

Respect for Human Rights, Diversity, and Fair Labor Practices

JAS recognizes the importance of respecting human rights and ensuring fair labor practices throughout its business operations. The Company upholds the principles of human dignity, equality, and non-discrimination to foster a safe, fair, and inclusive working environment for all employees, as well as for stakeholders across the value chain, including customers, suppliers, and surrounding communities.

The Company pledges to conduct business responsibly, taking into account potential human rights, labor, and social impacts arising from our operations. At the same time, the Company promotes an organizational culture that values diversity, equity, and inclusion, enabling individuals to realize their full potential and contribute to driving the Company's sustainable growth.

Human Rights Policy and Fair Labor Practices

JAS operates under its Human Rights and Labor Practices Policy to ensure fair and equitable treatment of all stakeholders. This commitment covers key aspects including employment practices, compensation, capacity development, and the working environment, as well as respect for customer rights and the protection of personal data throughout the business process.

In addition, the Company prioritizes transparent, fair, and ethical procurement practices. The Company formally communicates and encourages its suppliers and business partners to comply with human rights principles and applicable laws. Through this approach, the Company reinforces consistent standards across the organization, subsidiaries, business partners, and suppliers. Its operations are guided by internationally recognized standards, including:

- The Universal Declaration of Human Rights (UDHR)
- The UN Guiding Principles on Business and Human Rights (UNGPR)
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The Convention on the Rights of the Child

These frameworks ensure that business activities are conducted with integrity, free from human rights violations, and consistently applied across the entire organization.

For more information, please visit this link.



[Human Rights and Labor Practices Policy](#)

Human Rights Risk Monitoring, Assessment, and Reporting

The Company has established systematic mechanisms to prevent, monitor, and receive complaints related to human rights and labor practices, covering all issues associated with human rights. These include discrimination, bullying, harassment, and all forms of rights violations. The process is guided by the whistleblowing framework, as outlined in the Code of Conduct and the Company's work regulations. The Company also places strong emphasis on protecting complainants, safeguarding the confidentiality of information, and preventing retaliation or unfair treatment against whistleblowers. These measures help ensure that the Company's grievance channels remain secure, transparent, and trustworthy.

In addition, the Company considers employees' views and feedback on human rights, labor rights, and working conditions as an integral part of the human resource management approach. Employees are encouraged to express their concerns through various internal mechanisms, such as internal communication channels and the Welfare Committee. These channels enable the Company to identify potential

issues that may affect the rights and fairness of stakeholders. Insights obtained are used to improve policies and practices where appropriate.

Whistleblowing System

For Employees

- Notify supervisors
- Notify the Human Resource Department:
Tel. 02-100-3095
- Notify the Office of Internal Audit:
Tel. 02-100-3118 or
e-mail audit_committee@jasmine.com
- Notify the Chairman of the Audit and Governance Committee:
e-mail KarlJamorn@hotmail.com

For External Stakeholders

- Online channel: www.jasmine.com/contact
- Send registered mail to
the Whistleblowing Unit, Jasmine International Public Company Limited
Jasmine International Tower,
200 Floor 29-30, Moo 4, Chaengwattana Rd,
Pakkred Subdistrict, Pakkred District,
Nonthaburi 11120 Thailand

Remediation Mechanisms for Human Rights Violations

JAS places importance on providing appropriate, adequate, and fair remedies to individuals who may be affected by human rights violations. The Company is committed to resolving issues in a timely and transparent manner while taking into account the specific impacts of each case. Remedies may be provided in both monetary and non-monetary forms through a fair consideration and mutual dialogue with affected parties, in line with clearly established frameworks and measures. Additionally, the Company has established processes in place to prevent future occurrences by monitoring and implementing effective

preventive mechanisms, ensuring the sustainability of human rights practices within the organization.

2025 Performance

No incidents regarding human rights violations
for the fourth consecutive year.

As a result, no remediation measures were required.

Inclusive Corporate Culture and Diversity, Equity, and Inclusion (DEI)

The Company strives to cultivate a corporate culture that respects human dignity, embraces diversity, and adheres to the principle of non-discrimination in all forms, including race, nationality, religion, gender, age, disability, marital status, ideology, and sexual orientation (LGBTQI+). The Company ensures equitable treatment in the hiring process, personnel development, and fair compensation in accordance with labor laws. The Company encourages an open and inclusive working environment through activities and employee welfare programs that respect diversity. To support the commitment, a prayer room has been provided on the M Floor of the Jasmine International Tower to facilitate employees in practicing their religious activities and promote acceptance of differences. In addition, the Company encourages employees to express their opinions and participate in constructive activities. The Company respects the freedom of peaceful assembly, rejects the use of forced labor and child labor, and upholds international labor practices, ensuring ethical practices throughout its business operations.

