



# ESG Performance Report for Listed Companies in 2024

JSP PHARMACEUTICAL MANUFACTURING (THAILAND) PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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## ESG Performance

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

Symbol : JSP

Market : mai

Industry Group : Consumer Products

Sector : SECTOR 0

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

#### Information on review of environmental policies, guidelines, and/or goals over the past year

##### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes  
over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Renewable/Clean Energy Management, Water Management, Waste Management, Air Quality Management

The Company determines environmental policy to create positive impact to stakeholders, which is summarised as below:

- (a) Strictly comply with laws, rules and requirements to control environmental impact
  - (b) Set aside goals and objectives in relation to environment to decrease impact and increase positive impact
  - (c) Create conscious mind, provide knowledge to employees and workers under the Company's control to give rise importance in environment issues
  - (d) Manage energy, utilities and wastage to the highest benefits
  - (e) Reviewing and improving work process to build appropriate and safety work environment
- Build good relationship with society, including public and private sectors and other agents in preserving natural resources and environment activities

#### Information on compliance with environmental management principles and standards

##### Compliance with environmental management principles and standards

##### Compliance with energy management principles and standards

##### Compliance with water management principles and standards

##### Compliance with waste management principles and standards

#### Information on incidents related to legal violations or negative environmental impacts

##### Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on energy management

#### Energy management plan

The company's energy management plan : No

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : No  
management

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : No

### Information on electricity management

#### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	2,581,041.00	2,382,532.00	4,459,045.20
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	2,581,041.00	2,382,532.00	3,506,642.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	N/A	N/A	952,403.20
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	7,546.90	5,489.71	9,887.02

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

#### Electricity Expense <sup>(\*)</sup>

	2022	2023	2024
Total electricity expense (Baht)	12,316,907.04	11,383,340.23	15,495,677.19
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	2.73	1.95	1.80
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	2.82	1.92	1.83

	2022	2023	2024
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	36,014.35	26,228.89	34,358.49

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	N/A	N/A	34,279.00
Gasoline (Litres)	N/A	N/A	7,649.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2022	2023	2024
Total fuel expense (Baht)	2,887,636.30	N/A	964,300.80
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.64	N/A	0.11
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.66	N/A	0.11

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on total energy management (electricity + fuel)

### Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	0.00	0.00

### Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	N/A	0.00000000	0.00000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on water management plan

#### Water management plan

The Company's water management plan : No

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : No

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

### Information on water management

#### Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	7,337.00	7,660.00	20,686.00
Water withdrawal by third-party water (cubic meters)	7,337.00	7,660.00	20,686.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	21.45	17.65	45.87
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.02	0.01	0.02

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	N/A	N/A	100.00
Total wastewater discharge (cubic meters)	0.00	0.00	13,357.66

#### Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	7,337.00	7,660.00	7,328.34

### Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01681050	0.01288786	0.00866303

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	123,868.26	138,122.93	179,937.01
Total water withdrawal expense from third-party water (Baht)	123,868.26	138,122.93	179,937.01
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.03	0.02	0.02
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.03	0.02	0.02
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	362.19	318.26	398.97

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : No

Waste separation classified by general waste, recycled waste and hazardous waste

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : No

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste : No  
management

### Information on waste management

#### Waste Generation<sup>(\*)</sup>

	2022	2023	2024
Total waste generated (Kilograms)	60,866.00	35,397.80	24,625.50
Total non-hazardous waste (kilograms)	57,600.00	33,510.00	23,180.00
Non-hazardous waste - Landfilling (Kilograms)	N/A	N/A	23,180.00
Total hazardous waste (kilograms)	3,266.00	1,887.80	1,445.50
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.14	0.06	0.03
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.13	0.06	0.03
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.01	0.00	0.00

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	0.00	0.00

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



## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan	:	No
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### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	Yes
Company's existing targets	:	Other Greenhouse Gas Emission Reduction Target

#### Setting other greenhouse gas reduction targets

##### Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2024 : Greenhouse gas emissions 1,926.00 tCO <sub>2</sub> e	2027 : Reduced by 4% in comparison to the base year	2037 : Reduced by 20% in comparison to the base year

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	No
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### Information on greenhouse gas management

#### The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	1,926.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	173.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	1,753.00

#### Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup>	0.000000	0.000000	0.002277

	2022	2023	2024
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	4.27

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on verification of the company's greenhouse gas emissions over the past year

### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00

### Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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## ESG Performance

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

Symbol : JSP

Market : mai

Industry Group : Consumer Products

Sector : SECTOR 0

## Human rights

### Information on social and human rights policies and guidelines

#### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination

The Company determined human resources management policy and guidelines for business operations with human rights. The policy and work plan in relation to human rights in business operations have key elements as follow:

- a. No use of child labour
- b. Equal treatment with disaggregation of gender, race, religion and culture
- c. Have sufficient headcounts for the Company's operations
- d. Have quality employees to support the Company's growth
- e. Have fair, transparent and equal opportunity to employees

### Information on review of social and human rights policies, guidelines, and/or goals over the past year

#### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or : Yes  
goals over the past year

No significant change in policy

### Information on Human Rights Due Diligence : HRDD

#### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

### Information on incidents related to legal or social and human rights violations

#### Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0

	2022	2023	2024
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace

- Paid compensation in compliance with laws and had no any litigation case
- Provided essential training to employees in various programmes
- Organised activities to encourage employees' participation e.g. Townhall meeting, Suggestion plan for organisation development, Staff new year party
- Provided health and safety training

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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### Information on performance and outcomes for employee and labor management

#### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	Yes
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- Award "Excellent Prototype Organisation in Social Security Contribution"
- Award "Green Industry Level 1"

### Information on employment

#### Employment

	2022	2023	2024
Total Employment (Person)	342	434	451
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons) <sup>(1)</sup>	342	434	451
Male employees (persons)	104	147	149
Percentage of male employees (%)	30.41	33.87	33.04
Female employees (persons)	238	287	302

	2022	2023	2024
Percentage of female employees (%)	69.59	66.13	66.96

Remark: <sup>(1)</sup> Total number of employees included management

### Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	121	145	135
Percentage of employees under 30 years old (%)	35.38	33.41	29.93
Total number of employees 30-50 years old (Persons)	199	265	288
Percentage of employees 30-50 years old (%)	58.19	61.06	63.86
Total number of employees over 50 years old (Persons)	22	24	28
Percentage of employees over 50 years old (%)	6.43	5.53	6.21

### Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	42	60	57
Percentage of male employees under 30 years old (%)	40.38	40.82	38.26
Total number of male employees 30-50 years old (Persons)	57	83	88
Percentage of male employees 30-50 years old (%)	54.81	56.46	59.06
Total number of male employees over 50 years old (Persons)	5	4	4
Percentage of male employees over 50 years old (%)	4.81	2.72	2.68

### Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	79	85	78
Percentage of female employees under 30 years old (%)	33.19	29.62	25.83
Total number of female employees 30-50 years old (Persons)	142	182	200
Percentage of female employees 30-50 years old (%)	59.66	63.41	66.23

	2022	2023	2024
Total number of female employees over 50 years old (Persons)	17	20	24
Percentage of female employees over 50 years old (%)	7.14	6.97	7.95

#### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	316	402	412
Percentage of employees in operational level (%)	92.40	92.63	91.35
Total number of employees in management level (Persons)	19	24	30
Percentage of employees in management level (%)	5.56	5.53	6.65
Total number of employees in executive level (Persons)	7	8	9
Percentage of employees in executive level (%)	2.05	1.84	2.00

#### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	95	137	134
Percentage of male employees in operational level (%)	91.35	93.20	89.93
Total number of male employees in management level (Persons)	5	5	10
Percentage of male employees in management level (%)	4.81	3.40	6.71
Total number of male employees in executive level (Persons)	4	5	5
Percentage of male employees in executive level (%)	3.85	3.40	3.36

#### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	221	265	278
Percentage of female employees in operational level (%)	92.86	92.33	92.05
Total number of female employees in management level (Persons)	14	19	20

	2022	2023	2024
Percentage of female employees in management level (%)	5.88	6.62	6.62
Total number of female employees in executive level (Persons)	3	3	4
Percentage of female employees in executive level (%)	1.26	1.05	1.32

#### Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees
Manufacturing and Operations	273
Sales and Marketing	64
Research and Development	26
Human Resources	32
Accounting and Finance	28
General Administration	28
Total number of employees	451

#### Significant changes in the number of employees

Significant changes in number of employees over the past 3 : Yes  
Years

Headcount for 2023 rose up from 2022 due to business acquisition. For 2024, headcount increased from 2023 due to business expansion

#### Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	45	51	52
Northern (Person)	33	44	47
Central (Person)	5	4	4
Northeastern (Person)	47	48	37
Southern (Person)	7	5	2
Eastern (Person)	1	2	2

#### Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	67	67	71
Northern (Person)	76	101	121



	2022	2023	2024
Central (Person)	13	9	8
Northeastern (Person)	92	85	85
Southern (Person)	8	10	9
Eastern (Person)	1	3	4

## Employment of workers with disabilities

	2022	2023	2024
<b>Total employment of workers with disabilities (persons)</b>	4	3	3
Percentage of disabled workers to total employment (%)	1.17	0.69	0.67
<b>Total number of employees with disabilities (Persons)</b>	4	3	3
Total male employees with disabilities (persons)	4	3	3
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	1.17	0.69	0.67
<b>Contributions to empowerment for persons with disabilities fund</b>	Yes	Yes	Yes

## Information on compensation of employees

### Employee remuneration by gender

	2022	2023	2024
<b>Total employee remuneration (baht)<sup>(2)</sup></b>	109,860,363.70	130,420,031.39	133,758,562.78
Total male employee remuneration (baht)	36,465,185.03	43,914,724.64	43,941,444.76
Percentage of remuneration in male employees (%)	33.19	33.67	32.85
Total female employee remuneration (baht)	73,395,178.67	86,505,306.75	89,817,118.02
Percentage of remuneration in female employees (%)	66.81	66.33	67.15
Average remuneration of employees (Baht / Person)	321,229.13	300,506.98	296,582.18
Average remuneration of male employees (Baht / Person)	350,626.78	298,739.62	294,909.02
Average remuneration of female employees (Baht / Person)	308,383.10	301,412.22	297,407.68
Ratio of average remuneration of female employees to male employees	0.88	1.01	1.01

Remark: <sup>(2)</sup> 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 management policy

Provident fund management policy : Have

The Company has established provident fund for full-time employees with Eastspring Asset Management (Thailand) Co., Ltd. to guarantee employees' future and to motivate the employees to work for the Company in the long-term.

## Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	222	222	225
Proportion of employees who are PVD members (%)	64.91	51.15	49.89
Total amount of provident fund contributed by the company (baht)	1,301,172.98	1,400,186.77	1,400,082.58
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	1.18	1.07	1.05

## Information on employee development

### Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	25.22	28.63	35.01
Total amount spent on employee training and development (Baht)	694,032.25	2,025,514.70	1,370,171.71
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.001539	0.003467	0.001594
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.001590	0.003408	0.001620

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	1,101,798.75	1,105,398.85
Total number of hours worked by employees (Hours)	N/A	1,101,798.75	1,105,398.85
Total number of hours work by non-employee (Hours)	N/A	0.00	0.00

## Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	4	2	4
Total number of employees that lost time injuries for 1 day or more (Persons)	0	2	4
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.46	0.89
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) <sup>(*)</sup>	N/A	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) <sup>(**)</sup>	N/A	0.00	0.00

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	66	74	54
Total number of male employee turnover leaving the company voluntarily (persons)	24	34	24
Total number of female employee turnover leaving the company voluntarily (persons)	42	40	30
Proportion of voluntary resignations (%)	19.30	17.05	11.97
Percentage of male employee turnover leaving the Company voluntarily (%)	7.02	7.83	5.32
Percentage of female employee turnover leaving the Company voluntarily (%)	12.28	9.22	6.65
	2022	2023	2024
Evaluation result of employee engagement	No	No	No

### Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications through digital channels

### Information on customer management plan

#### Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The Company established customer management plan. This included fairly and accountably producing goods and providing services to customers, building long-term relationship to customers, together with inform product information to customers clearly and completely.

### Information on setting customer management goals

#### Setting customer management goals

Does the company set customer management goals	:	Yes
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#### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer satisfaction	-	2024: Customer satisfaction rate not less than 80%

### Information on performance and results of customer management

## Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

### Development of product to match with customer's need

The Company developed manufacturing formula to have identity, colour, scent and taste under customer's requirement with reasonable cost and registered in accordance with related regulations.

### Additional quality procedures for conventional medicines

The Company added analytical procedures to ensure quality of products and studied about stability of formula, which was an essential procedure for registration of products in accordance with related regulations.

In addition, the Company had results in relation to product development with customers as follow:

- Developed conventional medicine with 16 customers and had got 5 registered licenses
- Developed dietary supplement with 103 customers and had got 40 registered licenses
- Developed herbal product with 23 customers and had got 9 registered licenses

## Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

## Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes  
customers/consumers

Telephone : 022841218

Fax : 022940705

Email : [contact@jsppharma.com](mailto:contact@jsppharma.com)

Company's website : [www.jsppharma.com](http://www.jsppharma.com)

Address : 255,257 Soi Sathupradit 58, Bangpongpan, Yannawa  
Bangkok 10120

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : No

Community and social management plan implemented by the : Sports and recreation, Others : -  
company over the past year

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management : No  
goals

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social : No  
management

### Benefit from implementing social development project

#### Financial benefits

Does the company measure the financial benefits from social : No  
development?

#### Non-financial benefits

Does the company measure the non-financial benefits from : No  
social development?

### Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	N/A	200,000.00	424,763.41
Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup>	N/A	0.034229	0.049416
Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup>	N/A	0.033650	0.050212

Additional Explanation : (\*) Total revenues and total expenses from total financial statement

**Remarks** - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the

information contained herein.

