

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:	นโยบายการพัฒนาอย่างยั่งยืน 2564.pdf

1.2 Environmental Practices

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

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Business Group	Business Group
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	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	13,597,586.66	13,810,748.85	8,086,266.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	13,597,586.66	13,810,748.85	8,086,266.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

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	6,755.44

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	33,642,522.46	36,034,878.11	39,659,658.89
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	28,705.22	29,805.52	33,132.55

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	41,857.00	36,460.10	33,853.25
Gasoline	Litres	90.00	85.00	870.27
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	76,512.00	86,880.00	62,880.00
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		
		2021	2022	2023
Total fuel expense	Baht	0.00	0.00	3,757,798.30
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	-	-	8,183,869.52

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:

^(*) 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	Business Group	Business Group
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	0.00	124,843.00	112,387.00
Total water withdrawal by third-party water	Cubic meters	-	124,843.00	112,387.00
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 ^(*)	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ^(*)	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	0.00	103.26	93.89
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.

3.3 Water Discharge by Destinations

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

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	0.00	124,843.00	112,387.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
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		
		2021	2022	2023
Total water withdrawal expense	Baht	0.00	0.00	3,875,438.90
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 ⁽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	0.00	0.00	3,237.63

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	Business Group	Business Group
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	283,560.53	315,282.10	188,684.70
Non-hazardous waste	Kilograms	118,400.00	118,400.00	-
Hazardous waste	Kilograms	165,160.53	196,882.10	188,684.70
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	18,577.00

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	9.85
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Business Group	Business Group
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	1

5.2 Greenhouse Gas Management Plan

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

5.3 Greenhouse Gas Emissions (GHG Emissions)

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

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(*)	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		
		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	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	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

5.6 Reduction of Greenhouse Gas

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

5.7 Absorption and removal of Greenhouse Gas

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

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Approved and published on 27/03/2024

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: นโยบายและแนวปฏิบัติด้านสิทธิมนุษยชน.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Business Group	Business Group
Total number of disclosure boundaries	1	1
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	1,172	1,209	1,197
Total number of male employees	Persons	168	178	195
Percentage of male employees	%	14.33	14.72	16.29
Total number of female employees	Persons	1,004	1,031	1,002

Percentage of female employees	%	85.67	85.28	83.71
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	382	427	-
Percentage of employees under 30 years old	%	32.59	35.32	-
Total number of employees 30–50 years old	Persons	702	680	-
Percentage of employees 30–50 years old	%	59.90	56.24	-
Total number of employees over 50 years old	Persons	88	102	-
Percentage of employees over 50 years old	%	7.51	8.44	-

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	48	55	-
Percentage of male employees under 30 years old	%	28.57	30.90	-
Total number of male employees 30–50 years old	Persons	101	104	-
Percentage of male employees 30–50 years old	%	60.12	58.43	-
Total number of male employees over 50 years old	Persons	19	19	-
Percentage of male employees over 50 years old	%	11.31	10.67	-

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	334	372	-
Percentage of female employees under 30 years old	%	33.27	36.08	-
Total number of female employees 30-50 years old	Persons	601	576	-
Percentage of female employees 30-50 years old	%	59.86	55.87	-
Total number of female employees over 50 years old	Persons	69	83	-
Percentage of female employees over 50 years old	%	6.87	8.05	-

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	1,157	1,194	-
Percentage of employees in operational level	%	98.72	98.76	-
Total number of employees in management level	Persons	10	10	-
Percentage of employees in management level	%	0.85	0.83	-
Total number of employees in executive level	Persons	5	5	-
Percentage of employees in executive level	%	0.43	0.41	-

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	159	169	-
Percentage of male employees in operational level	%	94.64	94.94	-
Total number of male employees in management level	Persons	5	5	-
Percentage of male employees in management level	%	2.98	2.81	-
Total number of male employees in executive level	Persons	4	4	-
Percentage of male employees in executive level	%	2.38	2.25	-

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	998	1,025	-
Percentage of female employees in operational level	%	99.40	99.42	-
Total number of female employees in management level	Persons	5	5	-

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

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	0	10
Total number of employees with disabilities	Persons	-	-	-
Percentage of employees with disabilities	%	-	-	-
Total number of workers who are not employees with disabilities	Persons	-	-	-

