

Sustainability Report 2022



GO GREEN

Sustainable Innovative Digital Economy Provider

JTS is an innovator delivering digital economy solutions that are safe, modern and focused on the benefits of stakeholders, while reducing sustainable environmental impact.



Vision

Become a leader in the System Integrator business with a comprehensive range of services including Hyperscale Data Center, Telecommunication Services, and Digital Asset solutions. We strive to be at the forefront of technology, maintaining reliability, security, and versatility to meet the diverse needs of our clients.

Mission

To continuously develop solutions that meet customer needs in the Digital Transformation era.

To develop collaborative relationships with business partners to increase the strategic competitiveness and sustainable potential of the Company by taking into account the sustainable value.

To develop the personnel resources to be experts in new technologies to drive innovation, creativity, and maximum efficiency within the organization.

To cultivate close and continuous relationships with customers to create satisfaction and increase the opportunities for collaboration.

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Message from the President and Chairman of the Risk Management and Sustainability Committee

From the economic, social and environmental changes in the past one year, the business sector has begun to adjust more, especially the sustainable development strategy that places importance to all stakeholders through operations covering economic, social, and environmental dimensions, Jasmine Technology Solution Public Company Limited, as a leader in information and communication technology in Thailand, has the intention to create value and deliver good value to society and community, according to the Company's commitment: Sustainable Innovative Digital Economy Provider JTS: Be an innovation deliverer to drive a safe, modern digital economy that focuses on the interest of stakeholders and reduce the impact on the environment sustainably.

The Company wants to create good, valuable and sustainable outcome for all groups of stakeholders, whether in the business sector, community and society, and we desire to elevate for a better quality of life. The Company uses this commitment as a positive impetus for cooperation to do the same thing and reflects the Company's commitment with respect to such commitments. In addition to developing products and services to meet the changing needs of customers, the Company continues to use national and international standards as criteria for the Company's innovation development to ensure that the Company's products and services are of good quality and friendly to the environment and society.

In addition, the Company also aims to instill a DNA of Sustainability into all executives and employees with the belief that sustainability is about everyone along with establishing relevant policies and goals for everyone to take part in driving corporate sustainability as well as

expanding the operational plan to cover business partners and other groups of stakeholders along the value chain so that the organization and society can grow sustainably together.

The Company adheres to the principles of conducting business according to the principles of good governance on the foundation of sustainability, by integrating the Sustainable Development Goals (SDGs) of the United Nations into the Company's operations to create good operational results both economy, society, and environment, as a result, the Company's performance in 2022 has integrated sustainability within the organization and able to disclose relevant information accurately and transparently, resulting in the Company being assessed for good corporate governance for the year 2022 - Corporate Governance Report of Thai Listed Companies (CGR) from the Thai Institute of Directors Association at the level of 5 stars "Excellent"

Finally, on behalf of the Risk Management and Sustainability Committee, we would like to thank our employees, shareholders, customers, partners and all groups of stakeholders who support and be a part of the success of the Company's sustainability operations. The Company will focus on doing business with social and environmental responsibility as well as strictly adhering to the principles of good governance to create sustainable value for stakeholders, society, and the country.

(Mr. Dusit Srisangaoran)

President

Chairman of the Risk Management and Sustainability
Committee

About JTS

The information of the Company

● Business Information

Jasmine Technology Solution Public Company Limited

● Symbol

JTS

● Registered Date

Securities Registration

● Authorized Capital

706,457,300 Baht

● Paid-up Capital

706,457,300 Baht

● Industry

Technology / Information and Communication Technology

● Headquarter

200 Moo4, 9th Floor, Jasmine International Tower, Chaengwattana Road,
Tambon Pakkret, Amphoe Pakkret, Nonthaburi, 11120

● Tel

(66) 0 2100 8300

● Fax

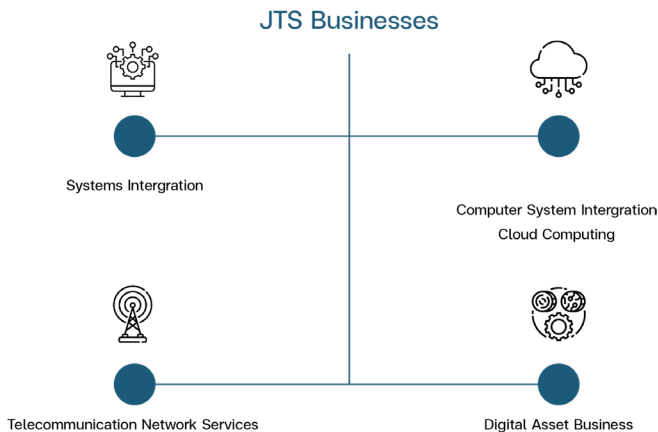
(66) 0 2962 2523

● Website

<https://www.jts.co.th>

● Top executives

Mr. Dusit Srisangaoran, President



The Company is an expert in designing computer network solutions at all levels of the network (Core Network - Access Network) such as SDWAN, Firewall Devices, Router Devices, Core Switch Devices, Access 20 Jasmine Technology Solution Public Company Limited Switch Devices, Wi-Fi Devices, etc. The Company is a partner with major manufacturers such as Cisco/Meraki, Aruba, Fortinet, D-Link, Zyxel, Engenius, Trend Micro, etc.

3) Backup products to protect against Ransomware

The Company has backup solutions to protect information from Ransomware from Veritas, a leading company in data collection with a Backup Appliance that has passed the test of protection against system intruders (Hardening) already. By backing up critical data to Veritas Backup Appliances, customers can protect against Ransomware damage. Administrators will be able to restore data quickly and completely from the Backup Appliance.

4) Smart Building Solutions Products

Modern building management focusing on energy saving and green building. The Company offers solutions to help modern building management from Artificial Intelligence (AI) combined with technology capabilities of IOT (Internet of Thing) technology to help detect data and control the operation of various systems such as air conditioning systems, lighting systems, electrical systems, CCTV systems, door access control system which the data will be analyzed and displayed as a virtual image (Digital Twin), which helps to manage the building more efficiently.

5) Cloud infrastructure (Infrastructure as a Service: IaaS) and software implementation service (Software-as-a-Service : SaaS)

Currently, customer groups are increasingly favoring Infrastructure as a Service (IaaS) and Software as a Service (SaaS) cloud services, as they provide a leapfrogging approach. This is due to the reliable and stable performance of cloud technologies. Customers no longer need to invest in expensive and resource-intensive system maintenance and management, resulting in cost savings.

Business Information

1. Procurement, design and implementation of telecommunication systems Information Technology, Computing and Cloud Computing (Systems Integration)

Product or Service Characteristics

The Company has a wide range of products and services and has a partner from a group of manufacturers (Vendor) that is popular and accepted by domestic and international customers including dealer partners (Distributor) and other trade partners to jointly offer SOLUTION that meet the needs of each customer in terms of technical requirements, operation period and budget suitable for customers.

1) Computer Products/ Host Computers

Computer products such as personal computers (PC), Notebook computers and Server computers are the basic factors that each customer needs and have the Repeat Order (buy again) every 3-5 years due to obsolete products and/or the warranty period has expired which is an opportunity for the Company to always offer products and solutions to customers. The Company has partnerships with some of the world's leading companies such as Dell/EMC, HPE, Lenovo, Acer and Supermicro, which provide even more choices for customers.

2) Computer network products and information security systems



2. Telecommunication Network Service Business

JasTel provides telecommunication coverage in Thailand, both domestically and internationally by providing international high-speed signal rental circuits (International Private Leased Circuit: IPLC) which is a highly stable circuit with many routes to connect abroad, such as the South through Malaysia, Singapore and the Northeast through Laos, Vietnam and China including providing domestic high speed signal leased circuit service (Domestic Private Leased Circuit : DPLC) covering large provinces and economic areas in each region of Thailand especially 25 Form 56-1 One report Annual Registration Statement/ Annual Report 2021 in Bangkok and surrounding areas (Metropolitan Network : Metro Net) that “JasTel” has expanded its service coverage to more than 100 high-rise buildings in the heart of Bangkok including leading department stores. In addition, JasTel’s Leased Circuit service is highly stable, no interruption even if the service cable is cut off, because other routes can be used instead. “JasTel” has bandwidth to provide very high service. It can support the transmission and transmission of large volumes of data, including an automatic circuit management system and 24 hours supervision to provide a wide range of telecommunication services. “JasTel” provides Internet Protocol Virtual Private Network : IP-VPN, Leased Line Internet, Managed Network Services both domestically and internationally through the fiber cable network, National Internet Exchange Service : NIX, service for renting space to install server equipment, and Router (Co-Location Service) including other additional services that customers need such as web hosting, mail hosting, etc. by JasTel’s diverse customer groups; from corporate customers who are Niche Market such as Telecom Operators, Internet Service Provider, and also a group of multinational corporations with branches in many countries, group of customers in industrial estates, and corporate customers in high-rise buildings, which are specific areas, and also pays more attention to JasTel’s telecommunication services.

Product or Service Characteristics

JasTel’s overall telecommunication services are as follows:

- 1) Provide international high-speed signal rental circuit services (International Private Leased Circuit: IPLC)
- 2) Provide National Internet Exchange Service: NIX and International Internet Gateway: IIG
- 3) Provide service center or area for installing computer network equipment, Server and Router and other related services by providing services to service providers (Operators/Internet Service Providers) and Corporate customers, provide domestic high speed signal leased circuits with its own network (Domestic Private Leased Circuit: DPLC) by providing exclusive services to specific groups of customers, and provide internet services for specific groups of customers

3. Computer Systems Integration and Cloud Computing Business

The computer system integration business is provision of computer system design and implementation services including application software development, maintenance service provision and distribution of computer equipment and related accessories. CCS uses application software developed by various producers as components in implementing customer computer systems by making modifications and developing additional programs to meet specific customer needs in each organization quickly. This is a channel and an advantage for CCS business operations from the ability to provide services in this sector.

The cloud computing business places software applications at the central server before allowing users to log into the system in order to use software via the internet. Cloud computing is technology that helps businesses with information technology system needs to have options in renting systems for use rather than investing in purchasing systems. Cloud computing is highly suitable for small and medium enterprises with potential budget limits.

Furthermore, cloud computing helps entrepreneurs who never had an information technology system to decide to use information technology systems within a short time because of low expenses, no burdens from system maintenance costs and constant system upgrades.



Product or Service Characteristics

1) Computer System Integration Business

In implementing computer systems, the Company needs to study customer needs and present suitable goods or solutions to customers. The process of delivering the aforementioned solutions consist of procuring solutions in the form of completed application software developed by the Company which needs modifications and additions to fit the needs of specific customers and procuring computer equipment and accessories including system installation and testing along with post-sale services such as training and maintenance, etc.

Currently, CCS has expertise in presenting application software solutions for the telecommunication industry group and public utilities. Solutions can be categorized by systems consisting of:

The Enterprise Resource Planning for Government System supports back-office system operations to create maximum efficiency in revenue collection systems, income-expense financial systems, budget systems, procurement systems and asset systems, etc.

2) Cloud Computing Business

The cloud computing business uses computer hardware and software readiness including good internet quality and effectiveness to provide leasing services for customers as appropriate. Cloud computing services are divided into the following two types:

2.1 Infrastructure-as-a-Service

Infrastructure-as-a-service includes provision of hardware resource leasing services such as CPUs, memory, storage including other additional services such as cloud mail, cloud hosting and Microsoft license for cloud, etc. In addition, the Company has backup site services for support in cases where the main site has problems in order to prevent customer businesses from coming to a stop. This service is currently used by many customers.

