



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

JSP PHARMACEUTICAL MANUFACTURING (THAILAND) 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 : JSP PHARMACEUTICAL MANUFACTURING (THAILAND) PUBLIC COMPANY LIMITED

Symbol : JSP

Address : 255,257, Soi Sathupradit 58, Bangpongpan Sub-district,
Wannawa District

Province : Bangkok

Postcode : 10120

Business : Develop, manufacture, and sell modern medicine, traditional medicine, herbal product, dietary supplement, medical supply, and cleaning alcohol under client's trademark and the Company's trademark.

Registration Number : 0107561000480

Telephone : 0-2284-1218

Fax (if applicable) : 0-2294-0705

Website : www.jsppharma.com

Email : ir@jsppharma.com

Total Shares Sold (shares)

Common Stock : 474,574,921

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)	458,075.00	575,578.00	824,485.00
Own Brand (Thousand baht)	168,914.00	192,735.00	337,199.00
OEM (Thousand baht)	249,379.00	288,493.00	308,388.00
Hemodialysis (Thousand baht)	0.00	64,665.00	140,026.00
Re search (Thousand baht)	29,187.00	7,739.00	8,037.00
Other (Thousand baht)	10,595.00	21,946.00	30,835.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Own Brand (%)	36.87	33.49	40.90
OEM (%)	54.44	50.12	37.40
Hemodialysis (%)	0.00	11.23	16.98
Re search (%)	6.37	1.34	0.97
Other (%)	2.31	3.81	3.74

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	458,075.00	575,578.00	824,485.00
Domestic (Thousand baht)	425,338.00	554,278.00	810,764.00
International (Thousand baht)	32,737.00	21,300.00	13,721.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	92.85	96.30	98.34
International (%)	7.15	3.70	1.66

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	8,729.00	18,779.00	21,447.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	8,729.00	18,779.00	21,447.00

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

	2022	2023	2024
Share of profit (Thousand baht)	0.00	578.00	-3,098.00

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	3,176.00	2,326.00	6,523.00

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)

Health and Beauty Products Highly Competitive Market Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Competition risk
- Economic risk

New Product Launch Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Competition risk
- Economic risk

Compliance and Regulatory Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations
- Corporate Governance
- Legal risk

Registered Product Expiration, Cancellation, and Nonrenewal Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Operational Risk

- Systems or internal control system
- Human error in business operations
- Delays in the development of future projects

Compliance Risk

- Change in laws and regulations

Damages Arising from Unsafe Products Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Loss or damage from non-compliance of partners or counterparties

Pandemic of Disease Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Pandemic risk

Operational Risk

- Safety, occupational health, and working environment
- Pandemic risk

Business Investment and Expansion Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk
- New business risk

Financial Risk

- Fluctuation in return on assets or investment
- Liquidity risk
- Income volatility

Profitability of the Group Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

- Competition risk
- Economic risk

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Systems or internal control system
- Product obsolescence
- Delays in the development of future projects
- Inventory risk

Financial Risk

- Insufficient sources of funding
- Default on payment or exchange of goods
- Liquidity risk
- Income volatility

Change of Demographic Structure to Super-aged Society Risks

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Impact from population structure

ESG Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- ESG risk
- Climate change and disasters

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact from population structure

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 (if applicable) : <https://jsppharma.com/wp-content/uploads/2024/06/BC-M036-Rev.0-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2-ESG.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice (if applicable) : <https://jsppharma.com/wp-content/uploads/2024/01/BC-M036-Rev.0-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%82%E0%B8%AD%E0%B8%87%E0%B8%AD%E0%B8%87%E0%B8%84%E0%B9%8C%E0%B8%81%E0%B8%A3%E0%B8%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99%E0%B8%95%E0%B8%B2%E0%B8%A1%E0%B8%AB%E0%B8%A5%E0%B8%B1%E0%B8%81%E0%B8%81%E0%B8%B2%E0%B8%A3-ESG-1.pdf>

Company environmental guideline : Electricity Management, Renewable/Clean Energy 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)	N/A	N/A	34,279.00
Gasoline (Litres)	N/A	N/A	7,649.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	2,581,041.00	2,382,532.00	4,459,045.20

