

ESG Performance

Company Name: MEGA LIFESCIENCES PUBLIC COMPANY LIMITED Symbol: MEGA

Market: SET Industry Group: Services Sector: Commerce

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://investor.megawecare.com/storage/document/cg/20220301-mega-hse-policy-th.pdf
Uploaded document of environmental policy and practice:	20220301-mega-hse-policy-th.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Fuel Management x Renewable/Clean Energy Management x Water Management x Waste Management x Biodiversity 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
Boundary type	Company
Total number of disclosure boundaries	-
Actual number of disclosure boundaries	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	-	12,919.00	12,919.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	12,093.82	12,919.00	12,919.00
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	-	2.15	2.24

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	-	-	-
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	-	-	-

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	-	-	-
Diesel	Litres	-	-	-
Gasoline	Litres	-	-	-

Fuel oil	Litres	-	-	-
Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	10,499.85	33,385,980.00	31,111,690.00
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	-	-	-
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	-	-	-
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Additional explanation:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	
Boundary type	Company	
Total number of disclosure boundaries	-	
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	-	67,330.00	727,200.00
Total water withdrawal by third-party water	Cubic meters	0.07	-	-
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	11.18	126.10

Intensity ratio of total water withdrawal to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
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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		
		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	-	67,330.00	727,200.00

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	-	-	-
Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽¹⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	0.00	0.00

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

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

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	861,751.00	908,863.00
Non-hazardous waste	Kilograms	864,830.00	841,872.00	837,188.00
Hazardous waste	Kilograms	11,900.00	19,879.00	71,675.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		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	Company	
Total number of disclosure boundaries	-	
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	-	7,769.00	7,354.31
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	2,120.00	1,976.00	1,491.49

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	5,092.00	5,439.00	5,504.54
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	331.00	354.00	358.28
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	-	1.29	1.28
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	Yes
Name of verifying company (Thai)	องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)
Name of verifying company (English)	Thailand Greenhouse Gas Management Organization

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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Approved and published on 31/05/2023

ESG Performance

Company Name: MEGA LIFESCIENCES PUBLIC COMPANY LIMITED Symbol: MEGA

Market: SET Industry Group: Services Sector: Commerce

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: <https://investor.megawecare.com/storage/document/cg/20220301-mega-human-rights-policy-th.pdf>
Uploaded document of Corporate human rights policy and practice: 20220301-mega-human-rights-policy-th.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	-
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	-	6,021	5,767
Total number of male employees	Persons	2,527	2,644	2,533
Percentage of male employees	%	-	43.91	43.92

Total number of female employees	Persons	3,187	3,377	3,234
Percentage of female employees	%	-	56.09	56.08

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	-	-	-
Percentage of employees under 30 years old	%	-	-	-
Total number of employees 30-50 years old	Persons	-	-	-
Percentage of employees 30-50 years old	%	-	-	-
Total number of employees over 50 years old	Persons	-	-	-
Percentage of employees over 50 years old	%	-	-	-

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	-	-	-
Percentage of male employees under 30 years old	%	-	-	-
Total number of male employees 30-50 years old	Persons	-	-	-
Percentage of male employees 30-50 years old	%	-	-	-
Total number of male employees over 50 years old	Persons	-	-	-
Percentage of male employees over 50 years old	%	-	-	-

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	-	-	-
Percentage of female employees under 30 years old	%	-	-	-
Total number of female employees 30-50 years old	Persons	-	-	-
Percentage of female employees 30-50 years old	%	-	-	-
Total number of female employees over 50 years old	Persons	-	-	-
Percentage of female employees over 50 years old	%	-	-	-

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	5,320	5,618	5,360
Percentage of employees in operational level	%	-	93.31	92.94
Total number of employees in management level	Persons	320	330	328
Percentage of employees in management level	%	-	5.48	5.69
Total number of employees in executive level	Persons	74	73	79
Percentage of employees in executive level	%	-	1.21	1.37

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	2,312	2,416	2,316
Percentage of male employees in operational level	%	91.49	91.38	91.43
Total number of male employees in management level	Persons	155	169	154
Percentage of male employees in management level	%	6.13	6.39	6.08
Total number of male employees in executive level	Persons	60	59	63
Percentage of male employees in executive level	%	2.37	2.23	2.49

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	3,008	3,202	3,044
Percentage of female employees in operational level	%	94.38	94.82	94.12
Total number of female employees in management level	Persons	165	161	174

Percentage of female employees in management level	%	5.18	4.77	5.38
Total number of female employees in executive level	Persons	14	14	16
Percentage of female employees in executive level	%	0.44	0.41	0.49