2.2 Software-as-a-Service

Software-as-a-Service is provision of application software services for software such as public service call center systems, mobile application software (Smart Service) for reporting complaints, searching information on tourist attractions, lodgings, restaurants and live traffic image signal services via the Internet.

4. Digital Asset Business

Digital Asset Business, by the subsidiary "JasTel", has been mining Bitcoins which the reward that can be mined will be Bitcoin coins, which is a digital currency (Cryptocurrency) that can be used to exchange or trade at any time by trading digital assets can be carried out through the Digital Asset Exchange such as Binance, Bitkub, Bitazzar, etc.

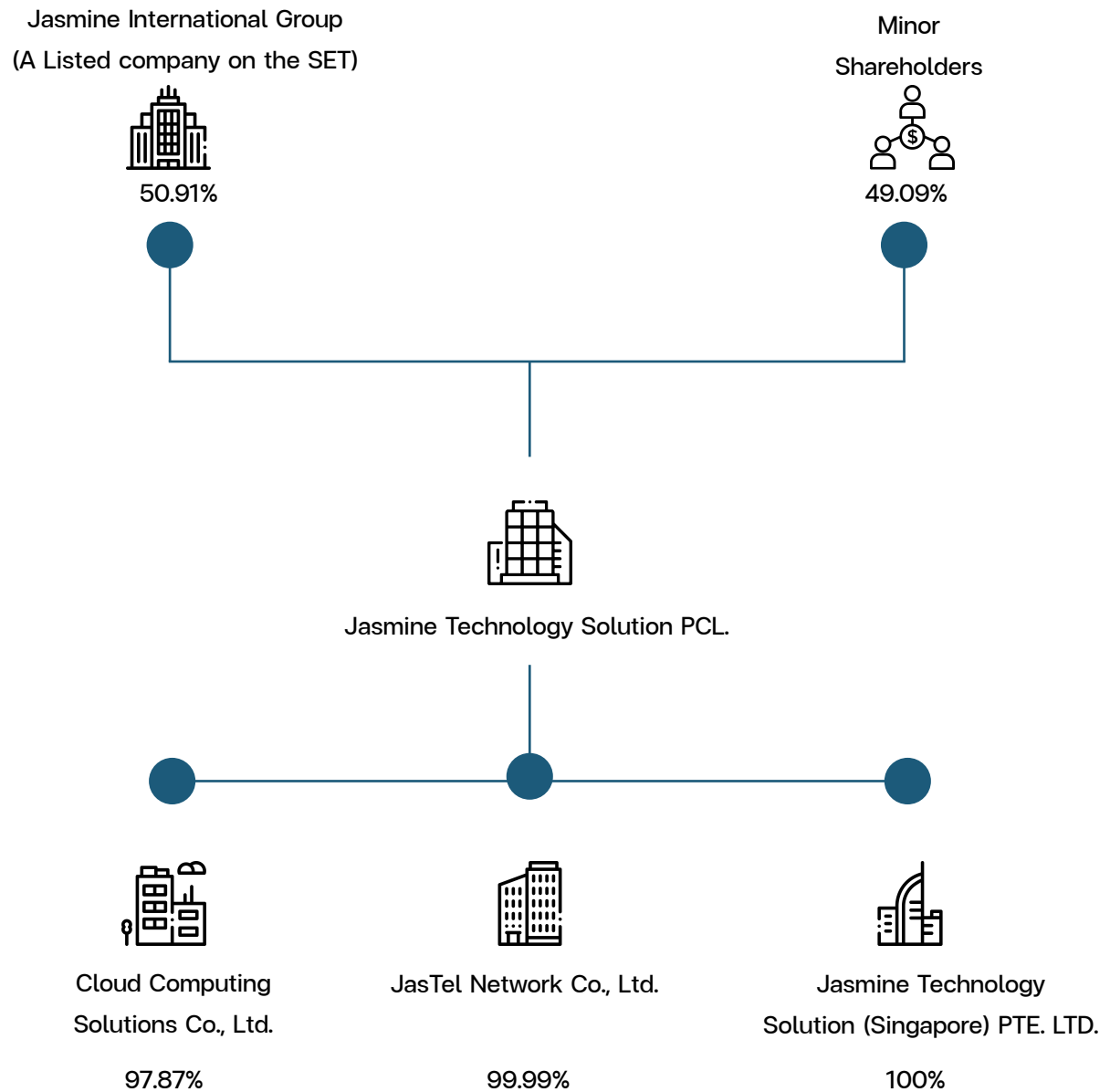
Bitcoin is like a gold in form of digital with ability to maintain its value and used to hedge against inflation, due to the limited number of Bitcoins, but it can be assured that this coin will not lose value due to the unpredictable increase in the market. Plus, Bitcoin is still tolerant and the coin on the blockchain cannot be destroyed.

Product or Service Characteristics

Digital asset is an electronic unit that shows the same value as normal asset which can not be touched with bare hands, built on an electronic system or network, but can buy-sell, exchange ownership with thematic in decentralized transaction by using blockchain technology to record transactions making it possible to trade/buy-sell 24 hours a day, 7 days without holidays. The Company is working on the Bitcoin mining business and some of the mined coins will be sold and keep some of them. The Company expects to be able to continuously recognize income from this business. Bitcoin mining business is the use of specially designed computers in the network, which compete in processing mathematical equations to solve algorithms, acquiring the right to certify transactions and add new data sets, also known as adding new blocks to the blockchain system, and when any computer can solve the equation will be rewarded with new Bitcoin coins which will create a new block every 10 minutes and a limited number of Bitcoins is mined, which is 21 million coins.

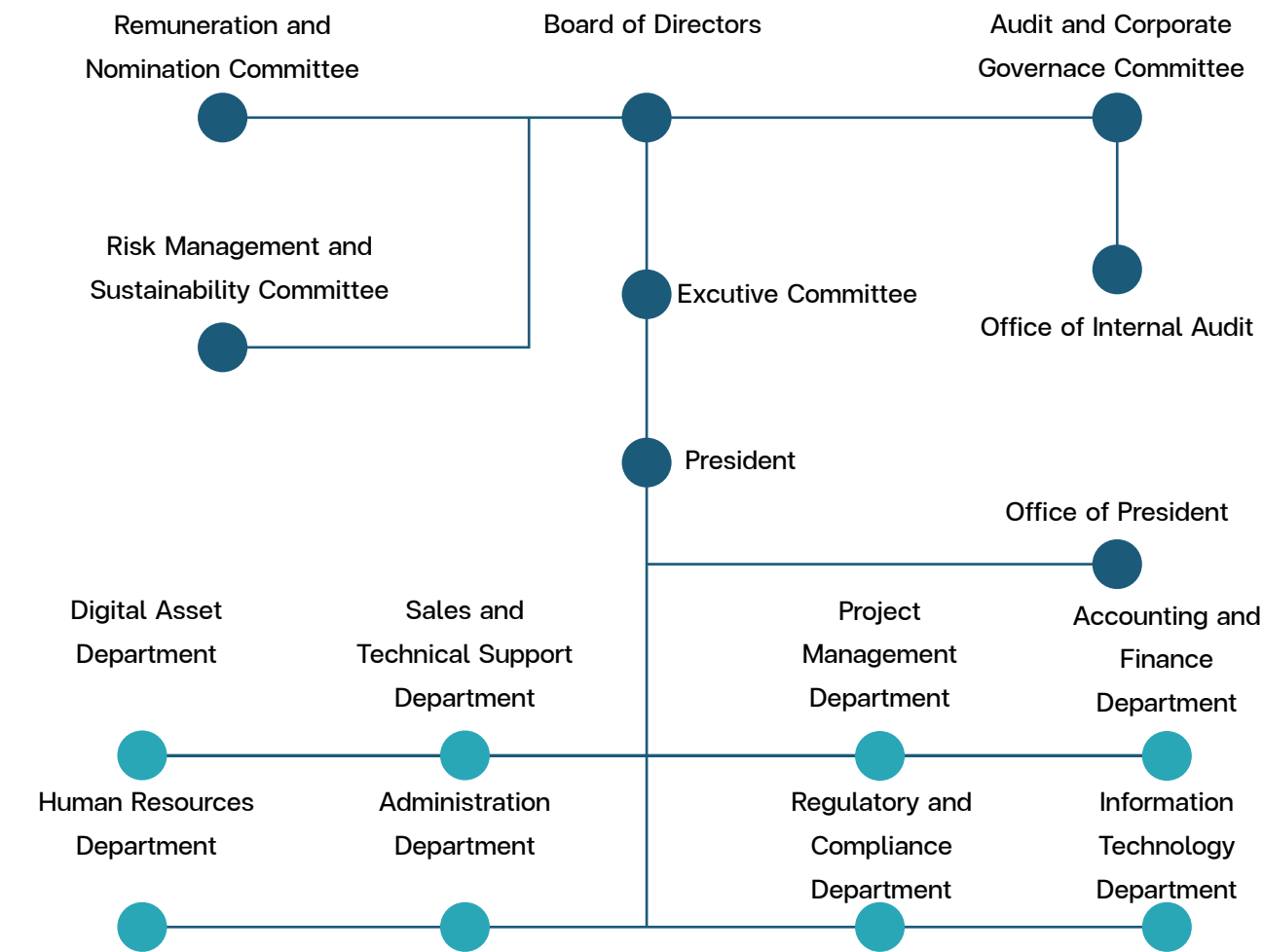


Shareholding Structure





Corporate Governance Structure



Board of Directors	<ul style="list-style-type: none">: Consider approving policies and sustainable development goals: Corporate Governance
Risk Management and Sustainability Committee	<ul style="list-style-type: none">: Establish sustainable development policies, goals, and strategies: Manage to achieve goals within the framework of sustainable development: Review the stakeholder indication: Consider the issue of sustainable development. Prepare development guidelines to be aligned with the issues and take care of stakeholders appropriately: Review policies, goals, and sustainable development issues, and propose improvements to make more up-to-date and appropriate for the current situation: Establish a comprehensive development plan and assigning sustainable responsibilities for implementation
Greenhouse Gas Management team	<ul style="list-style-type: none">: Set an implementation: Follow an established plan and reporting on the progress and outcomes achieved: Effectively manage and oversee sustainable development in alignment with established frameworks, monitoring progress, and reporting on the outcomes of the ongoing initiatives

Providing regular progress reports and outcomes of sustainable development initiatives to the Board of Directors at least once per year, in accordance with the established framework.



Board of Directors



Dr.Pavuth Sriaranyakul

Independent Director / Chairman
of Audit and Corporate Governance
Committee



Mr.Kriengsak Thiennukul

Independent Director / Member
of Audit and Corporate Governance
Committee



Mr.Charoen Sangvichaipat

Independent Director / Member
of Audit and Corporate Governance
Committee / Member of Remuneration
and Nomination Committee



Mr.Somboon Patcharasopak

Director / Chairman of Remuneration
and Nomination Committee /
Chairman of Executive Committee



Mr.Dusit Srisangaoran

Director / Member of Executive
Committee / Chairman of Risk
Management and Sustainability
Committee / President



Mr.Subhoj Sunyabhisithkul

Director



Mr.Kittipong Watanakuljaroen

Director



Mr.Veerayooth Bodharamik

Director



Dr.Thipa Mahakittikun

Director

Pride Awards

CGR Checklist

The Company received an excellent score (Excellent) or 5 stars from the Corporate Governance Report of Thai Listed Companies (CGR) of Thai listed companies.

The Company is one of 296 Companies getting the Excellent score or 5 stars from 750 Companies which is operated by the Thai Institute of Directors (IOD).



