

People Excellence



Challenges and Opportunities

The rapid evolution of technology, shifting work models, and rising employee expectations have transformed human resource management. Modern enterprises can no longer concentrate solely on operational outcomes; they are required to prioritize the well-being, workplace safety, equity, and holistic development of their employees.

JAS acknowledges that effective human resource management encompasses employee health and well-being, workplace safety and fairness, talent retention and upskilling that support business priorities and digital transformation, and the promotion of an inclusive and diverse organizational culture. Meanwhile, these challenges also present meaningful opportunities to further strengthen workforce capabilities, enhance employee engagement, and reinforce the Company's long-term competitiveness through systematic and sustained investment in people.

Commitment to Responsible Business Operations

The Company conducts its operations with employees at the heart of its strategy, recognizing their pivotal role in strengthening organizational resilience and long-term sustainability. The Company acknowledges that a strong commitment to health, safety, equity, and continuous learning empowers employees to drive sustainable business performance and broader stakeholder value. Accordingly, the Company adopts a holistic approach to employee care, encompassing the provision of appropriate and competitive benefits to promote well-being and quality of life; effective occupational health and safety management; the support for diversity, equity, and inclusion; respect for human rights; and talent development. Through these efforts, the Company continues to cultivate a work environment that supports the sustainable growth of both its people and the organization.

Management Approach

Topic	Approach
Human Resource Governance and Policy	<ul style="list-style-type: none">• Establish policy and practices for talent recruitment, management, and development under the principles of equity and non-discrimination• Ensure strict compliance with labor laws, international labor standards, and internal policies• Prescribe a Welfare Committee to oversee the provision of employee benefits and represent employees in discussions with the Company

Topic	Approach
Occupational Health and Safety	<ul style="list-style-type: none"> • Establish a comprehensive occupational health and safety covering the prevention of injuries and diseases arising from work • Promote health and well-being through activities, benefits, and working environment
Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> • Mandate a clear Human Rights Policy and Labor Practices encompassing whistleblowing management • Embed the principles of diversity, inclusivity, and non-discrimination into the Company's culture • Encourage employee engagement in discussions and initiatives
Talent Development	<ul style="list-style-type: none"> • Support lifelong learning through trainings, upskilling, and educational platform development • Integrate employee development into the organizational strategy, risk management, and sustainability targets
Stakeholder Engagement & Disclosure	<ul style="list-style-type: none"> • Designate channels for employee feedback and complaints handling while ensuring fairness, transparency, and security • Disclose human resource management performance in an appropriate and accountable manner

Employee Welfare and Benefits

JAS places great importance on employees' well-being in order to foster motivation and engagement. The Company cultivates a work environment that supports productivity and provides appropriate benefits for employees at all levels. These efforts are complemented by wellness initiatives that promote work-life balance and positive workplace relationships. To support these objectives, the Company offers both fundamental and supplementary benefits as appropriate, continuously enhances the working environment, supports flexible working arrangements in line with the nature of each function, and organizes engagement activities to strengthen employee participation and organizational cohesion.

Welfare Committee

JAS has appointed a Welfare Committee to ensure appropriate benefits and compensation while addressing workforce needs. The Committee comprises employee representatives who play a key role in communicating employees' perspectives and recommendations on welfare and working conditions to management. It also proposes improvements, additional benefits, and employee-focused activities. This mechanism promotes fairness, transparency, and employee participation across the organization.

Additionally, the Company regularly monitors the effectiveness of its employee support programs through satisfaction surveys, feedback from internal activities, and consultations conducted through the Welfare Committee. Insights gathered from these channels are used to enhance benefits, improve the working environment, and strengthen employee support practices in line with evolving organizational needs.

Employee Well-being Promotion

Topic	2025 Performance
Ergonomic Principles Awareness	Provide information on ergonomic principles through internal channels, helping employees to adopt proper posture and working environment, thereby reducing the risk of work-related injuries and illnesses
Health and Wellness	Offer vaccination programs and annual health checkups and provide access to healthcare services to enhance employee well-being
Workplace Environment Enhancement	Improve workspaces that support agility and productivity through the 5s Program, promoting orderliness, safety, and workplace well-being. Also, provide a co-working space at the office building
Promotion of Physical Activity	Encourage employees to engage in physical activity through project implementation and facilities such as the JAS Virtual Run campaign
Stress Relief	Carry out training and activities which help to alleviate stress, such as the Hearty Massage project
Flexible Working Hours and Workplace	Implement flexible working hour policies, enabling employees to choose their working shifts. Moreover, support remote work based on employees' needs and specific circumstances
Family and Childcare Support	Provide employees with parental leave and family leave in accordance with labor law and offer comprehensive health insurance coverage for employees and their families, contributing to an improved quality of life for our workforce

Boost Day, Wednesday: Midweek Energy Initiative

The Company implemented the “Boost Day, Wednesday” initiative to promote employee well-being and foster a positive work environment that enhances productivity. Midweek snacks are provided to employees every Wednesday to help ease midweek stress, boost motivation, and strengthen employee engagement. The initiative contributes positively to employee retention and helps reduce long-term turnover-related costs by reinforcing employees’ sense of connection and commitment to the organization.



