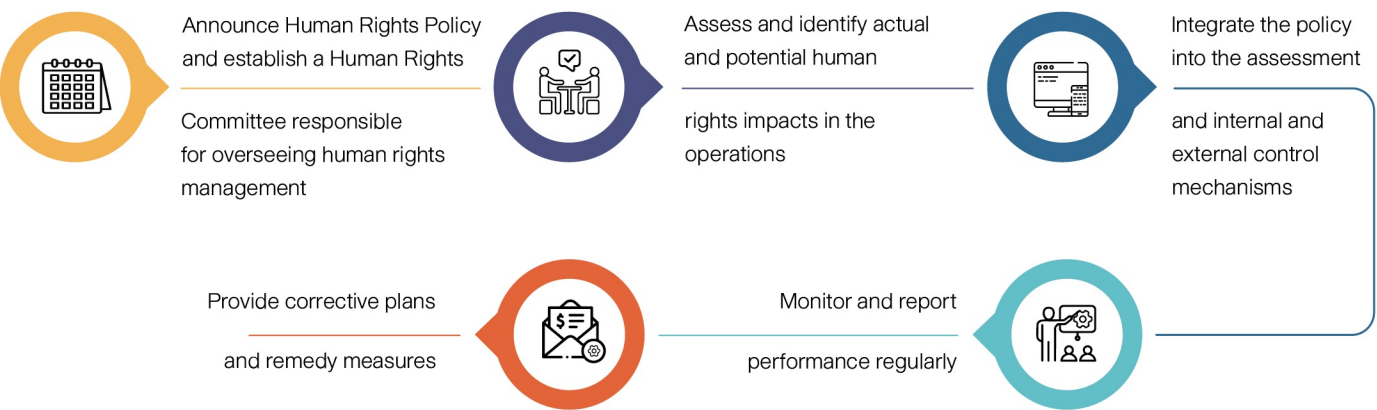


Human Rights Due Diligence (HRDD)

The Company has developed a Human Rights Due Diligence (HRDD) process in accordance with the UN Guiding Principles on Business and Human Rights (UNGP) and conducts a human rights risk assessment every two years. Detailed process of the due diligence is outlined below.

Human Rights Due Diligence Process



1. Policy Commitment on Human Rights

Jasmine International Public Company Limited and its subsidiaries strictly adhere to the Human Rights and Fair Labor Practices Policy, ensuring the protection of human rights throughout the operations. This policy covers respect for laws and frameworks on human rights and fair and equal labor treatment, with an emphasis on prohibition of forced labor, non-discrimination, equal opportunities, rights to peaceful assembly, prohibition of child labor, and occupational health, safety, and working environment.

The policy outlines responsibilities of the Board of Directors, Human Resources department, and all employees as well as determines processes for grievance mechanisms and disciplinary actions in case of violations. The results of human rights and labor practices risk assessment are reported to the Risk Management for Sustainable Development Committee at least once a year. The policy is reviewed on a yearly basis.

Human Rights and Labor Practices Policy



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Business partners and suppliers are required to complete a sustainability self-assessment that covers economic, social, environmental, and human rights and labor issues, ensuring that suppliers recognize the importance of these matters.

2. Impact Assessment of Actual and Potential Human Rights Risks in the Company’s Operations

The Company conducts an impact assessment to identify actual and potential human rights risks in which the Company is involved, whether through its own activities or as a result of business relations. Consideration includes both internal and external stakeholders who may be directly and indirectly affected by business operations across the supply chain.

In assessing human rights risks, the Company considers all stakeholders and vulnerable groups including forced laborers, women, children, indigenous people, migrant workers, third-party contracted workers, and local communities involved in business activities. The assessment covers various aspects including equal pay and non-discrimination.

The assessment includes all risks in the Company's operations as follows:

Internal operations	Supply chain operations	Product and service
<ul style="list-style-type: none"> - Labor practices (employment, remuneration, and working conditions) - Occupational health and safety in the workplace - Non-discrimination and diversity - Harassment 	<ul style="list-style-type: none"> - Operations of partners and suppliers - Procurement process - Use of forced labor and child labor in the supply chain 	<ul style="list-style-type: none"> - Product and service safety - Customer privacy and data protection - Equal access to telecommunications services

3. Integration of Human Rights Policy with the Assessment and Internal and External Control Mechanisms

3.1 Scoping and Identification of Human Rights Issues

The Company identifies human rights issues associated with its business operations by reviewing peers' benchmarking in technology sector and considering risks within the geography of operation. The scope of relevant human rights issues are as follows:

