

ESG Performance

Company Name: AIKCHOL HOSPITAL PUBLIC COMPANY LIMITED Symbol: AHC

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://ir.aikchol.com/>

Uploaded document of environmental policy and practice: บัญชีการพัฒนาอย่างยั่งยืน.pdf

1.2 Environmental Practices

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

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year
	2022
Boundary type	Business Group
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	1

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	-	13,597,586.66	13,810,748.85
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	12,181,456.90	13,597,586.66	13,810,748.85
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

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	-	11,602.04	11,423.28

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		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	30,674,995.59	33,642,522.46	36,034,878.11
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	22,823.66	28,705.22	29,805.52

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		
		2020	2021	2022
Jet fuel	Litres	0.00	0.00	0.00
Diesel	Litres	23,151.88	41,857.00	36,460.10
Gasoline	Litres	0.00	90.00	85.00
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	74,832.00	76,512.00	86,880.00
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		
		2020	2021	2022
Total fuel expense	Baht	0.00	0.00	0.00
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		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
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:⁽ⁱ⁾ Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year
	2022
Boundary type	Business Group
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	-	0.00	124,843.00
Total water withdrawal by third-party water	Cubic meters	30,767,306.10	-	124,843.00
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 ⁽ⁱ⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽ⁱ⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	0.00	103.26
Intensity ratio of total water withdrawal to total revenues ⁽ⁱⁱ⁾	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:⁽ⁱ⁾ 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.⁽ⁱⁱ⁾ Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2020	2021	2022
Total water consumption	Cubic meters	-	0.00	124,843.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	0.00	0.00
Total water withdrawal expense from third-party water	Baht	56,991,612.20	-	-

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

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year
	2022
Boundary type	Business Group
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	283,560.53	315,282.10
Non-hazardous waste	Kilograms	118,400.00	118,400.00	118,400.00
Hazardous waste	Kilograms	109,025.32	165,160.53	196,882.10
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		
		2020	2021	2022
Total reused/recycled waste	Kilograms	-	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	0.00	0.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year
	2022
Boundary type	Business Group
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	-
URL of corporate greenhouse gas management plan:	-
Uploaded document of Corporate greenhouse gas management plan:	-

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	-

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(*)	%	-	-	-

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		
		2020	2021	2022
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	0.00
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	
Verification of greenhouse gas emissions		No
Name of verifying company (Thai)		-
Name of verifying company (English)		-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
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	-	-	-

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

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ESG Performance

Company Name: AIKCHOL HOSPITAL PUBLIC COMPANY LIMITED Symbol: AHC

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://ir.aikchol.com/>
Uploaded document of Corporate human rights policy and practice: -

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	
Boundary type	Business Group	
Total number of disclosure boundaries	1	
Actual number of disclosure boundaries	-	

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	1,172	1,209
Total number of male employees	Persons	192	168	178
Percentage of male employees	%	-	14.33	14.72
Total number of female employees	Persons	1,152	1,004	1,031

Percentage of female employees	%	-	85.67	85.28
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	576	382	427
Percentage of employees under 30 years old	%	-	32.59	35.32
Total number of employees 30–50 years old	Persons	683	702	680
Percentage of employees 30–50 years old	%	-	59.90	56.24
Total number of employees over 50 years old	Persons	85	88	102
Percentage of employees over 50 years old	%	-	7.51	8.44

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	79	48	55
Percentage of male employees under 30 years old	%	41.15	28.57	30.90
Total number of male employees 30–50 years old	Persons	95	101	104
Percentage of male employees 30–50 years old	%	49.48	60.12	58.43
Total number of male employees over 50 years old	Persons	18	19	19
Percentage of male employees over 50 years old	%	9.38	11.31	10.67

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	497	334	372
Percentage of female employees under 30 years old	%	43.14	33.27	36.08
Total number of female employees 30–50 years old	Persons	588	601	576
Percentage of female employees 30–50 years old	%	51.04	59.86	55.87
Total number of female employees over 50 years old	Persons	67	69	83
Percentage of female employees over 50 years old	%	5.82	6.87	8.05

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	1,330	1,157	1,194
Percentage of employees in operational level	%	-	98.72	98.76
Total number of employees in management level	Persons	9	10	10
Percentage of employees in management level	%	-	0.85	0.83
Total number of employees in executive level	Persons	5	5	5
Percentage of employees in executive level	%	-	0.43	0.41

