



# **Annual Economic and Corporate Governance Operations for 2024**

JMT Network Services Public Company Limited

A solid orange horizontal bar is positioned below the company name.

## Driving business for sustainability

The Company is committed to conducting business with honesty, integrity and fairness, emphasizing compliance with the principles of good corporate governance, which is the core of building trustworthiness and sustainability of the organization. The Company clearly demonstrates its intention and determination to combat corruption and misconduct in all forms, and supports and encourages directors and personnel at all levels to have a strong sense of anti-corruption and not to act in a non-transparent manner in all aspects of their work.

To create the right values and instill solid trust, the Company promotes responsible and transparent operations and promotes an ethical corporate culture to ensure that the Company is a reliable and trusted organization for all stakeholders. Compliance with these principles will help create maximum value for the Company by promoting transparency, trustworthiness, and good relationships between the Company and its stakeholders, leading to sustainable development and growth in the long term.





# Good corporate governance

JMT Network Services Public Company Limited realizes and places importance on an efficient, transparent and auditable management system, which is an important factor in building trust among shareholders, investors, business partners, employees and all stakeholders. The company believes that operating ethically within the framework of relevant laws and regulations will be an important foundation for developing the organization to grow steadily and sustainably.

In order to operate in accordance with the principles of good governance, the Company has established a good corporate governance policy, which aims to upgrade the existing management process to be systematic and up to international standards, as well as provide clear and comprehensive guidelines in all dimensions so that employees at all levels understand and can practice effectively. In addition, the Company focuses on cultivating a culture of good corporate governance in the organization to create a working environment that promotes transparency, responsibility, and honesty in all processes. The Company is committed to developing such a policy to be consistent with changes in the context of business and law, and to be a good example of sustainable corporate management in order to create the best value and benefits for shareholders and stakeholders in the long term.

The Company realizes that good corporate governance is important to achieve the goal of sustainable business operations, which is an important foundation of all operations and activities of the Company to be transparent, fair and demonstrate responsibility. The Company is committed to promoting the principles of good corporate governance, which include promoting appropriate and ethical business operations, as well as combating bribery and corruption, which are important processes in strengthening the organization to have efficient management and comply with management standards and good business ethics in accordance with the Company's intentions, demonstrating transparent and auditable operations. All of this will help the Company successfully reduce negative impacts on stakeholders.

The Company also focuses on developing flexible operational strategies that are in line with changes in the business environment to enhance stability and increase competitiveness in the long term. The Company places importance on conducting business that takes into account the environment, society, and governance (ESG), recognizing the role and responsibility in creating positive impacts on communities and the environment in every step of the operation. With this vision, the Company is committed to creating sustainable value for all stakeholders, as well as building confidence among investors, employees, customers, and communities that the Company serves, in order to become a reliable organization with sustainable growth in the future.



Corporate Governance Policy
















## Approach for Good Corporate Governance Management

In order to be a company that operates with good governance, JMT Network Services Public Company Limited has established a Code of Best Practice for Directors of listed companies, focusing on creating transparency at every level of operations, from operational employees, executives, to the board of directors. This approach not only enhances the efficiency and effectiveness of business operations, but also lays a solid foundation for sustainable business development.

The Company has established a good corporate governance policy as an important part of its corporate strategy, focusing on building trust among shareholders, investors, business partners, and all stakeholders. In order to ensure that the Company's operations are transparent, fair, and auditable, the Company complies with the principles of good corporate governance (CG Code) in accordance with the guidelines of the Stock Exchange of Thailand. These principles cover clear policy determination on the responsibilities of directors, transparency in decision-making processes, effective risk management, and fair treatment of stakeholders. In addition, the Company encourages all levels of employees to strictly comply with the Code of Conduct in order to create a good corporate culture and ensure that the Company's operations are in line with international standards, including continuous development in corporate governance so that the Company can sustainably meet the expectations of shareholders and stakeholders and become a leading organization that provides financial services that are recognized both nationally and internationally in the future.

In order for the Company to create long-term added value for shareholders and all relevant stakeholders, the Company adheres to and complies with the principles of good corporate governance in accordance with the guidelines of the Stock Exchange of Thailand, which consist of 15 important practices covering governance in all dimensions, including ethics, transparency, social responsibility, and fairness in business operations, as follows:



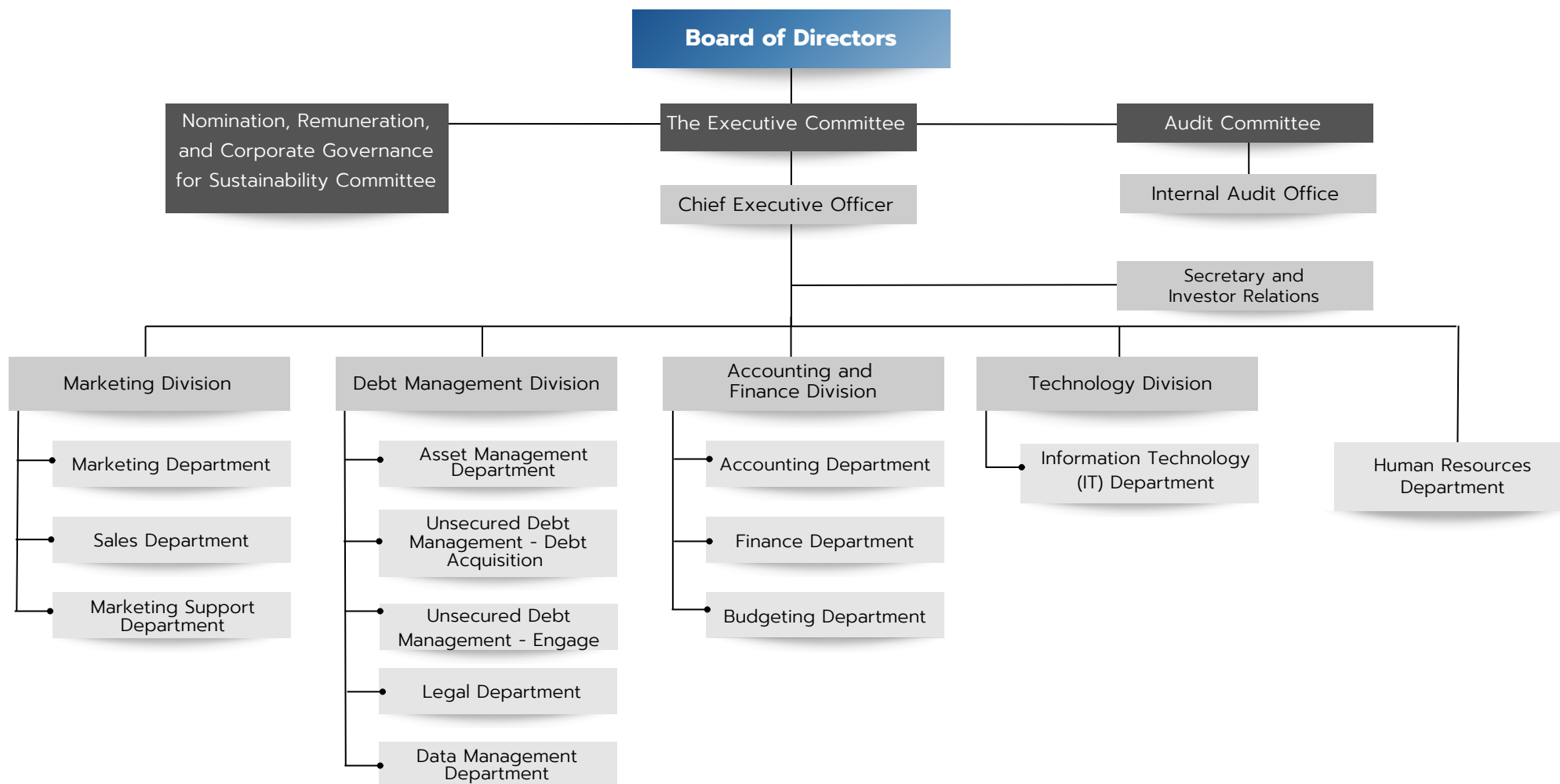
- 
 1. Policy on good corporate governance
- 
 2. Rights and equality of shareholders
- 
 3. Rights of various stakeholder groups
- 
 4. Shareholders' meeting
- 
 5. Leadership and vision
- 
 6. Conflict of interest
- 
 7. Business ethics
- 
 8. Board balance and board diversity
- 
 9. Merging or separating positions
- 
 10. Remuneration of the board of directors and executives
- 
 11. Committee meeting
- 
 12. Audit Committee
- 
 13. Internal control and audit system
- 
 14. Report of the Committee
- 
 15. Relationship with investors



# Corporate Governance Structure

As of December 31, 2024, the management structure of JMT Network Services Public Company Limited consists of the Board of Directors and four sub-committees as follows:

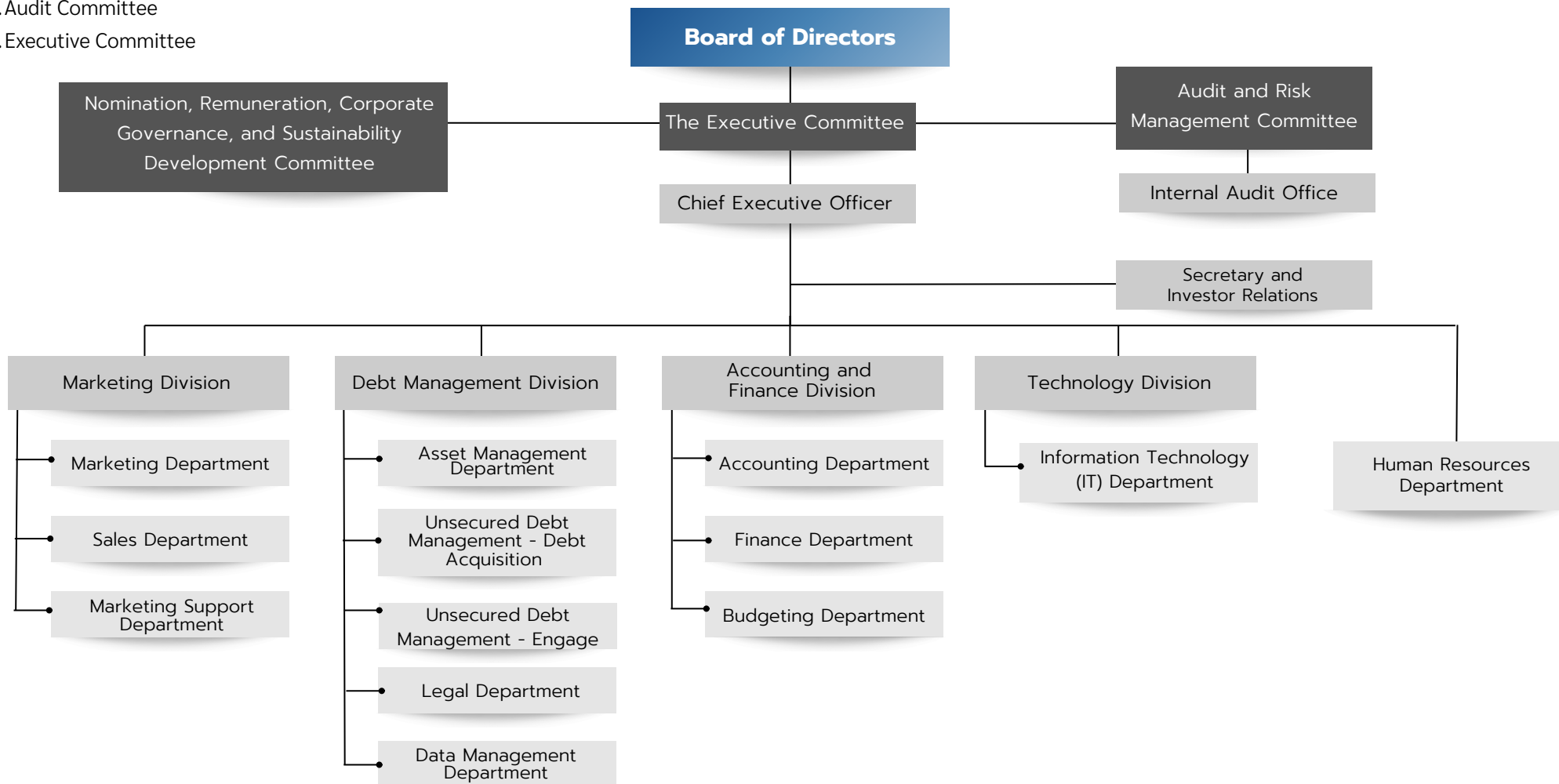
1. Board of Directors
2. Nomination, Remuneration, and Corporate Governance for Sustainability Committee
3. Audit Committee
4. Executive Committee



# Corporate Governance Structure

As of February 11, 2025, the management structure of JMT Network Services Public Company Limited consists of the Board of Directors and four sub-committees as follows:

1. Board of Directors
2. Nomination, Remuneration, Corporate Governance, and Sustainability Development Committee
3. Audit Committee
4. Executive Committee



Note:

1. The Audit Committee was approved to take on additional responsibilities in Risk Management and was renamed to Audit and Risk Management Committee to align with its expanded responsibilities. This resolution was passed at the Board of Directors' meeting on February 11, 2025.
2. The Nomination, Remuneration, and Corporate Governance for Sustainability Committee was approved to take on additional responsibilities in Corporate Governance and was renamed to Nomination, Remuneration, Corporate Governance, and Sustainability Development Committee to better reflect its scope of responsibilities. This resolution was passed at the Board of Directors' meeting on February 11, 2025.

# Board of Directors

The Company has a board of directors who are responsible for determining the Company’s guidelines and policies. The board of directors has complete qualifications according to Section 68 of the Public Limited Companies Act and the announcement of the Capital Market Supervisory Board on the request for permission and permission to offer newly issued shares, and does not have prohibited characteristics according to Section 4/2 of the Asset Management Company Act. The Board of Directors has a role, duty and responsibility as the organization’s leader to look after the interests of shareholders and stakeholders by setting policies, goals, strategies and directions for business operations, both current and long-term, setting the audit process and overseeing the Company’s business operations to comply with the law, objectives, regulations of the Company and resolutions of the shareholders’ meeting and to be transparent in order to create added value for the organization towards sustainability.

## Information about the board of directors

### • Board of Directors Composition

The Company's management structure consists of the Board of Directors, which is divided into two specialized committees to help screen important work: 1) Audit Committee, 2) Nomination and Remuneration Committee, and Corporate Governance for Sustainability, with the Chief Executive Officer as the highest executive of the Company, managing through the Executive Committee.

### According to the Company's regulations, the composition of the Board of Directors is as follows:

1. There are no less than 5 but no more than 15 persons.
2. There are no less than 3 independent directors (the Company's good corporate governance principles stipulate that no less than half of the directors must be independent).
3. At least 1 director must have knowledge and skills in financial accounting. As of December 31, 2024, the Board of Directors, according to the current certificate from the Ministry of Commerce, consists of 7 members, with the following details:

### Board structure and independence

Director	Number (people)	Percentage
1. Total number of board members	7	100.00
• Male board members	6	85.71
• Female board members	1	14.29
2.Directors who are independent directors	3	42.86
3. Non-executive directors	3	42.86
4. Executive Directors	1	14.28



## Board of Directors

Details of each committee member's attendance at the meetings are shown below.

As of December 31, 2024, the Company's Board of Directors, as stated in the latest certification from the Ministry of Commerce, consists of seven members, as follows:

NAME	Position	Board of Directors' Meetings in 2024 (5 meetings)	Board of Directors' Meetings in 2024 (%)	Shareholders' Meeting in 2024 (1 meeting)	Shareholders' Meeting in 2024 (%)
		Physical / E-meeting		Physical / E-meeting	
1.Mr. Adisak Sukumvitaya	Chairman of the Board	5	100	1	100
2. Ms. Yuvadee Pong-acha	Director / Nomination, Remuneration, and Corporate Governance for Sustainability Committee	5	100	1	100
3. Mr. Piya Pong-acha	Director / Nomination, Remuneration, and Corporate Governance for Sustainability Committee	5	100	1	100
4. Mr. Sutthirak Trichira-aporn	Director / Chief Executive Officer (CEO)	5	100	1	100
5. Mr. Rerngchai Ingkapakorn	Independent Director / Chairman of the Audit Committee	5	100	1	100
6. Mr. Kanchit Kawachat	Independent Director / Audit Committee	5	100	1	100
7. Mr.Somsak Atisaitrakul	Independent Director / Audit Committee / Chairman of the Nomination, Remuneration, and Corporate Governance for Sustainability Committee	5	100	1	100

The Board of Directors, as the leader or the highest responsible person of the company, has the duty and responsibility to supervise the business to ensure that the company operates in accordance with the objectives and goals of the company, including protecting the interests of shareholders and complying with the law and regulations of the regulatory agencies. The Board of Directors must therefore perform its duties with caution, prudence, honesty, transparency, taking into account the interests of the company as the main priority in order to create added value for the business and shareholders.



Board of Directors Charter

<https://www.jmtnetwork.co.th/storage/document/charter/bod-charter-th.pdf>

## Audit Committee

Name		Position
1. Mr. Rerngchai	Ingkapakorn	Chairman of the Audit Committee / Independent Director
2. Mr. Kanchit	Kawachat	Director of the Audit Committee / Independent Director
3. Mr. Somsak	Atisaitrakul	Director of the Audit Committee / Independent Director

In order to make the Board of Directors' performance of duties more effective and to ensure that the Company complies with the law, government regulations, and the Company's policies and procedures, has accurate and reliable financial reports, has operated efficiently and effectively, and has an adequate control system, the Board of Directors has appointed an Audit Committee, which is independent from the management, to review the adequacy and appropriateness of the internal control system and risk management system, and to perform duties assigned by the Board of Directors so that the Company's operations are in line with the Company's objectives.



Audit Committee Charter

<https://www.jmntnetwork.co.th/storage/document/charter/audit-committee-charter-th.pdf>

## The Nomination and Remuneration Committee and Corporate Governance for Sustainability

Name		Position
1. Mr.Somsak	Atisaitrakul	Chairman of the Nomination and Remuneration Committee and Corporate Governance for Sustainability
2. Miss Yuvadee	Pong-acha	The Nomination and Remuneration Committee and Corporate Governance for Sustainability
3. Mr. Piya	Pong-acha	The Nomination and Remuneration Committee and Corporate Governance for Sustainability

Appointed by the Board of Directors in the scope of corporate governance and sustainability, to promote, support and enhance the standards of good corporate governance and develop sustainable business by taking into account stakeholders throughout the business value chain and to drive the Jaymart Group to take into account risks in business operations comprehensively, in terms of environmental, social and corporate governance dimensions, as well as to promote the disclosure of corporate governance and sustainable business development information to reflect the true value and worth of the JMT Group.



The Nomination and Remuneration Committee and  
Corporate Governance for Sustainability Charter  
<https://www.jmtnetwork.co.th/storage/document/charter/nomination-and-remuneration-sustainable-charter-th.pdf>



## The Executive Committee

รายชื่อ		ตำแหน่ง
1. Mr. Piya	Pong-acha	Chairman of Executive Director
2. Mr. Sutthirak	Trichira-aporn	Executive Director
3. Mr. Wongsakorn	Kittitrakulkarn	Executive Director

Perform management duties in the Company's operations and review and screen important matters before presenting them to the Board of Directors for consideration, as well as perform duties assigned by the Board of Directors to ensure that operations are in accordance with the Company's objectives.



The Executive Committee Charter  
<https://www.jmntnetwork.co.th/storage/document/charter/executive-committee-charter-th.pdf>

# Annual Performance Evaluation of the Board

The Board of Directors has determined that the performance evaluation shall be conducted annually once a year to allow the Board of Directors to review the performance, problems and obstacles during the year. In 2024, the Company reviewed and improved the evaluation form to ensure that the evaluation form has appropriate criteria in line with good practices and corporate governance principles, including analyzing and evaluating the results from the evaluation form of the Board of Directors' performance and compiling comments and suggestions for the Company to use in improving and developing the Board of Directors' performance to be more efficient, with the evaluation process as follows:

1. The Company Secretary is responsible for delivering the evaluation forms to the Directors, Sub-Committees and the Chief Executive Officer (CEO) within December of each year.
2. The Company Secretary shall return the evaluation forms within January of the following year.
3. The Company Secretary summarizes the evaluation results and reports them to the Board of Directors meeting for acknowledgement in order to use the Board of Directors' suggestions to develop the Company's operations for greater efficiency.