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	2,058.10	0.00	0.00
Total male employee remuneration	Baht	-	-	-
Percentage of remuneration in male employees	%	-	-	-
Total female employee remuneration	Baht	-	-	-
Percentage of remuneration in female employees	%	-	-	-
Average remuneration of employees	Baht / Person	-	0.00	0.00
Average remuneration of male employees	Baht / Person	-	-	-
Average remuneration of female employees	Baht / Person	-	-	-
Ratio of average remuneration of female employees to male employees		-	-	-

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	848	852	873
Percentage of total number of employees joining employee provident fund to total number of employees	%	14.84	14.15	15.14
Total amount of provident fund contributed by the Company	Baht	-	-	-
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	-

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	3,825.00	-	-

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	-	-	-

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	2,444,844.00	2,359,643.00	2,382,847.00

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	1.00	5.00	2.00
Total number of employees that lost time injuries for 1 day or more	Persons	2	12	8
Percentage of employees that lost time injuries for 1 day or more	%	-	0.20	0.14
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	-	0.00	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.82	5.09	3.36
	Persons / 200,000 manhours ^(**)	0.16	1.02	0.67

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	0	-	-
Percentage of male employee turnover leaving the Company voluntarily	%	-	-	-
Total number of female employee turnover leaving the Company voluntarily	Persons	0	-	-
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 31/05/2023

ESG Performance

Company Name: MEGA LIFESCIENCES PUBLIC COMPANY LIMITED Symbol: MEGA

Market: SET Industry Group: Services Sector: Commerce

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://investor.megawecare.com/storage/document/cg/20150710-mega-cg-policy-th.pdf
Uploaded document of corporate governance policy and practices:	20150710-mega-cg-policy-th.pdf

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	<input checked="" type="checkbox"/> Nomination of Directors <input checked="" type="checkbox"/> Determination of Director Remuneration <input checked="" type="checkbox"/> Independence of the Board of Directors from the Management <input checked="" type="checkbox"/> Director Development <input checked="" type="checkbox"/> Corporate Governance of Subsidiaries and Associated Companies <input checked="" type="checkbox"/> Board Performance Evaluation
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://investor.megawecare.com/storage/document/cg/20130313-MEGA-Ethic-Conduct-TH.pdf
Uploaded document of Code of Conduct:	20130313-MEGA-Ethic-Conduct-TH.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	<input checked="" type="checkbox"/> Prevention of Conflicts of Interest <input checked="" type="checkbox"/> Anti-corruption <input checked="" type="checkbox"/> Whistleblowing and Protection of Whistleblowers <input checked="" type="checkbox"/> 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	
		Male	Female
Directors	Persons	9	1
		10	
	% of total directors	90.00	10.00
		100	
Executive directors	Persons	2	0
		2	
	% of total directors	20.00	0
		20.00	
Non-executive directors	Persons	7	1
		8	
	% of total directors	70.00	10.00
		80.00	
- Independent directors	Persons	4	0
		4	
	% of total directors	40.00	0
		40.00	
- Non-executive directors who have no position in independent directors	Persons	3	1
		4	
	% of total directors	30.00	10.00
		40.00	

Average director age	Years	61	39
		58	
The Chairman of the Board is an independent director	Yes / No	Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย มีชัย วีระไวทยะ	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. MECHAI VIRAVAIIDYA	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1941	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Community Development	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
2)	Name (Thai):	นาย อลัน แคม	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. ALAN KAM	Type of director:	Existing director

	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1956	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:	Finance	DGP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance x Accounting x Finance x Risk Management		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
3)	Name (Thai):	นาย วิเจย์ พอล คาร์วาล	First appointment date of director:	13 May 2021
	Name (English):	Mr. VIJAY PAUL KARWAL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1970	Executive director position:	No
	Nationality:	x Netherlands	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DGP course:	No
	Residence in Thailand:	No		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Risk Management x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
4)	Name (Thai):	นาย ต่อ สันติศิริ	First appointment date of director:	1 Feb 2013

	Name (English):	Mr. THOR SANTISIRI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1952	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Arts	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance		
	Shares:	110,000		
	Paid-up stock:	871,869,508		
	%Shares:	0.012617		
5)	Name (Thai):	นาย กิริต ชาห์	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. KIRIT SHAH	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Commerce	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
6)	Name (Thai):	นาย อธิษฐาน ชาห์	First appointment date of director:	1 Feb 2013

	Name (English):	Mr. ISHAAN SHAH	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1988	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Science in Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
7)	Name (Thai):	นางสาว สมิทธิรา ชำ	First appointment date of director:	1 Feb 2013
	Name (English):	Ms. SAMEERA SHAH	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1983	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Fine and Applied Arts	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
8)	Name (Thai):	นาย ชีรราช อธิษ ปุณณวลา	First appointment date of director:	1 Feb 2013