Labor Rights	Consumer Rights	Supplier Rights	Environmental and Community Rights
<ul style="list-style-type: none"> • Working Conditions • Occupational Health and Safety • Non-discrimination • Freedom of Association and Collective Bargaining • Child Labor and Forced Labor 	<ul style="list-style-type: none"> • Consumer Health and Safety • Privacy and Data Protection • Discrimination 	<ul style="list-style-type: none"> • Supplier Code of Conduct • Privacy and Data Protection 	<ul style="list-style-type: none"> • Community Health and Safety • Respect for Community Rights

Definitions:

Labor Rights	Definition
<ul style="list-style-type: none"> • Working Conditions 	<p>The physical and psychological conditions to which workers are exposed while working, including working area, equipment, tools, furniture, atmosphere, and other factors affecting the well-being, safety, and work efficiency. Labor laws require employers to provide workers with an appropriate, safe, and hygienic working environment.</p>

Labor Rights	Definition
<ul style="list-style-type: none"> Occupational Health and Safety 	<p>The care, protection, and promotion of health, safety, and welfare of workers, including the prevention of accidents and diseases resulting from work and the risk reduction in work process. Labor laws require employers to provide workers with protective equipment and safety training, as well as implement appropriate preventive measures.</p>
<ul style="list-style-type: none"> Non-discrimination 	<p>A principle which ensures that all individuals are treated equally in employment, promotion, remuneration, and other working conditions, regardless of race, color, gender, age, religion, disability, sexual orientation, national origin, and other personal characteristics. Labor laws protect workers from both direct and indirect discrimination in the workplace.</p>
<ul style="list-style-type: none"> Freedom of Association and Collective Bargaining 	<p>The right of workers to form or join organizations or labor unions of their choosing to represent them in negotiations regarding working conditions, remuneration, welfare, and other benefits with employers, without interference, discrimination, and retaliation.</p>
<ul style="list-style-type: none"> Child Labor and Forced Labor 	<p>Employment of individuals below the minimum age as required by laws and the act of compelling individuals to work through the use of force, penalty, and physical and mental restraint, which includes human trafficking, slavery, and debt bondage, where the individual has not offered themselves voluntarily and cannot freely resign.</p>
Consumer Rights	Definition
<ul style="list-style-type: none"> Consumer Health and Safety 	<p>The right of consumers to receive safe products and services that do not affect their health or create safety risks. Companies have the duty to assure quality, usage, and safety in accordance with relevant standards to protect consumers.</p>
<ul style="list-style-type: none"> Consumer Privacy and Data Protection 	<p>The right of consumers to provide personal data with an assurance that the information will be stored, used, and disclosed under consent and safety according to laws, including the Personal Data Protection Act (PDPA), and will not be used inappropriately.</p>
<ul style="list-style-type: none"> Non-discrimination Against Consumers 	<p>The right of consumers to have equal access to products and services regardless of race, religion, gender, age, financial status, disability, and political beliefs.</p>
Supplier Rights	Definition
<ul style="list-style-type: none"> Supplier Code of Conduct 	<p>Ethical principles which all suppliers must uphold, including transparent operations, anti-bribery, advocacy against labor and human rights violations, ensuring a sustainable supply chain with good governance.</p>
<ul style="list-style-type: none"> Supplier Privacy and Data Protection 	<p>The right of suppliers to be protected of their business confidentiality, including technical data, contracts, strategies, and financial information. The Company must not disclose information to other third parties or use the information in ways that adversely affect suppliers.</p>

Environmental and Community Rights	Definition
<ul style="list-style-type: none"> Community Health and Safety 	The right of surrounding communities to live safely and healthily. The Company must not cause pollution or any activities that affect the quality of air, water, noise, and the overall well-being of the community.
<ul style="list-style-type: none"> Respect for Community Rights 	The right of communities to participate in operations which may affect their area, way of life, and natural resources. The Company must respect opinions, culture, and traditions, and provide opportunities for communities to raise concerns, including consultation with complete information.

