

Corporate Governance



JAS recognizes the importance of good corporate governance based on fairness, transparency, and equal consideration of all stakeholder groups. JAS has established a Corporate Governance Policy in accordance with Corporate Governance Code (CG Code), and Code of Conduct, which is an integral part of Corporate Governance Policy, to provide guidelines and practices for directors, executives, and employees (for more information, please visit this link). The principles have been adopted since 1994, and are reviewed at least once a year to ensure that the Company Code of Conduct remains up-to-date and relevant to the business environment and operational context.

Management Approach

JAS has determined a monitoring process to ensure strict compliance with the Code of Conduct. Moreover, JAS also communicates and organizes training on Corporate Governance Policy and Code of Conduct for directors, executives, employees, suppliers, contractors, and business partners. All parties are required to acknowledge and sign the policies before commencing work, thereby committing to uphold these principles in their operations.

Whistleblowing System

JAS has developed a policy for whistleblowing handlings and complaint management system, and launched channels for whistleblowing and filing complaints. Internal and external stakeholders who notice suspected violations or non-compliance with the Code of Conduct can notify clues and file complaints through the following channels:

1. Channels for Employees

- Notify supervisors
- Notify Human Resources Department
Tel. (+66)2-100-3095
- Notify Office of Internal Audit
Tel. (+66)2-100-3118 or
e-mail audit_committee@jasmine.com
- Notify Chairman of Audit and Corporate Governance Committee
e-mail KarlJamorn@hotmail.com

2. Channels for External Stakeholders

- Notify via online whistleblower channel at www.jasmine.com/contact
- Send registered mail to Whistleblowing Unit,
Jasmine International Public Company Limited
Jasmine International Tower, 200 Floor 29-30,
Moo 4, Chaengwatthana Road,
Pakkret Subdistrict, Pakkret District,
Nonthaburi 11120 Thailand



In 2024

JAS received no complaints
or whistleblowing regarding violations
of the Code of Conduct

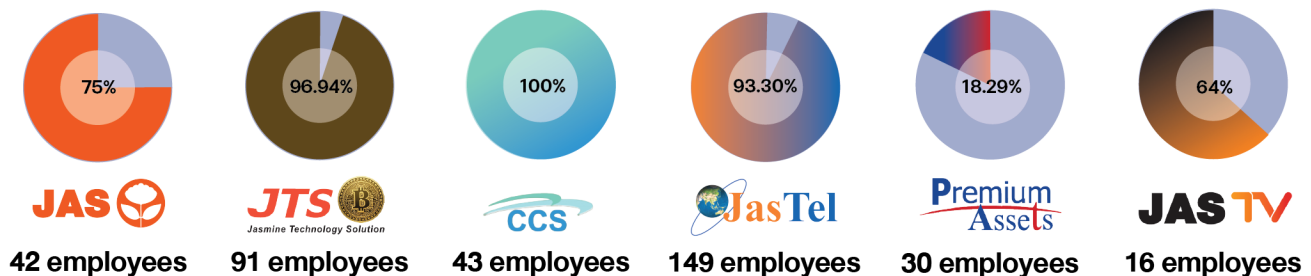
JAS ensures strict confidentiality of the complainant's and whistleblower's identity and the reported issues. Upon receiving a report, the relevant department shall investigate, determine corrective measures, and report to the Audit and Risk Management Committee. The Committee shall conduct further investigations and verify facts, and may consult directors and senior executives at its discretion.

During the investigation process, the Audit and Risk Management Committee may appoint a management representative to periodically inform progress updates to the whistleblower or complainant. In case the allegation is substantiated, the Company will consider disciplinary actions according to company regulations and pursue legal proceedings if the action violates applicable laws.

Ethics and Anti-Corruption Training for Sustainable Business

JAS provides training courses related to ethics and anti-corruption in order to ensure that employees fully understand their importance in affecting sustainable success. The training aims to create an awareness and a thorough understanding of promoting moral principles, ethics, and corruption prevention, as well as apply moral principles as a basis to achieve both individual and organizational success. JAS requires employees to participate in relevant courses every year to ensure that they have a thorough understanding of ethical business operations, and avoid any behavior that may lead to corruption.

2024 Course Participants



In 2024, JAS participated in

the Corporate Governance Report for Thai Listed Companies (CGR),

conducted by the Thai Institute of Directors (IOD),

and received an assessment score of 98 percentile, or **“Excellent”**, for the second consecutive year.

JAS has declared its intent to join as a member of the Thai Private Sector Collective Action Against Corruption (CAC), and has been certified as a CAC member since 2023. This demonstrates its intention and commitment to operate in compliance with the Anti-Corruption Policy, adhering to good governance and ethics as well as maintaining strict responsibility towards communities, society, environment, and all stakeholders.

JAS also encourages its partners and suppliers to declare their intent to join as members of the Thai Private Sector Collective Action Against Corruption (CAC) to ensure that the business operations across the value chain are free of any fraud and corruption.