## ESG Performance

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

Symbol : JSP

Market : mai

Industry Group : Consumer Products

Sector : SECTOR 0

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company established 8 sections of the principles as well as the definition of roles, authorities, and responsibilities of the Board of Directors and Sub-committees which can be briefly summarised as follows:

Principle 1 Establish Clear Leadership Role and Responsibilities of the Board

Principle 2 Define Objectives that Promote Sustainable Value Creation

Principle 3 Strengthen Board Effectiveness

Principle 4 Ensure Effective CEO and People Management

Principle 5 Nurture Innovation and Responsible Business

Principle 6 Strengthen Effective Risk Management and Internal Control

Principle 7 Ensure Disclosure and Financial Integrity

Principle 8 Ensure Engagement and Communication with Shareholders

#### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

#### Nomination of Directors

In the process of nominating directors for the Company, the Nomination and Remuneration Committee is responsible for establishing recruitment policies and screening suitable candidates to be nominated as directors before submitting recommendations to the Board of Directors and/or the Shareholders' meeting for the appointment of such persons. This process adheres to relevant charters, articles of association, applicable rules or laws, and the Company's corporate governance policy. The consideration of suitable candidates for directors must take into account the structure of the Board of Directors and the diversity of the Board of Directors e.g. gender, age, race, nationality, experience. In addition, the Company will consider the required director skills by using the Board skill matrix, including knowledge, abilities, and skills essential to the Company's business, as well as considering potential conflicts of interest.

The Company has a director nomination process that considers a director pool or uses external consultants. To protect the rights of the Company's shareholders, the Board of Directors and the Nomination and Remuneration Committee provide an opportunity for shareholders to participate in nominating suitable candidates for consideration for election as directors in advance. In addition, when voting to elect directors at the Shareholders' meeting, the Company allows shareholders to vote for directors individually, allowing shareholders to cast all their votes for each nominated director.

#### Determination of Director Remuneration

The Company has the policy to determine the remuneration for the directors to be in monetary and non-monetary forms at reasonable level by considering roles, responsibilities, performances and expected benefits. In addition, the rate is comparable to the similar business in order to encourage the Board of Directors to achieve the goal of the Company. The remuneration of the directors must be in accordance with the strategies and goals of the Company. The Board of Directors will consider types of remuneration and make it reasonable by setting the criteria or the remuneration setting method, which is fair and sensible in accordance with the Company's performance, for the directors and sub-committees.



## Independence of the Board of Directors from the Management

The Company clearly segregates duties of directors and management. The Board of Directors should consider business operations policies, firm-wide oversight, material transactions which might have impact to the Company's operating results and financial position, together with transactions that might have conflict of interest. The management has duties in monitoring recurring works.

## Director Development

The Company considers directors' knowledge development is crucial because it will enable the directors to stay updated on current situations and enhance skills essential for performing as director. As a result, the directors will carry out duties efficiently and lead the organisation towards achieving strategies and objectives as expected. All of the Company's directors have completed the foundation courses for directors (DCP/DAP), organised by Thai Institute of Directors (Thai IOD).

In case of Company appoints new director, the Company provides induction training to the new directors to guide the new director in fulfilling his/her duties. The training includes mission, vision, strategy, business operations, management structure, Board of Directors and sub-committees' structures, as well as business policies in relation to corporate governance, anti-corruption and interested person reporting.

## Board Performance Evaluation

The Company provides the Board of Directors and sub-committees to evaluate performance in self-assessment format every year. The evaluation comprises two forms i.e. committee-level and individual-level. Then the Company will use the results to improve and develop procedures, together with directors' development plan, in order to assist the directors to fulfill their duties.

## Corporate Governance of Subsidiaries and Associated Companies

The Company sets aside supervision of subsidiaries and associated companies policy with objective is to provide a framework and mechanism for direct and indirect supervision of policies and operations of its subsidiaries and associated companies, as well as measures to monitor their performances at an appropriate level. The aim is to manage benefits from the Company's investments more effectively, which will build more confidence for the Company's shareholders. The policy covered in the following topics:

1. Appointment or nomination of persons as directors or executives in subsidiaries and associated companies
2. Information disclosure of subsidiaries and associated companies
3. Use of internal information by subsidiaries
4. Transactions with directors, executives, or related persons of subsidiaries

## Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and : Shareholder, Employee, Customer  
stakeholders

## Shareholder

The Board of Directors has thus established a policy to safeguard shareholder rights and facilitate their ability to exercise these rights. This includes both domestic and foreign, retail and institutional investors. Key practices include:

1. Shareholders can propose meeting agendas and nominate persons to be elected as directors in the Annual General Meeting of Shareholders within time period specified.
  2. For the Annual General Meeting of Shareholders, the Company will send out invitation letter, together with supporting documents to the shareholders via postage at least 14 days prior to meeting date. In addition, the Company will disclose the invitation letter and supporting documents in both Thai and English on the Company's website at least 28 days prior to the meeting date.
  3. Prior to the meeting date, the shareholders can send opinion, suggestion and inquiry in advance. The Company clearly set out criteria on sending inquiry and inform the shareholders through the invitation letter to the Shareholders' meeting.
  4. To facilitate the shareholders who cannot attend the meeting by themselves, the Company will attach proxy form and list of supporting evidences required for granting proxies together with invitation letter to the Shareholders' meeting.
- In order to assist the shareholders in preparing proxy documents accurately and prevent a problem in joining the

Shareholders' meeting by proxy, understandable instructions for granting proxies will be attached herewith the invitation letter as well. Furthermore, the shareholders have an option to download proxy form at the Company's website. The Board of Directors will provide the shareholders a list of independent directors at least 1 person as an option to grant proxy. The Company will attach detailed about name and background of such independent directors herewith the invitation letter to the Shareholders' meeting.

5. The Shareholders have equal rights to express opinion or inquire during the Shareholders' meeting. The Company will allot time appropriately and sufficiently and will completely record significant inquiries and suggestions in minute of the Shareholders' meeting.
6. Inform resolution and voting results of each agenda through electronic system for disclosure of the Stock Exchange of Thailand in timely manner.
7. Prepare and disclose minute of the Shareholders' meeting through the Company's website and the electronic system for disclosure of the Stock Exchange of Thailand in timely manner.
8. The Company encourages to use technology in the Shareholders' meeting, including shareholder registration, counting and presenting of voting. This will enable the meeting carry out quickly and accurately.

## **Employee**

The Company set aside human resources policy to ensure that the Company will have sufficient and appropriate actions related administrating and developing personnel. The policy covered the following topics:

1. Employment
2. Chain of command
3. Compensation management
4. Workforce planning
5. Health and Safety
6. Employee development
7. Welfare

## **Customer**

### **Product development with customers**

The Company worked with customers to develop products in 3 categories, which comprised conventional medicine, dietary supplement and herbal products. The Company had professional staff in each category to develop products with quality and match with customer's need.

### **Relationship and satisfaction with customers management**

The Company aims to develop goods and services to meet up with customer's requirement in order to make the highest satisfaction. The Company collected and processed customer's satisfaction information to improve quality of goods and services with ongoing basis. In addition, the Company had separate unit to manage problems, claims and suggestions from customers to secure satisfaction and build sustainably relationships with customers.

## **Information on business code of conduct**

### **Business code of conduct**

Business code of conduct : Yes

The Company has conducted a business with honesty, integrity and ethically as well as having been responsible for the respective duties and committed in operating the business in compliance with good governance practices which enables the Company to grow in a steady and sustainable manner. The Company has developed the Business Code of Conduct to establish the guidelines and practices for the Company's directors, management and employees to adhere and facilitate which enable the Company to conduct business transparently, honestly and lawfully as well as to avoiding any activity that could lead to a conflict of interest with the Company's business. This will build up trust and recognition at the national and international level, thereby resulting in the sustainable growth of the Company.

The Company set up a compulsory course on the Business Code of Conduct, which details include business ethics, information technology security, insider information protection, conflict of interest protection and anti-corruption, to enable directors, management and employees of the Company to conduct self-learning through the e-learning system and to sign an acknowledgment of the Business Code of Conduct on a yearly basis.

### **Policy and guidelines related to business code of conduct**

Guidelines related to business code of conduct	: Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and IT system security
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## Prevention of Conflicts of Interest

The Company recognises the importance of conducting business with integrity, transparency and accountability in accordance with the good corporate governance principles which enhance its efficiency. Therefore, the Company has established policies that its directors, executives, and employees shall refrain from any action that may be conflict of the Company's interests. In cases where such actions are inevitable, the Company shall ensure that the transaction is conducted transparently and fairly, like any transaction with a general third party, taking into account the best interests of the Company and being fair to related parties.

1. Directors shall not engage in business in competition with the Company unless approved by the shareholders' meeting prior to their appointment as directors.
2. Directors and executives shall not use the Company's opportunities or information for the benefit of themselves or others, including doing business in competition with the Company or doing relevant business.
3. Directors and executives shall not attend the meeting or abstain from voting on items related to themselves that may cause conflicts of interest with the Company. If it must be done for the benefit of the Company, such transaction shall be made in a similar manner to an arm's length basis.
4. Directors and executives shall report interested in relation to management of the Company and subsidiaries according to "Principles of interested person reporting" and shall disclose conflict of interest every year or when incur.
5. For the consideration of conflicts of Interest and transactions by which conflicts of interest may arise, independent directors shall attend and consider every time and it shall be in accordance with "Related party transaction criteria" as specified by the Company.
6. Directors, executives, and personnel who are aware of internal information shall refrain from using it for their own benefit or providing it for the benefit of others in an unlawful manner.

## Anti-corruption

The Company is committed to conduct business with integrity under the good corporate governance framework, adhering to good governance, code of conduct, and business ethics. This is to ensure that it maintains responsibilities for the society, environment, and all stakeholders, conducts business with transparency, fairness and accountability. Thus, the Company has established policies to demonstrate its intention and commitment to anti-corruption and that it supports the corporate culture of good and sustainable corporate governance and provides operational guidelines for its director, executives, and employees to build confidence among the Company's stakeholders.

1. Do not engage in any behavior that demonstrates the intention of corruption, giving or accepting bribes to public officials and private employees or stakeholders related to the Company in order to obtain or maintain business or competitive advantages or for the benefit of themselves and related parties.
2. Do not neglect or ignore when witnessing any action considered to be related to corruption related to the Company. It is obliged to notify supervisors or responsible person and cooperate in investigation.
3. The Company recognises the importance of disseminating knowledge and educating persons who have to perform duties related to the Company or may have an impact on the Company regarding compliance with the anti-corruption policy.
4. The Company regularly provides appropriate and efficient audit process and internal control system to prevent corruption.
5. The Company provides a human resource management process that reflects its commitment to anti-corruption measures, including selection, training, performance evaluation, compensation, and promotion.
6. The Company operates in a politically neutral manner and does not advocate or be in alliance with any political party with the objective of contributing business benefits to the Company.
7. Charitable donations either in the form of financial assistance or other forms, such as education or devotion, are allowed as part of corporate social responsibility as well as public relations and enhancement of the brand image without aiming for business benefits.
8. Directors, executives, and employees shall refrain from accepting monetary and non-monetary gifts from business partners or persons related to the Company's business, except in the case of festive events or normal practices to receive gifts or any benefits.

All the Company's directors and executives are aware and understand that the Company's business processes may be subject to risks from corruption and bribery. For such risk avoidance, directors and executives have scheduled a regular risk

assessment of corruption and bribery that may occur in the Company at least once a year. Furthermore, they are responsible to review the current risk management measures to ensure that the measures remain appropriate for risk prevention at an acceptable level. In addition, the Company's executives shall communicate to all employees at various levels for understanding and cooperation in order to effectively manage such risks.

Reference link for Anti-corruption : <https://jsppharma.com/en/anti-corruption-policy/>

## Whistleblowing and Protection of Whistleblowers

The Board of Directors oversight mechanism of a complaint and whistleblowing and set aside clear guidelines in the whistleblowing and complaint policy. There are requirements regarding reporting and investigation of code of conduct violation, complaints of corruption and misconduct. In the event that stakeholders have observations regarding the Company's operations, they may ask for details or report complaints, clues of legal wrongdoing, inaccuracies of financial reports, deficiency of internal control system, or business code of conduct violation through the Company's independent directors or audit committee members. The whistleblowing and complaints shall be kept confidential and independent directors, audit committee members or the President (Chief Executive Officer) shall instruct the designated persons to investigate the internal information, find solutions (if any), and report to the Chief Executive Officer and/or the Board of Directors.

In addition, the Company has provided measures to report clues and/or complaints and/or express opinions on illegal acts, business code of conduct or behaviors that may imply corruption of directors, executives, or employees. It also provides a variety of communication channels to allow employees and stakeholders to report clues or complaints to the Company conveniently and appropriately. The whistle-blowers or complainants are required to indicate the details and their names, addresses, valid telephone numbers. The Company has established channels for whistleblowing and complaint.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://jsppharma.com/en/anti-corruption-policy/>

## Prevention of Misuse of Inside Information

The Company has strict requirements and criteria to prevent the personal use of internal information. In particular, the Company's financial information shall be audited/reviewed by a certified public accountant and reviewed and concluded by the Audit Committee every time, which then be proposed for approval to the Board of Directors and submitted to the Stock Exchange of Thailand or publicly disseminated.

