and Sustainable Development Committee

No.	Name (Thai)	Name (English)	Position
1	นาย พิเศษ จิยาศักดิ์	Mr. PISET CHIYASAK	Chairman
2	นาย ประเสริฐ ไตรรัตน์วรกุล	Mr. PRASERT TRAIRATVORAKUL	Member
3	นาย คณิต แพทย์สมาน	Mr. KANIT PATSAMAN	Member

3) Name of sub-committees (English) Audit Committee

No.	Name (Thai)	Name (English)	Position
1	นาย คณิต แพทย์สมาน	Mr. KANIT PATSAMAN	Chairman
2	น.ก. ศิริบรรรา สิงหรา ณ อยุธยา	Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA	Member
3	นาย พิเศษ จิยาศักดิ์	Mr. PISET CHIYASAK	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Audit Committee
Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee

Corporate governance	Corporate Governance and Sustainable Development Committee
Corporate sustainability development	Corporate Governance and Sustainable Development Committee

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):	นาย เสถียร ภูंपระเสริฐ	The highest-ranking executive position:	Yes
	Name (English):	Mr. SATIAN POOPRASERT	Executive position (Thai):	กรรมการผู้อำนวยการ
	Gender:	Male	Executive position (English):	Chief Executive Officer
	Year of birth:	1953	Appointment date of executive:	28 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย ประเสริฐ ไตรรัตน์วรกุล	The highest-ranking executive position:	No
	Name (English):	Mr. PRASERT TRAIRATVORAKUL	Executive position (Thai):	รองกรรมการผู้อำนวยการ
	Gender:	Male	Executive position (English):	Deputy Managing Director
	Year of birth:	1949	Appointment date of executive:	28 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		

	Accounting supervisor:	No		
3)	Name (Thai):	นาย วิรุฬห์ มาวิจักขณ์	The highest-ranking executive position:	No
	Name (English):	Mr. VIROON MAVICHAK	Executive position (Thai):	รองกรรมการผู้อำนวยการ
	Gender:	Male	Executive position (English):	Deputy Managing Director
	Year of birth:	1951	Appointment date of executive:	28 Mar 2018
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย เจริญ นิตพอบสุข	The highest-ranking executive position:	No
	Name (English):	Mr. Charoen Nudpobsuk	Executive position (Thai):	รองกรรมการผู้อำนวยการ
	Gender:	Male	Executive position (English):	Deputy Managing Director
	Year of birth:	1963	Appointment date of executive:	27 Sep 2019
	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):	นาย ธีรพันธ์ ดิษยบุตร	The highest-ranking executive position:	No
	Name (English):	Mr. Teeraphan Disayabutara	Executive position (Thai):	รองกรรมการผู้อำนวยการ
	Gender:	Male	Executive position (English):	Chief Financial Officer

Year of birth:	1978	Appointment date of executive:	1 May 2019
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 IT Management		
Highest responsibility in corporate accounting and finance:	Yes		
Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Suree Apichayaphorn	sureea@praram9.com	02 202 9999 ต่อ 33104
Company secretary	Ms. Marisara Thanasaksiri	marisarat@praram9.com	02 202 9999 ต่อ 39605
Head of the internal audit or the outsourced internal auditor	Mrs. Sasivimon Suksai	sasivimon@ac-revolution.co.th	02 231 2064
Head of the compliance unit	Ms. Marisara Thanasaksiri	marisarat@praram9.com	02 202 9999 ต่อ 39605
Head of the investor relation	Mr. Teeraphan Disayabutara	teeraphand@praram9.com	022029999 ต่อ 21419

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
EY OFFICE LIMITED	<p>1. Ms. Manee Rattanabunnakit Email: ey.thailand@th.ey.com Telephone: 022649090</p> <p>2. Mr. Termphong Opanaphan Email: ey.thailand@th.ey.com Telephone: 022649090</p> <p>3. Mr. Voraphot Voraphot Amnuaypanich Email: ey.thailand@th.ey.com Telephone: 022649090</p>	1,800,000.00	-