AGM Checklist 2022

The Quality Assessment result at the 2022 Annual General Meeting of Shareholders (AGM Checklist) by the Thai Investors Association.

The Company always places an importance and improve the quality of Annual General Meeting of Shareholders, resulting in receiving 100 points out of 100 points.



Summary of Sustainability Performance for the Year 2022



Employee

Number 282 People

increased by **9.3 %**

Economic

Result of the Shareholders' Meeting Quality Assessment, Achieving a Score of **100**



Result of Business Oversight Evaluation
"Excellence"



Social



Customer Satisfaction Rate: **92.68**

Telecommunication Network Services

Employee Retention Rate: **59.22**

Employee Satisfaction Rate: **66.93**

Greenhouse Gas Emissions

Reduction: **3,977** tonsCO₂e by participating in the voluntary greenhouse in the gas emissions reduction program, in accordance with Thailand's national standards.

Waste and Hazardous Material Management:

66,556.54 kg

Environment





About this Report

About this report. Jasmine Technology Solution Public Company Limited (the Company) has prepared this Sustainability Report 2022 for the first time. The purpose is to be a channel for communicating our commitment to business sustainability to the public and to disclose management guidelines and annual sustainability performance of the Company on issues that are important to both business operations and stakeholders, covering economic, social and environmental issues. This includes working in support of the United Nations Sustainable Development Goals (SDGs).

This Sustainability Report has been produced for the first time. The reporting period is from January 1, 2022 to December 31, 2022.

Scope of the report

This Sustainability Report presents only the performance of Jasmine Technology Solution Public Company Limited and its core subsidiaries located in Thailand, namely

1. JasTel Network Company Limited (JasTel)
2. Cloud Computing Solutions Company Limited (CCS)

Overseas subsidiaries are supervised through the Board of Directors of that company. The results of these entities are not included in this report.

Content of Report

The content of this Sustainability Report covers 11 sustainability issues; divided into 3 areas: 4 economic issues, 2 environment issues, and 5 social issues, which are very important issue (material topics) and moderately important (concerned topics), which the Company has disclosed the operational guidelines goals and results of all issues in the details of this report.

Report certification

The Risk Management and Sustainability Committee of the Company approved the report before presenting it to the senior management of the Company and its subsidiaries to review and verify the accuracy of the main content and important information in this report and the Board of Directors approved the information disclosed in the report to ensure that reported content is accurate, in line with key sustainability issues and respond to all groups of stakeholders.

Economic performance data with respect to the financial information disclosed in this report. It is the same accounting information as the information reported in Form 56-1 One Report March 31, 2023, which has been verified and certified by a certified public accountant. For Information on environmental and social performance, the Company has assigned an external verification agency to verify the accuracy and has certified the accuracy of environmental performance data from a greenhouse gas management certification body, University of Phayao, that has been registered with the Greenhouse Gas Management Organization (Public Organization) or TGO for credibility, accuracy and transparency.

Contact

For more information or provide suggestion at President's Office (Promotion of Sustainable Development) Jasmine Technology Solution Public Company Limited (the Company), No.200 Moo 4, 9th Floor, Jasmine International Tower, Chaengwattana Road, T. Pakkret, A. Pakkret, Nonthaburi.

Telephone (+66) 0 2100 8234

Email jts.esg@jasmine.com

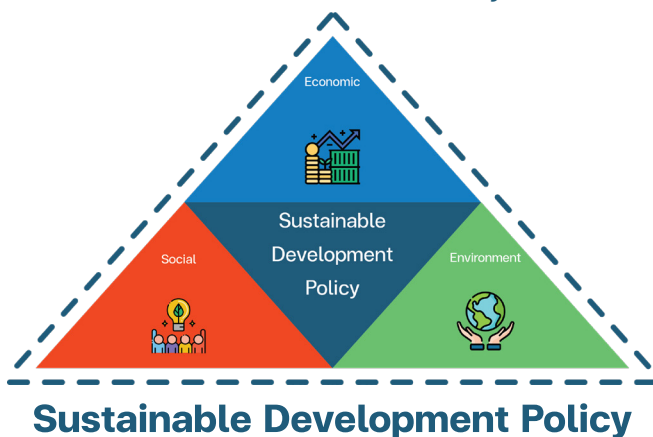
The Company has published this report to shareholders via provided channels and can download this report from the Company's website www.jts.co.th



JTS and Sustainable Development

Sustainable Innovative Digital Economy Provider

JTS is an innovation deliverer to drive a safe, modern digital economy that focuses on the interests of stakeholders and reduce the impact on the environment sustainably.



The Company has established a sustainable development policy with the objective to provide the Company with practical guidelines in accordance with the principles of sustainable development and create participation with all groups of stakeholders, by taking into account of the balance of economy, society, environment and expectations of all stakeholders in operating for sustainable growth according to the sustainability development framework of the Company as follows:

Economic

- 1) Prioritize on the transparent business operations in accordance with the principles of good corporate governance and Business Code of Conduct, including complying with laws, rules and regulations set by the regulatory body
- 2) Commit to developing the Company's operational framework continually and promote the development of innovation and new technologies to deliver quality

products and services with technology that meets the needs of modern customers to drive business and competitiveness along with creating sustainable value for all groups of stakeholders

- 3) Encourage and support business alliances, trade partners/suppliers and customers, including other stakeholders in the business chain, to operate accordingly for sustainable development
- 4) Concentrate on the supply chain management so that administration and management are transparent, fair, verifiable, responsible, comply with laws, regulations, and requirements related to conducting business and international guidelines to achieve maximum sustainable benefits together

Social

- 1) Conduct business with responsibility to all groups of stakeholders and society as a whole
- 2) Prioritize with human resource development both within the Company's society and outside society
- 3) Encourage employees to develop their potential, ability to develop innovation, innovate and progress in their career, support knowledge to enhance the quality of life
- 4) Operate business with the expectation that the Company able to operate happily with community and society while raising the quality of society together



- **Environment**

- 1) Conduct business with effective attention to environmental impacts such as climate change, limited natural resources, by supporting and promoting efficient use of resources and supporting business operations, development of environmentally friendly products and services
- 2) Continuously support and promote environmental activities and reduce environmental impacts

Implementation of this Sustainable Development Policy has set indicators that can monitor and evaluate the efficiency of the Company's operations and its subsidiaries in economic, social and environmental aspects. This is an important information in determining the path for continuous and sustainable organizational development, and the Company is confident that such policies will be taken care of, supervise and be responsible and can be implemented thoroughly by the executives and all employees of the Company and its subsidiaries as well.

Corporate Sustainability Management Goals



เป้าหมายการพัฒนาที่ยั่งยืน



The Company has realized the importance and therefore established a Risk Management and Sustainability Committee in 2022, which is the first Sustainable Development Policy that was established and focused on technological changes as well as considering changes in the trends of various situations that occur including relevant requirements and internal and external factors that may affect the group of stakeholders, which in 2022, the Company has integrated Sustainable Development Goals: SDGs practices in accordance with business operations with a commitment to achieve success, vision, strategic direction and goals for sustainable development in all sectors.

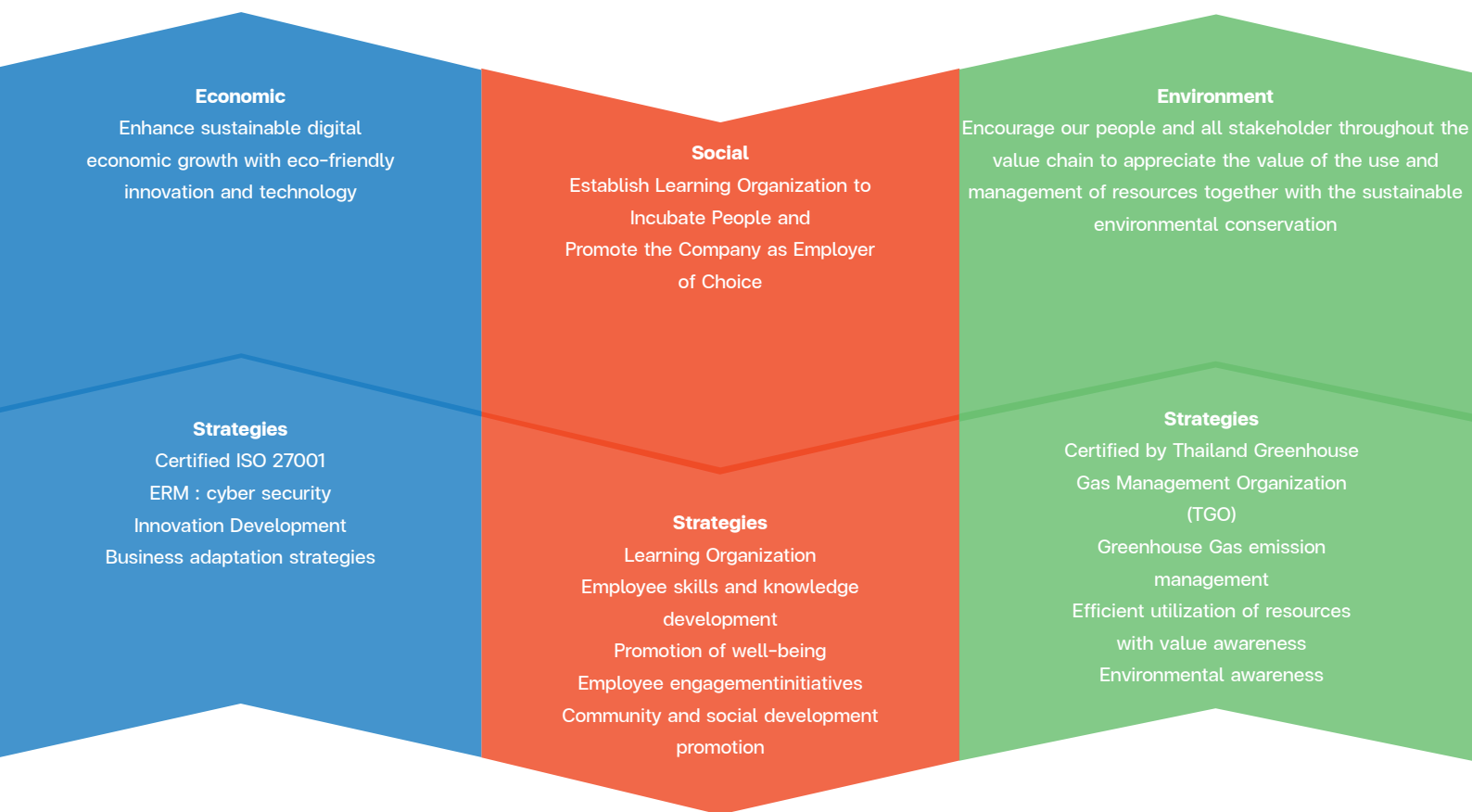
The Company considered sustainability goals and guidelines to support the 17 Sustainable Development Goals of the United Nations (SDGs) on September 15, 2015, in which Thailand participated in certifying the implementation of various activities to achieve that goal with a time frame for implementation of 15 years.