1. Inform directors and executives and related parties to directors/executives; which consists of spouse or domestic partners, minor children, legal entity that directors/executives or persons who are related to directors/executives collectively hold more than 30% of total voting rights and have the largest holding in such legal entity, regarding duties to report securities or futures holdings to the Securities and Exchange Commission and the Stock Exchange of Thailand.
2. Directors, executives and related parties to directors/executives are required to report the change of securities and futures holdings to the Securities and Exchange Commission under Section 59 of the Securities and Exchange Act B.E. 2535 (1992) within 3 business days after the date of change
3. Directors, executives, employees and officers who are aware of material insider information affecting changes in securities prices are prohibited from using such information to buy, sell, transfer, or accept the transfer of securities or futures issued by the Company before it is disclosed to the public, especially during the 30 days before the Company's financial statements or information affecting the price of securities are made available to the public. In addition, after the information has been disclosed, such persons are prohibited from buying, selling, transferring, or accepting the transfer of securities or futures issued by the Company until the people who receive such information have sufficient time to evaluate it (at least 24 hours from the date and time of publication). The persons involved in internal information shall not disclose such information to others until it has been reported to the Stock Exchange of Thailand.
4. Directors, executives, employees, and persons involved in insider information are prohibited from disclosing or transferring the Company's internal information or confidential information to unrelated persons, including their family members, relatives and friends.
5. Information disclosure shall be conducted by the Company's executives or employees with disclosure authority. General employees are not obliged to disclose information. When asked to disclose any information beyond their scope, they shall refer the questioner to the person in charge of information disclosure to ensure that such disclosure is accurate and consistent.
6. Advice or guidance on the trading of the Company's securities shall not be provided, unless it is related to the duties assigned by the Company.

## Gift giving or receiving, entertainment, or business hospitality

Directors, executives, and employees shall refrain from accepting monetary and non-monetary gifts from business partners or persons related to the Company's business, except in the case of festive events or normal practices to receive gifts or any benefits.

## Information and IT system security

The Company has established an information security policy to ensure that its information technology system is appropriate, efficient, and secure for smooth operations. This includes preventing problems that may arise from an incorrect use of information technology system and/or various threats which may cause damage to the Company. The brief guidelines are as follows:

1. General Terms
2. Physical and Environmental Security Policy
3. Access Control Policy
4. Password Control Policy
5. Network Access Control Policy
6. Wireless Access Control Policy
7. Personal Computing Policy
8. Internet Usage Policy
9. E-Mail Usage Policy
10. Malicious Code Protection Policy
11. Backup System and Recovery Policy
12. Change Management Policy
13. Regulatory Requirement Policy

## Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The Company set up a compulsory course on the Business Code of Conduct, which details include business ethics, information technology security, insider information protection, conflict of interest protection and anti-corruption, to enable directors, management and employees of the Company to conduct self-learning through the e-learning system and to sign an acknowledgment of the Business Code of Conduct on a yearly basis. In 2024, all of directors, management and employees learned and signed the acknowledgment of the Business Code of Conduct. In addition, the Company had no any violation case of the code of conduct.

## Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

## Information on material changes and developments in policy and corporate governance system over the past year

### Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

The Company recognises the importance of good corporate governance as an important aspect to promote efficient operations and sustainable growth, which leads to the utmost benefits for all stakeholders, including employees, investors, shareholders and other stakeholders. In this regard, the Board of Directors has regularly reviewed corporate governance policies, guidelines, and systems.

In 2024, the Company reviewed the appropriateness of all its policies and charters to ensure that they remain appropriate to the current business environment. The review was then presented to the Board of Directors for approval.

## Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

The Company has provided a guideline regarding good corporate governance that is by the Corporate Governance Code (CG Code) for listed companies B.E. 2560 (2017). However, the Company considered not to comply with certain matters of Corporate Governance Code (CG Code) for listed companies B.E. 2560 (2017) as follow:

- The Company does not set a policy to directors and management to inform the Board of Directors for the Company's security trading at least a day prior to trading execution because it does not flexible to comply.
- The Company does not appoint Corporate Governance Committee (CG Committee) since the Company has considered the Board of Directors' and sub-committees' charters and concluded that scope of work included overseeing under CG Code. In addition, the Company has organisation units e.g. internal audit, company secretary, together with various channels to stakeholders for submitting complaints to the Company. The Company concluded that such actions are sufficient and efficient enough to comply with internal control and corporate governance.
- The Company does not set a policy about minimum quorum at least two-thirds of total directors when the Board of Directors vote in the meeting. However, the Company set minimum quorum at least a half at voting point which comply with relevant laws about board meeting. Furthermore, the Chairman of Board of Directors regularly oversight the Board of Directors meeting to ensure that at least 75% of directors attend the meeting.
- The Company does not disclose detailed of CEO's emoluments since this is personal information.

## Other corporate governance performance and outcomes

The Company had got rating 3 stars from the survey of Corporate Governance Report of Thai Listed Companies 2024, organised by Thai IOD

# Corporate Governance Structure

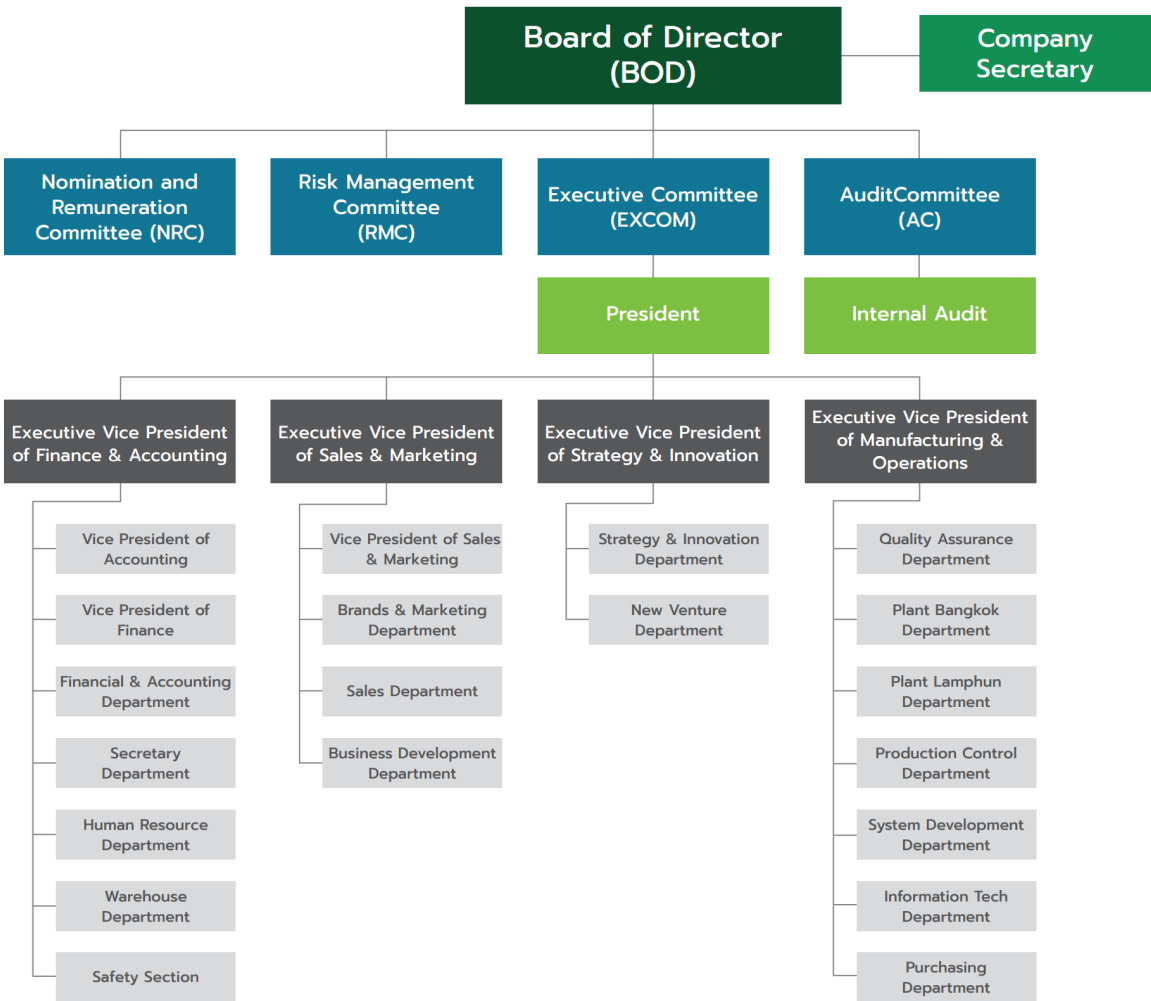
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
	11	
Total directors	7	4

	2024	
	Male (persons)	Female (persons)
Executive directors	4	
	3	1
Non-executive directors	7	
	4	3
Independent directors	5	
	3	2
Non-executive directors who have no position in independent directors	2	
	1	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	63.64	36.36
Executive directors	36.36	
	27.27	9.09
Non-executive directors	63.64	
	36.36	27.27
Independent directors	45.45	
	27.27	18.18
Non-executive directors who have no position in independent directors	18.18	
	9.09	9.09

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	52	
	49	56

The information on each director and controlling person

List of the board of directors



List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. THONGCHAI THAVICHACHART</p> <p>Gender: Male</p> <p>Age : 75 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Medicine</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Chairman of the Board of Directors</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	21 Jul 2020	Health Care Services, Corporate Management, Leadership, Strategic Management
<p>2. Mrs. JINTANA SANTIPISUD</p> <p>Gender: Female</p> <p>Age : 69 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <p>• Direct shareholding : 32,000,200 Shares (6.742918 %)</p>	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	3 Dec 2018	Marketing, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. SITTICHA DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 32,089,000 Shares (6.761630 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	3 Dec 2018	<p>Negotiation, Corporate Management, Business Administration, Personal Products &amp; Pharmaceuticals</p>
<p>4. Mr. PISSANU DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 30,925,700 Shares (6.516505 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	3 Dec 2018	<p>Food &amp; Beverage, Brand Management, Marketing, Personal Products &amp; Pharmaceuticals</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Ms. JIRADA DAENGPRASERT</p> <p>Gender: Female</p> <p>Age : 40 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 30,659,700 Shares (6.460455 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	3 Dec 2018	Accounting, Finance, Human Resource Management, Risk Management, Governance/ Compliance
<p>6. Ms. LALITA HONGRATANAWONG</p> <p>Gender: Female</p> <p>Age : 47 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	3 Dec 2018	Accounting, Finance, Data Analysis, Commerce

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. VINIT USAVAKIDVIREE</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Pharmacist</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	3 Dec 2018	Health Care Services, Personal Products & Pharmaceuticals, Law, Risk Management
<p>8. Mr. SORASIT DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 38 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 31,765,200 Shares (6.693400 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	6 Feb 2019	Corporate Management, Data Management, Risk Management, Food & Beverage

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. TAWAT KITKUNGVAN</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	18 Mar 2020	<p>Fund Management, Risk Management, Commerce, Finance, Project Management</p>
<p>10. Mr. NATTHAWUT VIBOONPATANAWONG</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <p>• Direct shareholding : 60,000 Shares (0.012643 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	18 Mar 2020	<p>Project Management, Risk Management, Data Analysis, Engineering</p>

List of directors	Position	First appointment date of director	Skills and expertise
11. Ms. SOPAWADEE LERTMANASCHAI Gender: Female Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes  <b>Shareholding in the company</b> • Direct shareholding : 0 Shares (0.000000 %)  	Director (Non-executive directors, Independent director)  Authorized directors as per the company's certificate of registration : No  Type of director : Continuing director (Full term of directorship and being re-appointed as a director)  	24 Mar 2021	Accounting, Law, Finance, Audit, Governance/ Compliance

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

## List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. THONGCHAI THAVICHACHART	Chairman of the Board of Directors		✓	✓		
2. Mrs. JINTANA SANTIPISUD	Director		✓		✓	✓
3. Mr. SITTICHAJ DAENGPRASERT	Director	✓				✓
4. Mr. PISSANU DAENGPRASERT	Director	✓				✓
5. Ms. JIRADA DAENGPRASERT	Director	✓				✓
6. Ms. LALITA HONGRATANAWONG	Director		✓	✓		
7. Mr. VINIT USAVAKIDVIREE	Director		✓	✓		
8. Mr. SORASIT DAENGPRASERT	Director	✓				✓
9. Mr. TAWAT KITKUNGVAN	Director		✓		✓	
10. Mr. NATTHAWUT VIBOONPATANAWONG	Director		✓	✓		
11. Ms. SOPAWADEE LERTMANASCHAI	Director		✓	✓		
Total (persons)		4	7	5	2	5

## Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Food & Beverage	2	18.18
2. Personal Products & Pharmaceuticals	3	27.27
3. Commerce	2	18.18
4. Health Care Services	2	18.18
5. Law	2	18.18
6. Marketing	2	18.18
7. Accounting	3	27.27
8. Finance	4	36.36
9. Human Resource Management	1	9.09
10. Fund Management	1	9.09
11. Data Management	1	9.09
12. Data Analysis	2	18.18
13. Brand Management	1	9.09
14. Negotiation	1	9.09
15. Project Management	2	18.18
16. Corporate Management	3	27.27
17. Engineering	1	9.09
18. Leadership	1	9.09
19. Strategic Management	1	9.09
20. Risk Management	5	45.45
21. Audit	1	9.09
22. Governance/ Compliance	2	18.18
23. Business Administration	2	18.18

#### Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No



	2024
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

## The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Appointing one independent director to jointly consider setting the board meeting agenda

Send out draft the Board of Directors' meeting agendas to an independent director to review prior to signed-off by the Chairman of the Board of Directors

## Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors have authorities, duties, and responsibilities as follows:

### 1. Composition of the Board of Directors

- 1.1 The Board of Directors consists of at least 5 directors and cannot be more than 15 directors.
- 1.2 The Board of Directors consists of executive directors and independent directors with at least one-third and no less than three independent directors. Qualifications of independent directors are determined by the criteria of the Capital Market Supervisory Board and related agencies
- 1.3 The Board of Directors shall select an independent director to take the position of the Chairman of the Board, and the Board of Directors shall select one director or more to act as the Vice-chairman of the Board.
- 1.4 The Board of Directors shall select an individual to act as company secretary. The company secretary may or may not be a director.

