

Sustainability Development Policy  
of  
Jasmine Technology Solution Public Company Limited



Effective on December 16, 2024

# Sustainability Development Policy

Jasmine Technology Solution Public Company Limited and its subsidiaries (the “Company”) are committed to conducting business based on the principles of good corporate governance. The Company aims to drive sustainable organizational development that generates shared economic, social, and environmental value throughout its business value chain. This commitment aligns with the United Nations Sustainable Development Goals 2030 (SDG 2030) and other relevant international frameworks and standards. All of the Company's activities are guided by sustainability principles and are focused on achieving long-term, sustainable outcomes that create shared value for all stakeholders. To reinforce this commitment, the Company has established a Sustainability Development Policy that fosters a culture of sustainability within the organization. This policy integrates economic, social, and environmental considerations to ensure a sustainable future.

## 1. Objectives

- 1) To establish management guidelines and operational practices that align with the principles of sustainable development.
- 2) To foster engagement with all stakeholder groups across economic, social, and environmental dimensions.

## 2. Sustainability Development Policy

The Company has established a Sustainability Development Policy to ensure that its operational practices align with sustainable development principles while fostering engagement with all stakeholders. This policy emphasizes maintaining a balanced approach across economic, social, and environmental dimensions, as well as addressing the expectations of all stakeholders. The ultimate goal is to drive long-term sustainable growth in accordance with the Company's sustainability development framework, as outlined below:

### ● Economic Dimension

- 1) Prioritize transparent business operations in alignment with good corporate governance principles, Code of Conduct, and full compliance with applicable laws, regulations, and directives established by compliance unit.
- 2) Commit to continuously enhancing the Company's operational framework and fostering the development of innovations and new technologies, ensuring the delivery of high-quality products and services that are modern, responsive to customer needs, and contribute to business growth and competitive advantage while generating sustainable value for all stakeholders.

- 3) Encourage and support business partners, suppliers, customers, and other stakeholders across the business value chain to align their operations with sustainable development principles.
- 4) Emphasize responsible supply chain management to ensure transparency, fairness, accountability, and adherence to all relevant laws, regulations, and international standards, thereby promoting long-term mutual benefits.
- 5) Drive business and social innovation to create added value based on sustainable business practices, enhancing investment returns while maintaining a balanced approach across economic, social, and environmental dimensions.

- **Social Dimension**

- 1) Conduct business with a strong sense of responsibility towards all stakeholders and society as a whole.
- 2) Prioritize human capital development within both the organization and the broader community while ensuring transparency in sustainability practices in accordance with international standards.
- 3) Encourage employees to enhance their capabilities, drive innovation, foster creativity, and advance in their careers by providing knowledge and resources to improve their quality of life.
- 4) Operate with the objective of fostering harmonious coexistence with local communities and society while contributing to overall social progress.
- 5) Promote and uphold internationally recognized human rights principles by ensuring equal treatment of all employees, providing equal employment opportunities, and prohibiting discrimination based on origin, race, religion, gender, age, skin color, education, social background, or any other status together with strictly prohibit child labor.

- **Environmental Dimension**

- 1) Conduct business with a strong commitment to minimizing environmental impacts, including climate change and resource depletion by supporting and promoting the efficient and sustainable use of natural resources while fostering environmentally friendly business operations, product development, and services.
- 2) Continuously support and promote environmental initiatives aimed at reducing environmental impacts.

- 3) Implement effective environmental management practices to mitigate climate change effects and manage energy, water, and waste efficiently by leveraging technology and innovation to prevent, control, and minimize negative environmental and energy-related impacts resulting from business operations.

### 3. Roles, Duties, and Responsibilities

Based on the Company's sustainability development framework, the roles, duties, and responsibilities are defined as follows:

- **Board of Directors**

- 1) Approve the sustainability development policy and periodically review it to ensure alignment with prevailing conditions.
- 2) Support the implementation of business operations and activities that align with the Company's sustainability objectives and adhere to international sustainability principles.

- **Risk Management and Sustainability Committee**

- 1) Formulate policies, objectives, strategies, and action plans for sustainable development that align with the Company's economic, social, and environmental operations. Regularly review these policies, objectives, strategies, and action plans and report to the Audit and Corporate Governance Committee for endorsement before seeking approval from the Board of Directors.
- 2) Identify key sustainability issues (Materiality) and propose them to the Board of Directors as part of the Company's sustainability development policy, ensuring alignment with good corporate governance framework for approval.
- 3) Monitor operational performance against sustainability indicators as required by law.
- 4) Have the authority to request relevant information from departments and invite stakeholders to meetings as necessary to provide required information.
- 5) Provide recommendations and review the Company's sustainability report before presenting it to the Board of Directors for approval.
- 6) Promote and drive cooperation on other relevant initiatives that contribute to achieving the Company's and its subsidiaries' sustainability development goals.
- 7) Perform any other sustainability-related duties as assigned by the Board of Directors.

- **Executives and all employees**

It is the responsibility of executives and all employees to understand sustainability within the context of the company. They must also be aware of and comply with the policies, strategies, and objectives that align with the Company's sustainability development framework and policy.

#### 4. Reporting

The Risk Management and Sustainability Committee must report on the sustainability performance to the Board of Directors at least once a year. Additionally, the committee is required to prepare a report for disclosure in the Company's Form 56-1 One Report, which must be signed by the Chairman of the Risk Management and Sustainability Committee.

#### 5. Policy Review

The Risk Management and Sustainability Committee is required to review the organization's sustainability policy annually and present it to the Board of Directors for approval if there are any changes.

Policy	No.	Review	Approved by	Effective Date
Sustainability Development	1	-	The resolution of the Board of Directors at the Meeting No. 2/2023 convened on March 23, 2023	March 23, 2023
Sustainability Development	-	1	The resolution of the Board of Directors at the Meeting No. 8/2024 convened on December 16, 2024	December 16, 2024