Pride Together 2025

In 2025, the Company implemented the Pride Together 2025 initiative aimed at strengthening gender equality and cultivating an inclusive and fair workplace for all employees. The initiative also seeks to encourage fresh perspectives, innovation, and creativity by embracing the diverse backgrounds and identities of the workforce. Key activities included internal awareness campaigns on gender equality, alongside opportunities for employees to take part in engagement initiatives. One highlighted activity invited employees to wear colorful attire, symbolizing the acceptance of differences and inclusion. These efforts helped foster a positive and welcoming workplace atmosphere while reflecting a corporate culture that upholds respect for individual dignity and the value of diversity.



Human Resource Management

Talent Attraction and Retention

JAS places strong emphasis on structured human resource management by aligning workforce planning and recruitment with its business direction. This approach cultivates a workforce with the knowledge, capabilities, and skills to support operations and long-term sustainability. Clear recruitment guidelines have been established to ensure transparency, fairness, and equal treatment. The Company provides equal access to employment opportunities for individuals from diverse backgrounds through multiple channels, including online platforms, academic partnerships, corporate introduction events, and internship programs. In 2025, JAS welcomed 14 interns from 11 educational institutions, supporting youth capability development and readiness for the labor market. Furthermore, the Company also continues to engage retired personnel with strong capabilities and specialized expertise. Four retired employees were rehired as consultants, enabling the continued application of their experience and knowledge.

Throughout the candidate selection stage, standardized criteria and assessment tools are applied while maintaining equal opportunity, recognizing individual differences, and strictly complying with labor laws. These practices reinforce confidence in a process that is impartial, transparent, and verifiable.

Number of Employees
237 Persons*



Male 144 Persons
60.76%



Female 93 Persons
39.24%

Breakdown by Level

	Male (Persons)	Female (Persons)
Top management	12	10
Middle management	12	14
Officer	119	69
Employees with disabilities	1	0

2025 Performance

Average recruitment expenses per total employees	THB 20,000
New hires	14 Persons (5.90%)
Internal transfer	2 Persons (0.84%)
Total voluntary turnover	21 Persons (8.86%)

Breakdown by Age	Male (Persons)	Female (Persons)
Under 25 years old	2	2
25-34 years old	38	22
35-44 years old	54	37
45-54 years old	39	27
55 years old	11	5

*The figures cover the total workforce at JAS, PA, and JAS TV

Human Resource Development

JAS is dedicated to continuously strengthening employee capabilities under its training and development policy, which is aligned with corporate strategy. Learning is promoted through multiple formats, including onsite sessions, online programs, hands-on learning, and internal knowledge sharing.

To ensure development initiatives are relevant and effective, the Company conducted a training needs survey to design programs that align with employees' roles, responsibilities, and expectations across all levels. In addition, a performance management system (PMS) is implemented to evaluate competencies in three key areas: core competencies, functional competencies, and management competencies. This framework supports the analysis of individual skills gaps, the establishment of key performance indicators (KPIs), and the formulation of skill development plans. Results of the evaluation also support decisions related to compensation, promotion, career path, and succession plan.

In addition, employee development is designed to prepare personnel for future key roles and responsibilities. In 2025, the Company promoted learning through digital platforms and courses designed to build future-ready capabilities, including digital technology, sustainability, safety, and governance. These efforts were complemented by programs aimed at strengthening soft skills and management capabilities, enhancing resilience to evolving business and industry dynamics.

Employee Skills and Capability Development

The Company actively promotes the development of employee capabilities. Thus, a wide range of training and development initiatives was implemented to enhance knowledge, skills, and competencies relevant to their roles. In 2025, a total of 61 employees from Jasmine International Public Company Limited participated in training programs, with an average of 25.62 training hours per employee, representing a total of 1,563 training hours.