### 2. The Board of Directors Qualifications

- 2.1 Board of Directors shall be ordinary individuals and of legal age. Selection of individuals to take the position of Board of Directors must be by Section 68 of the Public Limited Companies Act B.E. 2535 and the Securities and Exchange Act and/or related laws, rules, and regulations
- 2.2 Board of Directors can hold the director position in other listed companies but should not exceed than 5 companies. In this regard, holding the director position in other listed companies must not be a hindrance to performing the task as the company's director and shall be by the guidelines from The Office of the Securities and Exchange Commission and The Stock Exchange of Thailand.
- 2.3 Possess knowledge, capabilities, and experiences that benefit the business operations. Is devoted and ethical in business operations.
- 2.4 Able to exercise fair and honest judgment free from influence from management and other groups of interest
- 2.5 Able to dedicate sufficient time and be attentive to their duties according to their responsibilities
- 2.6 Must not operate a business in the same manner that is competing with the Company's business or joining to be a partner in Ordinary Partnerships or being a partner with unlimited liability in a limited partnership, or being a director of a private company or other companies that operate in the same manner that is competing with the Company's business no matter for their benefit or benefit of others unless declared in the shareholder meeting prior the appointment resolution
- 2.7 In addition, directors must not have prohibited characteristics under the Securities and Exchange Act B.E. 2535 or as rules stated by the Board of Securities and Exchange Committee, The Security and Exchange Commission, or related agencies as well as do not have any characteristics that indicate lack of suitability to be entrusted to manage a publicly held business.

### 3. Authorities, Duties, and Responsibilities of the Board of Directors

- 3.1 Directors shall perform their duties by-laws, objectives, and obligations of the Company, and resolutions from the shareholders' meeting with sincerity and vigilance in protecting the Company's interests.
- 3.2 Set a vision, policy, and direction of the Company's operations, business strategy, annual budget and supervise management to operate in accordance to the set policy with efficiency to optimize economic value to business

and shareholder's utmost prosperity and sustainable growth

3.3 Make decisions in matters of significant importance such as policy, business plan, significant investment project, administrative authority, property acquisition or disposition, and other items required by-laws

3.4 Consider, determine, and change the list of authorised directors to bind the company

3.5 Determine authorities and levels of approval in transactions and operate other actions related to the Company's task for the Committee or individuals as it deems appropriate and is by related laws by providing a manual of authority and to review at least once a year.

3.6 Consider appointing a Sub-committee as appropriate by considering the size of the organisation's business to help alleviate the burden of the Board of Directors in the areas that require review or discussion in detail. To appoint Sub-committee, objectives, duties, responsibilities, and authorities of Sub-committees must be established, and for Sub-committees to operate effectively, the Board of Directors shall authorise Sub-committees to be assisted in the areas of information and personnel as well as authorise to communicate or seek for consultation with external parties as necessary at the expense of the Company. However, the delegation of authorities under the specified scope of authorities and duties shall not be in a manner of delegating authorities that allows the said Sub-committees to consider and approve transactions that may have other interests or conflicts of interest with the company or its subsidiary company (if any) except the approval of transactions that are in accordance to policies and rules that Board of Directors has already considered and approved

3.7 Supervise sub-committee's operations to be by the prescribed charter

3.8 Consider nominating and appointing a President and specify qualifications, roles, and duties as well as enable the President to hold the director position

3.9 Evaluate the performance and determine the remuneration for Top Executives

3.10 Supervise to ensure that the Company has an appropriate and effective risk management system

3.11 Appoint another party to operate the Company's business under the supervision of Board of Directors or delegate the said party certain authorities and/or within the time Board of Directors deems appropriate, which Board of Directors may cancel, revoke, change or adjust the authorities. In this regard, the delegation of authorities shall not give the authority to approve transactions that mentioned party or the party with potential conflicts ("the party with potential conflicts" is as defined in the announcements from the Securities and Exchange Commission and the Stock Exchange of Thailand) has interests or may have conflicts of interest in any manner with the company or its subsidiary company (If any))

3.12 Consider approving the Company's acquisition or disposition of assets, except in certain cases in which the transactions require approval from the Shareholder's meeting. In this regard, the approval of the transaction shall be by related announcements, regulations, and/or rules from The Stock Exchange of Thailand and The Security and Exchange Commission or related agencies

3.13 Consider approving connected transactions, except in certain cases in which the transactions require approval from the Shareholder's meeting. In this regard, the approval of the transaction shall be by related announcements, regulations, and/or rules from The Stock Exchange of Thailand and The Security and Exchange Commission or related agencies

3.14 Approve interim dividend payment to the Shareholders and if it shows that the Company earns sufficient profits to do so, such payment shall be informed to the Shareholders in the next meeting.

3.15 Organise an accounting system, financial reporting, and reliable audit as well as provide a process for evaluating the suitability of internal control.

3.16 Approve the nomination of auditors and annual audit fee to propose to the Shareholder's meeting for approval

3.17 Report responsibilities of the Board of Directors in preparing financial reports and present together with auditor report in the annual report and cover important matters by the policy of good practice for directors that is listed in The Stock Exchange of Thailand

3.18 Following operations shall proceed only upon prior approval in the Shareholder's meeting:

1) Matters required by laws to have a resolution of the Shareholder's meeting

2) Transactions that directors have interests which laws and regulations of The Stock Exchange of Thailand require approval from the Shareholder's meeting

3) In following cases, approval from the Board of Directors' meeting shall be required and approved from the Shareholder's meeting with a vote no less than three-fourths of the total votes of the Shareholders that attend and vote in the meeting

- The act of selling or transferring the whole or part of the Company to a third party.

- Execute, amend and terminate contracts concerning the leasing of all or certain significant parts of the Company's business

- Assign personnel to manage the Company's business or the merger with other parties for the objectives of sharing profit and loss

- Issue new shares to pay the Company's creditors under the converting debt into equity program
- Reduce the Company's registered capital by reducing the number of shares or reducing the par value
- Increase capital, decrease capital, issue of debentures, the merger or dissolution of the Company
- Other as required by-laws

However, in matters that directors or other parties have interests or conflicts of interest with the Company or its subsidiaries (if any), directors who have said interests or conflicts of interests shall not vote in the matter

3.19 Take responsibility to Shareholders on regular basis, operate with the priority of the Shareholder's benefit, disclose significant information with accuracy, standards, and transparency to investors

3.20 Evaluate the performance on individual basis, evaluate the overall performance and review the charter at least once a year

3.21 Board of Directors delegates the duty to sign an invitation letter to the Board of Directors' and Shareholders' meetings to the Chairman of the Board of Directors. In the event the Chairman of the Board of Directors cannot perform the task, Company Secretary or President shall sign on their behalf

#### **4. Roles and duties of the Chairman of the Board of Directors**

4.1 Call for Board of Directors meeting, be the chairman of the Board of Directors meeting and Shareholders meeting, as well as determine meeting agendas with president, management and company secretary

4.2 Oversight the directors to perform duties with full capabilities, efficiently and independent in accordance with roles, duties, accountabilities and corporate governance principles

4.3 Support and advise management team in business operations with authority granted from the Board of Directors

4.4 Take responsibilities as a leader of the Board of Directors in oversight, follow up of work to achieve objectives as stated in business policies

4.5 Be the chairman in the Board of Directors meeting and Shareholders meeting

4.6 Perform other duties as determined by law

### **Information on subcommittees**

### **Information on subcommittees**

### **Information on roles of subcommittees**

### **Roles of subcommittees**

#### **Board of Directors**

##### **Role**

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee

##### **Scope of authorities, role, and duties**

-

##### **Reference link for the charter**

-

#### **Audit Committee**

##### **Role**

- Audit Subcommittee

##### **Scope of authorities, role, and duties**

-

##### **Reference link for the charter**

-

### Executive Committee

#### Role

- Other
  - Management

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

### Risk Management Committee

#### Role

- RiskManagement Subcommittee

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

### Nomination and Remuneration Committee

#### Role

- Nomination Subcommittee
- Remuneration Subcommittee

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

### Information on each subcommittee

#### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Ms. SOPAWADEE LERTMANASCHAI<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 71 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Mar 2021	Accounting, Law, Finance, Audit, Governance/ Compliance
<p>2. Ms. LALITA HONGRATANAWONG<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 47 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	3 Dec 2018	Accounting, Finance, Data Analysis, Commerce
<p>3. Mr. VINIT USAVAKIDVIREE</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Pharmacist</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	3 Dec 2018	Health Care Services, Personal Products & Pharmaceuticals, Law, Risk Management

Additional explanation :

(\*) Directors with expertise in accounting information review

## List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mrs. JINTANA SANTIPISUD</p> <p>Gender: Female</p> <p>Age : 69 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Chairman of the executive committee	3 Dec 2018
<p>2. Mr. SITTICHA DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	3 Dec 2018
<p>3. Mr. PISSANU DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	3 Dec 2018
<p>4. Ms. JIRADA DAENGPRASERT</p> <p>Gender: Female</p> <p>Age : 40 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	3 Dec 2018
<p>5. Mr. SORASIT DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 38 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	3 Dec 2018
<p>6. Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL</p> <p>Gender: Male</p> <p>Age : 39 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	3 Dec 2018

List of committee members	Position	Appointment date of executive committee member
7. Ms. NONGNUCH CHEAWPATTAYAKORN Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	18 Jan 2021
8. Mr. DANASUAN KUNAROJANASOMBHAT Gender: Male Age : 43 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	18 Jan 2021

#### Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. NATTHAWUT VIBOONPATANAWONG	The chairman of the subcommittee (Independent director)
	Mr. SITTICHA DAENGPRASERT	Member of the subcommittee
	Mr. SORASIT DAENGPRASERT	Member of the subcommittee
Nomination and Remuneration Committee	Ms. LALITA HONGRATANAWONG	The chairman of the subcommittee (Independent director)
	Ms. SOPAWADEE LERTMANASCHAI	Member of the subcommittee (Independent director)
	Mr. TAWAT KITKUNGVAN	Member of the subcommittee
	Ms. JIRADA DAENGPRASERT	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SITTICHA DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>PRESIDENT</p> <p>(The highest-ranking executive)</p>	3 Dec 2018	Negotiation, Corporate Management, Business Administration, Personal Products & Pharmaceuticals
<p>2. Mr. PISSANU DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 42 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President of Sales and Marketing	3 Dec 2018	Food & Beverage, Brand Management, Marketing, Personal Products & Pharmaceuticals
<p>3. Ms. JIRADA DAENGPRASERT<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 40 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Executive Vice President of Accounting and Finance	3 Dec 2018	Accounting, Finance, Human Resource Management, Risk Management, Governance/ Compliance
<p>4. Mr. SORASIT DAENGPRASERT</p> <p>Gender: Male</p> <p>Age : 38 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President of Manufacturing and Operations	3 Dec 2018	Corporate Management, Data Management, Risk Management, Food & Beverage



List of executives	Position	First appointment date	Skills and expertise
5. Ms. Poonsap Ruangsri <sup>(**)</sup> Gender: Female Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Vice President of Accounting	3 Dec 2018	Accounting
6. Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL Gender: Male Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Vice President of Finance	3 Dec 2018	Accounting, Finance, Data Analysis, Audit
7. Ms. NONGNUCH CHEAWPATTAYAKORN Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Quality Assurance Senior Manager	18 Jan 2021	Personal Products & Pharmaceuticals, Statistics, Internal Control
8. Mr. DANAISUAN KUNAROJANASOMBHAT Gender: Male Age : 43 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Plant Senior Manager	18 Jan 2021	Food & Beverage, Personal Products & Pharmaceuticals, Engineering

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

## Remuneration policy for executive directors and executives

The Company has the policy to set the remuneration for the President and executives to be in monetary and non-monetary forms at reasonable level by considering roles, responsibilities, performances and expected benefits. In addition, the rate is comparable to the similar business in order to encourage the President and executives to achieve the goal of the Company. The remuneration of the President and executives should align with the strategies and goals of the Company. The Board of Directors will consider types of remuneration and make it reasonable by setting the criteria or the remuneration setting method, which is fair and sensible in accordance with the Company's performance, for the President and executives.

Does the board of directors or the remuneration committee : No  
have an opinion on the remuneration policy for executive  
directors and executives

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

	2022	2023	2024
<b>Total remuneration of executive directors and executives (baht)</b>	22,626,770.95	22,678,517.46	27,109,424.87
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	22,626,770.95	22,678,517.46	27,109,424.87

The Company has set remunerations of President and executives in fixed monthly amount and performance-related remunerations based on the Company's operating results and executives' performance evaluation results. The monetary remuneration consisted of salary, bonus, provident fund contribution, Social Security Fund contribution and provision for post-retirement benefits.

### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	373,488.00	383,904.00	407,452.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 1,599,578.00  
and executives in the past year

### Other significant information

### Other significant information

### Assigned person

### List of persons assigned for accounting oversight

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

### List of the company secretary

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

### List of the head of internal audit or outsourced internal auditor

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

### List of the head of the compliance unit

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

### Head of investor relations

Does the Company have an appointed head of investor relations : Have

### List of the head of investor relations

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

### Company's auditor

#### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone 0 2677 2000	5,020,000.00	-	1. Ms. KANOKON PHOORIPHANYAWANIT Email: info@kpmg.co.th License number: 10512

### Assigned personnel in case of a foreign company

Does the company have any individual assigned to be representatives in Thailand : No

## Performance Report on Corporate Governance

### Information about the summary of duty performance of the board of directors over the past

#### Summary of duty performance of the board of directors over the past year

The Board of Directors and sub-committees considered approval over several matters. For instance,

- Business plan
- Budget
- Charters and business policies
- Audit results
- Internal audit results
- Sufficiency and adequacy of internal control

Apart from approval of the aforementioned matters, the Board of Directors and sub-committees consistently oversight and follow up activities from plan/policies from operating report prepared by the management.