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	7,337.00	7,660.00	20,686.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	57,600.00	33,510.00	23,180.00
Hazardous waste (Kilograms)	3,266.00	1,887.80	1,445.50
Total waste generated (Kilograms)	60,866.00	35,397.80	24,625.50

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	173.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	1,753.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	1,926.00

- **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

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)	104	147	149
Number of female employees (Persons)	238	287	302
Total number of employees (Persons)	342	434	451

Remark : Total number of employees included management

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	109,860,363.70	130,420,031.39	133,758,562.78

Remark : Employee compensations comprised salary, bonus, travelling expenses, Social Security Fund contributions, provident fund contributions, and other welfares. Note that management's compensation was excluded from this table

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	25.22	28.63	35.01
Employee development and training expenses (baht)	694,032.25	2,025,514.70	1,370,171.71

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	4	2	4

• Employee retention

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	19.30	17.05	11.97

• 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://jsppharma.com/wp-content/uploads/2023/12/20230520-jsp-cg-policy-th-1.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 of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

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	11	100.00
Number of male directors	7	63.64
Number of female directors	4	36.36
Number of executive directors	4	36.36
Number of non-executive directors	7	63.64
Number of independent directors	5	45.45

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. THONGCHAI THAVICHACHART Gender: Male Age: 75 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	21 Jul 2020	Health Care Services, Corporate Management, Leadership, Strategic Management

2.	<p>Mrs. JINTANA SANTIPISUD</p> <p>Gender: Female</p> <p>Age: 69 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	3 Dec 2018	Marketing, Business Administration
3.	<p>Mr. SITTICHA DAENGPRASERT</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	3 Dec 2018	Negotiation, Corporate Management, Business Administration, Personal Products & Pharmaceuticals
4.	<p>Mr. PISSANU DAENGPRASERT</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	3 Dec 2018	Food & Beverage, Brand Management, Marketing, Personal Products & Pharmaceuticals
5.	<p>Ms. JIRADA DAENGPRASERT</p> <p>Gender: Female</p> <p>Age: 40 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>	3 Dec 2018	Accounting, Finance, Human Resource Management, Risk Management, Governance/ Compliance

6.	<p>Ms. LALITA HONGRATANAWONG</p> <p>Gender: Female</p> <p>Age: 47 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Finance</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>	3 Dec 2018	Accounting, Finance, Data Analysis, Commerce
7.	<p>Mr. VINIT USAVAKIDVIREE</p> <p>Gender: Male</p> <p>Age: 68 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Pharmacist</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	3 Dec 2018	Health Care Services, Personal Products & Pharmaceuticals, Law, Risk Management
8.	<p>Mr. SORASIT DAENGPRASERT</p> <p>Gender: Male</p> <p>Age: 38 years old</p> <p>Highest level of education: Bachelor'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: Re-elected as director</p>	6 Feb 2019	Corporate Management, Data Management, Risk Management, Food & Beverage
9.	<p>Mr. TAWAT KITKUNGVAN</p> <p>Gender: Male</p> <p>Age: 41 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</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>	18 Mar 2020	Fund Management, Risk Management, Commerce, Finance, Project Management

10.	Mr. NATTHAWUT VIBOONPATANAWONG Gender: Male Age: 42 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: Original director	18 Mar 2020	Project Management, Risk Management, Data Analysis, Engineering
11.	Ms. SOPAWADEE LERTMANASCHAI Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	24 Mar 2021	Accounting, Law, Finance, Audit, Governance/ Compliance

Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
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. Ms. SOPAWADEE LERTMANASCHAI [1] Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	24 Mar 2021	Accounting, Law, Finance, Audit, Governance/ Compliance
2. Ms. LALITA HONGRATANAWONG [1] Gender: Female Age: 47 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	3 Dec 2018	Accounting, Finance, Data Analysis, Commerce
3. Mr. VINIT USAVAKIDVIREE Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Pharmacist Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	3 Dec 2018	Health Care Services, Personal Products & Pharmaceuticals, Law, Risk Management

