

## **Supplier Code of Conduct**

Jasmine Technology Solution Public Company Limited and its subsidiaries (collectively referred to as the “Company”) uphold a policy of equitable treatment towards suppliers, prioritizing mutual benefits in all business relationships. The Company, therefore, has established a “Supplier Code of Conduct,” which addresses critical areas such as human rights, labor standards, environmental protection, and anti-corruption measures. This Code also emphasizes adherence to safety and occupational health standards, environmental sustainability, service quality and safety, and traceability. The Company is committed to fostering fair competition, equality, and mutual respect in its dealings with suppliers, ensuring compliance with sustainable business practices as outlined in the Code.

### **Definition**

“Suppliers refer to vendors, contractors, and/or service providers, whether juristic persons or individuals, who supply goods, perform work, or provide services to the Company.”

### **Scope and Guidelines**

#### **1. Compliance with Laws and Regulations**

Suppliers are required to comply with all applicable laws and regulations relevant to the business operations. Suppliers must conduct business with integrity, transparency, and adherence to policies, rules, regulations, ethical standards, moral principles, and fairness in all business dealings.

#### **2. Intellectual Property Infringement**

Suppliers must not disclose, exchange, sell, or transfer significant business information and/or intellectual property related to the Company or its stakeholders, which they may have access due to their collaboration with the Company. Suppliers must also cooperate in providing written agreements (if requested) to ensure the protection and confidentiality of internal organizational information, even after the business relationship with the Company has ended.

Suppliers must comply with all applicable laws and treaties related to intellectual property and must not disclose or infringe upon the intellectual property rights of others without proper authorization.

#### **3. Confidentiality, Data Protection, Personal Data Protection, and Record Maintenance**

Suppliers must maintain confidentiality, protect data, and ensure the security of personal data by implementing adequate and appropriate measures. These measures should safeguard data against unauthorized access, accidental destruction, loss, alteration, or disclosure. Suppliers must also establish and maintain accurate and complete records to ensure accountability and prevent falsification or omission of data that could conceal or misrepresent events or transactions. Data records must be properly stored and securely disposed of when no longer required.

#### **4. Conflicts of Interest**

Suppliers must not seek personal gain or provide benefits to close associates from their position, duties, or opportunities arising from working with the Company.

Suppliers must cooperate in disclosing information, transactions, or situations that may present a conflict of interest with the Company.

#### **5. Anti-Bribery and Corruption**

Suppliers must comply with applicable laws and regulations related to anti-corruption, bribery, fraud, and other prohibited business practices.

Suppliers must adhere to the Company's anti-corruption practices and cooperate with all requirements and policies the Company has declared regarding anti-corruption and anti-bribery measures.

#### **6. Responsible Sourcing and Delivery**

Suppliers must treat business competitors within the framework of fair competition and refrain from any actions that may negatively affect competitors and the Company.

Suppliers must not seek confidential information from competitors or any other data through dishonest or improper means to facilitate transactions or benefit the transactions between the Company and the supplier.

Suppliers must have measures and procedures in place to responsibly address or rectify any errors to the best of their ability and cooperate with the Company in the investigation when errors in products or services related to the supplier are identified after delivery, which result in damage to the Company and clients.

Suppliers must have contingency plans in place for sourcing goods or services in times of crisis or emergency to minimize operational disruptions. The Company encourages suppliers to responsibly source products and services throughout the supply chain, support the use of locally sourced raw materials or products that meet appropriate quality and standards, and avoid sourcing raw materials or components for production or services from sources involved in illegal activities, human rights violations, or a lack of responsibility toward society and the environment.

#### **7. Respect for Human Rights**

Suppliers must conduct their business with respect for the human rights of their stakeholders. Any other relevant human rights principles serve as a guideline for operations, suppliers must operate their businesses without the use of child labor, defined as individuals below the minimum working age stipulated by the laws of each respective country.

Suppliers must not engage in or derive benefits from forced labor and abused labor, including but not limited to threats, intimidation, abuse, human trafficking, or any form of labor exploitation.

Suppliers must recognize the equal dignity of all individuals and operate with equality and fair treatment without discrimination against employees, local communities, vulnerable groups, or other stakeholders. This includes refraining from discrimination based on physical differences, race, nationality, religion, gender, age, education, or any other factors as stipulated under the laws of the countries where the suppliers operate, which remain in effect throughout the term of the contractual agreement.