JTS Sustainable Development Strategy

Form policy and vision which strives to become a leader in the digital technology industry, the Company has set goals as a guideline for corporate sustainability under the framework of sustainable development to achieve the goals. There are strategies that support sustainability operations and process them in a concrete manner by starting to create a database from 2022 onwards as follows:

Sustainable Development Strategy



Details of the Sustainability Development Policy can be viewed from the Company website www.jts.co.th, Topic "Sustainability"



JTS Sustainability

Framework

Establishing a sustainability management framework is an important mechanism for driving management within the organization at the policy level and management level in order to lead to implementation and operations of various projects according to the specified framework by creating an understanding for all employees according to the sustainability approach that doing good things with “quality” and “responsibility” which will create satisfaction for all groups of stakeholders, build strength and sustainability both for yourself and the organization with the sustainability management framework and sustainability guidelines as follows:

Economic

Creating awareness of good governance and developing a learning process to pass on to employees at all levels to be able to access all relevant information and equal awareness by encouraging employees to strive to build skills and expertise, and develop their own potential to create value for the organization in terms of work processes and services to be able to respond to the needs and create a good experience for all groups of stakeholders, leading to the goal of mutual success.

Social

Encourage and support employees at all levels able to develop the potential of each individual equally for employees to develop skills, expertise and professional expertise, including jointly inventing and developing new innovations used to benefit and emerge as a new body of knowledge along with supporting tools, equipment, as well as ways to create a learning organization. As a result, employees are motivated to develop and create new things which is beneficial to themselves, resulting in a better quality of life, as per intended goals and achievements based on international standards,

including rules, laws and other of all relevant agencies under the strict framework of good competition.

Environment

Committed to preserving the environment, using resources wisely, with energy conservation, water management, garbage and waste management, as well as adapting and mitigating the effects of climate change to be effective, economically worthwhile, and aims to encourage employees to have a sense of responsibility for the environment, focusing on creating products that are environmentally friendly and aiming to improve work processes to reduce the impact on the environment as much as possible with the goal of maintaining ecological balance and sustainable coexistence.

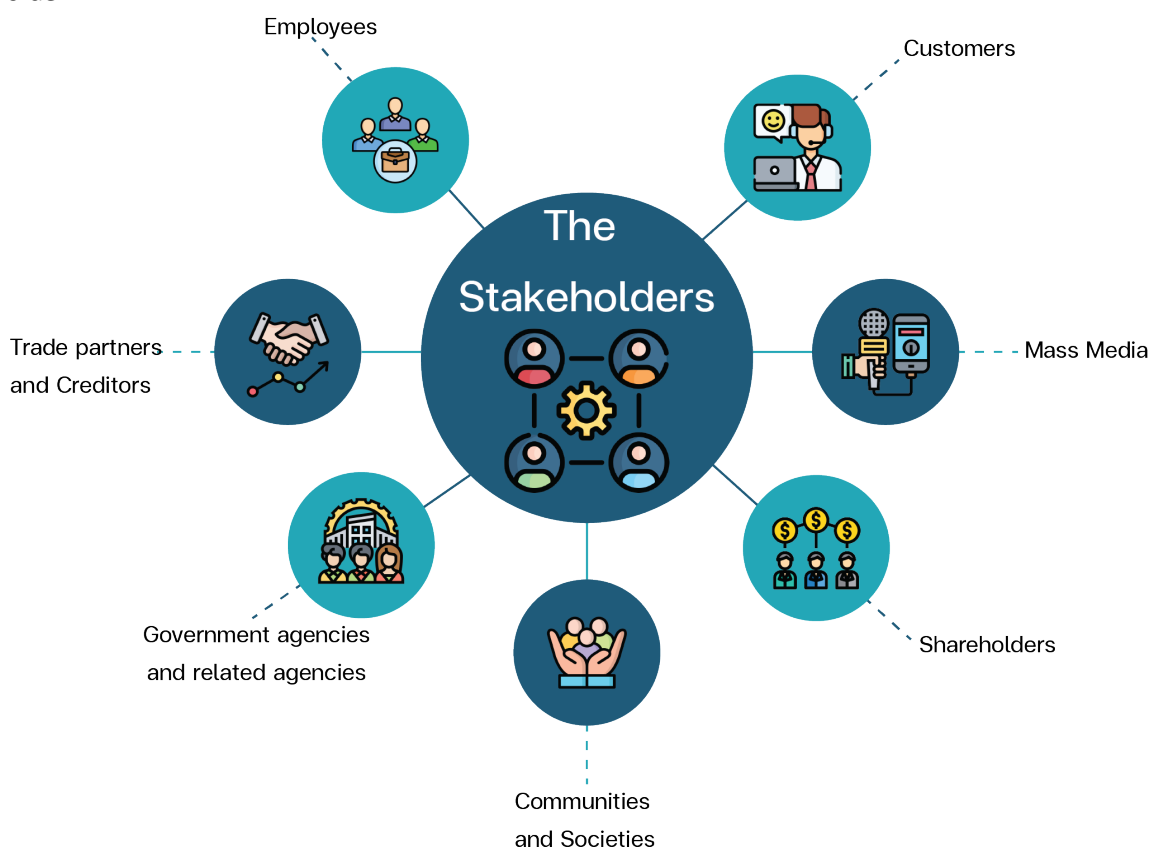




Working with Stakeholders

From the Company's commitment in **"Sustainable Innovative Digital Economy Provider : JTS is an innovative provider, to drive the digital economy that is safe, modern, focuses on the interests of stakeholders and reduces the impact on the environment sustainably,"** who are committed to developing technology to create innovations that support and promote the quality of life of people in society along with taking care of the environment strictly to encourage the industrial sector to live together with the community in a quality way and enhance the relationship and cooperation with key stakeholders to create shared value between the Company with stakeholders to grow the business together and live together sustainably. The Company recognizes the importance of participation of all groups of stakeholders, therefore, a sustainable development policy has been established, in building engagement with stakeholders, by adhering to the principle of participation of stakeholders from all groups (Inclusivity), considering issues that are important to stakeholders and the Company (Materiality) and management of such important issues systematically and openly and transparently (Responsiveness) to meet needs and expectations, including creating value and value for all groups of stakeholders in a balanced way. In addition, procedures for the participation of stakeholders have been established and are listed in the Business Code of Conduct Manual, including the good corporate governance policy of the Company.

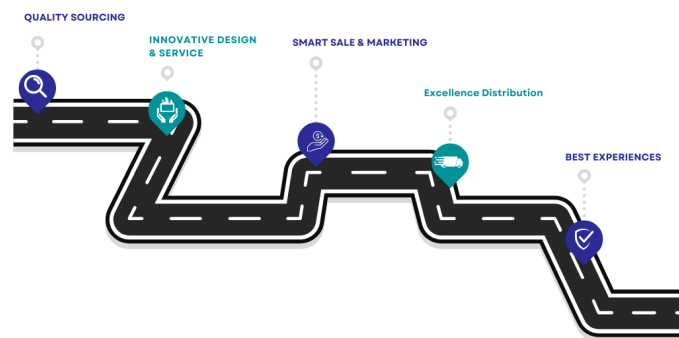
The Company divides the stakeholders into 7 main groups: 1) Employees 2) Shareholders 3) Customers 4) Trade partners and Creditors 5) Government agencies and related agencies 6) Communities and Societies and 7) Mass Media, by dividing the stakeholders into 3 groups which are: Direct Stakeholder, Internal/External Stakeholder, and Indirect Stakeholder.



Value chain and key stakeholder groups

Risk Management and Sustainability Committee has determined that there will be an impact review in the process throughout the value chain once a year to identify stakeholders and significant issues through the process of assessing the impact of work within the organization, assessing environmental impacts from work processes and services and the process of identifying with brainstorming. It is an assessment form that creates participation of employees and all groups of stakeholders, including consideration of suggestions from stakeholders through other channels, such as the Annual General Meeting of Shareholders Opinions from the web site, customer complaints, etc. to be used as information to identify sustainability issues and define stakeholders with the organization by using the criteria to consider all stakeholder groups in the value chain of JTS, in 2022, the relevant stakeholder groups of JTS as well as the business value chain are:

Value Chain



	QUALITY SOURCING	INNOVATIVE DESIGN & SERVICE	SMART SALE & MARKETING	Excellence Distribution	BEST EXPERIENCES
Direct Stakeholders	<ul style="list-style-type: none"> -Employees -Customers -Trade partners -Community/ Society -Mass Media -Government agencies and related agencies 	<ul style="list-style-type: none"> -Employees -Community/ Society -Creditors -Mass Media -Government agencies and related agencies 	<ul style="list-style-type: none"> -Employees -Customers -Shareholders -Investors -Trade partners/ Creditors 	<ul style="list-style-type: none"> -Employees -Community/ Society -Mass Media -Customers 	<ul style="list-style-type: none"> -Employees -Customers -Shareholders -Investors -Government agencies and related agencies
Benefits to the Company	<ul style="list-style-type: none"> -Maintain business continuity -Optimize product management 	<ul style="list-style-type: none"> -Develop community relations -increase efficiency in product and service development -Add value and value added in products and services 	<ul style="list-style-type: none"> -Market expansion, quality, and product variety -Be a market leader -Reasonable pricing with competitive capability -Good brand image and branding 	<ul style="list-style-type: none"> -Improve efficiency in management and logistics -Inventory Management and Performance Management 	<ul style="list-style-type: none"> -Generate returns for shareholders -Sales growth -Be a market leader -Increasing/Maintaining Customer and partner Satisfaction -Good brand image and branding
Benefits to the Stakeholders	<ul style="list-style-type: none"> -Raise the income level and better living -Quality products -Educate business partners 	<ul style="list-style-type: none"> -Employment promotion and national economic development -Environmental Impact Reduction 	<ul style="list-style-type: none"> -Access to quality products -Create customers and partners -satisfaction -Drive digital economy 	<ul style="list-style-type: none"> -Employment promotion and national economic development -Environmental Impact Reduction 	<ul style="list-style-type: none"> -Access to quality products -Create customers and partners -satisfaction -Drive digital economy



Stakeholder Engagement Channels

Stakeholders in the business value chain and analysis of potential impact issues from stakeholders will be brought to find the expectations of the stakeholders from many channels such as direct inquiries, joint meeting, collecting information, legal requirements, etc., and determined how to meet the expectations of stakeholders to cover all groups.

Stakeholders	Participation channels	Needs and Expectations	Company response
Employees	<ul style="list-style-type: none"> -Annual staff meeting -Satisfaction/engagement survey -Annual performance appraisal -Email and social media communications -Dissemination of information on the website -Channels for receiving complaints from employees 	<ul style="list-style-type: none"> -Appropriate remuneration and welfare -Job security and advancement -Fair performance appraisal -Treatment of employees according to human rights principles -Work safety -Development of potential knowledge and competency -Create a work-life balance 	<ul style="list-style-type: none"> -Appropriate remuneration and welfare Improve performance appraisals to be more efficient -Establish human rights policies and labor practices -Treatment of employees, at all levels, fairly and equally according to human rights -Formulate a development plan for knowledge and competency of employees in each position -Organize training courses that meet the needs and business plan
Shareholders	<ul style="list-style-type: none"> -Annual General Meeting of Shareholders -Presentation of Information for investment -Quarterly investor briefing meeting (Opportunity Day) -Email and social media communications -Preparation of Form 56-1 One Report and Sustainability Report 	<ul style="list-style-type: none"> -Good corporate governance and efficiency -Good performance along with stable and profitable business growth -Establish an effective business plan and risk mitigation plan 	<ul style="list-style-type: none"> -Conduct business with transparency in accordance with Principles of good corporate governance and Business Code of Conduct -Comply with laws, rules and regulations -Disclosure of operational information in all aspects with transparency -Develop innovations and products continuous innovation -Develop procurement and service processes using innovation and technology to reduce costs and increase work efficiency -Manage corporate risk management that covered economic, social and environmental aspects