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	562,749,371.76	538,999,995.66	516,689,517.00
Total male employee remuneration	Baht	80,667,145.44	79,356,492.97	84,172,477.71
Percentage of remuneration in male employees	%	14.33	14.72	16.29
Total female employee remuneration	Baht	482,082,226.32	459,643,502.69	432,517,039.29
Percentage of remuneration in female employees	%	85.67	85.28	83.71
Average remuneration of employees	Baht / Person	480,161.58	445,822.99	431,653.73
Average remuneration of male employees	Baht / Person	480,161.58	445,822.99	431,653.73
Average remuneration of female employees	Baht / Person	480,161.58	445,822.99	431,653.73
Ratio of average remuneration of female employees to male employees		1.00	1.00	1.00

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	737	739	739
Percentage of total number of employees joining employee provident fund to total number of employees	%	62.88	61.12	61.74
Total amount of provident fund contributed by the Company	Baht	4,232,714.00	4,130,000.00	4,360,000.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	0.75	0.77	0.84

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	71.50	60.50	47.60

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	989,116.65	1,240,530.82	2,501,457.53

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	2,168.00	2,168.00	2,168.00

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	9.00	5.00	16.00
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	0.08
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	461.25
	Persons / 200,000 manhours ^(**)	0.00	0.00	92.25

Additional explanation:

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

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

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

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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 2565.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://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 Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Conflicts of Interest 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	5	4	5	3
		9		8	
	% of total directors	55.56	44.44	62.50	37.50
		100		100	
Executive directors	Persons	0	0	1	0
		0		1	
	% of total directors	0	0	12.50	0
		0		12.50	
Non-executive directors	Persons	5	4	4	3
		9		7	
	% of total directors	55.56	44.44	50.00	37.50
		100.00		87.50	
- Independent directors	Persons	3	1	3	1
		4		4	
	% of total directors	33.33	11.11	37.50	12.50
		44.44		50.00	
- Non-executive directors who have no position in independent directors	Persons	2	3	1	2
		5		3	
	% of total directors	22.22	33.33	12.50	25.00
		55.56		37.50	

Average director age	Years	56	64	57	64
		59		59	
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	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 วาณิช	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 Business Administration		
	Shares:	16,727,392		
	Paid-up stock:	149,909,264		
	%Shares:	11.158344		
2)	Name (Thai):	พศ.บพ. กฤษฏา บานชื่น	First appointment date of director:	12 Sep 1978
	Name (English):	Mr. KRISADA BANCHUIN	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		
3)	Name (Thai):	นางสาว กาญจนา วาณิช	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 Business Administration		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
4)	Name (Thai):	นางสาว อรณัฐ วาณิช	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 Business Administration		
	Shares:	5,801,016		
	Paid-up stock:	149,909,264		
	%Shares:	3.869685		
5)	Name (Thai):	นาง จุติวัฒน์ โพธานันท์	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 Accounting x Finance		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
6)	Name (Thai):	รศ.ดร. ศรายุทธ เรืองสุวรรณ	First appointment date of director:	23 Apr 2019
	Name (English):	Mr. SARAYUT RUEANGSUWAN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1983	Executive director position:	Yes

	Nationality:	x Thailand	Independent director position:	-
	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 Accounting x Finance		
	Shares:	0		
	Paid-up stock:	149,909,264		
	%Shares:	0.000000		
7)	Name (Thai):	นาย กุดั่น สุขุมานนท์	First appointment date of director:	23 Apr 2019
	Name (English):	Mr. KUDUN SUKHUMANANDA	Type of director:	Existing 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		
8)	Name (Thai):	รศ.นพ. พงศ์ศักดิ์ ยุทธะนันท์	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	DGP 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	
1)	Name (Thai):	นาง พจนมา มานอช	First appointment date of director:	27 Apr 1981
	Name (English):	Mrs. PHORTCHANA MANOCH	Director termination date:	31 May 2023
	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	DGP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	No replacement director
	Skill and expertise:	x Business Administration	Appointment date of replacement director:	-
	Shares:	3,389,808		
	Paid-up stock:	149,909,264		
	%Shares:	2.261240		

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):	พ.ร.บ.ว. ทฤพฎา มานอช	Appointment date of audit committee member:	28 Apr 2016