#### Selection, development and evaluation of duty performance of the board of directors

##### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mrs. JINTANA SANTIPISUD	Director	3 Dec 2018	Marketing, Business Administration
Mr. VINIT USAVAKIDVIREE	Director	3 Dec 2018	Health Care Services, Personal Products & Pharmaceuticals, Law, Risk Management
Mr. SORASIT DAENGPRASERT	Director	6 Feb 2019	Corporate Management, Data Management, Risk Management, Food & Beverage
Ms. SOPAWADEE LERTMANASCHAI	Director	24 Mar 2021	Accounting, Law, Finance, Audit, Governance/ Compliance

#### Selection of independent directors

##### Criteria for selecting independent directors

The Company has additional nomination process of independent directors by considering the qualifications and prohibited characteristics of the directors in accordance with the Public Limited Company Act and the Securities and Exchange Act, Capital Market Supervisory Board Official Announcements, Exchange Commission Official Announcements including official announcements, rules, and/or other relevant regulations. In addition, the Board of Directors selects independent directors from their expertise, work experience and other suitability. The Company has the policy to appoint at least one-third of the total number of directors as independent directors and there shall not be fewer than three persons. The qualifications of independent directors are as follows:

- 1) An independent director shall hold no more than 1% of the total number of shares with voting rights of the Company, parent company, subsidiaries, associates, companies of major shareholder, companies of controlling person. This shall include the shares held by related persons of that independent director;
- 2) An independent director shall not be or has been a director who takes part in management, employee, consultant who receives a regular salary, or a controlling person of the Company, parent company, subsidiaries,

associates, same-level subsidiaries, or a major shareholder unless they have retired from the aforementioned position for at least 2 years prior to the date of the company submits an application for offering to sell newly-issued shares to the public with the the Office of the Securities and Exchange Commission or prior to the date of appointment as the Company's independent director (depending on the case). The prohibited characteristics exclude cases where an independent director was a government official or a public sector advisor who is a major shareholder or control person of the Company;

3) An independent director shall not be a person having consanguinity or a relationship by legal registration in the manner of a parent, spouse, sibling, and child, including spouse of a child of other directors, executives, major shareholders, control persons, or a person who will be nominated as a director, executive or control person of the Company or its subsidiaries;

4) An independent director shall not has or has ever had any kind of business relationship with the Company, its parent company, subsidiaries, associates, major shareholder or controlling person, in a manner that may interfere with their own independent judgment, and neither is nor has ever been a significant shareholder or controlling person of any person operating a business which has relationship with the Company, its parent company, subsidiaries, associates, major shareholder or controlling person, unless the foregoing relationship has ended not less than 2 years prior to the date of the company submits an application for offering to sell newly-issued shares to the public with the Office of the Securities and Exchange Commission or prior to the date of appointment as the Company's independent director (depending on the case);

5) An independent director shall not be or has been an auditor of the Company, parent company, subsidiaries, associates, major shareholder or controlling person of the Company and shall not be a significant shareholder, controlling person or a partner of the audit firm which has an auditor of the Company, parent company, subsidiaries, associates, major shareholder or the Company's controlling person working at the company unless they have retired from the aforementioned position for at least 2 years before the date of the Company submits an application for offering to sell newly-issued shares to the public with the Office of the Securities and Exchange Commission or prior to the date of appointment as the Company's independent director (depending on the case);

6) An independent director shall not be or has been a professional service provider of any kind, including a legal or financial advisor who receives service fee in excess of Baht 2 million per year from the Company, parent company, subsidiaries, associates, major shareholder, or the Company's controlling person, and shall not be a significant shareholder, controlling person or partner of such professional service provider unless they have retired from the aforementioned position for at least 2 years before the date of the Company submits an application for offering to sell newly-issued shares to the public with the Office of the Securities and Exchange Commission or prior to the date of appointment as the Company's independent director (depending on the case);

7) An independent director shall not be a director who has been appointed to represent the Company's director, major shareholder, or a shareholder who is related to a major shareholder;

8) An independent director shall not operate the same business and in significant competition with the business of the Company or its subsidiaries, or shall not be a significant partner in a partnership or a director who takes part in management, employee, advisor who receives a regular salary or holds more than 1% of the total voting shares of another company operating the same business and in significant competition with the Company or its subsidiaries;

9) An independent director shall not possess any characteristics indicating a lack of expressing independent opinions with regard to the Company's operations.

## Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No  
over the past year

## Selection of directors and the highest-ranking executive

### Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes  
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes  
ranking executive through the nomination committee

### Number of directors from major shareholders

Number of directors from each group of major shareholders : 5  
over the past year (persons)

**Rights of minority shareholders on director appointment**

The Company welcomed shareholders' proposal for the agenda and the candidates to be considered for the election as the Company's directors at the Annual General Meeting of Shareholders from 16 September - 1 November 2024, as per details posted on the Company's website

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

**Information on the development of directors**

**Development of directors over the past year**

**Details of the development of directors over the past year**

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. THONGCHAI THAVICHACHART (Chairman of the Board of Directors)	Non-participating	Thai Institute of Directors (IOD) • 2020: Director Accreditation Program (DAP)
2. Mrs. JINTANA SANTIPISUD (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP) Other • 2024: Advanced Master of Management Program, National Institute of Development Administration (NIDA) • 2022: พัฒนาศักยภาพระดับผู้บริหารกองทัพเรือ รุ่นที่ 19 (พสบ.ทร.19) พ.ศ.2565 กรมกิจการพลเรือนทหารเรือ กองทัพเรือ (Display information in Thai language only)
3. Mr. SITTICHA DAENGPRASERT (Director)	Non-participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP)
4. Mr. PISSANU DAENGPRASERT (Director)	Participating	Thai Institute of Directors (IOD) • 2014: Director Accreditation Program (DAP) Other • 2024: • Modern Organisation Part 1, 2, National Science and Technology Development Agency (NSTDA)
5. Ms. JIRADA DAENGPRASERT (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Certification Program (DCP) Other • 2024: Strategic Management Accounting, Federation of Accounting Professions • 2024: Modern Organisation Part 1, 2, National Science and Technology Development Agency (NSTDA) • 2024: ESG Risk Management Workshop, The Stock Exchange of Thailand (SET) • 2024: Leadership for Sustainable Success, National Science and Technology Development Agency (NSTDA) • 2019: CFO's Orientation Course for New IPOs Batch 3 • 2018: Company Secretary Program (CSP)
6. Ms. LALITA HONGRATANAWONG (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Advanced Audit Committee Program (AACP) • 2024: Strategic Board Master Class (SBM) • 2017: Director Certification Program (DCP) • 2016: Director Accreditation Program (DAP)
7. Mr. VINIT USAVAKIDVIREE (Director)	Non-participating	Thai Institute of Directors (IOD) • 2019: Director Accreditation Program (DAP)

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. SORASIT DAENGPASERT (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2018: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Leadership for Sustainable Success, National Science and Technology Development Agency (NSTDA)</li> <li>• 2024: Modern Organisation Part 1, 2, National Science and Technology Development Agency (NSTDA)</li> <li>• 2024: PDPA/IP Digital Marketing Laws related, National Science and Technology Development Agency (NSTDA)</li> <li>• 2024: ESG Risk Management Workshop, The Stock Exchange of Thailand (SET)</li> </ul>
9. Mr. TAWAT KITKUNGVAN (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2018: Director Certification Program (DCP)</li> </ul>
10. Mr. NATTHAWUT VIBOONPATANAWONG (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2018: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Executive Relationship Development Program (Phor Sor Bor. Tor Ror.), Royal Thai Navy</li> </ul>
11. Ms. SOPAWADEE LERTMANASCHAI (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Subsidiary Governance Program (SGP)</li> <li>• 2010: Successful Formulation &amp; Execution of Strategy (SFE)</li> <li>• 2000: Director Certification Program (DCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2019: Corporate Governance for Capital Market Intermediaries (CGI) 22/2019</li> <li>• 2009: Audit Committee Program (ACP) 27/2009</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The Company provides the Board of Directors and sub-committees to evaluate performance in self-assessment format every year. The evaluation comprises two forms i.e. committee-level and individual-level. Then the Company will use the results to improve and develop procedures, together with directors' development plan, in order to assist the directors to fulfill their duties.

There are 5 levels in the Board of Directors and sub-committees' performance evaluation.

- 4 Strongly agree or have excellent operations in such matter
- 3 Highly agree or have good operations in such matter
- 2 Agree or have fair operations in such matter
- 1 Disagree or have a few operations in such matter
- 0 Strongly disagree or none of operation in such matter

### Evaluation of the duty performance of the board of directors over the past year

Board of Directors: 1. Structure and qualifications 2. Duties, roles and responsibilities 3. Directors' meeting 4.

Agendas consideration in the meeting 5. Relationship with management and 6. Others

Audit Committee: 1. Structure and qualifications 2. Directors' meeting 3. Duties, roles and responsibilities

Risk Management Committee: 1. Structure and qualifications 2. Directors' meeting 3. Duties, roles and responsibilities

Nomination and Remuneration Committee: 1. Structure and qualifications 2. Directors' meeting 3. Duties, roles and responsibilities

Executive Committee: 1. Structure and qualifications 2. Directors' meeting 3. Duties, roles and responsibilities



## Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	3.73	4.00
	Self-assessment	3.75	4.00
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	3.62	4.00
	Self-assessment	3.69	4.00
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	3.77	4.00
	Self-assessment	3.77	4.00
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	3.50	4.00
	Self-assessment	3.64	4.00
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	3.70	4.00
	Self-assessment	3.72	4.00
	Cross-assessment (assessment of another director)	None	None

## Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Every year, the Board of Directors has a duty to approve key performance indicators (KPIs) for the President and senior executives, which is reviewed by the Nomination and Remuneration Committee. Key performance indicators are set aside from the Company's aims or annual business plan with emphasis in progress of work and measure in several dimensions e.g. leadership, setting up strategies, execution of strategies, relationships with directors, employees and external parties, allocating and administrating resources and supporting organisation culture.

After the end of accounting period, the management team prepares report expressing performance results in the past year and the President and senior executives' performance evaluation results to the Nomination and Remuneration Committee for reviewing. Then, the results will be proposed to the Board of Directors for approval.

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 9  
(times)

Date of AGM meeting : 11 Apr 2024

EGM meeting : Yes

Date of the EGM over the past year (1st time) : 14 Nov 2024

#### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. THONGCHAI THAVICHACHART (Chairman of the Board of Directors, Independent director)	9	/	9	1	/	1	1	/	1
2. Mrs. JINTANA SANTIPIISUD (Director)	8	/	9	1	/	1	1	/	1
3. Mr. SITTICHA DAENGPRASERT (Director)	9	/	9	1	/	1	1	/	1
4. Mr. PISSANU DAENGPRASERT (Director)	8	/	9	1	/	1	1	/	1
5. Ms. JIRADA DAENGPRASERT (Director)	9	/	9	9	/	9	9	/	9
6. Ms. LALITA HONGRATANAWONG (Director, Independent director)	9	/	9	1	/	1	1	/	1
7. Mr. VINIT USAVAKIDVIREE (Director, Independent director)	9	/	9	1	/	1	1	/	1
8. Mr. SORASIT DAENGPRASERT (Director)	9	/	9	1	/	1	1	/	1
9. Mr. TAWAT KITKUNGVAN (Director)	9	/	9	1	/	1	1	/	1
10. Mr. NATTHAWUT VIBOONPATANAWONG (Director, Independent director)	9	/	9	1	/	1	1	/	1

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
11. Ms. SOPAWADEE LERTMANASCHAI (Director, Independent director)	9	/	9	1	/	1	1	/	1

### Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Have another commitments

### Remuneration of the board of directors

#### Types of remuneration of the board of directors

Directors' remunerations are fixed per meeting and quarterly, and also variable pay according to the Company's operating results.