## Evaluation criteria

### 1) Self-evaluation form of the Board of Directors (whole group)

The questions consist of 6 main categories:

- 1.1. Structure and qualifications of the committee
- 1.2. Roles, duties and responsibilities of the committee
- 1.3. Committee meeting
- 1.4. Duties of the Board
- 1.5. Relationship with management
- 1.6. Self-development of directors and development of executives

### 2) Self-evaluation form of the Board of Directors (individual)

The questions consist of 5 main categories:

- 2.1. Personal characteristics
- 2.2. Readiness to perform duties of the Company's directors
- 2.3. Participation in the Board of Directors' Meetings
- 2.4. Roles, duties and responsibilities of the Company's directors
- 2.5 Relationship between the Board of Directors and Management

### 3) Self-evaluation form of the subcommittee "Audit Committee" (whole committee)

The questions consist of 4 main categories:

- 3.1. Structure and qualifications of the committee
- 3.2. Meeting of the Committee
- 3.3. Roles, duties and responsibilities of the committee
- 3.4. Report of the Committee

### 4) Self-assessment form of the sub-committee "Nomination and Remuneration Committee and Corporate Governance for Sustainability" (whole committee)

The questions consist of 4 main categories:

- 4.1. Structure and qualifications of the committee
- 4.2. Meeting of the Committee
- 4.3. Roles, duties and responsibilities of the committee
- 4.4. Report of the Committee

## The results of the committee's evaluation for the year 2024

Self-assessment form for the Board of Directors (whole group)	93.85%
Self-assessment form for the Board of Directors (individual)	91.97%
Self-assessment form of the Audit Committee	90.63%
Self-assessment form of the Nomination and Remuneration Committee and Corporate Governance for Sustainability	90.51%

## 5) Performance evaluation form of the top executive (CEO)

The questions consist of 10 main categories:

- |   |  |
|---|--|
| 5.1. Leadership                         | 5.7. Management and relations with personnel |
| 5.2. Strategy determination             | 5.8. Succession                              |
| 5.3. Strategy Execution                 | 5.9. Product and service knowledge           |
| 5.4. Financial planning and performance | 5.10. Personal characteristics               |
| 5.5. Relationship with the Board        | 5.11. ESG Management                         |
| 5.6. External relations                 |  |

### Evaluation criteria

Average score (percent)	meaning
<ul style="list-style-type: none"> <li>More than 95%</li> <li>90-95%</li> <li>80-89%</li> <li>70-79%</li> </ul>	<p>Excellent</p> <p>very good</p> <p>good</p> <p>fair</p>

### Meaning of Rating

- 0= No action taken on that matter.
- 1= There is little work being done on that matter.
- 2= There has been considerable action taken on that matter.
- 3= The matter has been well implemented.
- 4= The matter has been carried out very well.

### Summary of the 2024 annual evaluation results

- In 2024, the evaluation results of the entire board of directors and individuals received evaluation scores of 93.88% and 91.97 % , respectively.
- All subcommittees, including the Audit Committee, the Nomination and Remuneration Committee, and the Corporate Governance for Sustainability Committee, had assessment scores of 90.63 % and 90.51 % , respectively.
- The evaluation of the Chief Executive Officer (CEO) was 86.25%, which is in the “Good” category. The evaluation of the Chief Executive Officer (CEO) was evaluated by the Chairman of the Audit Committee who is not an executive.















# Training of Board and Executives

## Information on training of the board of directors and executives

The Company places importance on and encourages directors and executives to attend training courses to develop their knowledge, rules and regulations that are constantly changing according to the situation, including training courses from various agencies such as the Thai Institute of Directors Association (IOD) and the Stock Exchange of Thailand, as well as supporting the Board of Directors and executives to study and observe other agencies or organizations as appropriate to gain useful perspectives that can be applied to the Company's business in order to develop in all aspects and keep up with the current situation. In 2024, the following directors and executives attended training courses:

No.	List of training participants	position	Training Courses
1	Mr. Wongsakorn Kittitrakulkarn	Executive Board	Financial analysis for management decision making (Financial Analysis for Management Decisions)
2	Ms. Patcharee UbonPho		2025 Deferred Tax And the impact of International Tax Reform - Pillar 2 Model Rules

In 2024, the Company will continue to organize Online Learning training courses from 2023 for the Board of Directors under the course “The Essential Skill for Board of Directors”, which consists of the following topics:

Training topics	
 • Financial	 • Technology
 • Strategy	 • Communication
 • Problem Solving Decision Marking	 • Diversity and Inclusion
 • Risk Management	 • Stakeholder Engagement
 • Leadership	 • Team Collaboration
 • Ethical	 • Sustainability

# Conflict of Interest Policy

JMT Network Services Public Company Limited and its affiliates and subsidiaries (“the Company”) give importance to and understand the objectives of business operations for the maximum benefit of shareholders, stakeholders and related persons in a fair and transparent manner, by taking precautions in the matter of conflict of interest. Therefore, the Company has set a policy as a guideline. The Company is committed to conducting business with honesty, reasonableness, independence and treating shareholders, stakeholders and related persons equally according to the principles of good corporate governance, resulting in stable and sustainable growth of the Company. In any transaction that the Company makes with those in power or those who can control the Company’s decision-making, such as directors, major shareholders or executives, which may cause conflicts of interest, the Company will give importance and take into account the maximum benefit of the Company as important as transactions with general external parties (Arm’s length basis).

JMT Network Services Public Company Limited and its affiliates and subsidiaries (“the Company”) realize the importance of conducting business with honesty, transparency and accountability, which are principles of good corporate governance and enhance the organization’s efficiency. Therefore, the Company has set a policy for directors, executives and employees to avoid any action that may conflict with the Company’s interests. This may occur from contacting with the Company’s business partners, such as customers, business partners, etc., using opportunities or inside information of the Company to seek personal gain, conducting transactions with the Company, conducting businesses that compete with the Company, etc., which result in the Company losing benefits. In cases where it is necessary and unavoidable to conduct such transactions, the Company will oversee such transactions with transparency and fairness, equal to conducting transactions with general outsiders, taking into account the Company’s maximum benefit and fairness to all parties involved.



Conflict of Interest Policy

<https://www.jmtnetwork.co.th/storage/document/cg/conflict-of-interest-th.pdf>



# Conflict of interest

## Approach to prevent conflicts of interest

The Company has established the following practices to prevent conflicts of interest:

1. Directors, executives and employees shall refrain from engaging in businesses of the same nature and competing with the business of the Company or its subsidiaries, whether for personal gain or for the benefit of others, which may directly or indirectly cause damage to the Company, or become partners, shareholders with decision-making power or executives in businesses that compete with or are of the same nature as the Company or its affiliates or subsidiaries, unless it can be demonstrated that there is a mechanism to ensure that such actions will not affect the Company, including measures that are for the best benefit of the Company and shareholders as a whole. In this case, directors, executives and employees shall immediately report to the Chairman of the Audit Committee.

2. Directors, executives and employees shall refrain from holding shares in the Company's competitors in a significant amount. If such action will prevent the directors, executives and employees from acting or refraining from acting in accordance with their duties, or will affect their work in the event that the directors, executives and employees acquired such shares before becoming directors, executives and employees or before the Company entered into such business, or if it was acquired by inheritance, the directors, executives and employees must immediately report to the Company in accordance with the methods determined by the Board of Directors.

3. Directors, executives and employees shall not use the Company's information, secrets and assets for their own or others' benefits, including doing business that competes with the Company or doing related business.

4. Directors, major shareholders and executives who have a conflict of interest in any agenda item must abstain from voting or not attend the meeting on the agenda item that is considering the matter in which they and/or related persons have a conflict of interest or have an interest in the item that may cause a conflict of interest with the Company.

5. Require directors, major shareholders, executives and employees to disclose business transactions or activities that are conducted personally or with family or relatives or dependents that may cause a conflict of interest with the Company or its subsidiaries. The Company Secretary is responsible for coordinating the preparation of documents disclosing direct and indirect interests on an annual basis or when there is a significant change in the details disclosed as follows. The Company Secretary will compile and report to the Board of Directors at least once a year.

- Joint investment or interest with traders who do business with the Company or customers of the Company.
- Holding any position or even acting as a consultant for a trader doing business with the Company or the Company's customers.
- Trading goods or providing services directly to the Company or its subsidiaries or through others.

6. The Board of Directors shall supervise the Company to comply with the Securities and Exchange Act, regulations, announcements, orders or rules of the Stock Exchange of Thailand, the Securities and Exchange Commission and the Capital Market Supervisory Board. In addition, the Company shall disclose information on related party transactions in various information forms in accordance with the rules of the Stock Exchange of Thailand and related agencies.

7. The Company's directors, executives and employees must make decisions regarding the Company's business operations for the best interests of the Company.

8. Directors, executives and employees of the Company must work full time to the best of their ability, without engaging in any personal business that affects the Company's duties and working hours.

9. The Company's directors, executives and employees must not perform any actions that are in the nature of management or administration that undermines the Company's benefits or provides benefits to any person or juristic person, whether for their own benefit or that of others.

10. Directors, executives and employees of the Company must avoid financial involvement and/or relationships with other external parties that will result in the Company losing benefits or creating conflicts of interest or obstructing effective operations.

In the event that any action is found to be in conflict with the interests of the Company, directors, executives and employees may report or provide information and complaints through the following channels:

- Email: [ir@jmtnetwork.co.th](mailto:ir@jmtnetwork.co.th)
- Post: Send to the "Audit Committee" at No. 187, 4th-6th floor, J-Mart Building, Ramkhamhaeng Road, Rat Phatthana Subdistrict, Saphan Sung District, Bangkok 10240.
- Website : <https://www.jmtnetwork.co.th/th/investor-relations/corporate-governance/whistleblowing-form>

As specified by the Company in its whistleblowing and complaints policy



# Tax Management

JMT Network Services Public Company Limited realizes the importance of tax transparency as one of the key factors that promotes the credibility and sustainability of the organization. Tax transparency not only reflects the company's responsibility to relevant laws and regulations, but also reflects the business operations that adhere to the principles of good governance and ethics. In order to make tax management efficient and transparent, the company has established clear policies and practices that strictly adhere to the principles of tax law compliance at all levels, including the preparation of tax reports and payments correctly, on time and in full.

The company has a strong internal control system to ensure that all tax processes comply with relevant legal requirements and standards. As an organization that plays an important role in the economy and supports social development, the company sees transparent tax management as an important factor that helps build trust from internal and external stakeholders, such as investors, business partners, customers, government agencies or communities. This trust promotes the company's ability to conduct business steadily in the long run.

In addition, JMT Network Services Public Company Limited is committed to creating an organizational culture that emphasizes tax transparency by promoting employees at all levels to understand their roles and the importance of tax compliance through open training and communication. In addition, the company has fully cooperated with tax regulators at all levels. We also seek opportunities to improve our tax processes to make them more accurate and fair. With a commitment to transparent and socially responsible operations, the Company is confident that tax transparency is not only an important factor in reducing legal risks, but also an important foundation for corporate sustainability and strengthening good relationships between the Company and all stakeholders in the long run.

Effective Tax Rate			
year	Net profit before income tax (thousand baht)	Income tax expenses (thousand baht)	Corporate income tax rate
2023	2,436,522	363,118	20 percent
2024	1,960,807	327,643	20 percent



Tax policy

<https://www.jmtnetwork.co.th/storage/document/cg/tax-policies-th.pdf>



# Business Ethics

In today's challenging and volatile business environment, as well as rapid changes in technology that affect business operations and management models, organizations are also facing social pressures regarding environmental responsibility. Under such circumstances, good corporate governance plays an important role in guiding and controlling organizations to be able to adapt and cope with various challenges appropriately, while ensuring that the organization's operations will not create negative impacts or damages to society.

