



JG SUMMIT
HOLDINGS, INC.

POLICY

Group	GOKONGWEI GROUP OF COMPANIES	Document No. JG CMS Bulletin No. 2025-10	Page 1 of 6
Company	JG SUMMIT HOLDINGS, INC. (JGSHI)	Reference (Old Doc.) No. JG CMS Bulletin No. 2024-07	Revision No. 2
Business Unit	CCU	Document / Revision Date: March 27, 2025	
Chapter	CORPORATE GOVERNANCE	Effectivity (Approval Date): March 27, 2025	
Section	VALUES, PRINCIPLES AND ETHICAL STANDARDS	Approved by: (Minutes of Meeting) BOARD OF DIRECTORS	
Subject	AMENDED CODE OF BUSINESS CONDUCT AND ETHICS		

PURPOSE AND APPLICATION OF THE CODE

The Code of Business Conduct and Ethics (the “Code”) focuses on the business practices necessary for JG Summit Holdings, Inc. (“JGSHI” or the “Company”) to achieve world-class success while maintaining the highest standards of integrity. Appropriate business conduct at JG Summit is conducting our business dealings ethically and responsibly.

The Code applies to all directors, officers, employees, on-the-job trainees of JGSHI, as well as the Company’s agents, consultants, and other representatives (“Covered Persons”). Its purpose is to affirm the Company’s strong dedication to the highest standards of business conduct in every location where it does business.

The Code outlines the expected behavior of Covered Persons and establishes the standards that guide their work. It provides guidance on appropriate interactions with customers, competitors, vendors, and colleagues. By reviewing the Code carefully, Covered Persons can gain a clear understanding of the information necessary for making sound business decisions. The Code should be used alongside the policies and procedures applicable within the Company.

Although subsidiaries and affiliates of JGSHI may have additional standards, each Covered Person under JGSHI should apply this Code as a general guideline for behavior, particularly in situations where no other specific Company standards or policies are in place.

The Managers are responsible for the ethical business behavior of the staff and representatives under their control or direction. Failure to comply with the standards contained in this Code will result in disciplinary action that may include termination of employment and, where applicable, referral to public authorities for appropriate action.

STANDARDS OF BUSINESS PRACTICE

The fundamental principle of the Code is the expectation that all Covered Persons are required to conduct their dealings in the interest of the Company and in accordance with the highest legal and ethical standards.

JGSHI’s business methods will always be legal. The Company is committed to strict compliance with those laws and regulations, which apply to its business activities. As such, all Covered Persons must conduct themselves in an ethical manner in all dealings on behalf of the Company.



JG SUMMIT
HOLDINGS, INC.

POLICY

Group	GOKONGWEI GROUP OF COMPANIES	Document No. JG CMS Bulletin No. 2025-10	Page 2 of 6
Company	JG SUMMIT HOLDINGS, INC. (JGSHI)	Reference (Old Doc.) No. JG CMS Bulletin No. 2024-07	Revision No. 2
Business Unit	CCU	Document / Revision Date: March 27, 2025	
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	Honesty, integrity, openness, hard work and responsiveness to change are expected in all business dealings. These values represent a commitment to ensuring the continued the success of the Company. Decisions should be based on following questions: ▪ Is the action legal? ▪ Does it comply with the Company's values? ▪ If you do it, will you feel bad? ▪ How will it look in the newspaper? ▪ If you know it's wrong, don't do it! If you're not sure, ask. Know what's right. Value what's right. Do what's right.
PROTECTING THE VALUE OF THE COMPANY	JGSHI expects all Covered Persons to perform their duties conscientiously, honestly, and in accordance with the best interests of the Company.
Conflicts of Interest	A conflict of interest arises when one's judgment and discretion in the course of employment/engagement could be influenced by considerations of personal gain or benefit. Business decisions must always reflect independent judgment and discretion, prioritizing the best interests of JGSHI. It is essential to avoid situations where one's personal interests conflict with the interests of JGSHI. Guidelines are in the Conflict of Interest Policy.
Gifts	Gifts must not be directly or indirectly sought, accepted, offered, or given to or from any third party if they are intended to influence judgment, create a sense of obligation, or serve as a condition or result of conducting business with JGSHI. Guidelines are in the Anti-Bribery and Anti-Corruption Policy.
Solicitations for Company-Sponsored Employee-Related Activities and Event	As a general rule, the Company may not seek or solicit gifts and sponsorships from third parties, except for Company-sponsored employee-related events or activities that are explicitly approved by the Company. Guidelines are in the Anti-Bribery and Anti-Corruption Policy.
Entertainment	The Company permits business meals within the bounds of good taste that serve a valid business purpose. This includes reciprocal professional courtesies



JG SUMMIT
HOLDINGS, INC.

