

# Securing Employee Health, Safety, and Well-Being



At JAS, we recognize that employees are the heart of our organization. We believe that good health and well-being of employees are integral to the sustainable success of the organization. Good health, a safe work environment, and a positive mindset contribute to greater efficiency, facilitating long-term development and growth.

Therefore, JAS pledges to create a safe and accident-free work environment while prioritizing employee happiness through improved standards regarding safety and quality of life. Additionally, we implemented various projects that aim to promote good health, provide facilities that support well-being, and enhance employee satisfaction.

## Operational Guidelines

- Develop policies regarding occupational health and safety and appoint a Committee to determine preventive measures and report a performance related to safety
- Provide safety training to enhance skills and reduce risk of accidents
- Implement strict measures in case of epidemics to ensure good health conditions
- Launch projects and activities that promote good health and well-being and improve work environment
- Offer a range of welfare benefits and facilities that address employee needs at all levels

## Occupational Health and Safety

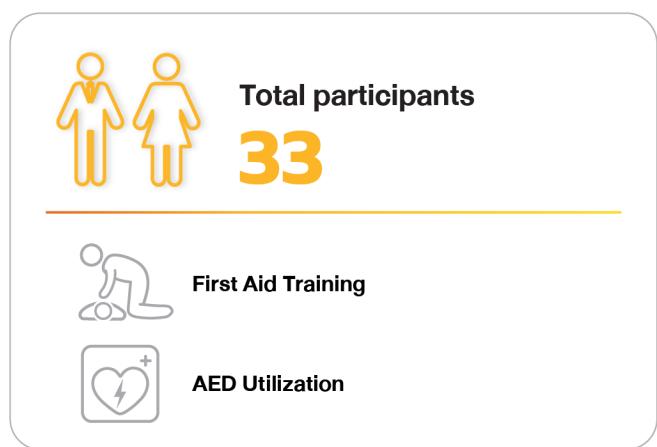
To underscore our commitment to occupational safety, JAS has established policies regarding occupational health and safety and appointed a Committee to specifically ensure safety in all work processes. We have implemented preventive measures including provision of adequate protective equipment and regular inspections and maintenance of safety equipment according to the scheduled intervals. Additionally, we closely monitored operational standards on a monthly basis and conducted a safety audit across all units at least twice a month. The Committee is responsible for compiling a summary report, which is presented to senior management every quarter, serving as guidelines for the continuous improvement and development safety measures and practices.



|  | 2024 Performance                                   | 2024 Goal                          | 2025 Goal                          |
|--|--|------------------------------------|------------------------------------|
| Number of accidents causing employee injuries and work absences exceeding 3 days           | 0 cases/ 1 million working hours                   | 0 cases/ 1 million working hours   | 0 cases/ 1 million working hours   |
| Injury Frequency Rate (I.F.R)  | ≤ 3 cases/ 1 million working hours (165 employees) | ≤ 3 cases/ 1 million working hours | ≤ 3 cases/ 1 million working hours |
| Injury Severity Rate (I.S.R)   | 0 days/ 1 million working hours (165 employees)    | ≤ 12 days/ 1 million working hours | ≤ 12 days/ 1 million working hours |
| Number of high-consequence work-related injuries causing permanent disability and fatality | 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   | ≤ 1,000,000 THB/case                               | ≤ 1,000,000 THB/case               | ≤ 1,000,000 THB/case               |