	Name (English):	Mr. SHIRAZ ERACH POONEVALA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1964	Executive director position:	No
	Nationality:	x India	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Commerce	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
9)	Name (Thai):	นาย วิเวก ดาวัน	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. VIVEK DHAWAN	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1961	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Risk Management x Governance/ Compliance		
	Shares:	45,982,716		
	Paid-up stock:	871,869,508		

	%Shares:	5.274036		
10)	Name (Thai):	นาย โทมัส อับราฮัม	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. THOMAS ABRAHAM	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1963	Executive director position:	Yes
	Nationality:	x India	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Commerce	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Risk Management x Governance/ Compliance		
	Shares:	6,668,200		
	Paid-up stock:	871,869,508		
	%Shares:	0.764816		

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

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย อลัน แคม	Appointment date of audit committee member:	1 Feb 2013
	Name (English):	Mr. ALAN KAM	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1956	Independent director position:	Yes

	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ต่อ สันติศิริ	Appointment date of audit committee member:	1 Feb 2013
	Name (English):	Mr. THOR SANTISIRI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1952	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Arts	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	110,000		
	%Shares:	0.012617		
3)	Name (Thai):	นาย วิจัย พอล คาร์วาล	Appointment date of audit committee member:	13 May 2021
	Name (English):	Mr. VIJAY PAUL KARWAL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1970	Independent director position:	Yes
	Nationality:	x Netherlands	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DCP course:	No

	Residence in Thailand:	No		
	Expertise in accounting information review:	Yes		
	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
No data		

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 Committee

No.	Name (Thai)	Name (English)	Position
1	นาย อลัน แคม	Mr. ALAN KAM	Chairman
2	นาย วิจัย พอล คาร์वाल	Mr. VIJAY PAUL KARWAL	Member
3	นาย ต๋อ สันติศิริ	Mr. THOR SANTISIRI	Member

2) Name of sub-committees (English) Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย วิจัย พอล คาร์वाल	Mr. VIJAY PAUL KARWAL	Chairman
2	นาย กิริต ชาห์	Mr. KIRIT SHAH	Member
3	นาย วิเวก ดาวัน	Mr. VIVEK DHAWAN	Member

3) Name of sub-committees (English) Sustainability Risk Management and Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	นาย อลัน แคม	Mr. ALAN KAM	Chairman
2	นาย ตอ สันติศิริ	Mr. THOR SANTISIRI	Member
3	นาย โทมัส อับราฮัม	Mr. THOMAS ABRAHAM	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Sustainability Risk Management and Corporate Governance Committee
Nomination	Nomination Committee
Remuneration	Remuneration Committee
Corporate governance	Sustainability Risk Management and Corporate Governance Committee
Corporate sustainability development	Sustainability Risk Management and Corporate Governance Committee

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย วิเวก ดาวัน	The highest-ranking executive position:	Yes
	Name (English):	Mr. VIVEK DHAWAN	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร

	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1961	Appointment date of executive:	15 Sep 1986
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Risk Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย ไรมีส อับราฮัม	The highest-ranking executive position:	No
	Name (English):	Mr. THOMAS ABRAHAM	Executive position (Thai):	ประธานเจ้าหน้าที่การเงิน
	Gender:	Male	Executive position (English):	Chief Financial Officer
	Year of birth:	1963	Appointment date of executive:	20 Feb 2008
	Nationality:	x India		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Commerce		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Risk Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
3)	Name (Thai):	นางสาว ดวงนภา ตงศิริ	The highest-ranking executive position:	Yes
	Name (English):	Ms. Duangnapa Tongsiri	Executive position (Thai):	ประธานประเทศไทย
	Gender:	Female	Executive position (English):	President, Thailand
	Year of birth:	1960	Appointment date of executive:	17 Jan 2013

	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Pharmaceutical Sciences		
	Skill and expertise:	x Corporate Management x Strategic Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย มาโนช กัลบัคชานี	The highest-ranking executive position:	No
	Name (English):	Mr. Manoj Gurbaxani	Executive position (Thai):	รองประธานเจ้าหน้าที่การเงิน
	Gender:	Male	Executive position (English):	Deputy CFO
	Year of birth:	1974	Appointment date of executive:	17 Jan 2023
	Nationality:	x India		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Commerce		
	Skill and expertise:	x Economics x Banking x Accounting x Finance		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Mr. Thomas Abraham	thomas@megawecare.com	02-7694222
Company secretary	Ms. Sujintana Boonworapat	suijin@megawecare.com	02-7694222
Head of the internal audit or the outsourced internal auditor	Ms. Ruamphorn Wanitworanan	Ruamphorn@mazars.co.th	-
Head of the compliance unit	Mr. Deepak Panjwani	deepak@megawecare.com	02-7694222
Head of the investor relation	Mr. Manoj Gurbaxani	manoj@megawecare.com	02-7694222

