



JAMAICA STOCK EXCHANGE GROUP CORPORATE GOVERNANCE PRINCIPLES & PRACTICES

PREAMBLE

The Jamaica Stock Exchange recognizes that as a national self-regulatory organization with a mission to ensure and promote a fair and efficient stock market, it must embrace and practice sound corporate governance. These principles and the attendant structures should serve the best interest of all stakeholders and emphasize the highest standards of transparency, oversight and independence.

The intent is to protect the investing public while advancing the interests of shareholders and member/dealers. Confidence in the stock market will be enhanced by the clear demarcation of regulatory and normal operational functions.

These practices are consistent with world best practices, the Private Sector Organization of Jamaica's (PSOJ) Corporate Governance Code and adhere to the relevant legal and regulatory framework. The corporate governance core practices of the JSE are rooted in the acceptance of the following principles:

1. Corporate Governance should establish a clear foundation for Management and Board oversight. The role and responsibilities of Board and Management should therefore be clearly outlined to facilitate accountability.
2. The Board of Directors should be structured and selected to ensure effectiveness, independence and protection of the public's interests through appropriate selection and operating processes.
3. Ethical standards and responsible decision-making should be promoted.
4. The board is responsible for determining the nature and extent of the principal risks it is willing to take in achieving its strategic

objectives. The board should ensure the maintenance of sound risk management and internal control systems.

5. The directors should state whether they have a reasonable expectation that the company will be able to continue in operation and meet its liabilities as they fall due over the period of their assessment, drawing attention to any qualifications or assumptions as necessary.
6. The board should monitor the company's risk management and internal control systems and, at least annually, carry out a review of their effectiveness, and report on that review in the annual report. The monitoring and review should cover all material controls, including financial, operational and compliance controls.
 - 6.1 The company's annual report should confirm that a robust assessment of the principal risks facing the company, including those that would threaten its business model, future performance, solvency or liquidity, has been carried out. The report should describe those risks and explain how they are being managed or mitigated.
7. Governance should ensure that there is accurate, timely and full financial and governance reporting with strong internal controls and risk management.
8. Material information regarding the company's operations should be disclosed in a timely manner to the public and regulatory entities.
9. There should be regular reviews of Board and Management performance to enhance effectiveness. Such review should include the performance of the alternates.
10. Remuneration should be fair to attract and retain competent skills, and reward consistent with performance objectives.
11. The interests of stakeholders should be carefully balanced, protected and promoted.

**CORPORATE GOVERNANCE
STATEMENT OF PRINCIPLES & PRACTICES**

ISSUES	DESCRIPTION/PRINCIPLE
Board Issues	
Accountability to shareholders/stakeholders	The JSE is a public company with public responsibility. It must balance the interest of all stakeholders to foster a fair, efficient and transparent market.
Mission and Responsibility	The Board members have the responsibility to attend meetings and familiarize themselves with, and make decisions on issues within their purview.
Elections	The provisions for elections of directors are set out in the Articles of Incorporation of the JSE and stipulate election of directors on an annual basis. Interest groups identified by the Board will propose independent directors to the Corporate Governance and Nomination Committee. Where an interest group fails to make a nomination, the Corporate Governance and Nomination Committee will propose directors for election.
Orientation and Training	Training is made available to directors upon appointment to the Board. The Exchange will organize orientation and training for any director within three (3) months of appointment to the Board. The Board will pursue a programme of continuous training and development, with emphasis placed on members chairing committees.
Access to Information	The Board considers the provision of good quality, timely and accurate information as a significant priority in company procedures. Management has a responsibility to provide the Board with any information that will allow members to properly carry out its responsibilities.
Disclosure of Directors' Biographical Information	Sufficient biographical data with the names of all directors, nominated or elected, will be presented to shareholders and directors. This allows for the proper selection of members to specific committees.

Composition	Board members will be drawn from different interest groups and from member-dealers. Representation should reflect the diversity of stakeholders and the needs of the Company. The Board shall be comprised of member dealers, independent directors and a non executive chairman.
Multiple Board Seats	Members must declare appointments to other companies. They must, at the beginning of the year, and as many times as their positions change, give a written declaration to the Board of the Exchange with pertinent information about the other Boards on which they serve.
Chairman & CEO	The JSE will have a separate Chairman and CEO.
Independent Directors	Independent Directors must meet the criteria set out in the Appendix attached.
Committees	<p>Composition There are both mandatory and non-mandatory committees of the Board. The mandatory committees of the Board are comprised of the Regulatory & Market Oversight Committee, the Audit & Finance Committee, the Compensation Committee and the Listing Committee. These are referred to in the JSE's Rules.</p> <p>Each Committee has a written charter outlining its purpose and responsibilities and reporting format. Committees must meet at least twice annually.</p> <p>Review Process The Board of the JSE conducts regular reviews of the performance of the Committees. Chairmen of Committees are required to develop and present their key performance indicators the month prior to the beginning of each year.</p>
Audit Committee	The Audit Committee assists the Board with oversight responsibilities in regards to the integrity of the company's financial statements. It also serves as the communication link between the Board, the management team and the auditors. The Audit Committee ensures that the Company complies with legal and regulatory requirements.
Member Dealers Admission Committee	The Member Dealers Admission Committee is responsible for processing and recording applications of Member Dealers for access of Member Dealers, attorneys/ traders, to conduct business on the floor of the Exchange and their use of these facilities.

