

 <b>Jaymart</b> <small>GROUP</small>	Code of Ethics for Directors, Executives and Employees	
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## Code of Ethics for Directors, Executives and Employees

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## Preface


Good corporate governance and the achievement of the Company's objectives—resulting in the trust, credibility, and confidence of customers, partners, job candidates, and all stakeholders—require the cooperation of all personnel at every level in conducting themselves within the framework of ethics and integrity. They must not violate the rights of others or those of any stakeholder group. Therefore, the Company has established a Code of Ethics and Conduct for directors, executives, and employees to serve as a strict guideline for their behavior and decision-making.

## Objective

1. To establish a Code of Ethics and Conduct for directors, executives, and employees of the Company and its subsidiaries to ensure consistent practices across the organization.
2. To serve as a tool for communicating the Code of Ethics and Conduct of directors, executives, and employees in written form to all personnel of the Company and its subsidiaries, fostering a mutual understanding.

## Scope of Work

This Code shall apply to all personnel of Jaymart Group Holdings Public Company Limited and its subsidiaries, including directors, executives, employees, staff, advisors, contractors, as well as any persons acting on behalf of or assigned to perform duties in the name of the Company or on behalf of any of the aforementioned individuals.

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## Code of Ethics for Directors, Executives and Employees

Jaymart Group Holdings Public Company Limited has established a Code of Conduct and Ethics for directors, executives, and employees as principles and guidelines to be commonly observed as follows:

### Operating Principles

**Principle 1: Integrity:** All personnel of the Company must act with honesty and integrity toward customers, business partners, debtors, creditors, job candidates, stakeholders, and other related parties. This will build faith, trust, and confidence in the Company.

**Principle 2: Compliance:** All personnel must comply with applicable laws, regulations, and the requirements of relevant regulatory authorities.

**Principle 3: Confidentiality:** All personnel must respect the rights of data owners whose information the Company possesses, and must treat such information as confidential.


**Principle 4: Competency:** All personnel must possess the necessary knowledge, skills, and experience to perform their duties, and must continuously strive for personal and professional development.

### Good Conduct Guidelines

Personnel of the Company must adhere to the Code of Ethics and Conduct for Directors, Executives, and Employees, as follows:

### Integrity

1. Perform duties with honesty and integrity in all aspects.
2. Carry out responsibilities with honesty and fairness, and make decisions transparently in the best interests of the Company and its shareholders.
3. Do not seek personal gain from the Company or use Company information for improper personal or third-party benefit.
4. Do not engage in any business or actions that compete with the Company or that may negatively affect the Company's operations or reputation.
5. Act with integrity toward all parties, avoiding unfairness, bias, or any situations that could lead to a conflict of interest.

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6. Commit to principled and disciplined work practices.
7. Refrain from taking any actions that may result in a conflict of interest with the Company without notifying the Company in advance.
8. Do not engage in corrupt practices, sabotage, or unfair treatment of colleagues at any level, nor use unethical or dishonest means to compete, which would violate the principles of fair competition.

#### Compliance Guidelines with Laws and Regulations


1. **Perform duties in accordance with applicable laws, official requirements, and the regulations of supervisory authorities**, such as the Securities and Exchange Act, the Public Limited Companies Act, the regulations of the Stock Exchange of Thailand, and the rules of the Securities and Exchange Commission (SEC).
2. **Avoid any actions that may constitute fraud or corruption of any kind**, such as giving or receiving items with concealed, improper intentions; offering entertainment or hospitality that lacks transparency or verifiable records; or misusing the company's name for personal gain in ways that are unfair and in violation of the company's Anti-Corruption Policy.
3. **Refrain from expressing strong political affiliations or persuading colleagues to participate in political activities that may cause discomfort**, while remaining a responsible citizen who exercises the right to vote freely in accordance with legal provisions.

#### Confidentiality Measures

1. **Safeguard and protect confidential information** of the company and all stakeholder groups in order to build trust among both internal and external parties toward the organization.
2. **Do not disclose any confidential company information** that is not intended for public release or not required to be disclosed under applicable laws or regulations, including to competitors or any unauthorized individuals.


#### Role Competency

1. **Perform responsibilities with professionalism and dedication** to achieve the strategies, objectives, and goals set by the company.
2. **Commit to fulfilling duties in response to the needs of customers, society, and the economy**, as well as adapting to changing circumstances in order to remain responsive and effective in both the present and the future.

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3. **Carry out responsibilities by utilizing knowledge, skills, and experience** to the fullest capacity for the maximum benefit of the company and its shareholders.
4. **Strive to ensure customer satisfaction** by consistently offering high-quality products and services.
5. **Perform duties with a commitment to achieving outstanding and continuous performance**, taking into consideration both current and future risks.
6. **Treat supervisors, subordinates, and colleagues with respect and courtesy**, honoring mutual dignity and refraining from any actions that may violate human rights, ensuring equal treatment for all.
7. **Pursue continuous learning and skill development** to enhance potential and readiness to perform higher-level responsibilities as assigned.

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



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The approver of the Code of Ethics for Directors,  
 Executives and Employees  
 Mr. Pisnu Pong-Acha  
 Chairman of the Board of Directors