3.2 Human Rights Risk Assessment

The Company has conducted human rights risk assessment, using the impact and likelihood as criteria to prioritize human rights risks. In 2024, the Company has prioritized human rights risks from impact issues, which are divided into 5 issues as follows:

Human Rights Risk Assessment Criteria

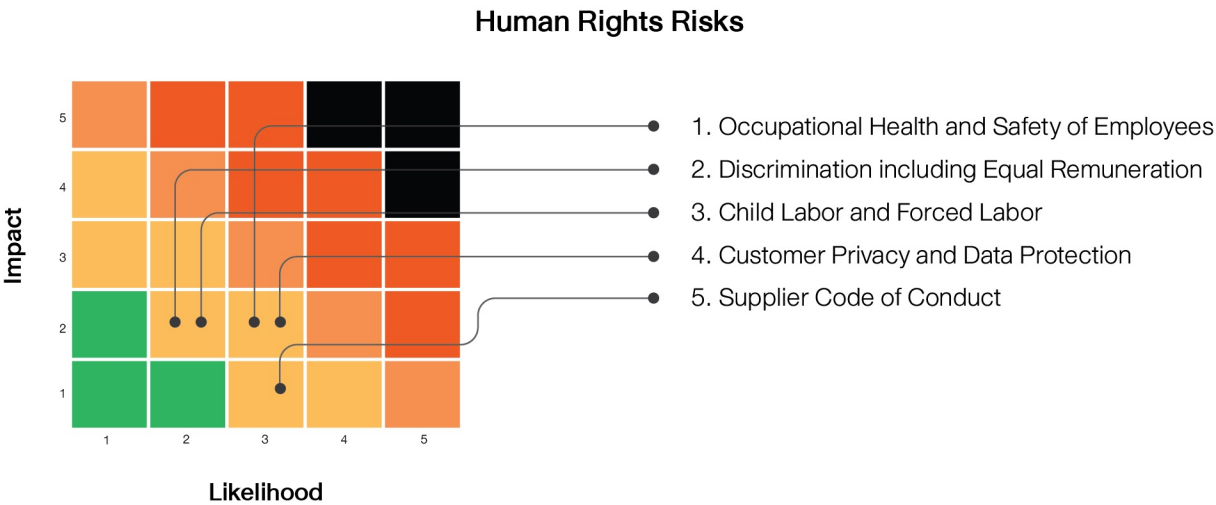
Criteria: Likelihood		Result: Impact
Likelihood / Impact Level	Likelihood / Frequency	Impact
5. Very High Likelihood and Impact	Events that are almost certain to occur or occur all the time. Such human rights issues occur frequently at present or are expected to occur in the near future such as occurring every day, week, or month. There are clear factors conducive to risk occurrence and no sufficiently effective control measures.	Causes serious human rights violations, impacting the quality of life, health, safety, or freedom of those affected. May lead to disability, fatality, or damage which is impossible to restore, and may affect a large number of people. May result in legal proceedings with serious penalties and significantly impact the Company's image and reputation at a very high level.
4. High Likelihood and Impact	Events that are expected to occur in most circumstances. Such human rights issues have occurred frequently in the past or are expected to occur during the current fiscal year. There are factors conducive to risk, and existing control measures are not fully preventive.	Causes significant human rights violations such as fundamental rights, working conditions, and serious discrimination, and may significantly affect the health, well-being, and mental state of those affected. May lead to litigation and legal penalties and highly impact the Company's image and reputation.
3. Moderate Likelihood and Impact	Events that may occur occasionally. Such human rights issues have occurred for several times in the past but not frequently or have a chance of occurring within 1-2 years.	Causes human rights violations that can be restored such as violation of freedom of expression and access to information, and may affect the quality of life and living conditions

	There are factors that may lead to risk, and existing control measures can reduce risk to some extent but are not sufficient.	of those affected but not severe enough to cause danger to life or body. May cause the Company to be reported and audited by relevant regulators and moderately affect the Company's image and reputation.
2. Low Likelihood and Impact	Events that are unlikely to occur. Such human rights violations may have occurred rarely in the past or have a chance of occurring within 3-5 years. Relevant factors are not very conducive to risk, and there are reasonably effective control measures to prevent risk.	Causes limited human rights violations such as inconvenience and dissatisfaction of stakeholders, causing a short-term effect and can be easily restored. May cause limited criticism and commentary and have a low impact on the Company's image and reputation.
1. Very Low Likelihood and Impact	Events with almost no chance of occurrence. Such human rights issues have never occurred in the organization or have a very slight chance of occurring in over 5 years. Relevant factors are not conducive to risk, and there are highly effective control measures to prevent risk.	Causes minor human rights violations that have only slight impact on those affected and can be restored immediately. No risk of complaints or investigation and almost no impact on the Company's image and reputation.