Stakeholders	Participation channels	Needs and Expectations	Company response
Customers	<ul style="list-style-type: none"> -Meetings with customers -Customer satisfaction survey -Customer relations activities -Email and social media communications -Dissemination of information on the website -Channels for receiving complaints and suggestions 	<ul style="list-style-type: none"> -Innovative products -The quality of products and services meet the needs -Protection of personal information -Compliance with laws and regulations 	<ul style="list-style-type: none"> -Develop innovative products that respond to changes in customer business and consumer behavior -Improve and develop product procurement processes to be efficient and of high quality -Improve services to meet customer needs with speed and efficiency -Keep business secrets and personal information of customers -Responsible for customers and -Products by doing business to complies with the laws, rules and regulations
Trade Partners and Creditors	<ul style="list-style-type: none"> -Meetings with business partners and creditors -Email and social media communications -Dissemination of information on the website -Channels for receiving complaints and suggestion 	<ul style="list-style-type: none"> -Transparency, fairness and accountability -Development of good relationship or cooperation between each other -Human rights and labor practices -Punctual debt settlement 	<ul style="list-style-type: none"> -Conduct business in accordance with good corporate governance principles and Business Code of Conduct -Improve procurement policies and practices to ensure sustainability in the supply chain -Prepare partners development project to increase the partners' potential -Develop cooperation in jointly developing innovative products -Disclose information transparently
Government agencies and related agencies	<ul style="list-style-type: none"> -Meetings on various agendas -Joint support of various projects organized by the government sector -Occasional meetings at the right opportunity -Email and social media communications -Dissemination of information on the website -Disclosures or reports as required 	<ul style="list-style-type: none"> -Good corporate governance and efficiency -Good performance, stable and profitable business growth -Efficient business plan and risk control -Management of social and environmental impacts from the Company's business operations -Disclosure of corporate greenhouse gas emissions 	<ul style="list-style-type: none"> -Strictly comply with relevant laws and regulations -Conduct business with transparency and good governance -Disclosure of operational information in all aspects with transparency -Manage the negative social and environmental impacts from the Company's business operations to a minimum -Preparation of greenhouse gas emission data that accredited by the organization that certified by international standards

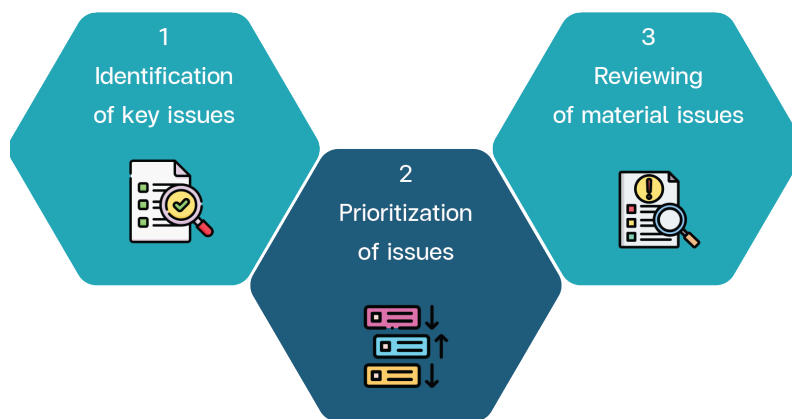


Stakeholders	Participation channels	Needs and Expectations	Company response
Community and Society	<ul style="list-style-type: none">-Host the community relations activities-Social media-Dissemination of information on the website-Channels for receiving complaints and suggestion	<ul style="list-style-type: none">-Good corporate governance-Promote and support public activities-Creating value for society-Management of social and environmental impacts from the Company's business operations	<ul style="list-style-type: none">-Promote the employment of local workers-Develop community relations projects. Promote community development in various fields.-Manage negative social and environmental impacts from the Company's business operations to a minimum
Mass Media	<ul style="list-style-type: none">-Email and social media communications-Dissemination of information on the website-Preparation of Form 56-1 One Report and Sustainability Report	<ul style="list-style-type: none">-Good corporate governance-Promote and support public activities-Creating value for society-Management of social and environmental impacts from the Company's business operations-Conduct business with transparency	<ul style="list-style-type: none">-Strictly comply with relevant laws and regulations-Manage negative social and environmental impacts from the Company's business operations to a minimum-Transparently disclose information on all aspects of operations



JTS Sustainability Highlights

The Company and its subsidiaries carry out business activities and related activities to drive the Company's group to grow and develop sustainably in presenting this sustainability report, the Company has analyzed various factors, both inside and outside, as well as other environments related factors, and evaluated according to the international framework to present this report. In 2022, the Company was in the beginning of the study to consider relevant issues to formulate sustainability strategies which, initially, consider important issues, indicators and scope of relevant impacts. In order to lay the foundation for further sustainable operations, the Company has a process for assessing sustainability issues as follows:



1. Identification of key issues

The Company analyzes sustainability issues throughout the process, trust forwarding and identifying issues that are important to sustainable development by considering business operations such as vision, mission, strategy of the Company, including various factors, related to the operations of the JTS Group and the issues that stakeholders are concerned about, analyze the environment both internal and external factors, as well as the United Nations Sustainable Development (SDGs) issues for use in planning sustainable operations.

2. Prioritization of issues

The Company analyzes the collected sustainability issues and prioritizes each issue in the Materiality Matrix, with the criteria for prioritization consideration as follows:

- The horizontal axis shows the importance level of sustainability issues to the Company by considering the impact on the Company in terms of economy, environment and society, and consideration of issues in the Company's business operations.
- The vertical axis shows the importance of sustainability issues to stakeholders by considering the impact on decision-making and interest of stakeholders.

3. Reviewing of material issues

Check the accuracy and summarize the issues that are important to the sustainability of the organization to the President and reports to the Risk Management and Sustainability Committee for review and propose to the Board of Directors for approval, to ensure that important issues relevant to the Company according to the relevant scope both internally and externally in its entirety.



Performance indicators of success

The Company adheres to the Sustainability Reporting Framework according to the United Nations Sustainable Development Goals (SDGs) and the Sustainability Reporting Management Framework that covering issues on economic, environmental and social aspects that affect the Company and all stakeholders, where the Company prioritize the sustainability issues of JTS Group and classify the impacts on stakeholders into 3 categories, which are very important issues, medium important issues and less important issues, in order of prioritization of important sustainability issues.

The significant results and key issues of sustainability in the year 2022

Materiality Matrix





Sustainability Dimension	Sustainability Issues	Scope of Impact	SDGs
Economic	Business Code of Conduct and Anti-Corruption	Employees, Communities and Societies, Customers, Trade partners and Creditors, Government agencies and related agencies, Mass Media	 
	Cyber Security	Employees, Communities and Societies, Customers, Trade partners and Creditors, Government agencies and related agencies, Mass Media	 
	Responsibility for Goods and Services	Employees, Communities and Societies, Customers, Trade partners and Creditors, Government agencies and related agencies, Mass Media	
	Innovation and Work Process Development	Employees, Communities and Societies, Customers, Trade partners and Creditors	
Environment	Greenhouse Gas Management	Employees, Communities and Societies	 
	Efficient Use of Resources	Employees, Communities and Societies	 
Social	Human Rights and Fair Labor Practices	Employees, Communities and Societies, Customers, Trade partners and Creditors, Government agencies and related agencies, Mass Media	 
	Human Resource Development/ Human Capital Development	Employees, Communities and Societies, Customers	 
	Employee Retention and Human Resource Management	Employees, Communities and Societies, Customers	
	Occupational Health and Safety at Work	Employees, Communities and Societies, Customers, Trade partners and Creditors, Government agencies and related agencies	
	Community and Social Development	Employees, Communities and Societies, Customers, Trade partners and Creditors	

Economic






Business Code of Conduct and Anti-Corruption

The Company places importance on good corporate governance covering economic, social and environmental aspects to build confidence and create value for the organization, shareholders, stakeholders in accordance with the organization's objective sustainably and adhering to laws, rules and regulations that are correct, transparent and verifiable. There is a Board of Directors representing shareholders to oversee, along with the Remuneration and Nomination Committee, Audit and Corporate Governance Committee – that is an independent director responsible for reviewing the process of corporate governance. In addition, the Company also have an internal audit process covering the entire organization with an agency responsible for overseeing changes in the laws and regulations related to business and assessing compliance with the law to always improve the guidelines to be consistent to reduce the risk of unethical conduct or neglect to comply with the law which may affect stakeholders and business operations of the Company.

The Company is aware of the consequences of not considering business code of conduct which will directly affects the confidence of stakeholders towards the Company.

The Company therefore intends to operate by adhering to the principles of business code of conduct as well as raising the level of corporate governance anti-corruption to be on par with international standards to prevent risks that may affect the business operations of the Company.

For operational results, please refer to Form 56-1 One Report for the year 2022 under the heading “Major Performance Report in Corporate Governance”

Objective :	To ensure that the Company completely complied with all necessary rules, regulations, guidelines to meet the expectations of shareholders and stakeholders
Management :	Review and revise the good corporate governance policy, Business Code of Conduct Manual, Anti-Corruption Policy, including other policies and guidelines to be up-to-date at least once a year with an inspection track operations performance report under supervision of the Board of Directors so that corporate governance is effective comparable to that of leading organizations
Goal 1 :	To maintain the level of assessment results in management under the principles of good corporate governance at the level of “Excellent” continuously
Result :	
Goal 2 :	No case of corruption or illegal actions in the Company and its subsidiaries
Result :	In 2022, the goal was achieved as there's no complaints received or whistleblowing about illegal practices or corruption of employees, executives and company directors
Goal 3 :	Become a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) by the year 2023
Result :	In the process of submitting a certification of membership in the Coalition Against Corruption of the Thai Private Sector (CAC), which will show the goals achieved in 2023.
Goal 4 :	Trade partners accept 100% of the declaration of intent against corruption
Result :	In 2022, the goal was not achieved as trade partners accepted the declaration of intent 64%



Operation guidelines

The Company announce good corporate governance policy, the Company's Business Code of Conduct Handbook that complies with both international and national guidelines and requirements, for example, ASEAN Corporate Governance Scorecard, Good Corporate Governance Principles for Organizations for Economic Cooperation and Development (Organization for Economic Co-operation and Development : OECD) and the Securities and Exchange Act. In this regard, the Company has revised the essence of such policies and manuals be in line with the Principle of Good Corporate Governance for Listed Companies 2017 of the Office of the Securities and Exchange Commission and Business Code of Conduct as follows:

1. Business Code of Conduct

The Company has established a Business Code of Conduct manual of the Company, including the code of conduct of the Board of Directors, Executives and all employees to adhere to as a guideline for the performance of duties of the Company with honesty and responsibility to all groups of stakeholders and all parties involved, which the best practices of the Business Code of Conduct manual including the determination of disciplinary penalties, in the Board of Directors Meeting No.2/2023 held on March 23, 2023, the Board of Directors approved the review of the Business Code of Conduct Manual (Revised version) that has been further revised in the year 2022, including communicating and disseminating good practices with the expectation that all directors, executives and employees adhere to as their practices and motto in compliance with, and requires that it is the duty of executives at all levels to supervise their subordinates to know, understand and induce compliance with the Company's Business Code of Conduct handbook concretely and regularly monitor compliances. This has been communicated through the Company's internal intranet information system and disseminated to all groups of external stakeholders.

