



Notification No. 009/2567

Subject: Sustainability Policy

Jasmine International Public Company Limited, together with its affiliated companies are committed to conducting business with ethical practices and good governance, as well as driving the organization under a sustainable business policy while taking into account the economic, social, and environmental aspects. The Company recognizes that responsible business operation is essential to creating value for all stakeholders.

Jasmine International Public Company Limited (hereby, the “Company”), together with its affiliated companies give importance to sustainable business operation with a commitment to being the leader in technology investment, both short and long term, in order to drive the organization’s business on the basis of environmental, social responsibility, and good corporate governance (ESG) under the universally accepted practices. Thus, the Jasmine Group has adopted the United Nations Sustainable Development Goals (SDGs) as a guiding framework for the sustainability policy with the determination to be a part of the operation to achieve sustainable development. As a result, the implementation of the sustainable development policy governs the Company’s and all its affiliated companies’ operations to ensure that the organization will drive the ESG operations while continuously deliver sustainable value to stakeholders.

Good Corporate Governance

- Conduct business with transparency, fairness, and comply with trading and investment laws and regulations. Enhance clarity and transparency in organizational management in accordance with the good corporate governance policy, as well as support anti-corruption, prevent exploitation, and the abuse of power in order to maximize fair benefits for all stakeholders.
- Commit in risk management such as strategic risk, corporate governance risk, human resource risk, operational risk, financial risk, reputational risk, ethical and law compliance risk, performance risk, ESG risk in all working process, and also effectively follow up and evaluate risk management in order to increase business opportunities and reduce losses in business operations.



Employee and Social Responsibility

- Promote adherence to human rights principles in accordance with the Universal Declaration of Human Rights: UDHR, and conduct business activities conforming to the United Nations Guiding Principle on Business and Human Rights: UNGPs, by taking into account the human rights principles, and the equal and fair treatment of workers. Respect for the diversity of race, skin color, religion, gender, political opinion as well as local customs where the Company and its affiliated companies are located in.
- Focus on developing work process and services throughout the value chain in accordance with the Total Quality Management principles in order to establish a quality mindset among employees in the organization, leading to added value for customers and long-term growth.
- Emphasize on personnel management, develop and support training, as well as foster happiness in work place which will drive the organization with efficiency and effectiveness.
- Committed to prioritizing safety, occupational health, and working environment for personnel and stakeholders. Strictly comply with laws and regulations in order to prevent the loss of life and property, as well as injuries or illnesses resulting from work-related activities.
- Promote a sense of public consciousness among employees, create benefit, as well as support and participate in public activities for the community and society.

Environmental Responsibility

- Prioritize the issue of climate change by promoting the efficient use of resources, reduce controlled energy consumption and greenhouse gas emissions, both directly and indirectly, as well as reduce and control air & water pollution, and garbage & waste management services that may impact society and the environment which is the result of the operations of the Company and its affiliated companies, as well as business partners.
- Promote the development of digital innovations that align with business objectives while being socially and environmentally responsible in order to increase efficiency and effectiveness, as well as promote the development of knowledge and creative thinking within the organization and its personnel to become innovators, and support the integration of digital technology into the work process.



This policy was reviewed by the Risk and Sustainability Management Committee Meeting No. 2/2567, dated on 9 May 2024 and was approved by the Board of Directors meeting No. 5/2567, on 14 May 2024 and takes effect from 14 May 2024 onwards.

.....

Dr.Soraj Asavaprapha

Chairman of the Board