Definitions of Human Rights Risk Level

Risk Level	Details
Very High	Risks that may cause severe human rights violation, have widespread impacts, and cause irreversible damage. These risks result in serious damage to safety, health, and freedom of individuals, may lead to litigation, and severely damage the Company's reputation. Immediate action is required.
High	Risks that may cause human rights violations which have a wide effect on individuals, causing damage to safety, health, and fundamental rights of those involved. These risks may lead to litigation that lead to fines and damage the reputation of the Company. Urgent control measures are required.
Medium	Risks that may cause a limited level of human rights violations, have a reasonable probability of occurrence, and may affect the well-being and rights of stakeholders but can be controlled with appropriate measures. Such risks may affect the Company's reputation if not properly addressed.
Low	Risks with a low chance of occurrence that, if materialized, would have limited impact on human rights and can be managed through normal operational process. These risks may affect a narrow range of stakeholders minimally and do not significantly affect the Company's reputation.
Very Low	Risks that have a very slight chance of occurrence and would have a minimal impact on human rights if they occurred. These risks can be managed easily through normal operational process. They do not affect business operation and the Company's reputation. The possibility of human rights violations is very low.

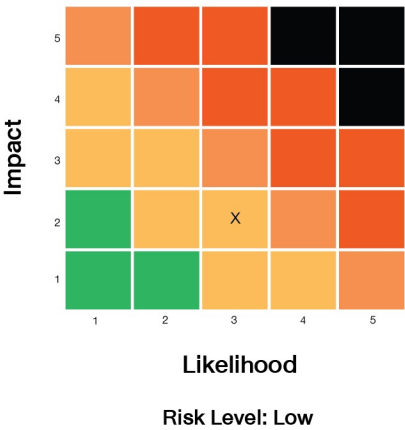
Human Rights Risk Assessment Matrix



3.3 Human Rights Risk Management

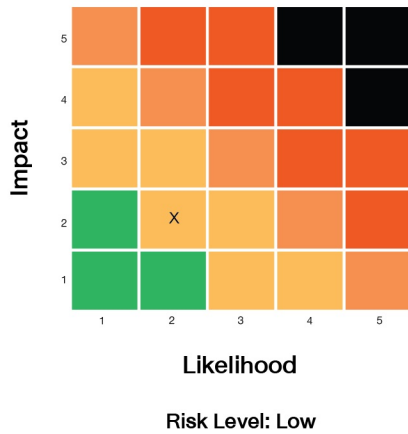
The 5 human rights risks that were prioritized are analyzed to determine control measures, mitigation plans, performance indicators, goals, and results.

Human Rights Risk: Labor Rights



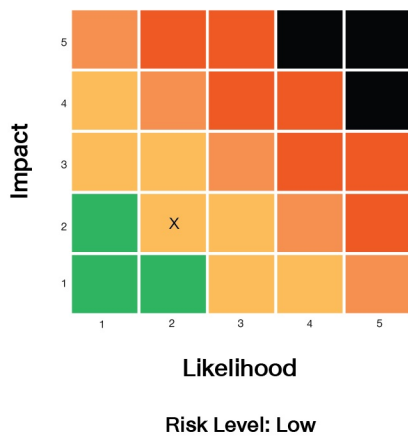
Identified risk	Risk mitigation and remediation	Performance indicator	Goal	Performance
Occupational health and safety of employees	<ul style="list-style-type: none">Development of Human Rights and Labor Practices PolicyRegular occupational health and safety assessment of employeesProvision of training on occupational health and safetyImplementation of channels for complaints from employees	Percentage of employees who have completed training on human rights	100	100
Details	<ul style="list-style-type: none">Damage on physical and mental health of employees, causing stress, anxiety, and depressionReduced work efficiency, low motivation, and high turnover rateDeterioration of organizational culture, lack of trust and cooperation among employeesPossible litigation and legal and reputational damage			

Human Rights Risk: Labor Rights



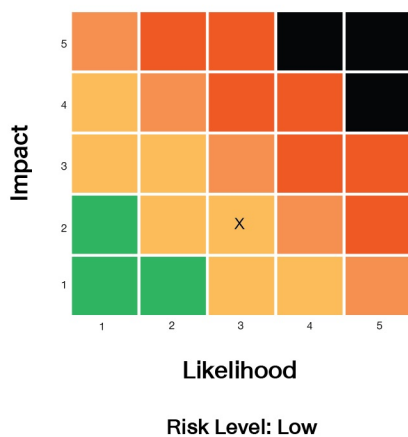
Identified risk	Risk mitigation and remediation	Performance indicator	Goal	Performance
Non-discrimination including fair remuneration	<ul style="list-style-type: none"> Provision of training on diversity and discrimination for executives and employees Implementation of channels for complaints regarding discrimination 	Percentage of employees who have completed training on diversity and discrimination	100	100
Details	<ul style="list-style-type: none"> Effects on mental health of employees subjected to discrimination, causing stress, anxiety, and depression Perceived unfair treatment, leading to high turnover rate and loss of knowledge and experience High turnover rate, requiring organizational resources for recruitment and employee development 			