<p>Regulatory & Market Oversight Committee (RMOC)</p>	<p>The Regulatory and Market Oversight Committee (hereinafter called the “RMOC”) is the Committee of the Board of Directors of the Exchange comprising the independent directors who are not the nominees or connected to any Member/Dealer of the Exchange. The Board of Directors of the Exchange has delegated responsibility to the RMOC for reviewing and ensuring compliance with and enforcement of the Laws, any Rules including Business Rules, contractual obligations and appropriate standards of conduct governing the Member/Dealers, their clients and participants on the Exchange. The RMOC is the disciplinary committee of the Exchange which has the power to impose any of the penalties specified in Rule 228 upon a Member/Dealer in respect of whom disciplinary action is taken and which results in a finding of misconduct</p>
<p>Corporate Governance and Committee</p>	<p>The Corporate Governance and Nomination Committee is responsible to develop, recommend and review Corporate Governance Principles, applicable to the Board, Management and listed companies. In addition the Committee has the responsibility to oversee the evaluation of the Board’s other committees and make recommendations in respect to the structure of and effectiveness of the Committees.</p> <p>The Corporate Governance and Nomination Committee is also responsible for the recommendation of suitable candidates to fill vacancies on the Board and the suitability of alternate directors.</p>
<p>Compensation Committee</p>	<p>The Compensation Committee of the JSE is made up exclusively of non-executive directors who make recommendations on the company’s framework of executive remuneration. The Committee reviews and approves corporate goals in relation to the CEO’s compensation, evaluates the CEO’s performance in light of the company’s goals and objectives and makes recommendations to the Board with respect to executive and non-executive compensation.</p>
<p>Listing Committee</p>	<p>The Listing Committee ensures the quality and integrity of a listing on the JSE. It is responsible to process applications and make recommendations regarding approval of companies wishing to list on the JSE and review and make recommendations of standards to be observed for companies to remain listed.</p>
<p>Other Committees</p>	<p>These are formed as the Board of Directors see fit.</p>

<p>Board Meetings</p>	<p>There are formal scheduled meetings of the Board at which matters are specifically reserved for discussions. Matters must be addressed within a reasonable time in order to prevent an overrun of pending items.</p> <p>Procedure at Board Meetings In the interest of promoting and ensuring transparency all directors must: Excuse himself/ herself from discussions in, and in making decisions on any matter in which he/she has a personal or business interest or companies on whose board he/she sits or is connected. Further, members shall be bound by similar standards as outlined in Appendix 1- (Part K) of the JSE Rules which addresses 'Acting in Concert'.</p>
<p>General Meetings</p>	<p>General Meetings of shareholders are held each year. Communication with shareholders on decisions concerning material and fundamental corporate changes are made on a timely basis.</p>
<p>Performance Evaluation</p>	<p><i>Evaluation of Board Members and Senior Executives</i> The Board recognizes the importance of each director (including his or her alternate working to fulfill the mandate of the company.</p> <p>The Board recognizes the importance of evaluating the performance of each director, alternate director, senior executives and the Board as a whole. Their performance is subject to the review of the Corporate Governance and Nomination Committee.</p> <p>The Board evaluation shall be externally facilitated every four years.</p>
<p>Term Limits</p>	<p>Nominations to the Board of Directors are reviewed by the Corporate Governance and Nomination Committee.</p> <p>Committees <u>Chairman/Deputy Chairman</u> The Chairman and Deputy Chairman of the Board and Chairmen of Committees have recommended term limits (from one AGM to another AGM) as follows:</p> <ul style="list-style-type: none"> (a) The Chairman can serve for five (5) consecutive terms; (b) The Deputy Chairman can serve for three (3) consecutive terms; (c) The Chairmen of Committees can serve for three (3) consecutive terms, except for the Chairman of

	<p>the Compensation Committee who can serve for a maximum of five (5) consecutive terms.</p> <p><u>Committee Members</u> Members can sit for a maximum of five (5) consecutive years with an option to extend the term limit by two (2) years. These members are eligible to be re-elected one year after the seven (7) year consecutive stint. Past Board Chairmen should automatically sit on the Executive Committee for the year after demitting office as Chairman.</p> <p>There is no term limit for members of the Regulatory and Market Oversight Committee and the Member Dealers Admission Committee.</p>
Age Limits	The JSE has no maximum age limit for members sitting on the Board. However the minimum age limit is eighteen (18) years.
Transparency	Directors are required to provide to the Corporate Governance and Nomination Committee, information as it relates to business dealings, board affiliations and any other information that would pose a conflict of interest.
Accounting Standards	The Jamaica Stock Exchange Board is governed by the accounting standards as communicated from the Institute of Chartered Accountants of Jamaica.
Ethics	The Jamaica Stock Exchange currently maintains ethics and confidentiality requirements for its directors which are posted on its Website.

Specially adopted from the PSOJ's Corporate Governance Code

Reviewed September 16, 2019 (No amendments made)

Reviewed and approved by the Board July 22, 2020

Reviewed by the CGNC March 16, 2021

Approved by the JSE Board March 17, 2021