Good corporate governance is the key to creating a balance between the interests of all stakeholders, taking into account the impacts in economic, social and environmental dimensions in a comprehensive and fair manner, which is an important foundation for sustainable growth in the long term. Our group of companies fully realizes the importance of such principles and is committed to conducting business under a strict code of conduct, with honesty and integrity in accordance with the principles of good governance and ethics, in order to provide clear guidelines and examples for effective collaboration.

In addition, we emphasize careful risk management in all dimensions, including the serious implementation of anti-fraud and corruption measures, in order to build trust and protect the interests of all stakeholders, adhering to the principles of human rights and reducing impacts that may create risks to society, the economy, the community and the environment. We are committed to leading the group of companies to grow sustainably and stably in the long term.

## Key business goals

**In case of violation of business ethics, it must be zero.**

0 (case)

**In 2024 Cases of violation of business ethics**

0 (case)

JMT Network Services Public Company Limited is committed to conducting business under the principles of business ethics that are transparent, honest, fair and responsible in order to create sustainable benefits for all stakeholders. Therefore, the company has established a business ethics that covers many aspects with the following operational framework:

- **Anti-Corruption and Whistleblowing** The Company has an anti-corruption and corruption policy based on good governance principles to ensure honest and responsible business operations towards society and all stakeholders.
- **Confidentiality and Prevention of Insider Use** The Company places importance on confidentiality and use of inside information. It will disclose only information required to be disclosed in accordance with the regulations of the Stock Exchange of Thailand and the SEC in order to prevent information leakage that may affect the business.
- **Anti-Unfair Competition** The Company strictly respects trade rules and complies with the law to avoid any actions that may harm competitors or create a market monopoly.
- **Non-infringement of intellectual property rights** The Company places importance on reviewing various works before distributing them to the public in order to avoid infringing on the intellectual property rights of others.
- **Disclosure and Transparency** The Company discloses true information without distorting or altering the information to maintain credibility and transparency to the society.
- **Anti-Money Laundering** The Company does not allow money laundering within the Company and must verify every new business partner that they are not involved in money laundering.
- **Non-Discrimination** The Company places importance on equality within the organization by encouraging all employees to treat each other with respect and without discrimination.
- **Non-Sexual Harassment** The Company encourages employees at all levels to respect each other by prohibiting actions that cause discomfort or embarrassment to employees in the organization.
- **Safety, occupational health and working environment** The company places importance on the safety and health of all employees to ensure that employees are physically, mentally and property safe throughout their time as employees of the organization, with happiness and a good working environment.



Code of Conduct :  
<https://www.jmtnetwork.co.th/storage/document/cg/code-of-conduct-th.pdf>

## CORPORATE GOVERNANCE REPORT OF THAI LISTED COMPANIES

The Corporate Governance Report of Thai Listed Companies (CGR) is a report presenting the results of the annual corporate governance survey project to review, improve the criteria and guidelines for assessment to be clearer and more appropriate for assessing the corporate governance of Thai companies. JMT Network Services Public Company Limited has been assessed as having 3 stars of “Good” corporate governance, which is a survey to monitor and measure the development of corporate governance of Thai listed companies conducted by the Thai Institute of Directors (IOD) with support from the Stock Exchange of Thailand and the SEC every year. JMT Network is committed to conducting business under good corporate governance and the company’s ethics, taking into account society, the environment, and corporate governance to achieve business success according to the set goals. The management is transparent, clear, and auditable, along with personnel who have knowledge, understanding, consciousness, and good attitudes in working in accordance with the relevant policies and practices strictly and accurately, and also take into account the highest benefits of the organization as the main priority.

**JMT** Received corporate governance assessment at the level

**3 stars “good” in 2024**

From the Corporate Governance Survey of Thai Listed Companies (CGR)



Organized by the Thai Institute of Directors Association (THAI IOD)

## JMT received the SET ESG Ratings for 2024.



JMT Network Services Public Company Limited (JMT) has received the SET ESG Ratings for 2024 from the Stock Exchange of Thailand in the Financials group, rated at “BBB” and has been selected as a sustainable stock, reflecting its business operations in managing non-performing assets with good governance under the vision of covering all areas of debt management as number one, including the development of transparent businesses, applying modern technology, aiming to become a Digital AMC with morality and ethics, taking into account the environment, social responsibility, and management in accordance with the principles of corporate governance (ESG), as well as all stakeholders, including shareholders, business partners, employees, and society, supporting opportunities for customers to complete debt restructuring, have a better quality of life, and be one of the cogs that drive the country’s economy to sustainability.

# Operational and management Approach

## Anti-Corruption

JMT adheres to and places importance on conducting business with honesty, transparency and fairness in accordance with the principles of good governance and corporate governance, focusing on social responsibility and all stakeholders of the company to demonstrate its non-acceptance and non-support of any corruption-related operations. The Group is committed to instilling a culture of anti-corruption and corruption in all levels of employees in order to create a positive impact on business operations. The Company has continuously organized training and encouraged all employees to perform their duties with honesty and responsibility. The Company considers all forms of corruption and corruption to be unacceptable and encourages employees to perform their duties with morality and ethics in their work. Therefore, the Company has established the “Anti-Corruption Policy” and has reviewed the policy to keep it up-to-date and in line with the situation. This policy is applicable to all units that work with the Company, including subsidiaries, associate companies, business representatives and business partners of the Company, including the Board of Directors, executives and employees at all levels, to be used as a guideline for working together strictly under honesty and integrity in accordance with the principles of good governance and ethics. This policy also aims to prevent the abuse of power and to suppress behaviors related to fraud, bribery and all forms of corruption. In addition, the Anti-Corruption Policy is a framework for conducting business in accordance with the law. The details are clearly specified in the Company’s Code of Conduct and Anti-Corruption Policy. The Company has communicated the Anti-Corruption Policy to all employees for their acknowledgement and understanding. All employees must sign to acknowledge the policy, which is part of the Company’s operational guidelines. In addition, the Company provides training to review knowledge and understanding of the Anti-Corruption Policy for employees every year to create awareness and instill an organizational culture that continuously resists corruption and corruption.



Anti-Corruption Policy

In 2024, the Company did not find any significant violations of the Code of Conduct or corruption, and has established preventive and corrective measures to prevent recurrence. In addition, there is an assessment of fraud and corruption risks, including a review of the Code of Conduct and important policies.

In addition, every department in the organization reviews and creates awareness of internal controls to prevent undesirable incidents. If any corruption or misconduct is found in the unit, it is immediately reported to the supervisor or provided through the company’s specified channels. In 2024, the company reviewed various important policies, including:

1. Anti-Corruption Policy
2. Human rights policy
3. Code of Conduct

The Company has reviewed and improved its operating processes to be in line with the guidelines of the Thai Private Sector Anti-Corruption Project, including implementing them in accordance with the criteria in full.

## Key goals and performance results

### Goals for 2024

- No complaints of corruption
- 100 percent of new employees receive orientation on anti-fraud and corruption.

### Performance Results

- In 2024, **Do not have** significant corruption complaints
- In 2024, new employees received orientation on anti-fraud and corruption.

**100%**

## Approach for disclosure and communication of anti-corruption and bribery policy information



The company requires the training department to record the knowledge of anti-fraud and corruption as a course in the orientation of new employees at all levels so that all new employees are aware and strictly implement it.



The Company provides anti-fraud and corruption training by experts with specialized knowledge to emphasize and create awareness among employees at all levels at appropriate times.



The Company discloses its anti-corruption policy on its website so that the general public, customers, business partners, investors, shareholders and employees of the Company can easily access and study the information.



The Company discloses its anti-fraud and corruption policy in the annual information disclosure form (56-1 One Report) displayed on the Company's website so that the general public, customers, business partners, investors, shareholders and employees of the Company can easily access and study the information.



The company displays knowledge boards on anti-fraud and corruption in areas within the company where employees can easily see them to encourage values and create attitudes among employees not to engage in corrupt practices in any aspect.



The Company announces its anti-fraud and corruption policy via email to employees whenever it is revised.

JMT Network Services Public Company Limited encourages all stakeholders, both internally and externally, such as executives and employees, and externally, such as business partners and allies, to strictly comply with this policy by avoiding involvement in any opaque actions, whether directly or indirectly, in order to create an organizational culture that adheres to honesty and transparency. The company has provided communication channels, such as complaint channels and easy-to-access whistleblowing channels, so that those involved can safely and confidentially report suspicious information or events. In addition, the company has consistently communicated and publicized to create knowledge, understanding, and instill organizational values in anti-corruption among its personnel. The said topic has also been included in the orientation curriculum for new employees to encourage everyone in the organization to realize the importance of complying with this policy and to be able to communicate effectively with external stakeholders. This policy also requires relevant persons, such as employees, business partners, and allies, to sign and strictly comply. A process for managing information and clues on corruption and corruption has been established, stating that if any personnel within the organization are found to have committed an offense, they will be subject to punishment in accordance with the prescribed regulations, including regular reports of the results of the investigation under the anti-corruption measures to the Audit Committee and the Board of Directors. To ensure that these measures effectively promote and instill anti-corruption values in the organization.





## Whistleblowing and Complaints

To support and promote the supervision in accordance with the Code of Conduct and the effective implementation of the Anti-Corruption Policy, the Company has provided channels for reporting and filing complaints, as well as measures to protect whistleblowers, in order to create a transparent working environment and build confidence for whistleblowers. Employees and stakeholders, both inside and outside the organization, can conveniently access such channels. The Company has established channels for reporting and receiving complaints for employees or groups of stakeholders of the Company in cases of suspicion or suggestions or complaints related to misconduct, corruption and corruption, including actions that violate the law, regulations, corporate governance policies, code of conduct and corruption policies, as well as other suggestions related to business operations. The channels for reporting and filing complaints are safe channels with confidentiality for whistleblowers, with the Investigation Committee of Offenses being directly responsible.

## Reporting and whistleblowing

The Company has established a whistleblowing system and a complaints mechanism for both internal and external parties to report incidents that may involve misconduct, such as bribery, corruption, discrimination, harassment or abuse, privacy violations, illegal acts, or violations of the Company's policies and regulations. The Company has established a safe and confidential whistleblowing system to assure whistleblowers that their reported information will be properly protected and protected. The Company also has measures to protect whistleblowers from retaliation or negative actions resulting from reporting information. The Company will investigate and resolve reported incidents thoroughly and fairly to maintain a safe and transparent working environment.