POLICY

Group	GOKONGWEI GROUP OF COMPANIES	Document No. JG CMS Bulletin No. 2025-10	Page 3 of 6
Company	JG SUMMIT HOLDINGS, INC. (JGSHI)	Reference (Old Doc.) No. JG CMS Bulletin No. 2024-07	Revision No. 2
Business Unit	CCU	Document / Revision Date: March 27, 2025	
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	Bribes	between employees of the Company and their business partners, as well as reasonable expenditures to promote general business goodwill. Participation in these events should not be excessive in scale, expense or frequency, and must comply with all legal requirements and the established business practices of both the Company and its business partners. Guidelines are in the Anti-Bribery and Anti-Corruption Policy. Bribes, whether solicited, accepted, or offered directly or indirectly, must never be tolerated. If a bribe is offered in any form - such as money, sponsored personal trips, commissions, use of the person's facilities and connections, and the like - it should be reported immediately. Guidelines are in the Anti-Bribery and Anti-Corruption Policy.
	Personal Use of Suppliers, Contractors and Professional Service Providers	When personally using the services or purchasing the goods of a person or entity that does or seeks to do business with the Company, it is important to exercise caution. To avoid conflict of interest, fair value must be paid for those services or goods. "Fair value" refers to the price that would generally be charged to the public for those goods or services. Additionally, any such transaction must be disclosed to the Company to ensure transparency and compliance with this Code and the Conflict of Interest Policy.
	Financial Interest in Third Parties	A substantial (at least 10%) financial interest must not be held in entities with which Covered Persons do business with on behalf of the Company. Participation in a mutual fund or similar investment vehicle that holds stock or securities in these entities is permissible as it does not involve the exercise of investment discretion. Any existing or potential financial interest in such entities, except those in permissible investment vehicles, must be disclosed to the Company to ensure transparency and compliance with this Code and the Conflict of Interest Policy.
	Loans	Loans must not be accepted from any person or entity doing business with or seeking to do business with the Company; unless the loan is from an established financial institution in accordance with its normal lending practices and at interest rates that are generally available to and known by the public.



JG SUMMIT
HOLDINGS, INC.

POLICY

Group	GOKONGWEI GROUP OF COMPANIES	Document No. JG CMS Bulletin No. 2025-10	Page 4 of 6
Company	JG SUMMIT HOLDINGS, INC. (JGSHI)	Reference (Old Doc.) No. JG CMS Bulletin No. 2024-07	Revision No. 2
Business Unit	CCU	Document / Revision Date: March 27, 2025	
Chapter	CORPORATE GOVERNANCE	Effectivity (Approval Date): March 27, 2025	
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Outside Business Activities

Any such loans or financial arrangements, except those from the abovementioned established financial institutions, must be disclosed to the Company to ensure transparency and compliance with this Code and the Conflict of Interest Policy.

Employees are expected to devote their full work time and effort to the Company's business. They must not engage in the practice of their profession or any other business unless it is done during their free time and outside of the office premises. Likewise, it should not affect their schedule and desired deliverables during official work time. Moreover, company resources must never be used for such endeavors.

Any such activities must be disclosed to and approval secured from the Company pursuant to this Code and the Conflict of Interest Policy.

Competition with the Company

Engagement in business that directly and significantly competes with JGSHI or in any business or activity in which the Company is involved, is prohibited. A substantial financial interest in any person or organization that competes with the Company, and any potential conflicts arising from such engagements or financial interests must be disclosed to the Company to ensure transparency and compliance with this Code and the Conflict of Interest Policy.

Confidential Information

JGSHI has developed confidential business and technical information over many years at considerable expense. Because of this effort, the Company now owns or possesses valuable confidential business and technical information that must be protected with the same degree of care as its tangible property. Unauthorized disclosure of this information could destroy its value to the Company and give unfair advantage to others.

