



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

JAYMART GROUP HOLDINGS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : JAYMART GROUP HOLDINGS PUBLIC COMPANY LIMITED

Symbol : JMART

Address : 187, 189 JMART Building, Ramkamheang Road, Rat Phatthana,
Saphan Sung

Province : Bangkok

Postcode : 10240

Business : The company currently engages as a holding company or invests in other potential business. The core company's primary line of business is the retail and wholesale distribution of mobile phones, gadget, IT product and related items from all major mobile phone brand, IT manufacturer, telecommunication operators.

Registration Number : 010754500055

Telephone : 02-483-7979

Website : <http://www.jaymart.co.th>

Email : ir@jaymart.co.th

Total Shares Sold (shares)

Common Stock : 1,471,711,584

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	14,407,165.04	14,079,348.67	14,109,145.78
Mobile Distribution Business and Revenue from Contracts with Customers (Thousand baht)	10,047,689.53	9,208,004.31	915,300.62
Other (Thousand baht)	4,359,475.51	4,871,344.36	13,193,845.16

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Mobile Distribution Business and Revenue from Contracts with Customers (%)	69.74	65.40	6.49
Other (%)	30.26	34.60	93.51

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	14,407,165.04	14,079,348.67	14,109,145.78
Domestic (Thousand baht)	14,407,165.04	14,079,348.67	14,109,145.78
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	266,581.39	506,303.12	595,464.57
Other income from operations (Thousand baht)	251,198.39	261,233.92	247,645.64
Other income not from operations (Thousand baht)	15,383.00	245,069.20	347,818.93

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
Share of profit (Thousand baht)	344,128.63	-110,134.93	770,395.43

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Risk Managment

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation
- Competition risk
- New business risk
- Corporate ownership structure risk
- ESG risk
- Pandemic risk
- Climate change and disasters

Operational Risk

- Reliance on employees in key positions
- Inventory risk

Compliance Risk

- Legal risk

Emerging Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Pandemic risk
- Climate change and disasters

Compliance Risk

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.jaymart.co.th/storage/document/sustainability/jmart-sustainability-policy-th.pdf>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.jaymart.co.th/th/sustainability/esg>
(if applicable)

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	42,760.90	46,741.80	N/A
Gasoline (Litres)	9,854.49	15,018.33	N/A

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	2,244,458.00	2,373,233.00	2,037,700.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	27,215.00	29,410.00	31,779.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	14,355.92	71,547.05	31,452.32
Hazardous waste (Kilograms)	N/A	19.20	37.28
Total waste generated (Kilograms)	14,355.92	71,566.25	31,489.60

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	139.23	161.69	197.19
Scope 2 (Tons of carbon dioxide equivalents)	1,120.62	1,081.40	897.32
Scope 3 (Tons of carbon dioxide equivalents)	25.87	32.70	0.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	1,285.72	1,275.79	1,094.51

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : BSI Group (Thailand) Co., Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.jaymart.co.th/storage/document/code-of-conduct/human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	424	406	420
Number of female employees (Persons)	665	635	618
Total number of employees (Persons)	1,089	1,041	1,038

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	398,695,923.48	385,975,042.62	386,468,606.78

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Employee development and training expenses (baht)	418,449.00	1,503,362.00	418,449.00

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	41.62

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.jaymart.co.th/storage/document/company-policy/corporate-governance-policy-th.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing the Misuse of Inside Information, Anti-corruption

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	8	100.00
Number of male directors	5	62.50
Number of female directors	3	37.50
Number of executive directors	2	25.00
Number of non-executive directors	6	75.00
Number of independent directors	3	37.50

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PISNU PONG-ACHA Gender: Male Age: 70 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	23 Mar 2005	Business Administration

2.	<p>Mr. PHISIT DACHANABHIROM</p> <p>Gender: Male</p> <p>Age: 83 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	23 Mar 2005	Accounting, Internal Control, Business Administration
3.	<p>Mr. ADISAK SUKUMVITAYA</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	30 Mar 2006	Economics, Business Administration
4.	<p>Ms. YUVADEE PONG-ACHA</p> <p>Gender: Female</p> <p>Age: 68 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	26 Mar 2007	Economics, Business Administration
5.	<p>Mrs. MANEE SOONTHORNVATIN</p> <p>Gender: Female</p> <p>Age: 69 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	1 Jan 2001	Information & Communication Technology, Business Administration

6.	Mr. SUWIT KINGKAEW Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	31 Aug 2007	Economics, Marketing, Law, Data Analysis, Internal Control
7.	Mr. SOMSAK NONTAGANOK Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Mar 2017	Accounting, Internal Control, Data Analysis, Finance & Securities
8.	Mrs. CHITKASEM MOO-MING Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	7 Dec 2021	Finance, Strategic Management, Internal Control

Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: Yes
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PHISIT DACHANABHIROM [1] Gender: Male Age: 83 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	26 Mar 2002	Accounting, Internal Control, Business Administration
2. Mr. SUWIT KINGKAEW [1] Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	31 Aug 2007	Economics, Marketing, Law, Data Analysis, Internal Control
3. Mr. SOMSAK NONTAGANOK [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Mar 2017	Accounting, Internal Control, Data Analysis, Finance & Securities

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. ADISAK SUKUMVITAYA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jan 2004
2. Ms. YUVADEE PONG-ACHA Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 1990
3. Mr. Piya Pong-acha Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2018
4. Mr. KITIPAT CHOLLAVUTH Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2022

5.	Ms. Ladda Waruntarakul Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2013
6.	Mr. Ekachai Sukumvitaya Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Marketing Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2020
7.	Mrs. Nonglak Laksanapokin Gender: Female Age: 64 years old Highest level of education: Doctoral degree Major: Philosophy Program in Peace Studies Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2018
8.	Mrs. Natcha Nititsopon Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2018

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
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Nomination , Remuneration , Corporate Governance for Sustainability Committee	Mr. SUWIT KINGKAEW Mr. PHISIT DACHANABHIROM Ms. YUVADEE PONG-ACHA	Chairman Member Member
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Roles of Sub-committees

Sub-committees responsible for risk management	: None
Sub-committees responsible for nomination	: Nomination , Remuneration , Corporate Governance for Sustainability Committee
Sub-committees responsible for remuneration	: Nomination , Remuneration , Corporate Governance for Sustainability Committee
Sub-committees responsible for corporate governance	: Nomination , Remuneration , Corporate Governance for Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Nomination , Remuneration , Corporate Governance for Sustainability Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. ADISAK SUKUMVITAYA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Economics	CHIEF EXECUTIVE OFFICER	26 Mar 2002	Economics, Business Administration

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : Yes

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 420

Number of female employees (persons) : 618

Total number of employees (persons) : 1,038

Employee Remuneration

Total employee remuneration	: 386,468,606.78
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Provident fund

Total number of employees (persons)	: 1,038
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Number of employees contributing to the PVD (persons)	: 182
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Percentage of employees who are members (%)	: 17.53
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Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUWIT KINGKAEW Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 31 Aug 2007	Economics, Marketing, Law, Data Analysis, Internal Control

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PISNU PONG-ACHA	Chairman of the board	Non-participating
Mr. PHISIT DACHANABHIROM	Director	Participating
Mr. ADISAK SUKUMVITAYA	Director	Non-participating
Ms. YUVADEE PONG-ACHA	Director	Non-participating
Mrs. MANEE SOONTHORNVATIN	Director	Non-participating
Mr. SUWIT KINGKAEW	Director	Participating
Mr. SOMSAK NONTAGANOK	Director	Participating
Mrs. CHITKASEM MOO-MING	Director	Non-participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 5 Apr 2024

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PISNU PONG-ACHA (Chairman of the board)	-	6/6	Participating	N/A
2.	Mr. PHISIT DACHANABHIROM (Director)	-	6/6	Participating	N/A
3.	Mr. ADISAK SUKUMVITAYA (Director)	-	6/6	Participating	N/A
4.	Ms. YUVADEE PONG-ACHA (Director)	-	6/6	Participating	N/A
5.	Mrs. MANEE SOONTHORNVATIN (Director)	-	6/6	Participating	N/A
6.	Mr. SUWIT KINGKAEW (Director)	-	6/6	Participating	N/A
7.	Mr. SOMSAK NONTAGANOK (Director)	-	6/6	Participating	N/A
8.	Mrs. CHITKASEM MOO-MING (Director)	-	6/6	Participating	N/A

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. PISNU PONG-ACHA (Chairman of the board)	-	0.00	600,000.00	No
2.	Mr. PHISIT DACHANABHIROM (Director)	-	0.00	0.00	N/A
3.	Mr. ADISAK SUKUMVITAYA (Director)	-	0.00	360,000.00	N/A
4.	Ms. YUVADEE PONG-ACHA (Director)	-	0.00	360,000.00	N/A
5.	Mrs. MANEE SOONTHORNVATIN (Director)	-	0.00	360,000.00	N/A
6.	Mr. SUWIT KINGKAEW (Director)	-	0.00	0.00	N/A

7.	Mr. SOMSAK NONTAGANOK (Director)	-	0.00	0.00	N/A
8.	Mrs. CHITKASEM MOO-MING (Director)	-	0.00	360,000.00	N/A