## Penalties for corruption and fraud

If any employee of the Company is found to have violated the policy, disciplinary action will be taken in accordance with the Company's policy and relevant labor laws. The penalties may range from suspension for a specified period of time, payment of compensation according to the amount of damages agreed upon between the Company and the offender, termination from employment with the Company and the inability to rejoin the Company's work in subsidiaries or affiliates, and legal action to the fullest extent of the law.

## Protection of whistleblowers and complainants

- 01 To protect the rights of whistleblowers and complainants, the Company has kept the personal information of whistleblowers and complainants confidential with safety as a top priority.
- 02 The Company carefully considers the incident and conducts fact-finding procedures on sensitive issues in a comprehensive manner to avoid any negative impacts that may adversely affect the whistleblower. The Company provides fairness to both the whistleblower and the complainant without discrimination.
- 03 If the whistleblower or complainant is a person who has been damaged by a corruption incident, the Company will provide assistance to alleviate the damage in the relevant part appropriately and fairly.

## Channels for reporting tips and receiving complaints



- E-mail  
ir@jmtnetwork.co.th



- Website  
<https://www.jmtnetwork.co.th/th/investor-relations/corporate-governance/whistleblowing-form>

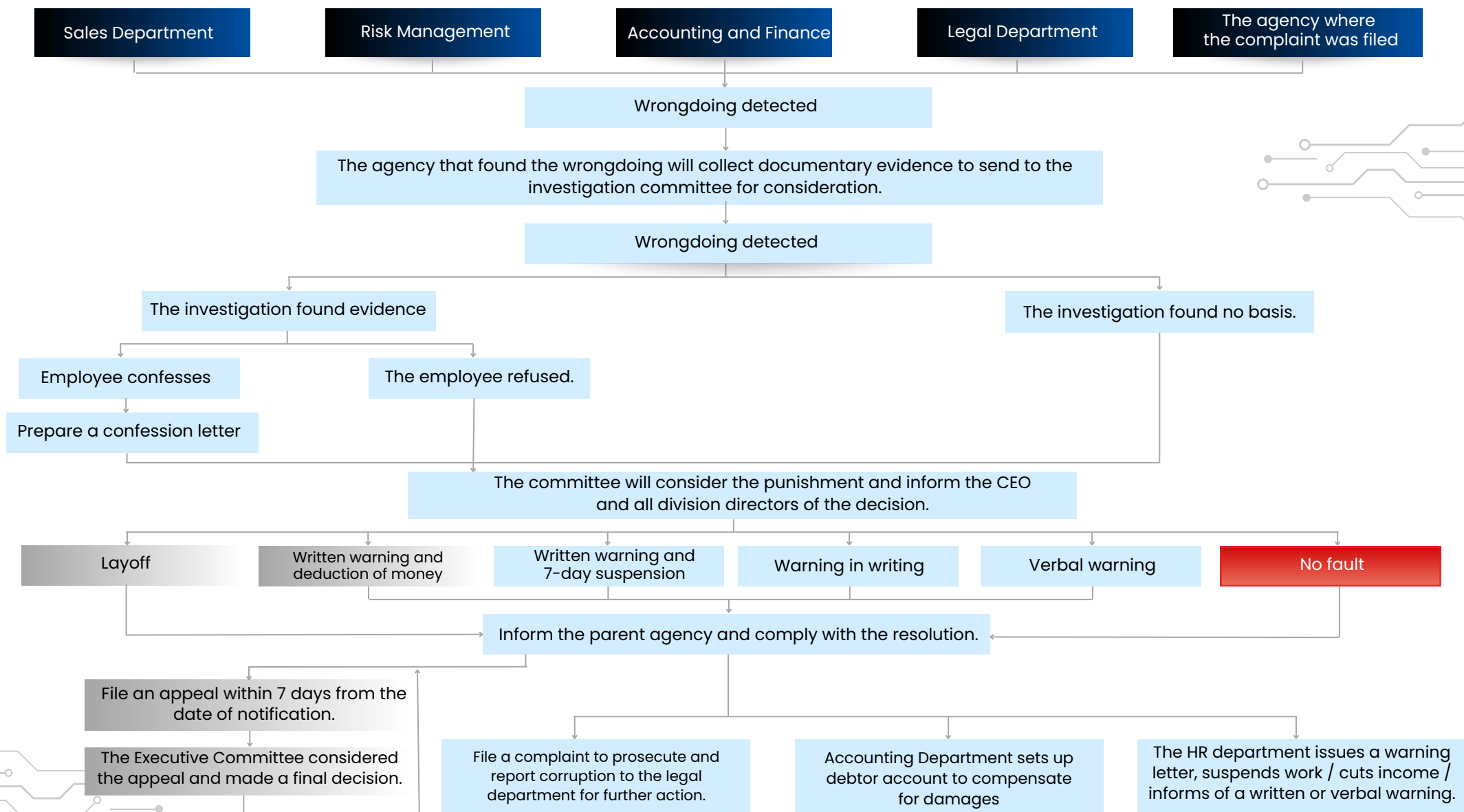


- Postal service delivered to  
"Audit Committee"  
No. 187, Jaymart Building  
Ramkhamhaeng Road, Rat  
Phathana Subdistrict, Saphan  
Sung District, Bangkok 10240



- Suggestion box  
Jaymart Building, Head Office,  
Building A, at the PR counter,  
Jaymart Head Office

## Procedures for investigating and punishing employees who commit offenses



# Developing the financial sector for sustainability

## Number of incidents or complaints regarding financial crimes 0 time

JMT Network Services Public Company Limited demonstrates its commitment to transparency and responsibility by establishing clear policies on anti-money laundering, terrorism financing, and prevention of the proliferation of weapons of mass destruction. The Company has implemented comprehensive practices in many dimensions, such as arranging for customer identification, thoroughly checking and recording customer information to ascertain the facts about their identities and involvement in financial activities, and reporting suspicious transactions to relevant agencies as required by the Anti-Money Laundering Act, as well as other relevant ministerial regulations and rules.

In addition to strictly complying with the law, the Company is also aware of its important role in preventing it from being used as a tool or channel for illegal activities such as money laundering, financing terrorism, or the proliferation of weapons of mass destruction. In order for the Company's business operations to be correct and sustainable, the said policy has been published and set as a clear standard for the operations of all executives and employees to create a transparent and responsible corporate culture.

## Consideration of providing financial or investment services

The Company has a principle of accepting customers before starting a business relationship together in order to strictly comply with the procedures and legal principles according to the following scope of operations:

- Require customers to identify themselves (Know your customer: KYC) to know the customers who wish to identify themselves when requesting to conduct the first joint transaction, both as individuals and legal entities.
- Customer Due Diligence (CDD) is required to identify customers in order to know the information and evidence that customers have provided to the company in accordance with the law, both for customers who request to establish a relationship face to face (Face to face channel) and customers who do not establish a relationship face to face (Non face to face channel), whereby customers must provide complete and sufficient information.
- Verification of customer identity is required to verify the accuracy and completeness of information and evidence for identification in checking the list of customers and individuals in the database "Sanction Lists" of the Anti-Money Laundering Office (AMLO), which are individuals, groups of individuals, juristic persons, or organizations suspected of being involved in terrorism, as announced by the relevant agencies before establishing a relationship and conducting transactions with customers every time.

- The Working Group assesses the level of risk in terms of anti-money laundering, counter-terrorism financing and proliferation of weapons of mass destruction of customers before presenting it to the management for consideration and decision to establish a relationship or accept a transaction with the customer.
- Rejection of Customer The Company will refuse to establish a relationship and to conduct transactions with a Customer if the following information is found upon investigation:
  - It was found that the customer provided false information and evidence, such as:
  - Concealing one's name and surname, using a fake name, using a pseudonym, etc.
  - It was found that the information was insufficient or that the facts could not be verified from the information and evidence received from the customer.
  - Verify that the customer is on the Sanction Lists. of the Anti-Money Laundering Office (AMLO)
  - The customer was found to be at high risk in terms of anti-money laundering. Countering the financing of terrorism and the proliferation of weapons of mass destruction that will have an impact on the Company



Anti-Money Laundering, Counter-Terrorism Financing and Proliferation of Weapons of Mass Destruction Policy



# Information system security and personal data protection

JMT Network Services Public Company Limited has established the Information Security Management System Policy for 2024 as a framework for operations and laying the foundation for the organization's information security management system. This policy defines the main directions and management practices, as well as the necessary roles and responsibilities of all relevant parties. This policy also covers important activities that will be part of the operation and development of a sustainable and effective information security management system. This policy aims to strengthen information security risk management, protect the company's data and information systems from internal and external threats, and support the company's growth in accordance with international information security standards.

## Computer and Information Technology Security Policy

The Computer and Information Technology Security Policy of JMT Network Services Public Company Limited aims to create a comprehensive and clear framework and measures to protect the organization's data and information technology systems from cyber threats that may occur from external threats such as hacker attacks or internal threats such as unauthorized access by personnel within the organization. This policy is an important part of the organization's cyber security strategy, which is necessary to protect the company's important data and maintain the organization's credibility in doing business. It focuses on setting measures to prevent, inspect and respond to incidents related to computer system security. It emphasizes systematic and procedural management so that the organization's computer system and data can work efficiently, without interruption and be safe from attacks or data privacy violations.

## Information security objectives

Measuring the performance of information security management systems  
**At least once per year**



Information Security  
Management System Policy

0

Number of incidents or cases in  
which the company was attacked  
by cyberattacks

0

Number of incidents or cases of  
personal data leakage



## Information Security Compliance

- **Requirements for target setting and performance reporting based on key performance indicators (KPIs)**

Information security management system must be able to measure its performance using indicators that are consistent with policies, laws, risks, and the effectiveness of information security control measures that Jaymart Group Holdings Public Company Limited has enforced. The performance results must be reported to the management team and communicated to all relevant departments.

- **Legal requirements**

Information Security Management System must be consistent with legal requirements, regulations, and internal and external policies of JMT Network Public Company Limited that are directly or indirectly involved in the operations. It is an important duty of all personnel under the scope of operations to study and understand the various requirements.

In this regard, the list of legal issues related to information security management systems includes:

- Computer Crime Act B.E. 2550 and its amendments
- Copyright Act B.E. 2537 and its amendments
- Cyber Security Act B.E. 2562
- Personal Data Protection Act B.E. 2562
- Electronic Transactions Act B.E. 2544 and amendments

- **Requirements according to the international standard ISO/IEC 27001:2022**

The Company has been certified for an information security management system that complies with the requirements of the international standard ISO/IEC 27001:2022, both in terms of the information security management system and the list of control measures used.

- **Information Security Management**

Use an information security approach by considering three main points:



**Confidentiality:** Maintaining the confidentiality of information so that it is not disclosed to the system or people.  
and/or unrelated agencies



**Integrity:** Maintaining the correctness and stability of information, preventing it from being altered or misused, and allowing it to be verified before use.