Output

- Employee satisfaction rate of 93% (Evaluated at the first half of 2025)
- Reduce turnover-related costs by THB 420,000*

Outcome

- Enhance employee engagement
- Reduce turnover rate
- Reduce hiring costs and costs of training new employees

*Data covers executives and employees at JAS

JAS Sandbox Market

JAS organized an internal marketplace initiative, providing employees with a platform to sell and exchange products within the organization. The activity was held from 8 a.m. to 5 p.m. at the lobby on the 29th floor of Jasmine International Tower. The initiative aims to create additional income opportunities for employees, strengthen positive relationships among colleagues, and foster a friendly and enjoyable work atmosphere. This project also forms part of the Company’s broader efforts to support employee well-being, enable employees to meet living wage, and enhance employee engagement.



Output

- 10 employee shops registered
- 61 employees participated

Outcome

- Enable employees to generate additional income and meet living wage
- Enhance employee engagement and relationships
- Cultivate a friendly working environment that support teamwork
- Foster an open and supportive organizational culture

Occupational Health and Safety

JAS prioritizes a safe and healthy working environment as a fundamental component of its workforce management. The Company has mandated comprehensive occupational health and safety policies and appointed a Committee to govern implementation, manage risks, and prevent workplace accidents. Additionally, the Company pledges to reduce work-related injuries and illnesses while promoting both physical and mental well-being, enabling employees to perform effectively, securely, and with a high quality of life over the long term.

The Company's occupational health and safety management framework encompasses risk prevention strategies, capability-building training, emergency response readiness, and employee well-being initiatives. The Company continuously monitors performance and reviews practices to ensure ongoing improvements. In addition, safety audits are conducted to identify potential hazards and ensure compliance with established measures. The findings inform the refinement of management practices, ensuring alignment with evolving operational conditions and emerging workplace safety considerations.

	2025 Performance	2025 Target	2026 Target
Number of work-related injuries that cause work absence of more than three days (L.T.I.F.R)*	0 case/ 1 million working hours**	0 case/ 1 million working hours	0 case/ 1 million working hours
Injury Frequency Rate (I.F.R)	≤ 3 cases/ 1 million working hours	≤ 3 cases/ 1 million working hours	≤ 3 cases/ 1 million working hours
Injury Severity Rate (I.S.R)	10 days/ 1 million working hours	≤ 12 days/ 1 million working hours	≤ 12 days/ 1 million working hours
Number of high-consequence work-related injuries causing permanent disability	0 case	0 case	0 case
Number of fatalities as a result of employees' and contractors' operations	0 case	0 case	0 case
Value of damage from accidents	≤ THB 1,000,000	≤ THB 1,000,000 /case	≤ THB 1,000,000 /case

*Lost Time Injury Frequency Rate (L.T.I.F.R) refers to work-related injuries that cause work absence of more than three days

Employee Well-being Promotion and Health Risk Prevention

In 2025, the Company strengthened its approach to preventive health management while proactively addressing work- and lifestyle-related health risks. A range of initiatives was implemented to support employees' physical and mental well-being in a comprehensive manner, reinforcing our commitment to a healthier, more resilient workforce.

Be Health, We Help Project

JAS collaborated with Pataravejsiam Thai Traditional Medicine School to promote preventive healthcare by providing health consultations and treatments based on traditional Thai medicine. The initiative aimed to reduce health risks associated with work and lifestyle factors while raising awareness of preventive health practices among participants. In 2025, the program was conducted on two occasions:

- The first session was held at Jasmine International Tower for employees within the JAS Group.
- The second session took place at Wat Chonprathan Rangsarit and was opened to the public, extending access to healthcare services to the surrounding community.

Both sessions reflect the Company's commitment to advancing preventive healthcare at both the employee and community levels, while contributing to sustainable improvements in overall quality of life.



Output

- Received a total of 179 participants for both sessions
- Participant satisfaction rate
- Session 1 (Employees): 93%
- Session 2 (General public): 98%
- Provided a financial support of THB 50,000

Outcome

- Minimize health-related risks from work and lifestyles
- Promote preventive health management and awareness of employees
- Support well-being and long-term work efficiency

2nd JAS Virtual Run

JAS encourages employees to engage in physical activity through a collective walking and running challenge totaling 43 kilometers, commemorating the Company's 43rd anniversary. The initiative aims to strengthen physical health and promote consistent exercise habits, which are essential to maintaining overall well-being and reducing long-term health risks associated with modern lifestyles, such as non-communicable diseases (NCDs). In addition, the program fosters employee engagement and promotes relationships between employees and the Company, while reinforcing a corporate culture that values health and well-being.



Output

- 86 employees participated, increasing by 16 persons, or 23%, from 2024
- 72 participants successfully met the target
- Achieved an accumulated distance of 8,306 km

Outcome

- Enhance physical health and promote exercise habits
- Reduce long-term health risks
- Enhance employee engagement

JAS Sports Day 2025

JAS organized its first sports day, aimed at promoting the physical and mental well-being of all employees while fostering stronger relationships across companies within the business group.