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	184	159	169
Percentage of male employees in operational level	%	95.83	94.64	94.94
Total number of male employees in management level	Persons	4	5	5
Percentage of male employees in management level	%	2.08	2.98	2.81
Total number of male employees in executive level	Persons	4	4	4
Percentage of male employees in executive level	%	2.08	2.38	2.25

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	1,146	998	1,025
Percentage of female employees in operational level	%	99.48	99.40	99.42
Total number of female employees in management level	Persons	5	5	5

Percentage of female employees in management level	%	0.43	0.50	0.48
Total number of female employees in executive level	Persons	1	1	1
Percentage of female employees in executive level	%	0.09	0.10	0.10

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	-	-	-
Percentage of employees with disabilities	%	-	-	-
Total number of workers who are not employees with disabilities	Persons	-	-	-

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	499,660,000.00	562,749,371.76	538,999,995.66
Total male employee remuneration	Baht	0.00	80,667,145.44	79,356,492.97
Percentage of remuneration in male employees	%	0.00	14.33	14.72
Total female employee remuneration	Baht	499,660,000.00	482,082,226.32	459,643,502.69
Percentage of remuneration in female employees	%	100.00	85.67	85.28
Average remuneration of employees	Baht / Person	-	480,161.58	445,822.99
Average remuneration of male employees	Baht / Person	0.00	480,161.58	445,822.99
Average remuneration of female employees	Baht / Person	433,732.64	480,161.58	445,822.99
Ratio of average remuneration of female employees to male employees		-	1.00	1.00

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	699	737	739
Percentage of total number of employees joining employee provident fund to total number of employees	%	52.01	62.88	61.12
Total amount of provident fund contributed by the Company	Baht	-	4,232,714.00	4,130,000.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	0.75	0.77

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	74.00	71.50	60.50

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	580,801.80	989,116.65	1,240,530.82

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	4,352.00	2,168.00	2,168.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	5.00	9.00	5.00
Total number of employees that lost time injuries for 1 day or more	Persons	1	0	0
Percentage of employees that lost time injuries for 1 day or more	%	-	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

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	229.78	0.00	0.00
	Persons / 200,000 manhours ^(**)	45.96	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		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	0	0
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	-
Total number of male employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of male employee turnover leaving the Company voluntarily	%	-	-	-
Total number of female employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of female employee turnover leaving the Company voluntarily	%	-	-	-
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 03/04/2023

ESG Performance

Company Name: AIKCHOL HOSPITAL PUBLIC COMPANY LIMITED Symbol: AHC

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://ir.aikchol.com/>

Uploaded document of corporate governance policy and practices: คู่มือการกำกับดูแลกิจการที่ดี 2564.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

1.3 Code of Conduct

Corporate code of conduct: Yes

URL of Code of Conduct: <https://ir.aikchol.com/>

Uploaded document of Code of Conduct: จรรยาบรรณ 2564.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

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	
		Male	Female
Directors	Persons	5	4
		9	
	% of total directors	55.56	44.44
		100	
Executive directors	Persons	0	0
		0	
	% of total directors	0	0
		0	
Non-executive directors	Persons	5	4
		9	
	% of total directors	55.56	44.44
		100.00	
- Independent directors	Persons	3	1
		4	
	% of total directors	33.33	11.11
		44.44	
- Non-executive directors who have no position in independent directors	Persons	2	3
		5	
	% of total directors	22.22	33.33
		55.56	

Average director age	Years	56	64
		59	
The Chairman of the Board is an independent director	Yes / No	No	
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	No	

Additional explanation:

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

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย อภิรักษ์ วนิช	First appointment date of director:	15 Apr 1991
	Name (English):	Mr. APIRAG VANICH	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1965	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	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce		
	Shares:	19,420,048		
	Paid-up stock:	149,909,264		
	%Shares:	12.954535		
2)	Name (Thai):	ดร. พจนา มาโนช	First appointment date of director:	27 Apr 1981
	Name (English):	Dr. PHORTCHAN MANOCH	Type of director:	Existing director