	Name (English):	Mr. KRISADA BANCHUIN	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):	นาง จิตะวิวัฒน์ โพธานันท์	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 กุดั่น สุขุมานนท์	Appointment date of audit committee member:	21 Apr 2022
	Name (English):	Mr. KUDUN SUKHUMANANDA	Type of director:	Existing 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		
4)	Name (Thai):	รศ.อุว. พงศ์ศักดิ์ ยุทธะนันท์	Appointment date of audit committee member:	11 May 2023
	Name (English):	Assoc.Prof.M.D. PONGSAK YUKTANANDANA	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	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:	Science	DCP course:	No
	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)	ผศ.ดร.บว. เทอดศักดิ์ โรจน์สุร กิตติ	Appointment date of executive committee member:	1 Jan 2021
	Name (English)	Asst.Prof.Dr. TERDSAK ROJSURAKITTI	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)	รศ.ดร. ศรายุทธ เรืองสุวรรณ	Appointment date of executive committee member:	20 Apr 2022
	Name (English)	Mr. SARAYUT RUEANGSUWAN	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1983		
	Nationality:	x Thailand		
	Highest level of education:	Doctoral degree		
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาง ปริญญาก เฉลิษช่วง	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		
4)	Name (Thai)	ผว. ชัยพร สุชาติสุนทร	Appointment date of executive committee member:	1 Jun 2023
	Name (English)	Mr. Chaiyaporn Suchatsoonthorn, M.D.	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1972		
	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)	ผว. สาริณ มะรุณี	Appointment date of executive committee member:	1 Jun 2023
	Name (English)	Dr. Saroj Marumdee,M.D.	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:	Management		
	Residence in Thailand:	Yes		
6)	Name (Thai)	นาย จุมพล เกียรติสุวรรณ	Appointment date of executive committee member:	15 Nov 2023
	Name (English)	Mr. Jumphol Keartisuwan	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1962		
	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)	นางสาว นพวรรณ พรหมนธาดา	Appointment date of executive committee member:	13 Nov 2023
	Name (English)	Ms. Noppawan Phramanathadha	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1972		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Healthcare for Division Manager		
	Residence in Thailand:	Yes		
8)	Name (Thai)	นาย สิริพงษ์ มาโนช	Appointment date of executive committee member:	13 Nov 2023
	Name (English)	Mr. Sidthiphot Manoch	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1987		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Master of Science in Finance		
	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	
1)	Name (Thai)	พว. วิรุฬห์ พรพัฒน์กุล	Appointment date of executive committee member:	1 Jun 2021
	Name (English)	Dr. Virun Pornpatkul	Termination date of executive committee member:	31 May 2023

	Gender:	Male	Executive committee position:	Member of the executive committee
	Year of birth:	1957	Name of replacement executive committee member (English):	Mr. Chaiyaporn Suchatsoonthorn, M.D.
	Nationality:	x Thailand	Appointment date of replacement executive committee member:	1 Jun 2023
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Public and Private Management		
	Residence in Thailand:	Yes		
2)	Name (Thai)	พว. เกศดา จันทรสว่าง	Appointment date of executive committee member:	1 Apr 2021
	Name (English)	Dr. Kesada Jansawang	Termination date of executive committee member:	31 May 2023
	Gender:	Male	Executive committee position:	Member of the executive committee
	Year of birth:	1959	Name of replacement executive committee member (English):	Dr. Saroj Marumdee,M.D.
	Nationality:	x Thailand	Appointment date of replacement executive committee member:	1 Jun 2023
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Hospital Administration		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย สิริพจน์ มาโนช	Appointment date of executive committee member:	1 Jan 2020
	Name (English)	Mr. Siriphot Manoch	Termination date of executive committee member:	31 Aug 2023
	Gender:	Male	Executive committee position:	Member of the executive committee
	Year of birth:	1983	Name of replacement executive committee member (English):	Mr. Jumphol Keartisuwan
	Nationality:	x Thailand	Appointment date of replacement executive committee member:	15 Nov 2023
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Lighting Design		