Human Rights Risk: Labor Rights



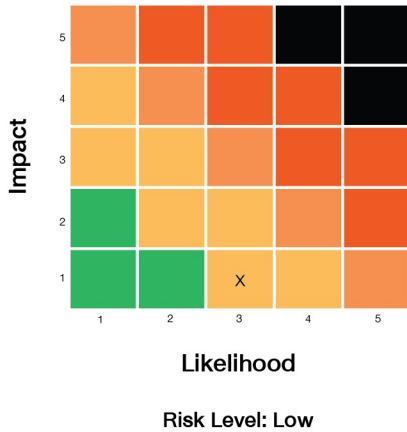
Identified risk	Risk mitigation and remediation	Performance indicator	Goal	Performance
Child labor and forced labor	<ul style="list-style-type: none"> Development of clear Human Rights Policy and Business Code of Conduct and communication to partners and suppliers Requirement on all partners and suppliers to acknowledge the Supplier Code of Conduct 	Percentage of suppliers who have signed and acknowledged the Supplier Code of Conduct	100	100
Details	<ul style="list-style-type: none"> The use of child labor and forced labor which is a violation of fundamental human rights Violation of fundamental human rights, causing damage on creditability and reputation of the Company in the long term Exposure to legal risks 			

Human Rights Risk: Consumer Rights



Identified risk	Risk mitigation and remediation	Performance indicator	Goal	Performance
Consumer privacy and data protection	<ul style="list-style-type: none"> Development of a comprehensive Privacy Data Protection Policy in line with the Personal Data Protection Act B.E. 2562 (2019) (PDPA) Appointing a qualified Data Protection Officer (DPO) Provision of regular training on data security for employees 	Number of data breach incidents	0	0
Details	<ul style="list-style-type: none"> Loss of consumer trust and confidence in the Company Damage to the image and reputation of the Company, which is difficult to restore Cost associated with resolving data breaches, compensating the affected individuals, and restoring systems 			

Human Rights Risk: Supplier Rights



Identified risk	Risk mitigation and remediation	Performance indicator	Goal	Performance
Supplier Code of Conduct	<ul style="list-style-type: none"> Establish a clear Supplier Code of Conduct that addresses ESG Requirement on all suppliers to acknowledge and follow the Supplier Code of Conduct 	Percentage of suppliers who have acknowledged and signed the Supplier Code of Conduct	100	100
Details	<ul style="list-style-type: none"> Loss of business opportunities if suppliers fail to adhere to the Code of Conduct Risk of reputational damage arising from human rights violation in the supply chain Legal risks associated with complicity in human rights violation 			

4. Performance Monitoring and Report

The Company monitors performance on human rights and continuously provides training and awareness programs on human rights for employees. These efforts aim to prevent issues with negative impacts arising from the Company's operations. In 2024, the Company had no salient human rights issues that were ranked high and very high and no reported cases or legal actions concerning human rights violations including human trafficking, child labor, forced labor, and all forms of sexual harassment.

In addition, the Company has prepared and published its first human rights performance report on its website. The Company provides whistleblowing channels for all stakeholders to report on human rights violation incidents, ensuring protection from retaliation, threats, and unfair treatment from the act of reporting through the following channels:

Whistleblowing Channels

Notify supervisors

Inform the Internal Audit at (+66)2-100-3037
or e-mail audit_committee@jasmine.com

Online channel

Inform online through company website at
www.jasmine.com/contact

E-mail

Inform Chairman of the Audit and Corporate Governance Committee at
KarlJamorn@hotmail.com

Registered mail

Send a mail to the Board of Directors, Chairman of the Audit and Corporate Governance Committee at
Jasmine International Public Company Limited
200 Floor 29th-30th, Moo 4, Chaengwatthana Road
Pakkret Subdistrict, Pakkret District
Nonthaburi 11120 Thailand

5. Grievance Mechanisms and Remediation

The Company has established grievance mechanisms through channels for receiving complaints in case of human rights violations in its business operations. In addition, the Company establishes process for determining appropriate corrective actions and remediation measures, both in monetary and non-monetary forms, in a fair and appropriate manner in accordance with the Company's protocols and legal frameworks.

The Company summarizes the details of each case to review and improve policies, management practices, protocols, and relevant procedures, as well as provides training for employees to raise awareness and prevent future occurrence of such incidents. The Company will communicate its updated measures (if any) to all relevant stakeholder groups.

In case of human rights violations, the Company has established a fair investigation process and disciplinary actions as follows:

Disciplinary Actions