	Gender:	Female	Director position:	Vice Chairman
	Year of birth:	1954	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Philosophy and Ethics	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce		
	Shares:	4,380,408		
	Paid-up stock:	149,909,264		
	%Shares:	2.922040		
3)	Name (Thai):	ผศ.นพ. กรณ์ บันชิน	First appointment date of director:	12 Sep 1978
	Name (English):	Asst.Prof. KRISADA BANCHUIN, M.D.	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	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 Health Care Services		
	Shares:	215,268		
	Paid-up stock:	149,909,264		
	%Shares:	0.143599		
4)	Name (Thai):	นางสาว ကณ์จนา วนิช	First appointment date of director:	23 Feb 1994
	Name (English):	Ms. KANCHANA VANICH	Type of director:	Existing director
	Gender:	Female	Director position:	Director

	Year of birth:	1958	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:	Finance	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
5)	Name (Thai):	นางสาวอรุณรัตน์ วนิช	First appointment date of director:	11 Apr 2011
	Name (English):	Ms. ORANUJ VANICH	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1963	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	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Commerce		
	Shares:	5,801,016		
	Paid-up stock:	149,909,264		
	%Shares:	3.869685		
6)	Name (Thai):	นาง ฐิตวัฒน์ โพธานันต์	First appointment date of director:	21 Apr 2017
	Name (English):	Mrs. THITAWAT POTHANANT	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1955	Executive director position:	No

	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
7)	Name (Thai):	ดร.ศ.ดร. สรายุทธ เรืองสุวรรณ	First appointment date of director:	23 Apr 2019
	Name (English):	Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1983	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	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		
	Skill and expertise:	x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
8)	Name (Thai):	นาย กุตัน สุขุมานันด์	First appointment date of director:	23 Apr 2019
	Name (English):	Mr. KUDUN SUKHUMANANDA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director

	Year of birth:	1975	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:	Law	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
9)	Name (Thai):	รศ.บพ. พงศ์ศักดิ์ ยุตตานันทน์	First appointment date of director:	23 Apr 2021
	Name (English):	Assoc.Prof.M.D. PONGSAK YUKTANANDANA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Science	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Health Care Services		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%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.บพ. กฤษฎา บานชื่น	Appointment date of audit committee member:	28 Apr 2016
	Name (English):	Asst.Prof. KRISADA BANCHUIN, M.D.	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1947	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman 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:	215,268		
	%Shares:	0.143599		
2)	Name (Thai):	บาง ฐิต-วัฒน์ โพธานัน	Appointment date of audit committee member:	21 Apr 2017
	Name (English):	Mrs. THITAWAT POTHANANT	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		

3)	Name (Thai):	นาย กุตัน สุขุมานันด์	Appointment date of audit committee member:	21 Apr 2022
	Name (English):	Mr. KUDUN SUKHUMANANDA	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1975	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Law	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	
1)	Name (Thai):	ดร.ศ.ดร. สรายุทธ เรืองสุวรรณ	Appointment date of audit committee member:	23 Apr 2019
	Name (English):	Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D	Termination date of audit committee member:	20 Apr 2022
	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	Name of replacement audit committee member (English):	Mr. KUDUN SUKHUMANANDA
	Expertise in accounting information review:	Yes	Appointment date of replacement audit committee member:	21 Apr 2022
	Shares:	0		

	%Shares:	0.000000		
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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)	ผศ.ดร.บพ. เกอດศักดิ์ โรจน์สุริกิตติ	Appointment date of executive committee member:	1 Jan 2021
	Name (English)	Asst.Prof.Dr. TERDSAK ROJSURAKITTI, M.D.	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1957		
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
2)	Name (Thai)	อว. เกศดา จันทร์สว่าง	Appointment date of executive committee member:	1 Apr 2021
	Name (English)	Dr. Kesada Jansawang	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1959		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Hospital Administration		
	Residence in Thailand:	Yes		
3)	Name (Thai)	อว. วิรุพห์ พรพัฒนกุล	Appointment date of executive committee member:	1 Jun 2021
	Name (English)	Dr. Virun Pornpatkul	Executive committee position:	Member of the executive committee
	Gender:	Male		