**Availability:** Maintaining the availability of information.

## Information Security Strategy Development

Security strategies are established to provide a framework for practitioners within the scope to understand the objectives and approaches that can be used to carry out activities. The strategies are as follows:

### 1. Flexibility to adapt to create consistency

The Information Security Management System should be designed to be appropriate for the environment of JMT Network Services Public Company Limited. It can be changed according to various factors so that the operators can use the system practically without causing difficulties in operations or taking up too much time.

### 2. Risk-based security management system

The Company considers information technology risks as a priority in order to consider the selection of control measures or the determination of various policies to be consistent, focusing on the impacts in all related areas and the appropriate level of threat prevention control.

### 3. Promoting human resource potential in dealing with information security issues

The company must ensure that personnel under the scope of the information security management system have sufficient skills to perform various activities. Skills are divided into:

- Specialized skills and expertise in the field
  - Maintenance of host computers, infrastructure support systems and network security systems, partner management, security incident certification, collection of IT evidence, business continuity management
- Information and systems security skills
  - Understanding of Information Security Management Systems
  - Understanding of information security risk management processes



## Driving business in the economic

In an era where the global economy is experiencing rapid changes, businesses must adapt and find ways to navigate these challenges while simultaneously creating long-term value for society.

JMT Network Services Public Company Limited (JMT), as a leader in asset management and distressed debt resolution, has demonstrated its ability to drive business with a strategy focused on economic sustainability. This plays a crucial role in strengthening the financial stability of the economic system.

The company is committed to assisting and rehabilitating debtors, helping them reintegrate into the normal economy through a balanced approach that aligns profitability with long-term financial stability.



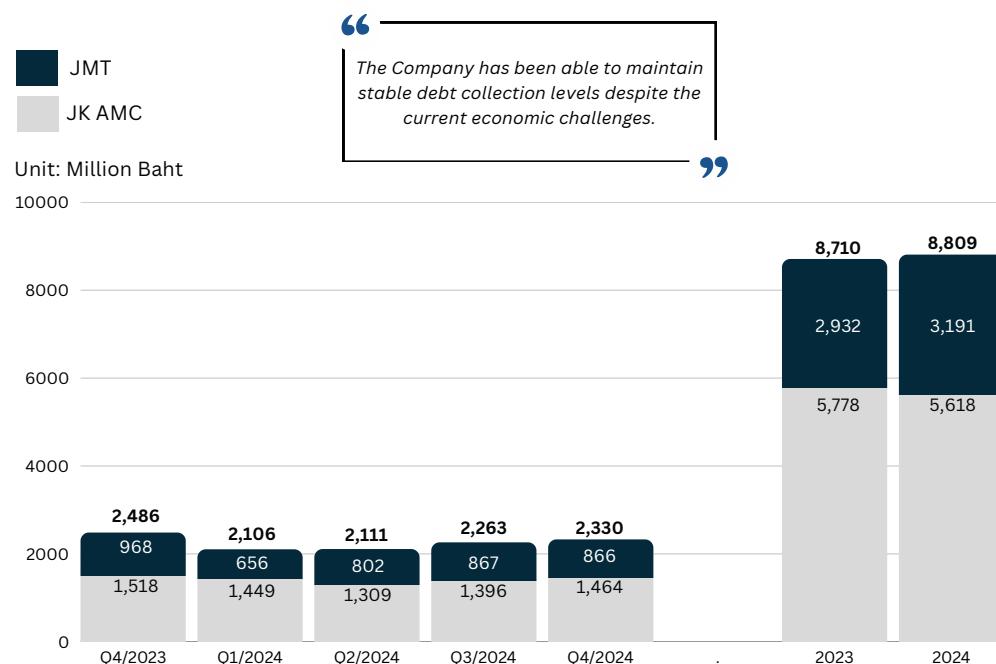


# Business overview of JMT Network Services Public Company Limited

## Summary of important statistics of operating results for 2024

- The Company has total revenue for the year of 5,226 million baht, growing by 2.7 percent, with revenue from the NPL management segment continuing to grow and will grow along with cash flow collection. The proportion of revenue from the debt management business is 89.7 percent of the Company's total revenue.
- The Company has cash flow from debt collection (Cash Collection) in 2024, including cash collection from JK Asset Management Company, equal to 8,809 million baht, a slight increase of 1 percent from the previous year, and for the Company's part, equal to 5,618 million baht, a slight decrease of 3 percent from the previous year.
- In the fourth quarter of 2024, the Company was able to control its Expected Credit Loss (ECL) better, continuously from the third quarter of 2024, with the ECL level at 61 million baht in the fourth quarter of 2024, and the Company had a credit loss for 2024 of 612.8 million baht, an increase of 150.4 million baht or 32.5 percent compared to the previous year.
- Net profit attributable to shareholders for 2024 was 1,615.2 million baht, a decrease of 395.5 million baht or 19.7 percent compared to the previous year, and the net profit margin attributable to shareholders of the Company was 30.9 percent.

## Cash Flow Collection Overview



## Overview of the economic and industrial situation

In 2024, both domestic and global economies faced challenges from economic slowdowns due to several external factors, such as slower-than-expected recovery from the COVID-19 pandemic, international conflicts, and rising inflation and interest rate volatility, which affected debtors' liquidity and debt repayment ability, leading to an increase in the amount of non-performing debt in the overall financial system. It is estimated that the country's debt to GDP ratio at the end of this year will be 91.4% , which is a high level and may pose a risk to the stability of the financial system in the long term.

In such an economic situation, the NPL management business plays an important role in restoring the stability of the economic system by managing and restructuring the debts of problem debtors, increasing the opportunity to restore the debtors' financial status, and reducing the burden of NPLs in the banking and financial institution systems. Many companies in this industry, including JMT, have sufficient quality debts that have been previously purchased for their short- to medium-term operations, enabling them to manage them effectively.

In addition, the Company expects that the overall government's economic stimulus policies, such as the policy to provide financial assistance to the vulnerable groups, will have a positive impact on the grassroots economy, which is part of the Company's customer base.

# Risk Management

Business operations are subject to risks, which may arise from both internal and external factors that are difficult to control. When they occur, they may cause damage or affect the company's operations, ranging from low levels to levels that may prevent the business from continuing. In order to manage and control potential risks, the Board of Directors and executives of JMT Network Services Public Company Limited are aware of their importance and have established policies and procedures to provide clarity on risk management for maximum efficiency and to control risks at an acceptable level, including defining risk management as part of good corporate governance and aiming to promote risk management as part of the organization's culture that all levels of employees are aware of and implement.

## Approach for risk management

JMT Network Services Public Company Limited is committed to promoting and developing good corporate governance in all dimensions of business operations. It has adopted the Enterprise Risk Management (ERM) principle, which is a widely accepted international standard, as an important guideline for risk management of the Company and its subsidiaries. This guideline is based on the risk management framework developed by COSO (The Committee of Sponsoring Organizations of the Treadway Commission), a comprehensive standard that has been proven effective in managing risks in world-class organizations. In order for the Company's risk management to be fully successful in terms of efficiency and effectiveness, the Board of Directors, executives, and employees at all levels of the organization are responsible for strictly complying with the specified risk management policy. Compliance with this policy is not only a business requirement, but also an important part of promoting an organizational culture that emphasizes sustainable risk management.



Risk Management Policy



# Risk Management Structure









The Company recognizes the importance of enterprise risk management, which plays a crucial role in enabling the Company to operate its business in accordance with its strategies, objectives, or goals, both in the short term and the long term, as well as supporting good corporate governance, efficient operations, and stable and sustainable growth in all dimensions. Therefore, the Company has clearly established a risk management policy to serve as a guideline and framework for all units of the Company, including subsidiaries, in order to identify, analyze, assess, and manage potential risks in a thorough and systematic manner. The policy is also designed to enhance the Company's readiness to cope with changes that may affect its operations and to promote risk management as part of the organization's culture, with all levels of employees aware of and participating in implementing this approach to achieve results consistent with the Company's strategic goals on a continuous and sustainable basis.



- The Board of Directors has a duty to support, promote, and manage risks that may have a severe impact on the Company.
- The Audit Committee is responsible for independently overseeing and monitoring risk management, reviewing internal control systems, communicating with the Executive Committee, and reporting to the Board of Directors on risks.
- The Executive Committee is responsible for reviewing and approving the risk management policy, monitoring the development, process and risk assessment, and communicating and coordinating with the Audit Committee on material risks.
- The CEO is responsible for developing and reviewing risk management regulations to keep up with changing circumstances to ensure that the Company has adequate and appropriate risk management plans.
- The Legal Officer / Regulatory Authority is responsible for establishing frameworks, plans, and processes for risk management within the department, presenting them to the Executive Committee for approval, and supporting and monitoring the department's risk management within their area of responsibility.
- Internal auditors are responsible for reviewing internal control systems and risk management operations.
- Supervisors and employees are responsible for identifying, measuring, controlling, monitoring, reporting risks and participating in the preparation of risk plans for implementation.

# Risk Management Process

The Company continuously assesses and monitors risk issues, taking into account both internal and external factors that may affect the Company's operations in all dimensions. The Company's risk management process is designed to be systematic and comprehensive, so that risks can be identified, analyzed, and managed effectively, with a focus on keeping potential risks at an acceptable level. The Company realizes the importance of appropriate risk management to support business operations in line with the organization's strategies, objectives, and goals, as well as to enhance long-term stability and sustainability. It consists of 8 steps as follows:

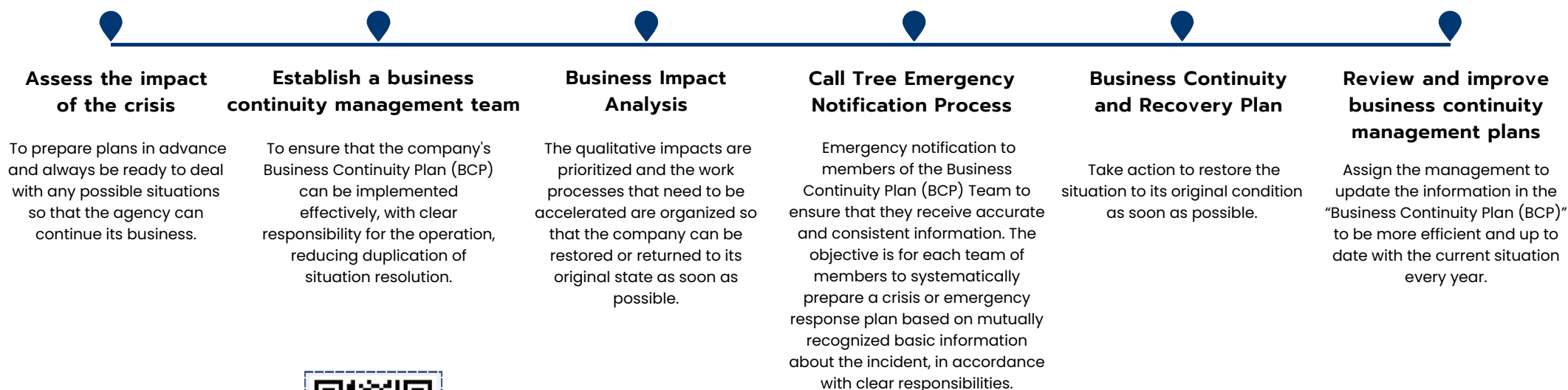
- |  |  |
|--|--|
|  <ul style="list-style-type: none"> <li>• Strategy and Objective Setting</li> </ul> <p>Set strategies and operational objectives for all units, including operators who must set clear strategies, business objectives, or work objectives that are consistent with policies, goals, strategies, and acceptable risks.</p>   |  <ul style="list-style-type: none"> <li>• Implement Risk Responses</li> </ul> <p>Personnel responsible for the unit, including operators, should consider effective and efficient risk management methods, taking into account the acceptable risks, costs incurred and benefits to be gained. Risk response may select one or a combination of methods to reduce the frequency or likelihood of events occurring and the severity of the impacts from events.</p>                    |
|  <ul style="list-style-type: none"> <li>• Identifies Risks</li> </ul> <p>Personnel responsible for the unit and operators should understand the risks, risk factors and identify risks that may arise from both internal and external factors, which may be both beneficial and detrimental to the achievement of objectives.</p>  |  <ul style="list-style-type: none"> <li>• Develops Risk Management Information (Develops Portfolio View)</li> </ul> <p>The responsible person of the unit, including the operator, should develop risk management by integrating risk factors and interrelationships of various units to serve as a database for joint risk management.</p>   |
|  <ul style="list-style-type: none"> <li>• Assesses Severity of Risk</li> </ul> <p>Personnel responsible for the unit and operators should assess the risk based on the frequency or possibility of the event occurring (Likelihood) and the severity of the impact from the event (Impact) that may occur.</p>   |  <ul style="list-style-type: none"> <li>• Review and Revision</li> </ul> <p>The responsible persons of the unit, including the operators, shall arrange for risk monitoring and review of risk management results and revise and improve risk management to ensure that risk management is appropriately applied at all levels of the Company and that risks that have a material impact on the achievement of the Company's objectives are reported to the responsible persons.</p> |
|  <ul style="list-style-type: none"> <li>• Prioritize Risks</li> </ul> <p>The responsible persons of the units and the operators should prioritize and expedite the risk management of the high-risk activities that are important to the strategy and objectives. They should receive the first priority risk management and the high-risk and secondary priority activities should receive the second priority risk management.</p> |  <ul style="list-style-type: none"> <li>• Monitoring and Evaluation</li> </ul> <p>The responsible persons of the unit and the operators shall arrange for the monitoring and review of risk management, communicate information on risks together and report risk management to the board of directors regularly.</p>   |

In order to develop a corporate governance system that is consistent with corporate governance principles, good practices, rules and regulations of the government and regulatory agencies, so that the risk management policy is effective and appropriate for the situation and changes, the Company has determined that the risk management policy must be reviewed regularly at least once a year.

# Business Continuity Management

JMT Network Services Public Company Limited emphasizes on preparation and management to cope with emergency situations or crises that may affect business operations. It has developed a Business Continuity Plan (BCP) which is a comprehensive and clear guideline for various departments to respond to emergencies, whether caused by natural disasters, accidents, or malicious acts against the organization. The plan focuses on enabling the company to continue its business without interruption, even in unexpected situations. The plan aims to reduce the potential impacts on the organization, internal agencies, and stakeholders in all aspects, such as the economy, services, communities, society, the environment, and the lives and properties of the people. If the organization does not have a proper contingency plan, it may lead to severe damage that is difficult to recover from.

For this reason, the Company has developed a Business Continuity Plan (BCP) that covers the organization's critical business processes by identifying and assessing potential risks in depth, prioritizing risks, and defining systematic management approaches so that critical processes can resume operations at the specified service levels, which effectively reduces the severity of the impact on the business. In addition, the Company has determined that the BCP plan will be tested through various emergency or crisis simulations to assess personnel readiness, plan efficiency, and examine the appropriateness of related management processes. The data from the exercise will be used to continuously improve and review the plan to ensure that the plan is up-to-date, consistent with the situation, and can respond to crises quickly and with maximum efficiency. The Company is committed to promoting the Business Continuity Plan as part of the organization's culture and as an important tool to create stability and sustainability for long-term business operations, which will help build confidence among shareholders, customers, partners, and all stakeholders sustainably, with the following guidelines:



Business Continuity Management Plan

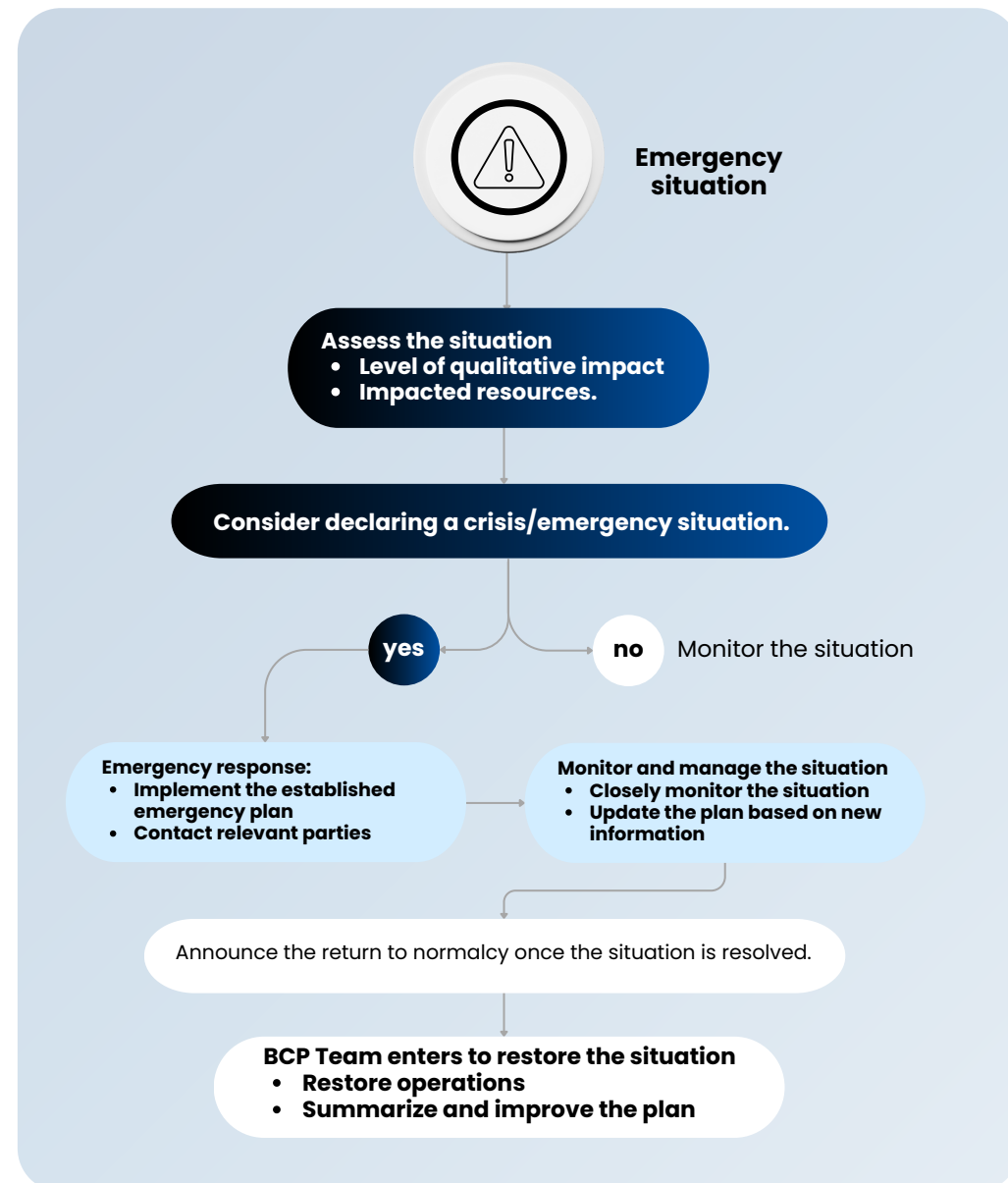




# Crisis or emergency management

Business Continuity Plan (BCP) is used to support the situation in case of a crisis or emergency in the office area or within the organization. The company must always prepare a plan in advance and be ready to deal with any situation that may occur so that the organization can continue its business. The company has considered the impacts that will occur as follows:

1. Flood incident
2. Fire incident
3. Power outage incident
4. Protest / riot event
5. Terrorist incidents
6. Epidemic / Severe Infectious Disease Event





# Sustainable Supply Chain Management

## Importance

JMT Network Services Public Company Limited (JMT) places importance on systematic and efficient supply chain management to support sustainable debt management and collection business. Good supply chain management helps the company create competitive advantages, reduce operational risks, and promote social and environmental responsibility.

## Commitment to sustainable supply chain management

JMT Network Services Public Company Limited is committed to continuously developing and improving its operating processes and services, with the main goal of raising the standards of debt management and financial services to be efficient, transparent, and create long-term value. The Company places importance on efficient resource and budget management, as well as setting strategies for risk management in the work process to prevent potential impacts on stakeholders, and strictly promoting operations in accordance with the principles of good governance and anti-corruption policies.

The Company realizes the importance of creating positive impacts for society by focusing on promoting fairness in the workplace, creating economic opportunities for local communities, and fostering understanding and cooperation with customers and business partners so that all parties participate in conducting business with social and environmental responsibility. In addition, the Company places importance on applying sustainable development approaches in every process, from planning, debt management, negotiation, to building good relationships between the organization and customers, to ensure that all processes support sustainability and long-term growth.

With this commitment, JMT Network Services Public Company Limited aims to be a leader in quality debt management, while creating positive impacts on society, the economy, and the environment. The Company will continue to focus on driving the organization to grow together with partners, customers, and all stakeholders on the basis of trust, responsibility, and sustainable development in the long term.



## Supply Chain Management

JMT Network Services Public Company Limited emphasizes on supply chain management to demonstrate its commitment to deliver quality products and services with responsibility towards all groups of the company's stakeholders. Therefore, the company has processes and guidelines for managing partners who are involved in the company's business operations to ensure the organization, its stakeholders, society and the environment that the business operations between partners and the company are conducted under the responsibility towards all relevant sectors, not only expecting financial returns but also conducting business under the word "responsibility" to drive the business to develop in the long term.