#### Remuneration of the board of directors

#### Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. THONGCHAI THAVICHACHART (Chairman of the Board of Directors)			420,000.00		0.00
Board of Directors	420,000.00	N/A	420,000.00	No	
2. Mrs. JINTANA SANTIPISUD (Director)			0.00		N/A
Board of Directors	0.00	N/A	0.00	No	
Executive Committee	0.00	N/A	0.00	No	
3. Mr. SITTICHA DAENGPRASERT (Director)			0.00		0.00
Board of Directors	0.00	N/A	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee	0.00	N/A	0.00	No	
Risk Management Committee	0.00	N/A	0.00	No	
<b>4. Mr. PISSANU DAENGPRASERT (Director)</b>			<b>0.00</b>		<b>0.00</b>
Board of Directors	0.00	N/A	0.00	No	
Executive Committee	0.00	N/A	0.00	No	
<b>5. Ms. JIRADA DAENGPRASERT (Director)</b>			<b>0.00</b>		<b>0.00</b>
Board of Directors	0.00	N/A	0.00	No	
Executive Committee	0.00	N/A	0.00	No	
Nomination and Remuneration Committee	0.00	N/A	0.00	No	
<b>6. Ms. LALITA HONGRATANAWONG (Director)</b>			<b>223,000.00</b>		<b>N/A</b>
Board of Directors	108,000.00	N/A	108,000.00	No	
Audit Committee	75,000.00	N/A	75,000.00	No	
Nomination and Remuneration Committee	40,000.00	N/A	40,000.00	No	
<b>7. Mr. VINIT USAVAKIDVIREE (Director)</b>			<b>183,000.00</b>		<b>0.00</b>
Board of Directors	108,000.00	N/A	108,000.00	No	
Audit Committee	75,000.00	N/A	75,000.00	No	
<b>8. Mr. SORASIT DAENGPRASERT (Director)</b>			<b>0.00</b>		<b>0.00</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	0.00	N/A	0.00	No	
Executive Committee	0.00	N/A	0.00	No	
Risk Management Committee	0.00	N/A	0.00	No	
<b>9. Mr. TAWAT KITKUNGVAN (Director)</b>			<b>138,000.00</b>		<b>N/A</b>
Board of Directors	108,000.00	N/A	108,000.00	No	
Nomination and Remuneration Committee	30,000.00	N/A	30,000.00	No	
<b>10. Mr. NATTHAWUT VIBOONPATANAWONG (Director)</b>			<b>128,000.00</b>		<b>N/A</b>
Board of Directors	108,000.00	N/A	108,000.00	No	
Risk Management Committee	20,000.00	N/A	20,000.00	No	
<b>11. Ms. SOPAWADEE LERTMANASCHAI (Director)</b>			<b>328,000.00</b>		<b>N/A</b>
Board of Directors	108,000.00	N/A	108,000.00	No	
Audit Committee	190,000.00	N/A	190,000.00	No	
Nomination and Remuneration Committee	30,000.00	N/A	30,000.00	No	
<b>12. Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL (Member of the executive committee)</b>			<b>N/A</b>		<b>N/A</b>
Executive Committee	N/A	N/A	N/A	No	
<b>13. Ms. NONGNUCH CHEAWPATTAYAKORN (Member of the executive committee)</b>			<b>N/A</b>		<b>N/A</b>
Executive Committee	N/A	N/A	N/A	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
14. Mr. DANAISUAN KUNAROJANASOMBHAT (Member of the executive committee)			N/A		N/A
Executive Committee	N/A	N/A	N/A	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	960,000.00	0.00	960,000.00
2. Audit Committee	340,000.00	0.00	340,000.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	20,000.00	0.00	20,000.00
5. Nomination and Remuneration Committee	100,000.00	0.00	100,000.00

#### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,420,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	1,420,000.00

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 600,000.00  
directors over the past year  
(Baht)<sup>(3)</sup>

Remark: <sup>(3)</sup> On 28 February 2025, the Board of Directors approved additional directors' remunerations based on the Company's annual performance for the year 2024. The remunerations will be paid to 6 non-executive directors at Baht 0.10 million each, totalled Baht 0.60 million. This remuneration will be paid within March 2025. With including directors' remunerations paid as explained in table above, the Company totally paid Baht 2.02 million directors' remunerations for the year ended 31 December 2024, which not exceed than 0.25% of total revenues according to the Company's annual financial statements as per approval from the Annual General Meeting of Shareholders for the year 2024

#### Information on corporate governance of subsidiaries and associated companies

##### Corporate governance of subsidiaries and associated companies

##### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Company had procedures to supervise subsidiaries and associated companies by applying ruling to subsidiaries and associated companies in the same manner as the Company for material acquisition or disposal of assets transaction, connected transaction, transaction that might have conflict of interest and transaction that might have significant impact to operating results and/or financial position. In addition, the subsidiaries and associated companies have to notify the Company of such transactions prior to execution to ensure that such transactions align with overall business direction. The subsidiaries and associated companies have to provide information about reason, investment plan, expected benefits, investment worthiness, timeline and progress. Furthermore, the Company supervised subsidiaries and associated companies to prepare reliably and timeliness financial information which will assist the Company to prepare consolidated financial information in timely manner. And in certain circumstances, the Company could provide suggestions in relation to accounting and finance for new transactions in order to conform with related financial reporting standards.

#### Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders' agreement)

- None -

#### Information on the monitoring of compliance with corporate governance policy and guidelines

##### The monitoring of compliance with corporate governance policy and guidelines

##### Prevention of conflicts of interest

##### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes  
over the past year

The Company had measures to protect the conflict of interest as part of code of conduct and all of directors, executives and employees have to sign-off for acknowledge every year. In addition, the Company set out procedures about considering and approving transaction that might have conflict of interest in writing and determine clearly that directors or executives who have interested in transaction must not participate in approval.

##### Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

##### Prevention of the use of inside information to seek benefits

##### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

The Company had measures to protect the use of insider information as part of code of conduct and all of directors, executives and employees have to sign-off for acknowledge every year. In addition, the company secretary provides announcement and e-mail to directors, executives and employees to prohibit persons who are aware of insider information trade the Company's security (Blackout period). Moreover, the company secretary prepares report on securities or futures holding by directors and management and then reports to the Board of Directors every quarter.

#### Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

### Anti-corruption action

#### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines

All of the Company's directors and executives are aware and understand that the Company's business processes may be subject to risks from corruption and bribery. For such risk avoidance, directors and executives have scheduled a regular risk assessment of corruption and bribery that may occur in the Company at least once a year. Furthermore, they are responsible to review the current risk management measures to ensure that the measures remain appropriate for risk prevention at an acceptable level. In addition, the Company's executives shall communicate to all employees at various levels for understanding and cooperation in order to effectively manage such risks.

#### Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

### Whistleblowing

#### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : No / In progress

All channels for whistleblowing and complaints are used to coordinate for case submission and follow up on investigation results and collect details. The information received from the whistleblowing will be sent directly to the persons in charge, namely the Chairman of the Audit Committee and the Chief Executive Officer, for further action. This is to ensure the whistleblower that the reported information is managed and protected by those directly in charge. In the event that the Chief Executive Officer is the object of complaint, the Audit Committee shall appoint the Investigation Committee to investigate as appropriate. In addition, the Company reported all whistleblowing cases to the Audit Committee and the Risk Management Committee on regular basis.

#### Number of cases or issues related to whistleblowing



	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

## Information on report on the results of duty performance of the audit committee in the past year

### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Ms. SOPAWADEE LERTMANASCHAI (Chairman of the audit committee)	5	/	5
2 Ms. LALITA HONGRATANAWONG (Member of the audit committee)	5	/	5
3 Mr. VINIT USAVAKIDVIREE (Member of the audit committee)	5	/	5

## The results of duty performance of the audit committee

### Reviewing of the Financial Reports

The Audit Committee reviewed significant information on the Company's quarterly and annually financial reports for 2024 to ensure that the Company's financial reports are prepared accurately in accordance with the current applicable financial reporting standards. The disclosure of information is sufficient and reliable. In addition, the Audit Committee held a meeting with the auditor without the present of the management to discuss the key issues in the preparation of financial reports, internal control system in relation to accounting and finance, as well as the independence of the auditor to perform audits.

### Reviewing Sufficiency and Appropriateness of Internal Control

The Audit Committee considered and approved annual internal audit plan for the year 2024 by evaluating the risks and the adequacy of the internal control system to determine the importance of each system to be in compliance with the goals of the organisation. This included considering any issues from internal audit results and providing recommendations that were useful to improve the efficiency of internal audit as well as regularly followed up on the results of the audit. The Audit Committee reviewed the results of the internal control system together with the internal audit division on a quarterly basis, which covered financial accounting, safeguard of assets, operations, information technology, regulatory compliance and the reports of audit results of the internal auditor. The Audit Committee considered that the Company's internal control was efficient and appropriate for the business environment, as well as having an independent internal audit system. The audit plan was consistent with the strategy and the risks of the Company.

### Reviewing of the Company's Connected Transactions or Transactions with Possible Conflict of Interest

The Audit Committee reviewed and supervised the Company to operate the business in compliance with rules, policies, securities and exchange law, the regulation of the Securities and Exchange Commission, the Stock Exchange of Thailand, and other laws related to the Company's businesses. The Audit Committee found no evidence indicating that there is a deficiency related to the non-compliance and/or operation which is obvious or conflict to relevant regulations, rules and laws.

### Reviewing the System of Risk Management Practice

The Audit Committee reviewed the Company's policies and practices for risk management principles to ensure that there was

appropriate risk management process. The Risk Management Committee reviewed and monitored risk management activities by considering both internal and external risk factors that may cause an impact and managing risks at the tolerable level. The Audit Committee considered that there is a risk management system that is suitable and sufficient for its business conditions, as well as the risk assessments were reviewed regularly to be carried out in a changing environment.

#### **Compliance with the Law on Securities and Exchange, Regulations of the Stock Exchange of Thailand and the Laws Relating to the Company's Business**

The Audit Committee has reviewed and supervised the Company to monitor, analyse, and report any laws, rules and regulations changes related to the Company ensuring that the Company properly complied with the laws, rules and regulations.

In addition, the Audit Committee has considered the risk of fraud and corruption by reviewing whistleblowing process and complaints received from stakeholders during the year.

#### **Nomination and Appointment of the Auditor for the Year 2025**

The Audit Committee considered and nominated the Company's auditor, including the audit fees. In the past year, the Audit Committee considered factors such as the performance, knowledge, expertise and the independence of the auditor. As a result, it has shown that all qualifications meet the requirements that The Security and Exchange Commission has established. Then the Audit Committee proposed to the Board of Directors for approval at the 2025 Annual General Meeting of Shareholders to appoint Miss Kanokkon Phooriphanyawanit, CPA License No. 10512 and/or Miss Nadsasin Wattanapaisai, CPA License No. 10767 and/or Miss Sukanya Rodkroh, CPA License No. 12089 from KPMG Phoomchai Audit Limited as the auditors of the Company including the propose to approve the audit fee for year 2025.

In summary, The Audit Committee has performed all duties as stipulated in the Charter and perform duties independently by using knowledge, ability and careful consideration and deliberation as well as giving opinions and suggestions in a constructive way to benefit all stakeholders equally. The Audit Committee considers that the Company's financial reports are accurate, reliable, in accordance with financial reporting standards and generally accepted accounting principles. The Board of Directors and executives of the Company strive to perform duties in order to efficiently achieve the Company's goals with quality. In addition, the importance has been highlighted on the operations under good corporate governance, transparent and reliable as well as having appropriate and effective internal control and internal audit.

## **Information on summary of the results of duty performance of subcommittees**

### **Meeting attendance and the results of duty performance of subcommittees**

#### **Meeting attendance Executive Committee**

Meeting Executive Committee (times) : 13

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. JINTANA SANTIPISUD (Chairman of the executive committee)	13	/	13
2 Mr. SITTICHA DAENGPRASERT (Member of the executive committee)	13	/	13
3 Mr. PISSANU DAENGPRASERT (Member of the executive committee)	13	/	13
4 Ms. JIRADA DAENGPRASERT (Member of the executive committee)	13	/	13
5 Mr. SORASIT DAENGPRASERT (Member of the executive committee)	13	/	13

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
6 Mr. KRIANGKRAI RUNGRUANGTHAWEEKUL (Member of the executive committee)	13	/	13
7 Ms. NONGNUCH CHEAWPATTAYAKORN (Member of the executive committee)	13	/	13
8 Mr. DANAI SUAN KUNAROJANASOMBHAT (Member of the executive committee)	13	/	13

## The results of duty performance of Executive Committee

The Executive Committee performed duties by oversight the business in accordance with business plan and budget approved by the Board of Directors. In addition, the Executive Committee provided advices to the management in order to support the business growth.

## Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. NATTHAWUT VIBOONPATANAWONG (The chairman of the subcommittee)	2	/	2
2 Mr. SITTICHA DAENGPRASERT (Member of the subcommittee)	2	/	2
3 Mr. SORASIT DAENGPRASERT (Member of the subcommittee)	2	/	2

## The results of duty performance of Risk Management Committee

- Reviewed the Company's policies and practices for risk management principles to ensure that there was appropriate risk management process. The Risk Management Committee reviewed operational and entity-level risks assessments by considering both internal and external risk factors that may cause an impact and managing risks at the tolerable level, including risk of fraud and corruption. The Risk Management Committee considered that there is a risk management system that is suitable and sufficient for its business conditions, as well as the risk assessments were reviewed regularly to be carried out in a changing environment.
- Considered planning and monitoring over risk management by assigning to risk management operation team performed and reported to the Risk Management Committee on regular basis. The Risk Management Committee opined that the Company carried out risk management plan appropriately.
- Reviewed Charter of the Risk Management Committee, altogether with business policies related to risk oversight and management and then propose to the Board of Directors' meeting for approval.
- Evaluated performance in both committee and individual-level in accordance with guideline provided by the Stock Exchange of Thailand and has concluded that duties performed by the Risk Management Committee aligned with good corporate governance principles.

In summary, the Risk Management Committee has performed all duties as stipulated in the Charter with knowledge, ability and careful consideration and deliberation as well as giving opinions and suggestions in a constructive way to benefit

the Company and all stakeholders equally. The Risk Management Committee commits to perform duties in order to efficiently achieve the Company's goals with quality. In addition, the importance has been highlighted on the operations under good corporate governance as well as having appropriate and effective risk management.

## Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 3  
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. LALITA HONGRATANAWONG (The chairman of the subcommittee)	3	/	3
2 Ms. SOPAWADEE LERTMANASCHAI (Member of the subcommittee)	3	/	3
3 Mr. TAWAT KITKUNGVAN (Member of the subcommittee)	3	/	3
4 Ms. JIRADA DAENGPRASERT (Member of the subcommittee)	3	/	3

## The results of duty performance of Nomination and Remuneration Committee

- Considered nomination of directors who retired by rotation by considering knowledge, experience, performance and conflict of interest. In addition, the Nomination and Remuneration Committee allowed shareholders to propose a person to be elected as a director.
- Considered criteria of board skill matrix, which assists in nomination and developing knowledge of directors. The consideration included surveying essential skills from the Company's strategies and objectives, together with comparing required skills with other listed companies that operate in similar businesses.
- Considered policy and criteria of director's and sub-committee's remuneration by comparing with other listed companies that have similar size, together with director's obligations, duties and responsibilities.
- Considered criteria of director's and sub-committee's performance evaluation with comparison to guidelines enacted by the Stock Exchange of Thailand and director's scope and duties in each committee.
- Considered criteria and determination of senior executives' performance evaluation, determination of senior executives' remuneration structure. In addition, the Nomination and Remuneration provided suggestions to the management team to set up key performance indicators (KPIs) to be appropriate and align with the Company's strategies and aims and motivate senior executive to work at full capabilities.
- Considered annual performance evaluation results of senior executives and determined annual remuneration of senior executives with reference to performance.
- Considered progress of senior executive's succession plan execution and provided suggestions to the management team in order to develop and adapt the plan appropriately.
- Provided advices to the management team in several topics e.g. human resources management, employees' knowledge development and workforce planning.
- Reviewed charter and business policies related to the Nomination and Remuneration Committee. Also, evaluated performance of the Nomination and Remuneration Committee in both committee-level and individual-level.

In summary, the Nomination and Remuneration Committee has performed all duties as stipulated in the Charter and perform duties independently by using knowledge, ability and careful consideration and deliberation as well as giving opinions and suggestions in a constructive way to benefit the Company and all stakeholders equally. The Nomination and Remuneration Committee strives to perform duties in order to efficiently achieve the Company's goals with quality, along with operations under good corporate governance.

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

We understand the significance of conducting business sustainably while upholding our ESG. We prioritise stakeholders in the economy, society, and the environment, guided by strong moral, ethical, and conduct standards. Through responsible business operations, we aim to benefit the public and promote the growth of our company. In line with this objective, we have established a sustainable business development under ESG policy consisting of 3 sections, as follows:

- 1) **E = Environment:** Using natural resources efficiently, including preserving and reviving environment which have impact from business operations. The Company follows 3R's principle: Reduce, Reuse, Recycle in business operations and have management objectives as below:
- 2) **S = Social:** Supporting well-being by good quality of products and improve health, managing the organisation's human resources with equality, considering working environment and employees' health, as well as customers, communities and related stakeholders in supply chain. Management objectives in this area are as follow:
- 3) **G = Governance:** Operating business with transparency and audible, anti-corruption and have good corporate governance, together with fairly care benefits of stakeholders' interest. The Company disaggregates 6 groups of stakeholders and have proper guideline to manage expectations of each stakeholder in different channels of participation with the highest benefits of the stakeholders.

### Sustainability management goals

Does the company set sustainability management goals : No

In 2024, the Company studied and developed strategies and goals for sustainability, together with action plans to achieve such strategies and goals. The Company expects to attend ESG survey for being opted sustainability stock (SET ESG Ratings) in 2025.

## Information on review of policy and/or goals of sustainable management over the past year

### Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of : Yes  
sustainable management over the past year

Has the company changed and developed the policy and/or : No  
goals of sustainable management over the past year

## Information on impacts on stakeholder management in business value chain

### Business value chain

Value chain management has a direct relationship with business operations in various aspects, especially adding value to the products offered. The Company gives importance in using raw materials produced domestically and development of raw materials with local community to create product value and support economic growth in the local community, respectively. In addition, the Company keeps offering product with quality and reliable to consumers, also realises the importance of accountability for environment, social and governance (ESG) in order to create business sustainability. The details were provided as below:

#### Innovative research and development

To accommodate higher market demand, especially in conventional medicines and dietary supplements. The Company conducted domestic economic plant development e.g. development in collaboration with local community and farmers for herbs and plants as materials for medicines and dietary supplements to increase competitiveness in local and global markets.

#### Relationship development with suppliers

Work jointly in materials and process developments to ensure that the products deliver to consumers have quality and safety.

#### Investment and expand production

Invest in more advance machinery and technology to reduce consumption of resources and increase production efficiency. In addition, the Company develops employees' skill continuously to support business growth.

#### Creating customers satisfaction

Give importance on respond to consumers' demand by deliver goods and services with high quality and provide useful research information in order to make satisfaction and trust in our brands.

#### Intent ESG principle in business operations

Emphasis in reducing effect to environment by resources and energy management efficiently, creating safety and fairly working environment to employees and complying with good governance principle. These actions are not only mitigating risks in business operations, but also increasing long-term sustainability to the Company.

#### Continuously development in employee's ability

Through training and development programmes in several areas e.g. technical, technology and management to accommodate with changes of technology and demand in the market. The Company encourages employees to develop personal skill and technical expertise in work because the Company believes that employees is a key engine to develop organisation sustainably.

#### Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Fair compensation</li> <li>• Safety life and assets</li> <li>• Knowledge and career development</li> <li>• Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>• Promote employee skills development</li> <li>• Promote safe workplace environment</li> <li>• Promote teamwork</li> <li>• Respect privacy</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Training / Seminar</li> <li>• Others               <ul style="list-style-type: none"> <li>• Company website</li> <li>• 56-1 One Report (on website)</li> </ul> </li> </ul>



Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>Consumers</li> </ul>	<ul style="list-style-type: none"> <li>Safety quality and efficient products</li> <li>Reasonable price and convenience to purchase</li> </ul>	<ul style="list-style-type: none"> <li>Supply products and quality service including consistent standard improvement</li> <li>Provide accurate information or facts about products according to scientific principles, legal regulations and avoid providing fictitious information</li> </ul>	<ul style="list-style-type: none"> <li>Complaint Reception</li> <li>Others <ul style="list-style-type: none"> <li>Company website</li> <li>56-1 One Report (on website)</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Creditor</li> <li>Suppliers</li> <li>Raw material distributors</li> <li>Financial institution</li> </ul>	<ul style="list-style-type: none"> <li>Fairtrade</li> <li>Mutual growth</li> <li>Keep trade secrets, intellectual property, and copyright</li> <li>Debt payment in the specified time</li> </ul>	<ul style="list-style-type: none"> <li>No disclosure of confidential information of customers without consent or legal authorisation</li> <li>Consider equality and mutual benefits with business partners</li> <li>Fair selection of business partner</li> <li>Follow business partner trading contracts and conditions</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>External Meeting</li> <li>Complaint Reception</li> <li>Others <ul style="list-style-type: none"> <li>Telephone and e-mail</li> <li>Company website</li> <li>56-1 One Report (on website)</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Investors or investment institutions</li> <li>Analysts</li> <li>Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Consistency and efficiency in business growth</li> <li>Return on investment</li> <li>Good corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Improve business efficiency</li> <li>Treat shareholders equally</li> <li>Transparent and reliable disclosure</li> <li>Faithful in corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Press Release</li> <li>External Meeting</li> <li>Annual General Meeting (AGM)</li> <li>Others <ul style="list-style-type: none"> <li>Telephone and e-mail</li> <li>Investor relations</li> <li>Company website</li> <li>56-1 One Report (on website)</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>• Community</li> <li>• Society</li> </ul>	<ul style="list-style-type: none"> <li>• Operate business responsibly</li> <li>• Economic community development and sustainable participation</li> <li>• Compliance with the law and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently held events and promote community and social development project</li> <li>• Compliance with the law, business regulations and environmental law</li> <li>• Promote activities related to energy and environmental conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Complaint Reception</li> <li>• Others <ul style="list-style-type: none"> <li>• Telephone and email</li> <li>• Company website</li> <li>• 56-1 One Report (on website)</li> </ul> </li> </ul>

## Information on organization's material sustainability topics

### Organization's material sustainability topics

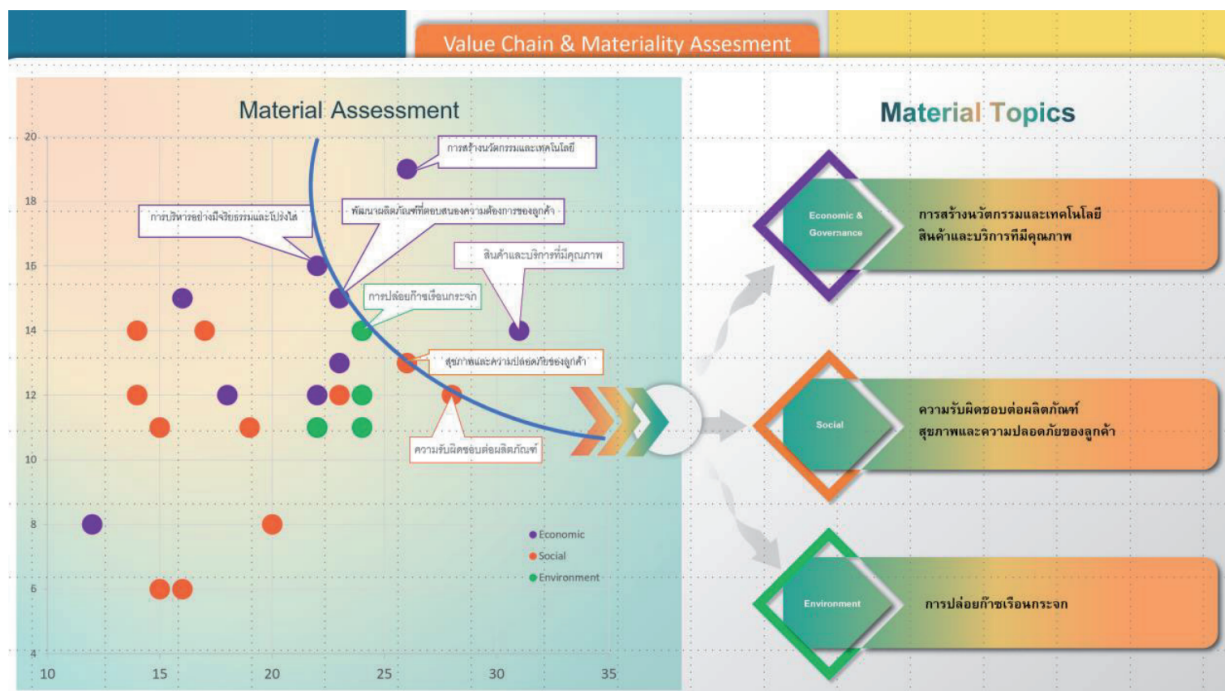
The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its : Yes  
sustainability materiality topics

### Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Innovation and technology	<ul style="list-style-type: none"> <li>• Sustainability Risk Management</li> <li>• Innovation Development</li> </ul>
Manufacturing products with quality	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> </ul>
Accountability to products	
Hygiene and safety to customers	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> <li>• Community / Social Responsibility</li> </ul>
Carbon emission	<ul style="list-style-type: none"> <li>• Greenhouse Gas Management</li> </ul>

### Diagram of organization's material sustainability topics



## Information on sustainability report

### Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Carbon Disclosure Project (CDP) guidelines

# Sustainability risk management

## Information on risk management policy and plan

### Risk management policy and plan

JSP Pharmaceutical Manufacturing (Thailand) Public Company Limited has set out the firmwide risk management policy, risk assessment and action plan implemented to manage risk into an acceptable level. The Company communicates, arranges of workshops for employees to raise awareness on the importance of risk management. The Company's risk management policy are as follows:

- To foster an environment and atmosphere conducive to risk management to create understanding, awareness and shared responsibility for risks, controls and impacts of risks to the Company in the management and operations processes throughout the Company.
- To provide procedures, guidelines and measures on appropriate quality risk management in an international scale. This includes identifying, analysing, evaluating, prioritising, managing, controlling, monitoring, reporting, assessing results and communicating information about risks on an ongoing and regular basis and carry out the practice throughout the Company.
- To provide qualitative risk analysis on the work system, such as reputational risk, company image and quantitative risk analysis such as financial performance, reduced income, increased expenses by considering potential opportunities and impacts.
- To provide a determination of acceptable risk levels to limit the damage that may occur to the level of risk at an acceptable level to the Company, including review the operator's action plan to manage the risk to an acceptable level.
- To consider emerging risk that might have impact to the business e.g. risk of technology disruption, risk of change in regulations and risk of changes in society and environment. This will enable the Company to adapt with rapid change in business environment.
- To give importance on ESG (Environmental, Social and Governance) risk. The environmental risk included waste management, use of resources sustainably and reduce carbon emission. Social risk comprised oversight of human rights and promotion of health and safety. Governance risk consisted of transparent management and strictly comply with rules and ethics standard. This consideration will enable the Company to adapt and grow in rapid change society and create long-term growth.

#### The Company's Risk Management Plan

- 1) The formulation of risk management policy and criteria such as setting policy, objective, scope, responsibility, risk management criteria and guideline to align with the strategy, goal, plan and business direction, which the Company will review annually and will put into practice together with the business plan to ensure consistency. In this regard, the Company determinates the main guideline topics that cover the risk assessment and risk management as follow:
  - **Strategic Risk (S)** refers to risk arises from formulation of strategic plan and the implementation of the plan that is inappropriate and the inconsistencies between policies, goals, strategies, organisational structures and competitive situation.
  - **Operational Risk (O)** refers to risk arises from all phases in the operation process that covers the factors related to the process, technology equipment and personnel in operation.
  - **Financial Risk (F)** refers to risk associated with reporting of various information with accuracy to build trust e.g. the Company financial performance report
  - **Compliance Risk (C)** refers to risk arises from the inability to comply with applicable laws and regulations or, inappropriate existing laws and regulations creating obstacles in the operations or corruption by the officials.
- 2) Analysis and assessing internal control to determine the level of risk remaining after the assessment. If it is still high or very high, there must be a risk management action plan of the operation system by the responsible management.
- 3) Risk management is done by determining a method for creating an action plan as it has been defined in the risk assessment steps. The acceptable method should be taken into account along with the acceptable level of risk, the costs and benefits analysis. A risk response may choose one or a combination of methods to reduce the likelihood of an event occurring and the severity of the impact of the incident was Avoid, Share or Transfer, Reduce and Risk Acceptance.
- 4) Monitoring of risk is done by the responsible person including the officer to consider the risk management or control activities, which are policies and operating procedures that are implemented to ensure that the Company have managed the risks according to the internal environment of the Company, the nature of the business, the structure and the organizational culture which may differ.
- 5) Risk management results are followed-up and reviewed according to the plan including risk management results

assessment, which responsible by the Risk Management Committee and report to the Board of Directors.