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	
1)	Name (Thai):	นาย บรรณพจน์ ดามาพงศ์	First appointment date of director:	28 Mar 2018
	Name (English):	Mr. BHANAPOT DAMAPONG	Director position:	Chairman of the board
	Gender:	Male	Executive director position:	No
	Year of birth:	1949	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Master of Social Studies		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Corporate Management		
	Shares:	1,000,000		
	Paid-up stock:	786,300,000		
	%Shares:	0.127178		
2)	Name (Thai):	นาย อรรถพล สฤทธิพันธ์	First appointment date of director:	28 Mar 2018
	Name (English):	Mr. ATTAPOL SARIDDIPUNTAWAT	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1966	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Finance x Accounting		

	Shares:	0		
	Paid-up stock:	786,300,000		
	%Shares:	0.000000		
3)	Name (Thai):	น.ก. ศิริสุนทร สิงหารา ณ อัยุทธยา	First appointment date of director:	28 Mar 2018
	Name (English):	Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1961	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	Yes
	Study field of the highest level of education:	Medicine		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Health Care Services		
	Shares:	100,000		
	Paid-up stock:	786,300,000		
	%Shares:	0.012718		

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: 21 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. BHANAPOT DAMAPONG (Chairman of the board)	-	6/6	100.00	Participating	Did not hold the meeting
2. Mr. SATIAN POOPRASERT (Vice Chairman)	-	6/6	100.00	Participating	Did not hold the meeting
3. Mr. VIROON MAVICHAK (Director)	-	6/6	100.00	Participating	Did not hold the meeting
4. Mr. PRASERT TRAIRATVORAKUL (Director)	-	6/6	100.00	Participating	Did not hold the meeting
5. Mr. ATTAPOL SARIDDIPUNTAWAT (Director)	-	6/6	100.00	Participating	Did not hold the meeting
6. Mr. KANIT PATSAMAN (Director)	-	6/6	100.00	Participating	Did not hold the meeting
7. Mrs. VILASINEE PUDDHIKARANT (Director)	-	5/6	83.33	Participating	Did not hold the meeting
8. Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA (Director)	-	5/6	83.33	Participating	Did not hold the meeting
9. Mr. PISET CHIYASAK (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: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. KANIT PATSAMAN (Chairman of the audit committee)	-	4/4	100.00

2. Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA (Member of the audit committee)	-	3/4	75.00
3. Mr. PISET CHIYASAK (Member of the audit committee)	-	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:	Yes
URL of director remuneration policy and criteria:	https://investor.pram9.com/storage/download/corporate-governance-policy/20210909-pr9-cg-policy-th.pdf
Uploaded document of director remuneration policy and criteria:	นโยบายการกำกับดูแลกิจการของบริษัท.pdf

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. BHANAPOT DAMAPONG (Chairman of the board)	-	409,000.00	-	No
2. Mr. SATIAN POOPRASERT (Vice Chairman)	-	126,000.00	-	No
3. Mr. VIROON MAVICHAK (Director)	-	126,000.00	-	No
4. Mr. PRASERT TRAIRATVORAKUL (Director)	-	170,000.00	-	No
5. Mr. ATTAPOL SARIDDIPUNTAWAT (Director)	-	453,000.00	-	No
6. Mr. KANIT PATSAMAN (Director)	-	474,000.00	-	No
7. Mrs. VILASINEE PUDDHIKARANT (Director)	-	244,000.00	-	No
8. Wg.Cdr. SIRINTARA SINGHARA NA AYUDHAYA (Director)	-	308,000.00	-	No
9. Mr. PISET CHIYASAK (Director)	-	513,000.00	-	No
Total (Baht)	-	2,823,000.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	2,819,500.00	2,823,000.00
Other monetary remuneration	Baht	0.00	0.00
Total director remuneration	Baht	2,819,500.00	2,823,000.00

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:	Yes
URL of executive remuneration policy and criteria:	https://investor.pparam9.com/storage/download/corporate-governance-policy/20210909-pr9-cg-policy-th.pdf
Uploaded document of executive remuneration policy and criteria:	นโยบายการกำกับดูแลกิจการของบริษัท.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	30,500,000.00	34,534,705.00	34,715,184.00

3.4.6 Other Non-monetary Remuneration of Executives

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

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. BHANAPOT DAMAPONG (Chairman of the board)	Non-participating	-
2. Mr. SATIAN POOPRASERT (Vice Chairman)	Participating	-
3. Mr. VIROON MAVICHAK (Director)	Participating	-
4. Mr. PRASERT TRAIRATVORAKUL (Director)	Participating	-
5. Mr. ATTAPOL SARIDDIPUNTAWAT (Director)	Participating	-