Communication

The Company has established the Business Code of Conduct Handbook as part of the corporate culture in order to supervise the Company's Business Effectively, the Company aims to promote understanding of Business Code of Conduct through various channels such as

- Good Corporate Governance Training and Anti-Corruption in the new employee orientation course
- Communication related to Best Practices via electronic mail, the Company's intranet system, and other channels of the Company so that employees can conveniently access and learn

Channels for receiving complaints, comments or suggestions



Details of the Company's Business Code of Conduct
can be viewed from the Company website
www.jts.co.th,
Topic "Business Code of Conduct"



2. Anti-corruption

The Company has expressed its intention to participate as “Coalition Against Corruption of the Thai Private Sector” (CAC), which reflects the intention of the Company that places importance to prevention and anti-corruption in all forms, under the policies and regulations set forth in writing, to be used as a guideline for conducting business towards sustainability in a concrete manner where all directors, executives and employees must comply with the policy and guidelines, act in the fight against corruption. The Company is committed to and gives importance to conducting business with honesty, fairness, social responsibility and all groups of stakeholders, by adhering to the principles of good corporate governance, ethics, Business Code of Conduct, and code of conduct in the work of the Company, including strictly complying with regulations of both the public and private sectors. By supervising the Company to establish the anti-corruption policies and guidelines, including the process of training to promote and instill knowledge in employees about the Company’s anti-corruption policies and practices as well as being aware of the duties that must be performed with honesty and regularly follow up on the results of operations to prevent the risk of corruption. The Company has reviewed the policy annually and has disclosed a detailed anti-corruption policy on the Company’s website.

Communication

(1) The Company has communication policies including whistle blowing channels or complaints or suggestions within the Company through communication channels within the Company such as Intranet, executive orientation course and new employees, and let everyone sign for acknowledgement and compliance with this policy, to ensure that they have sufficient knowledge and understanding to apply the guidelines to use

(2) The Company has communicated the including whistleblowing channels or complaints or suggestions to the public and stakeholders through a variety of channels such as the Company’s website, etc., so that relevant persons are informed from the beginning of the business relationship and/or later as appropriate by adhering to good ethical principles without accepting any practice that is considered to be bribery and corruption is strictly prohibited.

(3) The Company will communicate the anti-corruption policy to agents, business intermediaries, business/trade partners, distributors of products/services and those involved in conducting business to be informed.

(4) Employees can study the details of anti-corruption policy including the latest updated information from the Company’s website www.jts.co.th and the Company’s intranet.

Channels for notifying clues, making complaints, expressing opinions or suggestions

The Company has established channels for whistleblowing, complaints, expressing opinions or suggestion from illegal actions, regulations, and behavior that may indicate fraud or corruption of individuals in the organization and all groups of stakeholders by providing mechanisms to protect informants, complainants, and honest information providers and those who reject fraud and corruption, including the collection of whistleblowing information or complaints as confidential to build confidence for informants, complainant, and those who reject such fraud and corruption. They can report clues, make complaints, express their opinions or suggestion through the channels for notifying clues, making complaints, expressing opinions or suggestions as follows:



Details of the Company's Business Code of Conduct can be viewed from the Company website www.jts.co.th,
Topic "Anti-Corruption Policy"

Performance in 2022

- The Company received an excellent score (Excellent) or 5 stars from the Corporate Governance Report of Thai Listed Companies (CGR) of Thai listed companies which is operated by the Thai Institute of Directors (IOD)
- The Quality Assessment result at the 2022 Annual General Meeting of Shareholders (AGM Checklist) by the Thai Investors Association, the Company received 100 points out of 100 points.
- The Company has not received any complaints or get a clue about wrongdoing in the area of corporate governance, violation of Business Code of Conduct Manual Incidents of Corruption
- The Company disseminated public relations letters to partners and invited trade partners to join in showing their intention to become CAC members of the Company in 2022. Trade partners acknowledge and show their acceptance which accounted for 64%.



Cyber Security

At present, the problem of Cyber Security continues to grow according to more modern technology, with the aim to destroy reputation, harassment, or even attacks to test their own abilities to show to other hackers. In the future, cyber-attacks will change their methods or increase in severity, because it is easy to find tools to attack from the Internet and websites, which makes it easy for new hackers to arise. Organizations must focus on Cyber Security concretely with the announcement of the Cyber Security Act. The Company is aware of the importance of surveillance and compliance with the Cyber Security measures of the organization, to protect ourselves and our organization from attack, in addition, monitoring the situation of Cyber Security is also important to help prepare for the new threats that might happen in a timely manner.

Therefore, the Company pay attention to the protection of privacy and Cyber Security as well as having a strict Cyber Attack Risk Management to prevent data theft, data leakage, misuse of Personal Information or without the consent of the owner of the information by providing mechanisms to prevent unauthorized access to systems and information that may cause business damage, increasing the security of corporate information, technology information including planning for potential threat events.

Objective :

1. To develop a stable system and prevent the impact of data theft, system crash from virus, getting sued for data leakage
2. To build confidence in the information system to be secure, reliable and able to provide services continuously

Management :

Cyber Security Policy and Practices, Cyber Threat Response and Unusual Incident Response Plan, System Risk Assessment Plan

Goal 1 :

Number of breaches of information security systems or Zero Cyber Security (0)

Result :

In 2022, the goal was achieved. There were no incidents of violations of the information security system or Cyber Security.

Goal 2 :

Number of data breach incidents, zero data theft and loss of customer data equal to Zero (0)

Result :

In 2022, the goal was achieved. There was no data leakage incident, data theft or loss of customer data.

Goal 3 :

The number of employees and customers affected by data breaches equal to Zero (0)

Result :

In 2022, the goal was achieved. No employees and customers were affected by the data breach.

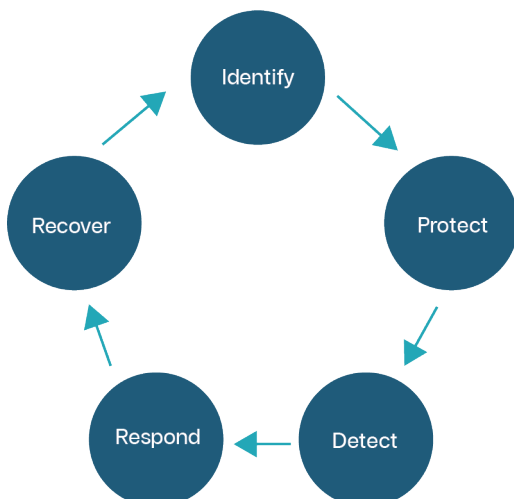


Operational guidelines

The Company pay attention to Cyber Security to maintain the security of the Company's information and information of all relevant stakeholders. There are strict guidelines for management and risk management, to reduce the risk of both likelihood and impact that will occur from incidents and cyber-attacks into the information technology system of the Company.

The Company therefore has set guidelines for data security and information systems according to the Cybersecurity Framework of the National Institute of Standards and Technology (NIST), USA which NIST Cybersecurity Framework is a framework concept to help organizations effectively plan, assess, prevent, detect, respond and remediate against threats by dividing into 5 important steps:

1. Identify and understand the environment and assets in order to manage the risk of the system
2. Protect and set control standards to protect systems and data
3. Detect and watch out for threats that may occur
4. Response when encountering threats to mitigate the impact or limit the damage
5. Recover system to provide normal service quickly



The Company has set guidelines for reviewing the safety of the structure, testing and training to ensure that every sensitive point of the system will be regularly monitored, so that Threat and Vulnerability Management is being implemented continuously under the information security governance structure. In addition, the Company has a management structure to follow up, report, approve, support operations and continuous development throughout the organization and to operate throughout the organization in the same direction. The Company has established an "Information Security Policy" to be used as a guideline for the Company in the management and protection of the Company's information and data assets and its subsidiaries in managing Cyber Security and information security in preventing, reducing, resolving problems and impacts, including protecting personal information of customer employees, trade partners, suppliers, contractors and government agencies.

In addition, the Information Technology Department has established a process policies and regulations communicate to employees through public relations channels within the Company, to be acknowledged with the policy and must comply with various laws and regulations related to this policy along with providing the technology and tools to prevent, detect, respond and remediate a complete security strategy, including the preparation of important risk assessments to assess and regularly report information security governance practices to ensure that risks can be managed effectively and reduce potential impacts on the organization and business opportunities along with the Company's information system protection guidelines that can be developed and adjusted flexibly to deal with cyber threats in a timely manner.



Operating Results

The Company has operated in the field of information security and data security to have a data leakage prevention system that covers all business units 100% and there are no incidents of network and server downtime (Zero down time)

- The Company has not received any complaints about the breach of the information security system or cyber security.
- The Company has not found any incidents of leakage of Company information or cyber-attacks in any way.
- The Company has not received any complaints related to personal data breaches or leakage of stakeholder information.



Responsibility for products and services

The Company has complied with the Business Code of Conduct manual regarding customer relations, by striving to create satisfaction and confidence for customers to receive good products and services, quality at a reasonable price level, disclose information about products and services completely, accurately, and deliver products on time, provide warranties for goods and services on a timely basis; including establishing systems and communication channels for customers to complain about products and services, as well as being responsible for maintaining the customer's history and confidentiality including a survey of customer expectations and needs to bring further improvements throughout the past business operations. The Company have never received any significant product complaints from customers. In addition, the Company emphasizes and strives to meet the needs of customers in order to solve various problems, arising from the products and services of the Company through customer complaint channels and customer satisfaction survey channels, to bring issues of interest and concerns to customers for continuous improvement and development, and place importance to communication, advertising with correct technical information, through major marketing channels such as Application Line Official, Facebook, etc.

Objective :	To deliver quality products on time and create customer satisfaction
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Management :	Manage in various fields with international standard system and quality throughout the organization selecting quality products and testing under product standards and customer requirements, managing customer relationships to create awareness of information and customer engagement, surveying customer satisfaction and bringing it to continuous improvement
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Goal 1 :	The level of customer satisfaction is in "Very good" level, no less than 90%, with a short-term goal in 2023, an increase of not less than 3%.
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Result :	In 2022, goals achieved as customer satisfaction level accounted for 92.68%, an increase of 2.8% compared to 2021.
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Goal 2 :	Handling customer complaints 100%
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Result :	In 2022, goals achieved as no customer complaints.
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Operational guidelines

In 2023, the Company is planning to increase its social responsibility and sustainability, in the annual satisfaction assessment form, to develop products and services to respond to sustainability as well as business value chain, which the Company has announced the Company on sustainable procurement practices and has presented the organization's operational guidelines that are in line with international standards to the Company's customers, in terms of providing services in delivering products and services of the Company since receiving orders, managing customers to receive products and services that are accurate and complete according to standards and the specified time to increase customer satisfaction and engagement as much as possible, the Company both supports and participates in various social responsibility, promotion activities with customers all the time to be developed continuously. The Company has conducted a customer satisfaction survey, to measure the success of strategic plans and operations to meet customer satisfaction and complaint handling as a tool used to inspect different parts of the organizational management system to improve processes as well as the results and perspective of the organization as a whole by start conducting in the group of Telecommunication Network Services of JasTel subsidiary.

For evaluation of customer satisfaction and handling of complaints, the Company has set indicators for business operations. The survey guideline is a questionnaire which divided the questions into 5 main groups, namely 1. Overview of the service, 2. Sales, 3. Services, 4. After-sales care and service, and 5. Service information center.

Satisfaction surveys will be delivered to customers by the Marketing and Sales Department and analyzed and evaluated, after that, the analysis results will be sent to the relevant parties, to further improve and develop. The Company conducts customer

satisfaction surveys at least once a year, with at least 80% of the surveys returned and the number of responses must be satisfied with the target no less than 90%

The Company is committed to helping customers in every situation, especially in situations that need to be resolved urgently, to help reduce the damage that will happen, the Company has made a risk assessment and simulating various situations that might happen, including planning to respond in a timely manner. Therefore, customer complaints are handled under the following regulations and procedures:

1. Complaint Process
2. Handling complaints, consideration process, schedule and notify the results
3. Follow up on complaints, communication with those involved
4. Prevention of recurrence, In-depth analysis and customer reassurance

In addition, the Company continues to strive to develop business partners according to the diverse needs of customers or emerging level regulations, or changes in various environments. This affects the competition of manufacturers to be able to adapt and respond effectively to the needs of customers and related stakeholders. The Company, therefore, places importance to the sustainable development of the capabilities of its partners, covering economic, social and environmental dimensions for the selection of product quality on time delivery, managed with good governance.