## Information on ESG risk factors management standards

### ESG risk factors management standards

Standards on ESG risk management : No

## Information on ESG risk factors

### Risk factors on business operation

## Operational risk associated with the Company or the group of companies

### Risk 1 Health and Beauty Products Highly Competitive Market Risks

Related risk topics : Strategic Risk

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

ESG risks : No

#### Risk characteristics

Currently, the market for health and beauty supplements is growing. This is a result of consumer behavior towards health care, including more attention to beauty and the value of consuming dietary supplements to build immunity or nourish the body. As a result, more entrepreneurs are entering this business as it is a business that does not require high initial investment, which influence new rivals in many forms e.g. small and large contract manufacturing operators and distributors work with entrepreneurs who have their production plants or importers of goods for distribution, retailers, actors who make additional careers from selling health products and multinational companies to build manufacturing plants in Thailand. This makes the dietary supplement business more competitive, have many substitute products, and have similar features. Along with the awareness of information about the properties of various dietary supplements, giving consumers have more choices. Manufacturers and distributors then have to develop products to keep up with the market situation, trend and consumer behavior that changes according to the popularity and attitude towards each type of dietary supplement consumption.

#### Risk-related consequences

If the Company cannot maintain production standards or unable to develop products to respond to changing consumer behavior, the Company will unable to maintain its existing customer base and may prevent it from having additional new customers. This may affect the Company's long-term performance.

#### Risk management measures

The Company is well aware of the following risks therefore, the Company focuses on the product quality along with product formulations that are suitable for each group of customers as the priority and it is what the company has always adhered to. In addition, the Company also pays attention to the research and development of new products, increase variety of product to suit for all groups of customers in order to provide more choices to customers. The Company also increases the distribution channels to make the products easier customers to have access to the product, including advertise in various media to raise the product awareness among the customers.

### Risk 2 New Product Launch Risks

Related risk topics : Strategic Risk

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

ESG risks : No

#### Risk characteristics

The Company recognises the importance of introducing new products to the market for overall business growth. The Company

has established the strategies for introducing new products in its various product groups, especially products under the Company's brand (Own Brand). The Company aware of need to test the feasibility, efficacy, and safety of their products to ensure that all products are standardised and efficient. The Company can then obtain approval from the relevant regulatory authorities to legally sell the product on the market. In the processes mentioned earlier, the Company has expenses and risks to manage, especially for the development and approval of conventional medicines, because the research and development process is quite complicated. For the approval process with relevant agencies such as the Food and Drug Administration (FDA), the Company may encounter delays in the registration and approval processes, or may not be approved by the relevant agencies to distribute the product.

#### **Risk-related consequences**

The Company may not be able to deliver the product within the required time frame so that the Company may miss out on the opportunities to increase its market share as planned.

#### **Risk management measures**

- The Company has a way to enhance its efficiency in developing new quality products. There are innovations to meet the needs of all groups of consumers based on being able to comply with the law. This ensures that the Company's products are approved by the relevant authorities and capable of continuous marketing communication within a strict legal framework. The Company has test results from both its departments and collaborates with universities across the country to support the efficiency, effectiveness, and reliability of its products as prescribed by law.
- The Company has a marketing team that is ready to study the market to formulate marketing strategies in accordance with the needs of customers and consumers.

#### **Risk 3 Compliance and Regulatory Risks**

Related risk topics	: <u>Strategic Risk</u>
	• Government policy
	<u>Compliance Risk</u>
	• Change in laws and regulations
	• Corporate Governance
	• Legal risk
ESG risks	: No

#### **Risk characteristics**

The core products of the Company are conventional medicines, herbals and dietary supplements, which are the products that have direct effect to consumers. Therefore, every product must be licensed and registered by the relevant authorities and is subject to the laws, rules, and regulations of the Food and Drug Administration.

In addition, the Company shall strictly comply with the conditions of the licenses it received to operate the business. All product labels and advertising medias must be permitted before the product can be sold. These will enable consumers to read the information clearly before making decision to purchase and to control the exaggeration of the product's advertising.

#### **Risk-related consequences**

The Company might have additional expenses or costs from such changes. It may harm the reputation and operations of the Company in the future if the Company fails to comply with the relevant regulations.

#### **Risk management measures**

- The Company has a product registration department that is directly responsible to closely follow and comply the changes in laws, rules, regulations, and standards, including news and trend of change that might occur which are relevant to the Company. Therefore, the Company will be prepared to deal with various changes that will occur in a timely manner.
- In this period, there was no change in laws, rules and regulations related to business operations.

#### **Risk 4 Registered Product Expiration, Cancellation, and Nonrenewal Risks**

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

ESG risks : No

#### **Risk characteristics**

In the production and distribution of the Company's products, especially the conventional medicine group. It is important that a product must be registered before it can be launched to the market. The registration of these products will have an expiration date and/or be re-evaluated in accordance with the period specified by the Food and Drug Administration. The Company is required to renew the term as required by laws and regulations in order to prevent business interruption. However, the renewal and assessment terms are subject to change. This makes it difficult for the Company to ensure that all product registrations can be renewed. In addition, product registrations might be cancelled or revoked by government agencies.

#### **Risk-related consequences**

The Company might lose revenue from the sale of products if registration is cancelled or revoked. The cancellation or revocation might result from expiration or fail to update information in accordance with ASEAN Common Technical Dossier (ACTD).

#### **Risk management measures**

- The Company has established the plans to minimise the risks by tracking the expiration dates of the registration, developing and updating pharmaceutical reports on drug registration in accordance with the rules and regulations that may change from time to time following the ASEAN Common Technical Dossier (ACTD). This will help to ensure that the Company will be able to renew and comply with the rules in a timely manner and there will be no gaps that may result in the suspension of products being sold.
- In addition, the Company has a policy of regularly acquiring new product registrations according to the new drug research project by the Company's internal team with experience, including purchasing a product registration that can move the production location immediately in order to be able to quickly acquire a product registration that can be immediately sold to customers.

#### **Risk 5 Damages Arising from Unsafe Products Risks**

Related risk topics : Strategic Risk

- Damage to company image and reputation

Operational Risk

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

ESG risks : No

#### **Risk characteristics**

Conventional medicines, herbal products, and dietary supplements are the products affecting the health and safety of consumers. Therefore, quality and safety are important to build the credibility of the Company's products. The Company's products may be at risk from product contamination or deterioration. This can occur at all stages of production, storage, transportation, and distribution, which may be beyond the control of the Company. For example, there may be contaminants from raw materials ordered by the Company from the supplier.

#### **Risk-related consequences**

In case of consumers have side effects or have health and safety problems, illness or harmful from product consumption, The Company might be complained or sued to compensate on such incidents.

#### **Risk management measures**

- The Company focuses on the quality and safety of the products sell as priority. The Company has measures over quality control and inspection in every step of production, starting from the selection of suppliers and/or producers of raw materials, incoming procedures over quality of raw and packaging materials, strictly control over production process, storage of raw materials and finished goods with safety and maintain quality of products under the standard GMP PIC/S
- Determined transportation standard GDP to ensure that the products delivered by the Company are accurate, complete

and have quality as the standard specified.

- In addition, the Company is aware of the risks that may arise when unsafe products are found on the market by providing operational procedures in case of complaints related to product quality or safety. The Company possess a clear and correct work process when such unsafe products are found.
- In this period, the Company has no any complaints about the safety of products.

#### **Risk 6 Pandemic of Disease Risks**

Related risk topics	: <u>Strategic Risk</u> <ul style="list-style-type: none"><li>• Pandemic risk</li></ul> <u>Operational Risk</u> <ul style="list-style-type: none"><li>• Safety, occupational health, and working environment</li><li>• Pandemic risk</li></ul>
ESG risks	: No

##### **Risk characteristics**

According to COVID-19 outbreak in past several years, scientists believe that human will have to live with this disease. Moreover, they anticipate that there will be much of viruses that might mutate to other diseases so that pandemic might occur frequently and be assumed normal in the future.

##### **Risk-related consequences**

The pandemic might create business interruption and encourage the change of consumers' behaviour to new normal.

##### **Risk management measures**

The Company developed channel of distribution to be convenient and ease to access in every platform in order to encourage customers to purchase goods and services easily. In addition, the Company foresaw business opportunity so that the Company developed products in respond of such changes.

#### **Risk 7 Business Investment and Expansion Risks**

Related risk topics	: <u>Strategic Risk</u> <ul style="list-style-type: none"><li>• Economic risk</li><li>• New business risk</li></ul> <u>Financial Risk</u> <ul style="list-style-type: none"><li>• Fluctuation in return on assets or investment</li><li>• Liquidity risk</li><li>• Income volatility</li></ul>
ESG risks	: No

##### **Risk characteristics**

The Company had continuous business expansion plan, which might have certain risks. For instance, change of investment value, successful in project initiation, commitments from contracts, permission approval and related laws and regulations

##### **Risk-related consequences**

New project investment might not success as expected and project failure might have negative effect to the Company's operating results, reputation and financial position.

##### **Risk management measures**

The Company had measures to oversight new project development. This includes careful criteria and process for investment decision. Sometimes, the Company might engage with experts which have experiences e.g. legal advisor, accounting advisor to work together with the Company's staff who have expertise. The Company performed due diligence to ensure that the Company will success from the transaction in creating profit as targeted, together with complying with related laws and regulations. In addition, the Company had a measure to mitigate risk by considering joint investment with business partner that have knowledge and expertise in such areas of business.

#### **Risk 8 Profitability of the Group Risks**



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

ESG risks : No

#### **Risk characteristics**

Pursuant to change of economics and politics, there might be effect to supply chain management, business environment, competitiveness and consumers' behaviour. This will result to the Company's maintenance of profitability.

#### **Risk-related consequences**

The Company have problem in net working capital management. The Company might unable to pay dividend or breach in financial covenants with credit facilities agreements

#### **Risk management measures**

The Company gives importance in profitability is various aspects e.g. (a) determination of selling price in accordance with pricing policy indicated by the Executive Committee, as well as (b) cost management by developing employees' productivity and employing technology in production and administration to reduce costs, (c) managing cash by controlling reasonable levels of trade receivables, trade payables and inventories to enhance business value, (d) the management team considers various investment opportunities by conducting investment analysis, feasibility study, as well as risk analysis and management. These will help the Company to ensure that the investment will make appropriate long-term returns to the Company.

#### **Risk 9 Change of Demographic Structure to Super-aged Society Risks**

Related risk topics : Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Impact from population structure

ESG risks : No

#### **Risk characteristics**

Since birth rate declines worldwide and world citizens have longer age, demographic structure changes to super-aged society. Thailand will be super-aged society in the near future years. Presently, elderly persons want the best products with the highest safety and the easiest way to use, including technology devices that will provide convenient on living.

#### **Risk-related consequences**

Elderly persons are likely to have high savings and have higher interested in goods and services in relation to health. Moreover, a decline in working age population has impact to labour supply which results to higher wages.

#### **Risk management measures**

Developed products in respond with elderly persons' wants and expand channels of distribution to such target group. In addition, the Company planned to decrease reliance on labour by using machinery and information technology in operations. Moreover, the Company continuously trained employees in order to react with changes appropriately.

#### **Risk 10 ESG Risk**

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

ESG risks : Yes

#### **Risk characteristics**

Currently, “Sustainable Business Operations under ESG principle” is in interested widely from both of listed companies and investors worldwide. Investors seek for investment in company which have operations with care of sustainability of company and overall society. The investors consider company’s ESG performance to evaluate sustainable and competitiveness in long-run, together with value creation to all stakeholders, in their investment decisions.

#### **Risk-related consequences**

Climate change might have effect to infrastructures, supply chain and business operations. It might result to property damages, business interruption and lost of revenue. The Company might have additional expenses from environmental changes e.g. investment in green technology, improving health and safety at workplace and supporting community development campaign. In addition, operating business under ESG principle could make complexity in business management since the Company has to establish effective ESG monitoring system and performance evaluation system.

#### **Risk management measures**

The Company realised the importance of ESG risk management in order to prepare for prevention and adaptation of various exposures and seek for business opportunities from such risks efficiently. The Company set aside business objectives align with ESG principle e.g. give importance in ESG issues in order to get ready to solve the problems which occur in current pr future periods. This will create trust to all stakeholders.

### **Information on business continuity plan (BCP)**

#### **Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : Yes

Business continuity plan consisted of determination of working team for emergency case; which comprised BC team and support team, and procedures required under business continuity plan. Furthermore, the Company sets aside business continuity strategy, resources planning and recovery of the business.

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : No  
guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with : No  
new suppliers?

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : No

### Information on key suppliers acknowledging compliance with the supplier code of conduct

#### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : No  
compliance with the supplier code of conduct?

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

#### R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	3,176,299.13	2,326,361.02	6,522,544.50

#### Additional explanation about R&D expenses in the past 3 years

The increase of research and development for 2024 derived from research of conventional medicine

### Information on process of developing and promoting the company's innovation culture

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No  
innovation culture

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

Does the company measure the financial benefits from : No  
innovation development?

##### Non-financial benefits

Does the company measure the non-financial benefits from : No  
innovation development?

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