## First Aid Training to Enhance CPR and AED Skills

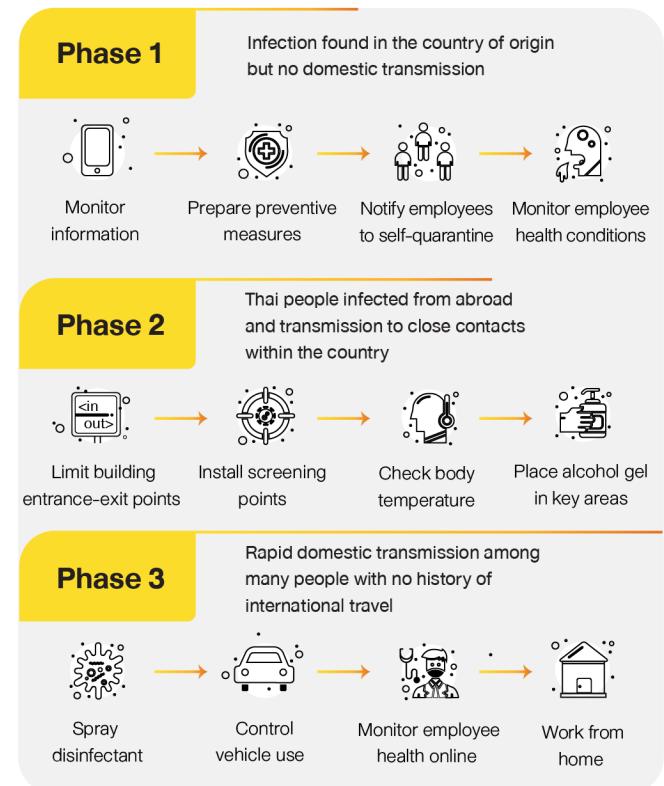
We organized a first aid training focusing on cardiopulmonary resuscitation (CPR) and AED utilization to equip JAS Group employees and building tenants with the knowledge and skills necessary for assisting individuals who lose consciousness or experience sudden cardiac arrest. CPR is a critical life saving procedure involving chest compressions to help stimulate blood and oxygen flow to the brain and vital organs, while AEDs deliver electric shock to the heart to restore a normal heart rhythm. This training enhanced participants' understanding of first aid and enabled them to perform life saving actions correctly and confidently. In 2024, a total of 33 participants from JAS Group employees and building tenants successfully completed the training. This reinforces our commitment to employee health and safety while ensuring emergency preparedness to ensure safety for everyone in the organization.



## Employee Health and Safety During Pandemic Situations

In an era where disease outbreaks severely affect employees' health and well-being, we prioritize efficient risk management by implementing strict preventive measures to ensure a safe work environment. These include installing screening points, performing temperature checks, placing alcohol gel in key areas, limiting elevator occupancy and building access to reduce density, increasing the frequency of workspace cleaning, and encouraging employees to work from home where appropriate. These measures help reduce the risk of disease transmission and ensure employees of their safety and work efficiency under changing circumstances.

## Contact Disease Prevention Measures



## Enhancing Employee Well-Being

JAS is dedicated to creating a work environment which embraces employees' happiness and well-being, focusing on building security, good health, and workplace satisfaction through benefits that address their needs at all levels. These include provident funds, life insurance, health and accident coverage, loans, and recreational activities to enhance a friendly and enjoyable work environment.

Additionally, to ensure occupational health and safety, we carried out projects to support good health and well-being and created a safe work environment with good quality of life. These initiatives included activities that encourage exercise and stress relief, strengthening our efforts to enhance well-being of our employees.

| Topic                           | Performance   |
|---------------------------------|---|
| Ergonomic Principles Awareness  | Provided information on ergonomic principles through PR posters, helping employees to adopt proper posture and reducing the risk of work-related injuries and illnesses.  |
| Health and Nutritional Training | Offered vaccination programs and annual health checkups and provided knowledge on healthcare and proper nutrition to support employees in maintaining good health and minimizing risk of various diseases.  |
| Healthy Work Environment        | Conducted workplace environment assessment in the office areas by building professionals, achieving an average score of 74%. Also, provided a co-working space on the M floor of Jasmine International Tower to enhance a flexible and efficient working environment. |
| Promotion of Physical Activity  | Encouraged employees to engage in physical activity through project implementation and facilities such as the JAS Virtual Run campaign, designed to promote good health among the workforce.  |

| Topic                                | Performance   |
|--------------------------------------|---|
| Stress Relief                        | Carried out training and activities which help to alleviate stress, such as the Hearty Massage project which provided massage by visually impaired practitioners from Skills Development Centre for the Blind, Foundation for the Blind in Thailand under the Royal Patronage of H.M. the Queen to help relieve stress and pain from office syndrome. This also helped create job opportunities for people with disabilities. |
| Flexible Working Hours and Workplace | Implemented flexible working hour policies, enabling employees to choose their working shifts. Moreover, supported remote work based on employees' needs and specific circumstances.  |
| Family and Childcare Support         | Provided female employees with maternity leave of up to 98 days in accordance with labor law and offered comprehensive health insurance coverage for employees and their families, contributing to an improved quality of life for our workforce.   |

## JAS Virtual Run Project

To celebrate JAS's 42<sup>nd</sup> anniversary, we organized a health promotion activity while also embracing the unity of employees. 69 employees participated in walking and running for an accumulative distance of 42 km, with 61 successfully meeting the target. Those who finished the 42-km distance received trophies from the Acting Chief Executive Officer, along with random prize drawings for lucky participants to stir excitement and ignite inspiration. This project not only promoted good health but also encouraged employees to exceed beyond their limits, underscoring our efforts to integrate health care into our culture.