In 2022, the Company has organized a project to develop and educate partners, **amount 1 project.**



- **Training program to improve the quality of work of contractors**

The Company pays attention to the quality of work and the safety of the contractors thus encouraging contractors comply with laws and regulations, strictly related regulations and have efficient management. In 2022, the Company has organized 2 training for contractors. The training was organized by the staff from the Company with the content of the training includes policy matters, Company Rules and Regulations that must be followed, Company Rules, Occupational health and safety management systems for operations in confined spaces.



In this regard, the training of such courses aims to raise awareness of understanding for their roles and responsibilities to help drive safety operations in accordance with the law and achieve the goals. The performance of all training courses this time, as a result, 100% of all participants passed the training.

Performance in 2022

- Customer satisfaction survey results at least once a year, achieving the goal and with the survey returned not less than 80% and the number of responses must be satisfied with the goal of not less than 90%. Goal is achieved with result of 92.68%
- Handling customer complaints on products and services. Achieved 100% of operational goals.

Telecommunication Network Services	Year 2021	Year 2022
Customer satisfaction survey ⇄	89.88	92.68
Handling Customer Complaints ⇄	100	100

Innovation and work process development

Innovation plays a huge role in the success of a Company’s business operations and is an important part that helps drive the business to grow sustainably with outstanding competitive abilities and creating business opportunities from innovative products and services. In addition, the rapid development of technology nowadays, as well as, changes in the market and the economic, social and environment, the Company must develop innovation and work processes, organizational capability, to create a competitive advantage that will cope with various challenges quickly and efficiently, including creating innovations for products and services that create value for society and the environment sustainably.

Objective :	1. To drive a safe, modern digital economy, focusing on the benefits of stakeholders 2. To reduce the impact on the environment sustainably
Management :	Create an innovation culture within the organization through Design thinking, appoint a working group to be responsible for supporting and promoting employee innovation in the organization
Goal 1 :	Development of 2 new innovations
Result :	Year 2022 is set as the base year, which goal was not achieved but will show the short-term goals to be achieved in 2023.



Operational guidelines

The Company is committed to the commitment to create sustainable technology and innovation ***“Sustainable Innovative Digital Economy Provider: JTS is an innovative provider, to drive a safe, modern digital economy that focuses on the interests of stakeholders, and reduce the impact on the environment sustainably.”*** Therefore, the Company focuses on and promotes the use of knowledge and creativity in presenting new things, new methods, new ideas, new products, or improve existing things for the better by using the Company’s resources to increase operational efficiency and create value and value added for Company and all stakeholders. The Company therefore places importance on innovation and development of efficient work processes to develop work processes by emphasizing on all employees to think about work processes that applying and increasing the innovation and digital technology within one’s own workflow, with the aim of improving or enhancing the workflow or to improve the quality of work life of employees according to the Company’s sustainable development strategy and to be able to respond quickly to stakeholders in the value chain. The Company will support the development of the work process of employees through training to increase work skills according to the personnel development plan set by the Human Resources Department according to the organization’s strategy and bring modern technology to help in the work process of employees as well.

Develop into a learning organization

The Company is committed to creating a learning organization that is the center of innovation and creation of new things in the process of product and service development as well as work processes within the organization combine to create a culture of learning to promote the development of personnel capabilities to develop innovations in the organization. The Company therefore focuses on human capital development by

cultivating the concept of innovation in employees at all levels to be creative, observant, know how to solve problems and support the performance of employees. In addition, the Company supports all employees to realize the importance of innovation and technology, so that employees can apply knowledge to work within their own departments, as well as being able to create innovation and develop operational guidelines. This will increase work efficiency and improve the quality of work life of employees, along with being able to respond to stakeholders in the value chain, such as:

Digital Transformation

From the global situation, since the change of technology, consumer behavior, the replacement of the business model or “Disruption” to the epidemic situation of COVID-19, causing changes and significantly affecting business operations, nonetheless, the Company still try to adapt to respond to changes efficiently and in a timely manner by adopting digital technology within the organization, to achieve the greatest flexibility and flexibility in work, including supporting the Business Continuity Plan (BCP) of the Company.

Digital Platform

The Company started to use the Microsoft365 program to increase work efficiency, with communication to prevents information leakage to outsiders and to be conducive to work from home, including working in different places (Work from Home/Work from Anywhere) which has been well received by employees able to access information rapidly, no need to provide a device to store portable data (Flash drive) and be able to find information or send it to customers immediately, including being able to store files without a time limit and can reduce errors very well.



Digital Workplace

The Company pay attention to employees by adapting from office work to flexible work, with the use of digital devices, mobile communications, meetings, and online training via Microsoft Teams/Zoom, adapting employees to “Work From Anywhere”, allowing employees to adjust their schedules and workplace to match their lifestyle by using internal data transmission with VPN technology (Virtual Private Network) and internal/external data transmission with Microsoft OneDrive system.

Paperless Office

Transform corporate culture into a paperless office by setting clear objectives and goals, including attracting employees to participate, from being involved with documents on a daily basis, let employees know where there is redundant work, or where can reduce or not using paper at all, resulting in the preparation of storage and forwarding documents that used to be paper to electronic files (E-Document) can help reducing the use of resources and the cost of the company

In 2022, the Company is in the process of planning and developing and adjusting the structure, duties and responsibilities to build an efficient team that can meet the needs of employees, customers and related stakeholders as well as improving and developing the basic system structure to support various technological changes that the Company will use to develop various work processes. This improves system performance and stability, enhancing data security and accuracy, as well as reducing the cost of the Company’s operations.

Performance in 2022

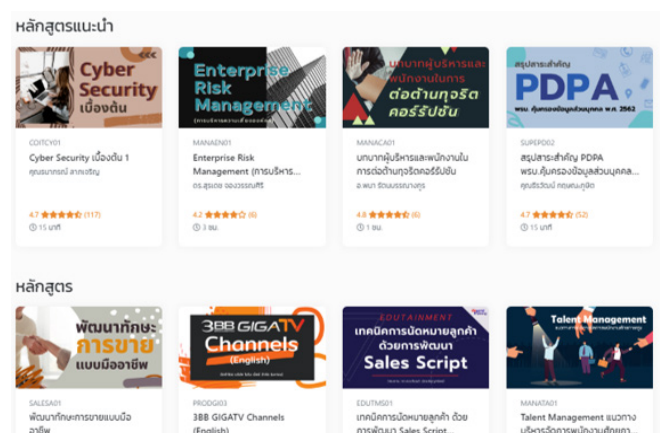
The Company is in the process of planning and developing, in 2022, the Company adopted innovation and technology to be applied more in the work process to be in line with goals, but unable to measure results, for example.

- Digital Platform: There has been an increase in the use of various software in Microsoft365
- E-Learning, training via electronic system: Internal training management in the form of E-Learning through the Microsoft Team program, ZOOM and the Company’s Training Center website, such as

Learning activities

Knowledge Management “JAS Online Learning” Project

Personnel development in “New Normal” through JAS Online Learning. Employees are the heart of the organization. Developing employees to grow and be ready for changes in the business environment and technology so that employees are ready, training to increase knowledge and skills is crucial. JAS Online Learning is a learning system that employees can come to study and acquire knowledge anywhere, anytime and able to learn across their own fields of interest as well with a modern system, teaching courses that are up-to-date with interesting and concise content organized into categories, easy-to-understand teaching, with test results, attendance records, etc.



Environmental



Greenhouse Gas Management

Climate change is a global environmental problem, both in terms of cause and impact, which originates from greenhouse gas emissions from human economic activities to create prosperity for the people of the country to live happily for more than hundred years. Various developments inevitably burn energy and release carbon dioxide into the atmosphere; therefore, it can be considered that every country contributes to the climate change that occurs. The increase in global temperature affects the overall environment around the world, melting polar ice, tropical countries will experience increased heat and drought. From 2021 onwards, all countries must begin to reduce greenhouse gas emissions according to the “Paris Agreement”, all countries can act freely, because the ability, potential and readiness of each country is different, including the limitations of geography and different climates. For Thailand, although greenhouse gas emissions are less than 1% of the world, but there is a tendency to increase and to reduce the impact that may occur in the future and implementing the Paris Agreement, the Thai government has therefore set a goal by 2030 that it will be able to reduce greenhouse gas emissions by 139 million tons of carbon dioxide equivalent. The Company is well aware that the work process of the Company consumes a lot of energy, which is a fundamental factor needed to run a business, but at the same time, the Company’s energy use activities can emit greenhouse gases as well. The Company therefore has established a sustainable development policy for the environment, practices, strategies and goals for energy efficiency, and reducing the amount of greenhouse gas emissions of the organization, including preventing and reducing the impact of climate change. All of these things create value for the organization and stakeholders including being part that helps reduce greenhouse gas emissions according to Thailand’s target.

Objective :	<div>1. To have a process for collecting, compiling and analyzing data in the preparation of greenhouse gas emissions reports</div> <div>2. To develop personnel of the organization to be aware of the impact of climate change</div> <div>3. To reduce greenhouse gas emissions into the atmosphere</div>
Management :	Environmental management according to legal requirements, Greenhouse Gas Reporting Criteria of TGO Sustainable Development Policy and greenhouse gas management policy
Goal 1 :	To receive Carbon Footprint for Organization certification from the TGO by the year2023 and to be certified continuously every year.
Result :	Year 2022, in the process of applying for certification of the carbon footprint of the organization for the year 2022.
Goal 2 :	Total Greenhouse gas emissions for 3 types of greenhouse gas emissions are reduced by 2% from the base year 2022 by 2023 and by 5% by 2027 compared to the base year 2022.
Result :	Year 2022, greenhouse gas emission reduction did not meet the target since it was the first year of the evaluation and verification and set as the base year hence it will show the short-term goals to be achieved in 2023.



Operational guidelines

In 2022, the Company has set the scope of greenhouse gas emission assessment covering 3 main businesses and has prepared the data, which year 2022 is set as the Base Year. The Company has reviewed and prepared a report according to “Requirements for calculating and reporting the carbon footprint of the organization, 5th Revision (January, 2021) of Thailand Greenhouse Gas Management Organization (Public Organization) to receive verification and certification of carbon footprint of a limited organization (Limited Assurance Level), at confidence level 95%, including assessing and monitoring the amount of important greenhouse gas emissions of the organization and establishing measures to control greenhouse gas emissions caused by various activities of the organization both directly and indirectly. The greenhouse gases that are considered for monitoring are CO₂ CH₄ N₂O HFCs PFCs SF₆ and NF₃, measured in tones of carbon dioxide equivalent which has 3 types of scope of measurement (SCOPE) as follows:

Type 1 : Direct emission and absorption of greenhouse gases (Scope 1 : Direct Emissions)

Calculation of direct CFO (Indirect Emissions) from activities of the organization directly, such as the combustion of fuel from machinery use of corporate vehicles (owned by the organization), the use of chemicals related to greenhouse gases in wastewater treatment, etc.

Type 2 : Indirect greenhouse gas emissions from energy use (Scope 2 : Energy Indirect Emissions)

Calculation of CFO from energy use (Energy Indirect Emissions) is the purchase of energy to use in the organization, such as electrical energy, heat energy, steam energy, etc.