#### **8. Fair Treatment of Labor**

Suppliers must provide fair and appropriate wages and compensation to employees and workers, aligned with the nature and duration of their work. Suppliers must ensure proper rest periods, holidays, leave, and benefits in accordance with legal requirements and deliver them promptly. Suppliers must not employ undocumented workers. In cases of employing migrant workers, suppliers must ensure compliance with the labor laws of the countries where they operate and agree to audits upon request.

#### **9. Occupational Health and Safety**

Suppliers must ensure a safe working environment and provide work equipment in compliance with occupational health and safety principles, as mandated by the laws of the country in which they operate. Suppliers must adhere to all applicable laws, regulations, rules, and recognized standards concerning occupational health and safety.

Suppliers must adhere to high standards of occupational health and safety throughout their operations. They must not neglect or disregard any actions or deficiencies in the workplace that may pose risks to employee safety. Suppliers must establish processes for monitoring, recording, and reporting to ensure that work practices promote hygiene, safety, and minimal adverse social impact.

#### **10.Environment and Sustainability**

Suppliers must consider the significant environmental impacts that may arise from their business operations or affect their business. They must comply with all applicable laws, regulations, standards, and recognized practices to prevent, mitigate, and minimize environmental impacts to the greatest extent possible.

Suppliers must implement measures to prevent and minimize environmental impacts arising from production, storage, transportation, disposal, and the life cycle of products and services, prioritizing environmental friendliness and considering the potential environmental effects.

Suppliers must actively contribute to environmental preservation by utilizing natural resources efficiently and effectively, aiming to reduce greenhouse gas emissions that contribute to climate change.

#### **11.Social Responsibility**

Suppliers must treat all stakeholders equitably and demonstrate consideration for the interests of various stakeholder groups, particularly indigenous peoples, migrants, and vulnerable groups residing in areas where the Company conducts its business operations.

Suppliers must contribute to the welfare of society and local communities by organizing or participating in constructive activities in collaboration with the community to enhance the quality of life in a sustainable manner.

#### **Violation of the Code of Conduct**

Should suppliers fail to comply with the Company's Supplier Code of Conduct, the Company reserves the right to terminate the business relationship with the supplier. The decision will depend on the severity of the violation and the circumstances surrounding the incident.

**Monitoring and Evaluation**

The Company encourages partners to provide feedback through various channels established by the Company to gather insights and it will be used to improve collaborative processes and enhance the working relationship.

**Review of the Code of Conduct**

The Company assigns a responsible party to review the Supplier Code of Conduct annually or when significant events warrant a review. Any material changes will be communicated to stakeholders and presented for approval to the Company's board of directors.

**Whistleblowing and Complaint Channels**

If a supplier, business representative, or any stakeholder of the Company wishes to inquire about information, report violations of the code of conduct, inappropriate behavior, or illegal actions, they may submit a complaint along with supporting evidence through the following contact channels:

- 1. Submit through the company's whistleblowing and complaint channels on the website: <https://jts.co.th/contact-us-th/>, or
- 2. Send a letter to the Chairman of the Audit and Corporate Governance Committee, Office of Internal Audit, the President, or the Company Secretary, at Jasmine Technology Solution Public Company Limited, 200 Moo 4, 9th Floor, Jasmine International Tower, Chaengwattana Road, Tambon Pakkret, Amphoe Pakkret, Nonthaburi.

Policy	No.	Review	Approved by	Effective Date
Supplier Code of Conduct	1	-	The resolution of the Board of Directors at the Meeting No. 8/2024 convened on December 16, 2024	December 16, 2024

## Acknowledgment of Compliance with the Supplier Code of Conduct

The Supplier acknowledges and agrees that it is their responsibility to fully comply with this Code of Conduct. This commitment is made to foster tangible improvements in supply chain management and to ensure sustainability for both the Supplier and the Company. Accordingly, the Company will evaluate the Supplier's compliance with this Code of Conduct from the date of signing. This includes on-site inspections at the Supplier's facilities and requests for credible evidence demonstrating adherence to this Code. The Supplier agrees to cooperate fully with such assessments and to take immediate corrective action if required.

The Supplier acknowledges, agrees, and consents to sign and affix the company's official seal.

I, \_\_\_\_\_ authorized signatory of  
\_\_\_\_\_ hereby consent to comply with  
the Supplier Code of Conduct as outlined above.

Signature: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_