	Year of birth:	1957		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Public and Private Management		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาง ปริyanath เฉลิมช่วง	Appointment date of executive committee member:	29 Oct 2018
	Name (English)	Mrs. Pariyanath Chalermchuang	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1957		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย สิรพจน์ manus	Appointment date of executive committee member:	1 Jan 2020
	Name (English)	Mr. Siriphot Manoch	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1983		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	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	ผศ.บพ. กรณ์ บันชิน	Asst.Prof. KRISADA BANCHUIN, M.D.	Chairman
2	นาง จิตาวดี โพธานันท์	Mrs. THITAWAT POTHANANT	Member
3	ศศ.ดร. สรายุทธ เรืองสุวรรณ	Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D	Member

2.1.5.2 Roles of sub-committees

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

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	ผศ.ดร.บพ. เกอตศักดิ์ โรจน์สุรี กิตติ	The highest-ranking executive position:	Yes
	Name (English):	Asst.Prof.Dr. TERDSAK ROJSURAKITTI, M.D.	Executive position (Thai):	ประธานกรรมการบริหาร
	Gender:	Male	Executive position (English):	CHAIRMAN OF THE EXECUTIVE BOARD
	Year of birth:	1957	Appointment date of executive:	1 Jan 2021
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		

	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Commerce		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	uw. Virun Pornpakul	The highest-ranking executive position:	No
	Name (English):	Dr. Virun Pornpakul	Executive position (Thai):	ผู้อำนวยการฝ่ายการแพทย์ โรงพยาบาลอุ่นชล
	Gender:	Male	Executive position (English):	Chief Medical Officer Aikchol Hospital
	Year of birth:	1957	Appointment date of executive:	1 Jun 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Public and Private Management		
	Skill and expertise:	x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	uw. เกศดา จันทร์สว่าง	The highest-ranking executive position:	No
	Name (English):	Dr. Kesada Jansawang	Executive position (Thai):	ผู้อำนวยการฝ่ายการแพทย์ โรงพยาบาลอุ่นชล 2
	Gender:	Male	Executive position (English):	Chief Medical Officer Aikchol Hospital 2
	Year of birth:	1959	Appointment date of executive:	1 Apr 2021
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Hospital Administration		
	Skill and expertise:	x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

4)	Name (Thai):	นาง ปริyanath เฉลิมช่วง	The highest-ranking executive position:	No
	Name (English):	Mrs. Pariyanath Chalermchuang	Executive position (Thai):	ผู้อำนวยการฝ่ายบัญชีและการเงิน
	Gender:	Female	Executive position (English):	Chief Financial Officer
	Year of birth:	1957	Appointment date of executive:	29 Oct 2018
	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:	Yes		
	Accounting supervisor:	Yes		
5)	Name (Thai):	นาย สิริพจน์ manus	The highest-ranking executive position:	No
	Name (English):	Mr. Siriphot Manoch	Executive position (Thai):	ผู้อำนวยการฝ่ายบริหาร
	Gender:	Male	Executive position (English):	Chief Administrative Officer
	Year of birth:	1983	Appointment date of executive:	1 Jan 2020
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Architecture		
	Skill and expertise:	x Commerce		
	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. Thanatchaporn Sukha	account@aikchol.com	0-3893-9999 ต่อ 1114
Company secretary	Mrs. Prapaphan Tanthavirat	prapaphan.t@gmail.com	0-3893-9888 ต่อ 7409

Head of the internal audit or the outsourced internal auditor	Ms. Taweeporn Kaewsailert	Taweeporn@aikchol.com	0-3893-9888 ទៅ 7340
Head of the compliance unit	-	-	-
Head of the investor relation	Mr. Sidthiphot Manoch	Sidthiphot@aikchol.com	-

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
DHARMNITI AUDITING COMPANY LIMITED	<p>1. Ms. Roongnapha Saengchan Email: Roongnapha.s@daa.co.th Telephone: -</p> <p>2. Mr. Thanawut Piboonsawat Email: Thanawut.p@daa.co.th Telephone: -</p> <p>3. Ms. Potjanarat Siripipat Email: Potjanarat.s@daa.co.th Telephone: -</p> <p>4. Ms. Tachine Pornpenphop Email: Tachine.p@daa.co.th Telephone: -</p>	965,000.00	-