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Ms. Sureerat Thongarunsang Email: Sureerat@kpmg.co.th Telephone: 02 677 2000</p> <p>2. Ms. Aorapin Sinthawornkul Email: aorapin@kpmg.co.th Telephone: 02 677 2000</p> <p>3. Ms. Vilaivan Pholprasert Email: vilaivan@kpmg.cp.th Telephone: 02 677 2000</p>	4,680,000.00	Details: (Non- Audit Fee in 2022 and 2021 includes Thb 0.88 Million for Transfer pricing review and Thb 0.10 million for BOI review) Total service fee (baht): 975,000.00

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย อิชฎ์ชานู ชาห์	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. ISHAAN SHAH	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1988	Independent director position:	No
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	Yes
	Study field of the highest level of education:	Science in Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ชีราษ อีรัช ปุณวาลา	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. SHIRAZ ERACH POONEVALA	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1964	Independent director position:	No
	Nationality:	x India	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Commerce		
	Residence in Thailand:	Yes		

	Skill and expertise:	x Strategic Management x Accounting x Finance x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	871,869,508		
	%Shares:	0.000000		
3)	Name (Thai):	นาย วิเวก ดาวัน	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. VIVEK DHAWAN	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1961	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Strategic Management x Accounting x Finance x Risk Management x Governance/ Compliance		
	Shares:	45,982,716		
	Paid-up stock:	871,869,508		
	%Shares:	5.274036		
4)	Name (Thai):	นาย โทมัส อับราฮัม	First appointment date of director:	1 Feb 2013
	Name (English):	Mr. THOMAS ABRAHAM	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1963	Independent director position:	-
	Nationality:	x India	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	Yes
	Study field of the highest level of education:	Commerce		
	Residence in Thailand:	Yes		

Skill and expertise:	x Strategic Management x Accounting x Finance x Risk Management x Governance/ Compliance		
Shares:	6,668,200		
Paid-up stock:	871,869,508		
%Shares:	0.764816		

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: 7 times

Date of AGM meeting: 5 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. MECHAI VIRAVAIDYA (Chairman of the board)	-	6/7	85.71	Non-participating	Did not hold the meeting
2. Mr. ALAN KAM (Vice Chairman)	-	7/7	100.00	Participating	Did not hold the meeting
3. Mr. VIJAY PAUL KARWAL (Director)	-	6/7	85.71	Non-participating	Did not hold the meeting
4. Mr. THOR SANTISIRI (Director)	-	7/7	100.00	Participating	Did not hold the meeting
5. Mr. KIRIT SHAH (Director)	-	7/7	100.00	Participating	Did not hold the meeting

6. Mr. ISHAAN SHAH (Director)	-	6/7	85.71	Participating	Did not hold the meeting
7. Ms. SAMEERA SHAH (Director)	-	6/7	85.71	Participating	Did not hold the meeting
8. Mr. SHIRAZ ERACH POONEVALA (Director)	-	7/7	100.00	Participating	Did not hold the meeting
9. Mr. VIVEK DHAWAN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
10. Mr. THOMAS ABRAHAM (Director)	-	7/7	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. ALAN KAM (Chairman of the audit committee)	-	4/4	100.00
2. Mr. THOR SANTISIRI (Member of the audit committee)	-	4/4	100.00
3. Mr. VIJAY PAUL KARWAL (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:	No
URL of director remuneration policy and criteria:	-
Uploaded document of director remuneration policy and criteria:	-

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. MECHAI VIRAVAIIDYA (Chairman of the board)	-	2,205,000.00	0.00	No
2. Mr. ALAN KAM (Vice Chairman)	-	1,575,000.00	0.00	No
3. Mr. VIJAY PAUL KARWAL (Director)	-	1,146,600.00	0.00	No
4. Mr. THOR SANTISIRI (Director)	-	1,146,600.00	0.00	No

5. Mr. KIRIT SHAH (Director)	-	661,500.00	0.00	No
6. Mr. ISHAAN SHAH (Director)	-	661,500.00	0.00	No
7. Ms. SAMEERA SHAH (Director)	-	661,500.00	0.00	No
8. Mr. SHIRAZ ERACH POONEVALA (Director)	-	661,500.00	0.00	No
9. Mr. VIVEK DHAWAN (Director)	-	-	0.00	No
10. Mr. THOMAS ABRAHAM (Director)	-	-	0.00	No
Total (Baht)	-	8,719,200.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	
Meeting allowance	Baht	8,719,200.00	
Other monetary remuneration	Baht	0.00	
Total director remuneration	Baht	8,719,200.00	

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		
		2020	2021	2022
Total executive remuneration	Baht	8,052,000.00	8,454,600.00	8,454,600.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: Yes
Employee Joint Investment Program (EJIP):: Yes

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