[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. Mrs. JINTANA SANTIPISUD Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	3 Dec 2018
2. Mr. SITTICHAJ DAENGPRASERT Gender: Male Age: 42 years old Highest level of education: Doctoral degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Dec 2018
3. Mr. PISSANU DAENGPRASERT Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Dec 2018
4. Ms. JIRADA DAENGPRASERT Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Dec 2018

5.	Mr. SORASIT DAENGPRASERT Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Dec 2018
6.	Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Dec 2018
7.	Ms. NONGNUCH CHEAWPATTAYAKORN Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Jan 2021
8.	Mr. DANAISUAN KUNAROJANASOMBHAT Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	18 Jan 2021

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
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Risk Management Committee	Mr. NATTHAWUT VIBOONPATANAWONG	Chairman
	Mr. SITTICHA DAENGPRASERT	Member
	Mr. SORASIT DAENGPRASERT	Member
Nomination and Remuneration Committee	Ms. LALITA HONGRATANAWONG	Chairman
	Ms. SOPAWADEE LERTMANASCHAI	Member
	Mr. TAWAT KITKUNGVAN	Member
	Ms. JIRADA DAENGPRASERT	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: None

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. SITTICHA DAENGPRASERT Gender: Male Age: 42 years old Highest level of education: Doctoral degree Major: Science	PRESIDENT	3 Dec 2018	Negotiation, Corporate Management, Business Administration, Personal Products & Pharmaceuticals
2. Mr. PISSANU DAENGPRASERT Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Management	Executive Vice President of Sales and Marketing	3 Dec 2018	Food & Beverage, Brand Management, Marketing, Personal Products & Pharmaceuticals
3. Ms. JIRADA DAENGPRASERT [1] Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President of Accounting and Finance	3 Dec 2018	Accounting, Finance, Human Resource Management, Risk Management, Governance/ Compliance
4. Mr. SORASIT DAENGPRASERT Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Business Administration	Executive Vice President of Manufacturing and Operations	3 Dec 2018	Corporate Management, Data Management, Risk Management, Food & Beverage
5. Ms. Poonsap Ruangsri [2] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Management	Vice President of Accounting	3 Dec 2018	Accounting

6.	Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL Gender: Male Age: 39 years old Highest level of education: Master's degree Major: Finance	Vice President of Finance	3 Dec 2018	Accounting, Finance, Data Analysis, Audit
7.	Ms. NONGNUCH CHEAWPATTAYAKORN Gender: Female Age: 47 years old Highest level of education: Master's degree Major: Business Administration	Quality Assurance Senior Manager	18 Jan 2021	Personal Products & Pharmaceuticals, Statistics, Internal Control
8.	Mr. DANAISUAN KUNAROJANASOMBHAT Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Engineering	Plant Senior Manager	18 Jan 2021	Food & Beverage, Personal Products & Pharmaceuticals, Engineering

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

	2022	2023	2024
Total executive remuneration (baht)	22,626,770.95	22,678,517.46	27,109,424.87

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 149

Number of female employees (persons) : 302

Total number of employees (persons) : 451

Remark : Total number of employees included management

Employee Remuneration

Total employee remuneration : 133,758,562.78

Remark : Employee compensations comprised salary, bonus, travelling expenses, Social Security Fund contributions, provident fund contributions, and other welfares. Note that management's compensation was excluded from this table

Provident fund

Total number of employees (persons) : 451

Number of employees contributing to the PVD (persons) : 225

Percentage of employees who are members (%) : 49.89

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. POONSAP RUANGSRI	vpaccounting.af@jsppharma.com	022841218

• **Company secretary**

General information	Email	Telephone
1. Ms. JIRADA DAENGPRASERT	jspcs@jsppharma.com	022841218

• **Head of internal audit**

General information	Email	Telephone
1. Mr. SIRISAK MANITKUNAKARN	bee.isbar@gmail.com	

• **Head of compliance unit**

General information	Email	Telephone
1. Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL	vp.af@jsppharma.com	022841218

• **Head of investor relations**

General information	Email	Telephone
1. Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL	ir@jsppharma.com	022841218

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Mrs. KANOKON PHOORIPHANYAWANIT Email: info@kpmg.co.th Telephone: -	5,020,000.00	-

