

Sustainable Development

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Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy (if applicable) : <https://www.jasmine.com/storage/downloads/sustainability/sustainability-policy-and-targets/sustainability-policy-th.pdf>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice (if applicable) : <https://www.jasmine.com/storage/downloads/sustainability/sustainability-policy-and-targets/2024/environmental-policy-th-01.pdf>

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2023	2024	2025
Diesel (Litres)	8,097.72	6,808.69	1,532.56
Gasoline (Litres)	28,127.68	31,620.83	3,186.97
LPG (Kilograms)	423.15	130.20	N/A

• Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	429,518.80	464,307.00	385,145.00

Water management

• Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	2,545.58	1,694.22	1,498.08

Waste management

• Waste from operations

	2023	2024	2025
Hazardous waste (Kilograms)	N/A	0.00	0.00
Total waste generated (Kilograms)	N/A	N/A	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2023	2024	2025
Scope 1 (Tons of carbon dioxide equivalents)	86.00	53.00	12.00
Scope 2 (Tons of carbon dioxide equivalents)	221.00	356.00	336.00
Scope 3 (Tons of carbon dioxide equivalents)	1,435.00	964.00	835.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	1,742.00	1,373.00	1,183.00
Remark :	Total greenhouse gas emissions of Jasmine International Public Company Limited and JAS TV Company Limited		

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Greenhouse Gas Management Certification Unit, School of Energy and Environment University of Phayao

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.jasmine.com/storage/downloads/sustainability/sustainability-policy-and-targets/2024/human-rights-and-labor-practices-policy-th.pdf>

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

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2023	2024	2025
Number of male employees (Persons)	145	148	144
Number of female employees (Persons)	122	97	93
Total number of employees (Persons)	267	245	237

• Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	79,694,755.43	192,666,606.50	185,249,972.29

• Employee development and training

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	36.60	19.25	25.62
Employee development and training expenses (baht)	705,744.39	736,372.00	1,238,078.00

• Health, safety and work environment

	2023	2024	2025
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2023	2024	2025
Percentage of employees who voluntarily resigned (%)	10.49	7.35	8.86

• **Significant labor dispute**

	2023	2024	2025
Significant labor dispute	No	No	No

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.jasmine.com/storage/downloads/corporate-governance/2024/20241029-jas-corporate-governance-policy-th.pdf>

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

Policy and guideline related to the board of directors

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

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

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