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):	ดร.ศ.ดร. ศรายุต เรืองสุวรรณ	First appointment date of director:	23 Apr 2019
	Name (English):	Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1983	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Doctoral degree	DCP course:	Yes
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
2)	Name (Thai):	นาย กุตัน สุขุมานันด์	First appointment date of director:	23 Apr 2019
	Name (English):	Mr. KUDUN SUKHUMANANDA	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1975	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law		

	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		

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: 8 times

Date of AGM meeting: 18 Apr 2022

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. APIRAG VANICH (Chairman of the board)	-	8/8	100.00	Participating	Did not hold the meeting
2. Dr. PHORTCHAN MANOCH (Vice Chairman)	-	8/8	100.00	Participating	Did not hold the meeting
3. Asst.Prof. KRISADA BANCHUIN, M.D. (Director)	-	8/8	100.00	Participating	Did not hold the meeting
4. Ms. KANCHANA VANICH (Director)	-	8/8	100.00	Participating	Did not hold the meeting
5. Ms. ORANUJ VANICH (Director)	-	8/8	100.00	Participating	Did not hold the meeting
6. Mrs. THITAWAT POTHANANT (Director)	-	8/8	100.00	Participating	Did not hold the meeting

7. Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D (Director)	-	8/8	100.00	Participating	Did not hold the meeting
8. Mr. KUDUN SUKHUMANANDA (Director)	-	6/8	75.00	Participating	Did not hold the meeting
9. Assoc.Prof.M.D. PONGSAK YUKTANANDANA (Director)	-	6/8	75.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 7 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. Asst.Prof. KRISADA BANCHUIN, M.D. (Chairman of the audit committee)	-	7/7	100.00
2. Mrs. THITAWAT POTHANANT (Member of the audit committee)	-	7/7	100.00
3. Mr. KUDUN SUKHUMANANDA (Member of the audit committee)	-	2/2	100.00
4. Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D (Member of the audit committee)	20 Apr 2022	-/-	-

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: -

Uploaded document of director remuneration policy and criteria: นโยบายค่าตอบแทนกรรมการ.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. APIRAG VANICH (Chairman of the board)	-	480,000.00	1,133,329.34	No
2. Dr. PHORTCHANAA MANOCH (Vice Chairman)	-	336,000.00	399,997.00	No
3. Asst.Prof. KRISADA BANCHUIN, M.D. (Director)	-	336,000.00	1,400,003.00	No

4. Ms. KANCHANA VANICH (Director)	-	336,000.00	399,997.00	No
5. Ms. ORANUJ VANICH (Director)	-	336,000.00	399,997.00	No
6. Mrs. THITAWAT POTHANANT (Director)	-	336,000.00	1,400,003.00	No
7. Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D (Director)	-	336,000.00	1,400,003.00	No
8. Mr. KUDUN SUKHUMANANDA (Director)	-	312,000.00	399,997.00	No
9. Assoc.Prof.M.D. PONGSAK YUKTANANDANA (Director)	-	312,000.00	266,673.67	No
Total (Baht)	-	3,120,000.00	7,200,000.01	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	3,120,000.00
Other monetary remuneration	Baht	7,200,000.01
Total director remuneration	Baht	10,320,000.01

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		
		2020	2021	2022
Total executive remuneration	Baht	25,270,000.00	25,316,695.00	26,730,000.00

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. APIRAG VANICH (Chairman of the board)	Non-participating	-
2. Dr. PHORTCHANA MANOCH (Vice Chairman)	Non-participating	-
3. Asst.Prof. KRISADA BANCHUIN, M.D. (Director)	Participating	-
4. Ms. KANCHANA VANICH (Director)	Non-participating	-
5. Ms. ORANUJ VANICH (Director)	Non-participating	-
6. Mrs. THITAWAT POTHANANT (Director)	Non-participating	-
7. Assoc.Prof.Dr. SARAYUT RUEANGSUWAN, Ph.D (Director)	Participating	-
8. Mr. KUDUN SUKHUMANANDA (Director)	Non-participating	-
9. Assoc.Prof.M.D. PONGSAK YUKTANANDANA (Director)	Non-participating	-

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: <https://ir.aikchol.com/>

Uploaded document of corporate sustainability policy: นโยบายการพัฒนาอย่างยั่งยืน.pdf

4.2 Sustainability Report

Corporate Sustainability Report: No

URL of corporate sustainability report: -

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines: -

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