	Residence in Thailand:	Yes		
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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.ดร. ทฤษฎา บานชื่น	Mr. KRISADA BANCHUIN	Chairman
2	นาง จุติวัฒน์ โพธานนท์	Mrs. THITAWAT POTHANANT	Member
3	รศ.ดร. ศรายุทธ เรืองสุวรรณ	Mr. SARAYUT RUEANGSUWAN	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.ดร. เทอดศักดิ์ โรจน์สุร กิตติ	The highest-ranking executive position:	Yes
	Name (English):	Asst.Prof.Dr. TERDSAK ROJSURAKITTI	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 Business Administration		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย สิริพจน์ มาโนช	The highest-ranking executive position:	No
	Name (English):	Mr. Siriphot Manoch	Executive position (Thai):	ประธานเจ้าหน้าที่บริหารฝ่ายยุทธศาสตร์องค์กร
	Gender:	Male	Executive position (English):	Chief Strategy Officer
	Year of birth:	1983	Appointment date of executive:	1 Sep 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Lighting Design		
	Skill and expertise:	x Business Administration		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาง ปริญญาก 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		
4)	Name (Thai):	ผว. ชัยพร สุชาติสุน	The highest-ranking executive position:	No
	Name (English):	Mr. Chaiyaporn Suchatsoonthorn, M.D.	Executive position (Thai):	ผู้อำนวยการฝ่ายการแพทย์ โรงพยาบาลเอกชล
	Gender:	Male	Executive position (English):	Chief Medical Officer Aikchol Hospital
	Year of birth:	1972	Appointment date of executive:	1 Jun 2023
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Medicine		
	Skill and expertise:	x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	ผว. สาโรจน์ มะรุมดี	The highest-ranking executive position:	No
	Name (English):	Dr. Saroj Marumdee, M.D.	Executive position (Thai):	ผู้อำนวยการฝ่ายการแพทย์ โรงพยาบาลเอกชล 2
	Gender:	Male	Executive position (English):	Chief Medical Officer Aikchol 2 Hospital
	Year of birth:	1960	Appointment date of executive:	1 Jun 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Skill and expertise:	x Health Care Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย จุมพล เกียรติสุวรรณ	The highest-ranking executive position:	No
	Name (English):	Mr. Jumphol Keartisuwan	Executive position (Thai):	ผู้อำนวยการฝ่ายบริหาร

	Gender:	Male	Executive position (English):	Chief Administrative Officer
	Year of birth:	1962	Appointment date of executive:	15 Nov 2023
	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		
7)	Name (Thai):	นางสาว นพวรรณ พรหมนธาดา	The highest-ranking executive position:	No
	Name (English):	Ms. Noppawan Phramanathadha	Executive position (Thai):	ผู้อำนวยการฝ่ายการตลาด
	Gender:	Female	Executive position (English):	Chief Marketing Officer
	Year of birth:	1972	Appointment date of executive:	1 Nov 2023
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Healthcare for Division Manager		
	Skill and expertise:	x Marketing		
	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. Wilailux Srisuwan	wilailux@aikchol.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 ต่อ 7340
Head of the compliance unit	-	-	-

Head of the investor relation	-	-	-
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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: - Telephone: -</p> <p>2. Mr. Thanawut Piboonsawat Email: - Telephone: -</p> <p>3. Ms. Potjanarat Siripipat Email: - Telephone: -</p> <p>4. Ms. Tachine Pornpenphop Email: - 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
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: 8 times

Date of AGM meeting: 24 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. APIRAG VANICH (Chairman of the board)	-	7/8	87.50	Participating	Did not hold the meeting
2. Mr. KRISADA BANCHUIN (Director)	-	8/8	100.00	Participating	Did not hold the meeting
3. Ms. KANCHANA VANICH (Director)	-	6/8	75.00	Participating	Did not hold the meeting
4. Ms. ORANUJ VANICH (Director)	-	8/8	100.00	Participating	Did not hold the meeting
5. Mrs. THITAWAT POTHANANT (Director)	-	8/8	100.00	Participating	Did not hold the meeting

6. Mr. SARAYUT RUEANGSUWAN (Director)	-	8/8	100.00	Non-participating	Did not hold the meeting
7. Mr. KUDUN SUKHUMANANDA (Director)	-	6/8	75.00	Participating	Did not hold the meeting
8. Assoc.Prof.M.D. PONGSAK YUKTANANDANA (Director)	-	8/8	100.00	Non-participating	Did not hold the meeting
9. Mrs. PHORTCHANA MANOCH (Vice Chairman)	31 May 2023	2/8	25.00	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. Mr. KRISADA BANCHUIN (Chairman of the audit committee)	-	5/5	100.00
2. Mrs. THITAWAT POTHANANT (Member of the audit committee)	-	5/5	100.00
3. Mr. KUDUN SUKHUMANANDA (Member of the audit committee)	-	5/5	100.00
4. Assoc.Prof.M.D. PONGSAK YUKTANANDANA (Member of the audit committee)	-	2/2	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://ir.aikchol.com/
Uploaded document of director remuneration policy and criteria:	นโยบายการจ่ายค่าตอบแทน 2566.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)	-	105,000.00	540,000.00	No
2. Mr. KRISADA BANCHUIN (Director)	-	96,000.00	412,800.00	No