### Approach Partner Management

01

Establish a sustainable procurement policy and business partner ethics

02

Identify the importance and types of partners

03

Review business partners' operations in terms of environment, society and corporate governance.

04

Create relationships that respect mutual practices and rules, including:  
Promote partner development

### Trading Partner Classification Criteria

- Level of dependence on trading partners
- Emergency preparedness
- Substitutability
- Service and delivery
- Cost Impact

### The company's key direct business partners Critical Tier 1

- Trading volume is 80% or more
- The purchase value is more than 12 million baht per year.
- There has been continuous procurement for more than 1 year.
- It has a direct impact on the cost and price of goods and services.

### The Company's key indirect business partners Critical Non Tier 1

- Trading volume is 80% or more
- The purchase value is more than 12 million baht per year.
- There has been continuous procurement for more than 1 year.
- Indirectly affecting the cost and price of goods and services.

### Key trading partners

#### • Total number of partners: 1,911

#### The company's key direct business partners Critical Tier 1



Number 25 items

Accounting for 1.3% of all trading partners

#### The Company's key indirect business partners Critical Non Tier 1



Number 11

Representing 1% of all trading partners

# Operational and management guidelines

## • Sustainable Procurement

The Purchasing Department of JMT Network Services Public Company Limited is committed to developing sustainable procurement management into a tangible form. We have defined a framework and procurement strategy that is different from the original, such as the analysis of financial value, risk, quality, efficiency, and consideration of the organization's procurement by taking into account social, economic, and environmental factors, along with price, quality, and delivery of products and services to create benefits for society, the economy, and reduce environmental impacts.

Sustainable procurement is a process in which the organization's employees aim to procure materials, equipment, products or services necessary for the company's operations from suppliers of products or services, whether they are suppliers (Supplier), distributors (Vendor), contractors (Contractor), consulting companies (Consultancies) and others, which are collectively called "partners". The company recognizes the importance of working with partners and has therefore set guidelines for consideration with the goal of developing sustainability in all dimensions as follows:

### • Economic Dimension

- Maintaining economic stability and growth, including promoting employment, with an emphasis on local procurement (Local Partnership) to enable communities to participate and benefit. In addition, the Company also emphasizes on corporate governance and anti-corruption principles, such as combating bribery and all forms of corruption (Business Ethics & Anti-Corruption).

### • Social dimension

- Procurement that prioritizes human rights, such as combating the use of illegal labor, such as slave labor or child labor. It also emphasizes good practices for workers, taking into account the quality of life of workers, such as appropriate working environments, health care, and occupational safety.

### • Environmental Dimension

- Protecting and using resources wisely by supporting environmentally responsible business partners, including minimizing the impact of resource use, conserving biodiversity and contributing to solving climate change problems.



Sustainable Procurement Policy

<https://www.jmntnetwork.co.th/storage/document/cg/sustainable-procurement-policy-th.pdf>

## • Establish a code of conduct for business partners

JMT Network Services Public Company Limited adheres to and places importance on conducting business with honesty and integrity by adhering to the principles of good corporate governance, which reflects the responsibility towards society, communities, the environment, and all groups of the Company's stakeholders. The Company is committed to conducting business in line with sustainable development. Therefore, the Company has established a Business Partner Code of Conduct to show its intention and expectation that the operations of all groups of business partners who conduct transactions in all forms with the Company are transparent under the framework of a business code of conduct that reflects responsibility in all dimensions. This code of conduct does not only aim for short-term business benefits, but also shows the Company's and its business partners' commitment to conducting business throughout the supply chain sustainably and securely together to create comprehensive value in terms of economy, society, and environment in the long term, as follows:

### • Environment

- Business operations of business partners should not only consider the benefits that the partners will receive, but the partners should also conduct business with responsibility. Environmental responsibility is a duty that the partners must inevitably perform with respect and be aware of the impacts in the operation process from the beginning to the end in order to avoid or prevent actions that may create impacts on the environment and to conduct business together sustainably in the long term.

### • Social

- In conducting business in terms of managing relationships and treating all stakeholders equally and paying attention to what each stakeholder group should receive according to their rights, business partners must always give importance, regardless of whether the stakeholder group is a primary or secondary stakeholder group. All are inevitably important to business operations.

### • Corporate Governance

- Business partners should give importance to conducting business with transparency, fairness, honesty, respect for regulations, practices and comply with laws towards business competitors, customers, government agencies, private sector agencies, employees at all levels and all groups of business partners' stakeholders.



Business Partner Code of Conduct Policy

<https://www.jmntnetwork.co.th/storage/document/cg/supplier-code-of-conduct-th.pdf>



## Innovation development

Innovation development is the core of driving organizations and creating sustainability for businesses in an era where technology is rapidly changing and has an impact on consumer behavior today. For JMT Network Services Public Company Limited, innovation development is the core of enhancing the organization's potential to increase operational efficiency and respond to customer needs quickly and comprehensively.

The company focuses on using digital technology and modern solutions in every process, from debt management, in-depth data analysis, to developing convenient and secure customer service systems to meet the needs of the digital age, including the application of digital platforms to build good relationships with customers, increase transparency in work processes, and effectively reduce operating costs. In particular, in terms of debt management, the company has developed advanced technologies such as Big Data Analytics to analyze customer behavior, plan appropriate debt collection, and develop services that meet individual needs, which helps improve customer experience and build trust between the company and stakeholders.

With a commitment to being a leader in debt management innovation, the company believes that innovation development is not only a key factor in creating a competitive advantage in the market, but also plays an important role in promoting sustainability in economic, social, and environmental dimensions, as well as driving the organization to grow together with society in the long term in a stable and sustainable manner.



## Performance results for innovation development

### • Jaii-Dee Application

Jaii-Dee (Paydee) is a platform developed to act as a personal debt advisor for customers. The main goal is to help create a stable and sustainable financial path. We are ready to provide consultation services anytime, anywhere through modern technology. The platform is operated by JMT Network Services Public Company Limited (JMT) in collaboration with Jaymart Group, which has expertise in debt management and financial innovation development.

The platform is developed with the concept of emphasizing the importance of customers as important members of the company's family. The service is designed to be convenient, accessible, and friendly. No matter the situation, Jaii-Dee (Paydee) is ready to act as a partner and provide advice on how to manage debt appropriately, from debt restructuring, negotiating new terms, to consulting on monthly budget management. The focus is on ensuring that customers can overcome financial problems steadily and efficiently.

### Objectives of development

Convenience for customers – Customers can check their account information, view debt details, and track payment status in real time.

Enhance payment efficiency – Support online payments such as Mobile Banking, QR Code and other secure and convenient payment channels.

Promote communication between the company and customers – with alerts and messaging about special offers, payment due date reminders, and useful information.

Support sustainable business operations – reduce the use of paper documents and promote the use of digital systems to increase service efficiency.

### Accessing Jaii-Dee Application x JIB

- Insurance contract and policy information
- Pay insurance premiums
- Attach payment documents
- Signing of trial payment contract document
- Payment of the next premium installment



### Benefits of innovation development

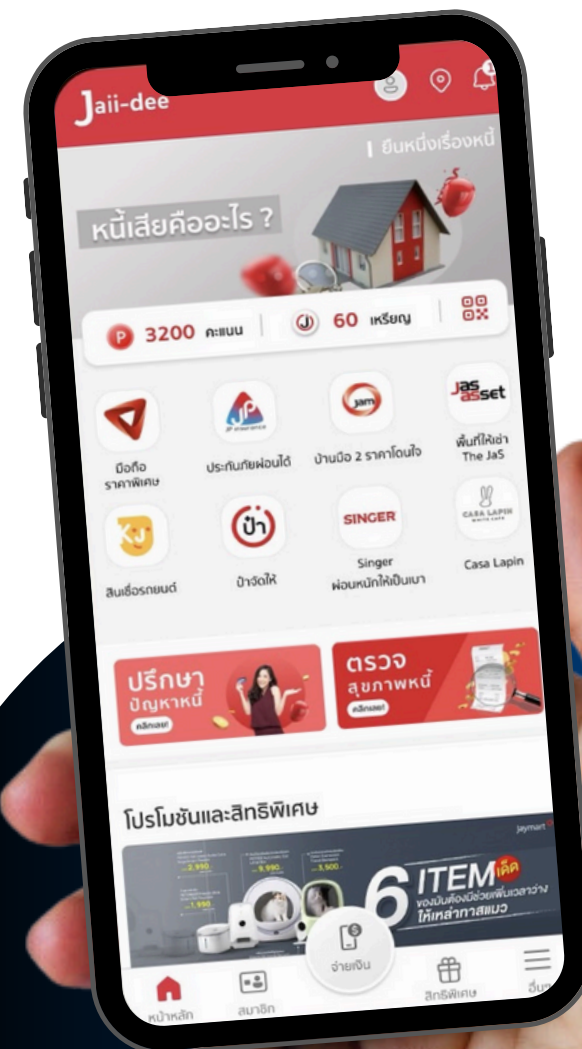
Customers receive convenient, fast and transparent services.

Helps reduce the company's operating costs and increase the efficiency of debt collection.

Promote the concept of Cashless Society and Digital Transformation

Support responsible and sustainable business practices

The development of “Jaii-Dee” Application is another important step for JMT in using technology to develop services to create a better experience for customers and strengthen the company's potential in the debt management industry in the future.



## • “Baan Baan” Application

JMT Network Services Public Company Limited (JMT) has developed the "Baan Baan" Application to meet the needs of customers in the digital age. It is a platform that facilitates customers who are looking for potential properties in prime locations, with comprehensive services for all aspects of housing, such as buying houses, condominiums, and townhouses. In addition, the application has been designed to increase service efficiency, allowing customers to access information more quickly, safely, and conveniently.

### Objectives of development

- To facilitate customers in making appointments to view properties via the application
- Property comparison system helps you make decisions more easily.
- 24 Fix covers all home services, easily completed in one app.
- Many other services such as home assessment service, fire insurance service, loan calculator - installment payment, chat system with Agent

### Benefits of innovation development

- Enhance Customer Experience – The company is committed to developing a platform that allows customers to search and access properties conveniently, quickly and transparently, reducing the limitations of property search and increasing options for buyers.
- Supporting Data-Driven Decision Making – The company recognizes the importance of providing complete and comparable information to help customers make informed property purchasing decisions.
- Business Efficiency & Growth – Using technology to assist in trading and service has enabled JMT to expand its real estate market, increase its chances of closing sales, and strengthen its relationships with customers.
- Driving the organization towards digital transformation and sustainability (Digital Transformation & Sustainability) – The company focuses on reducing the use of paper and traditional documents through digital operations that reduce environmental impact and increase work efficiency.

The development of "Baan Baan" Application is an important step that enables the company to meet the needs of customers in a comprehensive manner, as well as promote the use of technology in business operations to be efficient and grow sustainably in the future.