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. Mrs. JINTANA SANTIPISUD Gender: Female Age: 69 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 3 Dec 2018	Marketing, Business Administration
2. Mr. VINIT USAVAKIDVIREE Gender: Male Age: 68 years old Highest level of education: Bachelor's degree Major: Pharmacist Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 3 Dec 2018	Health Care Services, Personal Products & Pharmaceuticals, Law, Risk Management
3. Mr. SORASIT DAENGPRASERT Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 6 Feb 2019	Corporate Management, Data Management, Risk Management, Food & Beverage

4.	Ms. SOPAWADEE LERTMANASCHAI	Director	Date position was assumed:	Accounting, Law, Finance, Audit, Governance/ Compliance
	Gender: Female	(Non-executive, Independent director)	24 Mar 2021	
	Age: 71 years old			
	Highest level of education:			
	Master's degree	Director type: Re-elected as director		
	Major: Accounting			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. THONGCHAI THAVICHACHART	Chairman of the board	Non-participating
Mrs. JINTANA SANTIPISUD	Director	Participating
Mr. SITTICHA DAENGPRASERT	Director	Non-participating
Mr. PISSANU DAENGPRASERT	Director	Participating
Ms. JIRADA DAENGPRASERT	Director	Participating
Ms. LALITA HONGRATANAWONG	Director	Participating
Mr. VINIT USAVAKIDVIREE	Director	Non-participating
Mr. SORASIT DAENGPRASERT	Director	Participating
Mr. TAWAT KITKUNGVAN	Director	Non-participating
Mr. NATTHAWUT VIBOONPATANAWONG	Director	Participating
Ms. SOPAWADEE LERTMANASCHAI	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 9

Date of AGM meeting : 11 Apr 2024

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. THONGCHAI THAVICHACHART (Chairman of the board)	-	9/9	Participating	Participating
2. Mrs. JINTANA SANTIPISUD (Director)	-	8/9	Participating	Participating
3. Mr. SITTICHAJ DAENGPRASERT (Director)	-	9/9	Participating	Participating
4. Mr. PISSANU DAENGPRASERT (Director)	-	8/9	Participating	Participating
5. Ms. JIRADA DAENGPRASERT (Director)	-	9/9	Participating	Participating
6. Ms. LALITA HONGRATANAWONG (Director)	-	9/9	Participating	Participating
7. Mr. VINIT USAVAKIDVIREE (Director)	-	9/9	Participating	Participating
8. Mr. SORASIT DAENGPRASERT (Director)	-	9/9	Participating	Participating
9. Mr. TAWAT KITKUNGVAN (Director)	-	9/9	Participating	Participating
10. Mr. NATTHAWUT VIBOONPATANAWONG (Director)	-	9/9	Participating	Participating
11. Ms. SOPAWADEE LERTMANASCHAI (Director)	-	9/9	Participating	Participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. THONGCHAI THAVICHACHART (Chairman of the board)	-	420,000.00	N/A	No
2. Mrs. JINTANA SANTIPISUD (Director)	-	0.00	N/A	No
3. Mr. SITTICHAJ DAENGPRASERT (Director)	-	0.00	N/A	No
4. Mr. PISSANU DAENGPRASERT (Director)	-	0.00	N/A	No

5.	Ms. JIRADA DAENGPRASERT (Director)	-	0.00	N/A	No
6.	Ms. LALITA HONGRATANAWONG (Director)	-	108,000.00	N/A	No
7.	Mr. VINIT USAVAKIDVIREE (Director)	-	108,000.00	N/A	No
8.	Mr. SORASIT DAENGPRASERT (Director)	-	0.00	N/A	No
9.	Mr. TAWAT KITKUNGVAN (Director)	-	108,000.00	N/A	No
10.	Mr. NATTHAWUT VIBOONPATANAWONG (Director)	-	108,000.00	N/A	No
11.	Ms. SOPAWADEE LERTMANASCHAI (Director)	-	108,000.00	N/A	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Ms. SOPAWADEE LERTMANASCHAI (Chairman of the audit committee)	-	5/5
2.	Ms. LALITA HONGRATANAWONG (Audit committee)	-	5/5
3.	Mr. VINIT USAVAKIDVIREE (Audit committee)	-	5/5