

	Sustainability Development Policy	
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JMT Network Services Public Company Limited and its subsidiaries (the Company) emphasize conducting business with transparency and fairness based on corporate governance principles, while maintaining high-quality risk management with consideration for all stakeholders. This is in conjunction with supporting and promoting a good quality of life for people in society, communities, and the environment, to develop the organization, economy, and society sustainably. The Board of Directors, executives, and employees at all levels of every company under JMT Network Services Public Company Limited are tasked with supporting, promoting, and ensuring the implementation of this sustainability development policy, making it an integral part of the company culture.

The company will operate with a commitment to three main principles: considering the benefits in the areas of economy, society, and the environment. Additionally, the company places importance on creating innovations that meet the evolving demands of consumers in response to changes in today's society, enhancing business competitiveness, and creating added value for the company and stakeholders in a sustainable manner.

Commitment 1: Economic Dimension for Sustainable Returns

1.1 The company will operate based on good corporate governance principles

The company is committed to conducting business based on the principles of good corporate governance for listed companies, in accordance with regulations and guidelines from regulatory bodies such as the Securities and Exchange Commission and the Stock Exchange of Thailand. The Board of Directors places great importance on formulating policies, business strategies, and overseeing the company's operations to ensure they align with good corporate governance principles. This mechanism is critical for the company's sustainable growth and building trust with all stakeholders.

1.2 The company is committed to providing fair services and ensuring customer satisfaction

The company is dedicated to providing fair services throughout the process, from product selection, vendor selection, distribution channels, service standards, to the complaint management process. The company has a policy of developing an efficient system for controlling sales quality, including management, monitoring, and auditing processes to ensure that the company's products and services prioritize the benefits of customers.

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1.3 Consideration of Sustainable Investment

The company follows an investment policy that emphasizes a holistic risk management approach (Enterprise Risk Management: ERM). Proposals for investment approval by the Investment Committee must undergo thorough evaluations based on the economic situation, investment returns, risks, and environmental, social, and governance (ESG) factors. Each factor is assessed through a scoring system with established criteria, and scores are regularly reviewed.

1.4 Information Technology and Personal Data Security

The company has established policies for information security, personal data protection, and the management of cybersecurity incidents, information security breaches, and personal data violations. These policies apply to all stakeholders, including customers, directors, executives, employees, job applicants, visitors, shareholders, and business partners. The company also has a policy to clarify details and procedures for reporting personal data breaches to ensure timely responses if such incidents occur. The company requires annual training and simulation plans for data protection officers and all employees, at least once a year.

Commitment 2: Social Dimension for Creating a Sustainable Society

2.1 Human Rights

The company places great importance on respecting human rights, such as providing employment opportunities for people with disabilities, disadvantaged groups, the elderly, and vulnerable groups, promoting gender equality, and prohibiting the use of illegal labor, child labor, and youth labor. Additionally, the company supports and encourages its business partners and stakeholders to respect human rights in their operations.

2.2 Human Resource Management

The company places a high priority on developing the potential of its employees, as employees are key drivers of the company's sustainable growth and success. Based on the confidence of all stakeholders, the company has formulated strategies for human resource management aligned with its mission, vision, and objectives, focusing on employee development and becoming the best organization for employees.

The company has established and regularly reviews human resource policies and practices, ensuring equal treatment of employees, considering benefits, and improving employee welfare, including that of employees' families. The company emphasizes competency development by creating Individual Development Plans (IDPs) for employees through the e-Learning Platform (LMS) and onsite learning programs to upskill and

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reskill employees. This is aimed at motivating employees and retaining high performers, creating a strong bond with the organization, and ensuring mutual growth and sustainability.

Furthermore, the company recognizes the importance of occupational health, safety, and a healthy work environment, to enhance employee productivity and job satisfaction, which is an essential part of the company's operations.

2.3 Social Activities

The company aims to cultivate and create a culture of sustainable development in economic, social, and environmental aspects among all employees, embedding it in every business process. The company strives to improve the quality of life for its employees, starting from within the organization and extending to the surrounding community and society, in order to truly create a sustainable society. This includes conducting social activities in education, religion, and arts and culture, as well as creating jobs and employment opportunities in communities.

Additionally, the company organizes volunteer programs to support employees' participation in activities that benefit the public, promoting sharing, kindness, and helping others. These efforts aim to foster a positive mindset, which in turn contributes to creating a positive, sustainable society.

Commitment 3: Environmental Dimension to Reduce Impacts and Preserve Environmental Balance

3.1 Environmental Management

The company has a policy and goal to protect the environment and raise awareness among employees about environmental conservation, starting from individual responsibility to broader environmental responsibility. Additionally, the company is committed to environmental protection in the areas where it operates, complying with relevant regulations, and adhering to the principles of good corporate governance. The company's actions in this regard include:

1. Compliance with environmental regulations
2. Emphasis on investing in environmental protection
3. Considering environmental aspects as part of the decision-making process in investments
4. Pollution prevention and reducing resource usage
5. Preventing environmental pollution caused by the company's activities and products
6. Managing the use of energy and utilities (oil, electricity, water) to reduce consumption in line with targets

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The company places importance on fostering awareness and building a culture of environmental conservation and natural resource preservation among executives and employees. This ensures that the company's operations have a positive impact on the environment and align with Thailand's environmental goals and the UN SDGs. Furthermore, the company aims to reduce biodiversity loss by adhering to the Mitigation Hierarchy.

3.2 Innovating for Environmental Friendliness

The company is committed to creating or adopting environmentally friendly innovations by promoting the integration of modern technologies to improve processes, operations, and services to be more environmentally friendly. This includes enhancing efficiency to meet customer satisfaction, such as reducing paper usage by encouraging more digital workflows, and adopting electronic documents that are legally compliant and reliable.

This policy shall be effective from December 8, 2023, onwards.



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The approver of the Sustainability Policy.

Mr. Adisak Sukumvitaya

Chairman of the Board of Directors