3. Ms. KANCHANA VANICH (Director)	-	72,000.00	384,000.00	No
4. Ms. ORANUJ VANICH (Director)	-	96,000.00	384,000.00	No
5. Mrs. THITAWAT POTHANANT (Director)	-	96,000.00	412,800.00	No
6. Mr. SARAYUT RUEANGSUWAN (Director)	-	96,000.00	398,000.00	No
7. Mr. KUDUN SUKHUMANANDA (Director)	-	72,000.00	398,000.00	No
8. Assoc.Prof.M.D. PONGSAK YUKTANANDANA (Director)	-	96,000.00	384,000.00	No
9. Mrs. PHORTCHANA MANOCH (Vice Chairman)	31 May 2023	24,000.00	256,000.00	No
Total (Baht)	-	753,000.00	3,569,600.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	3,120,000.00	753,000.00
Other monetary remuneration	Baht	7,200,000.01	3,569,600.00
Total director remuneration	Baht	10,320,000.01	4,322,600.00

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	25,316,695.00	26,730,000.00	20,160,000.00
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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	Thai Institute of Directors (IOD) - 2005: Director Accreditation Program (DAP) - 2005: Director Certification Program (DCP) - 2006: Role of the Chairman Program (RCP) Others - 2005: Finance for Non- Financial Director (FND)
2. Mr. KRISADA BANCHUIN (Director)	Non-participating	Thai Institute of Directors (IOD) - 2005: Director Accreditation Program (DAP) - 2012: Director Certification Program (DCP) Others - 2012: Role of the Compensation Committee (RCC) - 2013: Audit Committee Program (ACP) - 2013: Monitoring the System of Internal Control and Risk Management (MIR) - 2013: Monitor the Internal Audit Function (MIA) - 2013: Monitor the Quality of Financial Reporting (MFR) - 2022: Refreshment Training Program (RFP)
3. Ms. KANCHANA VANICH (Director)	Non-participating	Thai Institute of Directors (IOD) - 2005: Director Accreditation Program (DAP)
4. Ms. ORANUJ VANICH (Director)	Non-participating	Thai Institute of Directors (IOD) - 2011: Director Accreditation Program (DAP) - 2013: Financial Statements for Directors (FSD)

5. Mrs. THITAWAT POTHANANT (Director)	Non-participating	Thai Institute of Directors (IOD) - 2018: Advanced Audit Committee Program (AACP) - 2017: Director Accreditation Program (DAP)
6. Mr. SARAYUT RUEANGSUWAN (Director)	Non-participating	Thai Institute of Directors (IOD) - 2019: Advanced Audit Committee Program (AACP) - 2016: Director Accreditation Program (DAP) - 2017: Director Certification Program (DCP) Others - 2016: Trade and Investment Promotions Japanese Government - 2022: Refreshment Training Program (RFP) - 2022: Development Administrator in Digital Era - 2022: Young FTI Elite
7. Mr. KUDUN SUKHUMANANDA (Director)	Non-participating	Thai Institute of Directors (IOD) - 2011: Director Certification Program (DCP)
8. Assoc.Prof.M.D. PONGSAK YUKTANANDANA (Director)	Non-participating	Thai Institute of Directors (IOD) - 2021: Director Accreditation Program (DAP) Others - 1997: Certificate Sports Medicine Research Fellow - 2012: - 2014:
9. Mrs. PHORTCHANA MANOCH (Vice Chairman)	Non-participating	Thai Institute of Directors (IOD) - 2020: Director Accreditation Program (DAP) - 2002: Director Certification Program (DCP) - 2011: Financial Statements for Directors (FSD) Others - 2014: Anti-Corruption for Executive Program (ACEP) - 2019: Corporate Governance for Executives (CGE) - 2021: Director Refreshment Training Program (DRP)

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 2564.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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