To ensure confidentiality of JGSHI's valuable information, the following principles must be adhered to:

- Confidential information must not be disclosed, except:



JG SUMMIT
HOLDINGS, INC.

POLICY

Group	GOKONGWEI GROUP OF COMPANIES	Document No. JG CMS Bulletin No. 2025-10	Page 5 of 6
Company	JG SUMMIT HOLDINGS, INC. (JGSHI)	Reference (Old Doc.) No. JG CMS Bulletin No. 2024-07	Revision No. 2
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Preservation and Protection of the Company's Resources	- When authorized by the Company to disclose it to suppliers, customers, or others who have entered into confidentiality agreements with the Company; - Those that are for public knowledge; and - Those based on court appointed orders. • Similar restrictions, usually provided for in contracts, apply to information obtained from the Company's customers, partners, suppliers, and others who furnish information to the Company on a confidential basis. This confidential information must not be disclosed, except as provided in such contracts. • Only authorized and designated Company representatives will respond to all requests for information about the Company, whether from organizations, individuals or the media. • However, for listed companies and their subsidiaries, disclosure to the public or to the media can only be done after disclosure to the SEC and PSE by the listed company's authorized officers. In the event of an inquiry about the Company, the request should be referred to the appropriate officers for a response. The Company's resources, including but not limited to its name, time, personnel, equipment, intellectual property and supplies, must be protected and preserved. Custodians of assets or funds are responsible for safeguarding these assets with honesty and integrity, ensuring they are utilized efficiently, effectively, and responsibly. Corporate resources should only be used for the Company's businesses or sponsored activities. No employee of JGSHI should use or divert any corporate property, including the services of other employees, for his/her own benefit or advantage.
	DISCLOSURE MECHANISM The Code discussed the situations that must be disclosed promptly to the Company. For disclosure procedures, Covered Persons may refer to the Conflict of Interest or Anti-Bribery and Anti-Corruption Policies for the detailed guidance on the self-disclosure process.



JG SUMMIT
HOLDINGS, INC.

POLICY

Group	GOKONGWEI GROUP OF COMPANIES	Document No. JG CMS Bulletin No. 2025-10	Page 6 of 6
Company	JG SUMMIT HOLDINGS, INC. (JGSHI)	Reference (Old Doc.) No. JG CMS Bulletin No. 2024-07	Revision No. 2
Business Unit	CCU	Document / Revision Date: March 27, 2025	
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INQUIRIES/GUIDANCE	Employees may reach out to the Company's Chief Compliance Officer, Corporate Human Resources Officer, or the Integrity and Ethics Council ("IECON") at iecon@jgsummit.com.ph , for any questions concerning the interpretation or applicability of this Code to a given situation.
SBU/BU'S REFERENCE	The Code may serve as a guide and reference for other SBUs/BUs, which have the discretion to adopt it as is or develop their own version, subject to approval by their authorized signatories.
VIOLATIONS	The Code must be taken seriously. If a Covered Person violates any of its provision, or knowingly permits a violation, disciplinary action may be taken. This can include dismissal and reimbursement for any loss incurred by the Company as a result of the violation. Additionally, if appropriate, a violation of the Code may lead to legal action or referral to the relevant government authorities. All Covered Persons share the responsibility of ensuring compliance with the Code. The Company will investigate all reports of violations. Concerns or potential violations of the Code may be discussed with an immediate superior, department head, a representative from Human Resources, or the IECON. Violations or suspected violations of the Code may also be disclosed in writing to the IECON, with a copy provided to the concerned CCU Head. If confidentiality is desired, it is not required to provide a copy to the CCU Head. More information on reporting violations of the Code is in the Company's Whistleblowing Policy.
EFFECTIVITY AND IMPLEMENTATION	The Code shall take effect upon approval and shall continue to be in full force unless superseded by provisions of law or adoption of new policies and guidelines. The guidelines herein shall be read and implemented in conjunction with all other relevant Company policies to ensure consistency and alignment, i.e. Conflict of Interest Policy, Anti-Bribery and Anti-Corruption Policy, Insider Trading Policy, Corporate Disclosure Policy, Whistleblowing Policy, among others.