2025 Employee Development

Average training hours
per person

25.62 Hours

2025 Employee Development*

Total training hours	1,563
Average training hours per person	25.62
Breakdown by Gender (Hours Per Person)	
Male	22.68
Female	27.68
Breakdown by Level (Hours Per Person)	
Top management	25.78
Middle management	30.47
Officer	23.72
Total training cost (THB)	1,238,078
Average training cost per person (THB)	20,312.75

*The data cover training hours of executives and employees at JAS

Employee training and capability development are implemented through a structured approach that covers employees at all levels. Courses are in line with the organizational risk management, corporate governance, and sustainability objectives. Participation and progress in training are monitored through appropriate performance indicators aligned with internationally recognized disclosure practices. These initiatives serve as an important mechanism for strengthening the Company's competitiveness while supporting effective risk management and long-term growth.

Training and Development Programs

The Company offers courses on governance, sustainability, and safety as mandatory training and systematically monitors participation and completion. At the same time, lifelong learning is promoted through skills development programs and digital learning platforms. This supports the growth of employees and executives, aligning with the corporate strategy and sustainability objectives. In 2025, training programs were organized into three main categories as follows:

Category 1: Mandatory Courses and Risk Management Training

Topic	Course	Targeted Participants	Format	Indicator
Governance and Ethics	Code of Conduct & CAC Training	Employees	<ul style="list-style-type: none"> • Online • Classroom 	81.96% completion rate
Sustainability	ESG Risk Management	Employees	<ul style="list-style-type: none"> • Online 	100% completion rate
Supply Chain	Sustainable Supply Chain Management	Relevant functions	<ul style="list-style-type: none"> • Online • Classroom 	70.49% completion rate
Safety	<ul style="list-style-type: none"> • Fire Prevention Workshop and Evacuation Drills • Earthquake Response Practices and Preparedness 	Employees	<ul style="list-style-type: none"> • Classroom • Practical workshop 	62.29% completion rate

Category 2: Knowledge and Skills Development

Topic	Course	Targeted Participants	Format
Digital Learning	Online Learning through Coursera Platform (Access to over 10,000 on-demand courses)	<ul style="list-style-type: none"> Employees at all levels 	Online
Personal Finance	Good Money Plan, Great Happiness Course by Dr. Atchara Yomsin	<ul style="list-style-type: none"> Employees 	Classroom
Diversity	Workforce Diversity	<ul style="list-style-type: none"> Supervisors Middle Management 	Classroom

Category 3: Executive and Board of Directors Development

Topic	Course	Targeted Participants	Organizer
ESG Governance	ESG in the Boardroom	<ul style="list-style-type: none"> Board of Directors 	Stock Exchange of Thailand (SET)
ESG Management	ESG for Executives	<ul style="list-style-type: none"> Executives 	Stock Exchange of Thailand (SET)
Sustainability Disclosure	Sustainability-related Financial Disclosures (IFRS S1 / IFRS S2)	<ul style="list-style-type: none"> Executives 	Thai LCA
Governance	Risk Management, Governance, and Internal Control (Three Lines of Defense Model)	<ul style="list-style-type: none"> Executives 	Public Training

Topic	Course	Targeted Participants	Organizer
Environment	The 12 th Environmental Governance for Executive Officer (EnGEO 12)	• Executives	Department of Climate Change and Environment
	The 22 nd Executive Program in Energy Literacy for a Sustainable Future (TEA 22)	• Executives	Thailand Energy Academy
Board Skills	Director Accreditation Program (DAP 226/2025) and Advanced Audit Committee Program (AACP 59/2025)	• Board of Directors	Thai IOD

Employee Engagement

JAS values employees' input and opinions. The Company conducts an annual employee satisfaction survey to review and improve human resource policies, employee benefits, and talent development approaches to better align with employees' needs. In 2025, the Company improved its employee satisfaction assessment framework to further strengthen human resource management in line with the Company's business direction. The survey assessed employee engagement and satisfaction across five key organizational drivers: strategic alignment & AI readiness, agility & innovation culture, engaging leadership, career growth & skill mobility, reward & recognition, and well-being & DEI.

The 2025 survey results indicate an overall employee satisfaction score of 84%. The Company communicated the results to employees and use the insights as a basis for continuously improving human resource management practices.

	Performance				
	2022	2023*	2024	2025**	2025 Target
Employee Satisfaction Rate	79%	-	86%	84%	80%
Employee Participation Rate	70%	-	80%	94%	80%

*The Company did not conduct an employee engagement survey in 2023 due to organizational restructuring.

**The 2025 employee satisfaction survey excludes those in the probation period (those joining after September 30, 2025). A total of 223 employees participated in the survey, representing 94% of the total workforce across the JAS, PA, and JAS TV (237 employees) as of December 31, 2025.