Type 3 : Other indirect emissions of greenhouse gases (Scope 3 : Other Indirect GHG Emissions)

Calculation of Other indirect CFO, such as employee travel in non-corporate vehicles, traveling to off-site

seminars and the use of various materials, equipment, etc.

- Appoint a greenhouse gas management working group to perform duties are follows:

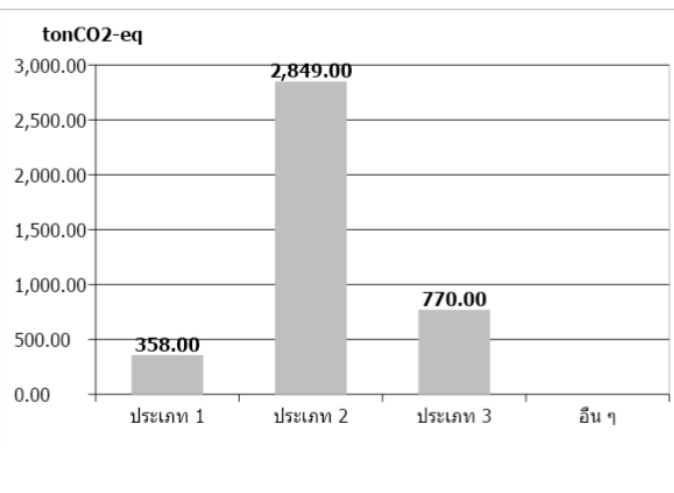
1. Prepare an action plan and assess the amount of greenhouse gases emitted from all activities of the Company to achieve the goal of voluntary reduction of greenhouse gas emissions
2. Gather information greenhouse gas management along with setting guidelines for solving problems, presenting to the Risk Management and Sustainability Committee
3. Collect data on the amount of greenhouse gas emissions from all activities of the Company and use the data to calculate, analyze, plan and determine the measures to reduce the amount of greenhouse gas emissions to reduce the impact of using fossil fuels and control emissions
4. Prepare projects and activities that reduce the amount of greenhouse gas emissions from all activities of the company and bring the results to the integration and promoting management to reduce greenhouse gas emissions
5. Raise awareness and understanding of reducing greenhouse gas emissions to all employees in the Company
6. Follow up, inspect, supervise, and import greenhouse gas emissions assessment data from all activities of the Company, both direct and indirect activities
7. Control and supervise operations in accordance with the operational plan and disclose the Company's related operating activities including climate change and the effects of the greenhouse effect
8. Prepare greenhouse gas emission reports according to the international standards or equivalent covering the scope of operations of the Company and disclose such information in the Annual Report 56-1 One Report and the Company's website
9. Report performance to the Risk Management and Sustainability Committee at least once a year

Performance in 2022

The Company measures the total amount of greenhouse gas emissions of the organization (CFO) Year 2022 was the first year which has been set as the Base Year, that the Company places importance to reducing energy and reducing greenhouse gas emissions. Then it was found that, in 2022, the total amount of greenhouse gas emissions and absorption of the organization (CFO) Directly from the organization (Scope 1 : Direct Emissions), Indirectly from Energy Consumption (Scope 2 : Energy Indirect Emissions), Other Indirect greenhouse gas emissions (Scope 3 : Other Indirect GHG Emissions) is 3,977 tonCO₂eq.

Table of Greenhouse Gas Emission of the Organization Year 2022 (Base Year)

Scopes	Greenhouse Gas Emission of the Organization	Proportion comparing scope 1 and 2	Proportion comparing scope 1 2 and 3
Scope 1	358.00	11.16	9.00
Scope 2	2,849.00	88.84	71.64
Scope 3	770.00		19.36
Others	-		
Combination of Scope 1 & 2	3,207	100.00	
Combination of Scope 1 & 2 & 3	3,977		100.00



Carbon intensity (Scope 1+2)	1.3605	TonCO ₂ eq/ MB
Carbon intensity (Scope 1+2+3)	1.6872	TonCO ₂ eq/ MB

The Company is committed to pushing for a Law Carbon Company. The Company prioritize on reducing the amount of greenhouse gases generated by the Company's operations, which in 2022, the Company has collected information on the organization's greenhouse gas emissions from direct emissions (Scope 1 : Direct Emissions) and indirect energy use (Scope 2 : Energy Indirect Emissions) and other indirect emissions (Scope 3 : Other Indirect GHG Emissions) from January 1, 2022 to December 31, 2022, which has been verified and certified by the Greenhouse Gas Management Certification Body, University of Phayao and is in the process of applying for registration from the Thailand Greenhouse Gas Management Organization (TGO). However, the Company has focused on implementing measures to reduce and increase the efficiency of all types of energy consumption, as well as, creating awareness and participation of employees at all levels in collaborating to reduce energy consumption in the Company's operational processes to reduce the risks and impacts from energy consumption, reduce energy costs, and reduce greenhouse gas emissions at the same time.

Activities to reduce greenhouse gas emissions

The Company continues to support the concept of all employees in the Company and its subsidiaries, providing change creation in the workflow or activities that can help reduce the impact on the environment and reduce greenhouse gas emissions both directly and indirectly. In 2022, the following supporting projects have been prepared:

Solar Rooftop installation project, size 26.4 kW in model office building

Since the Company has planned to develop and expand the energy business, therefore, there is an idea to install a 26.4 kW Solar Rooftop in a model office building to be used as a learning center for engineers, sales people and service technicians, regarding various techniques, maintenance method and to maximize the benefits of the installation. Therefore, we have installed a Solar Inverter system with Power Optimizer Inverter, which is a grid-tied solar system, designed to improve the efficiency of solar cell operation. This system will be utilized in our office during daytime to replace electricity usage and during nighttime from the battery that has been fully charged during daytime, resulting in a reduction of 4 kWh of electricity consumption per day. With the installation of a 26.4 kW solar system, we anticipate a reduction of approximately 2,400 kWh of electricity consumption per month, equivalent to 120 kWh per day. This will result in a reduction of 197.64 tonsCO₂e, which is equivalent to the annual carbon sequestration of a carbon-absorbing forest.

This project has been installed in the third quarter of 2022, so the result cannot be measured in 2022 (as set as the Base Year) and due to limited amount of electricity used by Solar Rooftop is not large and insignificant, therefore it does not set a goal to reduce the use but encourages the team to use knowledge and resources available to develop the system and worthwhile use.





In addition, the Company participated in projects that help support the environment, namely the Care the Bear (Change Climate Change) project to reduce-global-warming of the Stock Exchange of Thailand, by organizing various meetings of the Company in the form of an online meeting which started operating from August 2022 onwards, which has been applied to the organizing of 2 online meetings, which can reduce the carbon footprint by 54.33 kgCO₂e, equivalent to the absorption of carbon dioxide per year by 6 trees in total. In 2023, the Company has continued to operate in other forms of activities of the Company.





Efficient use of resources

Natural resources are something that human beings use for basic living, but because humans still need many more facilities, therefore, natural resources are used for commercial purposes for various business activities such as fossils to produce fuel, use of water to produce food, beverages, coal mining for electricity generation, cutting down trees to make furniture, bringing other natural resources to create equipment, tools, appliances, clothing, etc. If those activities use natural resources extravagantly, carelessly and not worthy, these will cause the natural resources to gradually run out and unable to balance back in time to meet the needs of human beings in the future due to natural imbalances causing various disasters such as floods, soil deterioration, drought, food shortages, etc.

The Company is committed to improving energy efficiency for maximum benefits, including studying and developing the use of Renewable Energy with guidelines for applying the energy management system in the organization with guidelines for applying the energy management system in the organization, including supporting the development of personnel resources, budgets, working time, participatory training presents ideas for improving energy use in the organization, development of an appropriate energy management and continuous improvement of energy efficiency to suit business and technology to achieve maximum energy efficiency.

Objective : 1.To make the most of the resources available
2.To reduce business operating costs

Management : Energy management applied within the organization, sustainable development policy and greenhouse gas management policy

Goal 1 : The short-term energy consumption in the office sector in 2023 is reduced by 2% and the long-term energy consumption in 2025 is reduced by 3% compared to 2022, which is set as the Base Year.

Result : In 2022, which set as the Base Year, showed short-term goals that was not achieved, however the short-term goals will be showed and achieved in 2023, and long-term goals in 2025.

Goal 2 : Short-term water consumption in the office in 2023 decreased by 3% and long-term water consumption in 2025 decreased by 5% compared to 2022, which is set as the Base Year.

Result : In 2022, which set as the Base Year, showed goals was not achieved, however the short-term goals will be showed and achieved in 2023, and long-term goals in 2025.

Goal 3 : The amount of garbage and waste in the office that goes to landfill in the short term in 2023 decreased by 5% and in the long term in 2025 decreased by 10% compared to the year 2022, which is set as the Base Year.

Result : In 2022, which set as the Base Year, showed goals was not achieved, however the short-term goals will be showed and achieved in 2023, and long-term goals in 2025.

Goal 4 : The proportion of the value of the use of materials and equipment marked with a Green label in 2023 increased by 2% and in the long term in 2025 increased by 5% compared to 2022, which is set as the Base Year.

Result : In 2022, which set as the Base Year, showed goals was not achieved, however the short-term goals will be showed and achieved in 2023, and long-term goals in 2025.

Goal 5 : The amount of paper used in the office in the short-term in 2023 is reduced by 2% and the long-term in 2025 is reduced by 5% compared to 2022, which is set as the Base Year.

Result : In 2022, which set as the Base Year, showed goals was not achieved, however the short-term goals will be showed and achieved in 2023, and long-term goals in 2025.



Power Management

Energy is the main factor that is important to the business of the Company. Volatility in energy demand is something the Company faces, inevitable, as well as affecting the operating costs of the Company's business. Therefore, in order to conduct business and continuously increase business opportunities, including as part of reducing greenhouse gas emissions, efficient energy management is therefore an issue that the Company's stakeholders face, give importance and be one of the factors in making investment decisions in the Company's business continuously as well.

Operational guidelines

The Company is aware of energy consumption. Most of the Company's energy consumption comes from electricity used in the office building rental area, as well as the use of diesel and benzene fuels in business processes. Therefore, in 2022, the Company has driven projects related to energy conservation in accordance with the sustainable development policy. The relevant measures are set to achieve efficient cost management, increase business opportunities from using renewable energy or renewable energy and reduce greenhouse gas emissions. For the Company's energy consumption rate, it was found that the electrical energy used in the office purchased from the electricity provider with approximately 499,770.04 kWh and energy from oil fuel with approximately 31,491.31 liters respectively.

Performance in 2022

- The Company has set the Company's energy management goals in the area of the head office and energy from fuel in the operating process. For the year 2023, it was found that the amount of electricity used in the purchased office was about 499,770.04 kWh and the energy from fuel was about 31,491.31 liters, showing a goal to reduce short-term

energy consumption in 2023, by 2% and set a goal to reduce water consumption in the long term in 2025, a decrease of 3% compared to 2022, which is set as the Base Year.

Water Management

Water resources are one of the factors that support the Company's business operations. Because every business unit uses water for various activities in the business area. Therefore, a plan has been established to reduce water consumption. For water resource management of the Company not only considering the sufficiency of water use but also taking into account the source of water so as not to affect the water use of surrounding communities and water is only used for consumption in the Company.

Operational guidelines

The Company has set a policy for every business to have goals and set measures to control the use of water for each unit, including encouraging employees in the organization to be conscious, awareness of water, use campaign for water savings to manage water for the most value and set to continuously monitor the success of goals.

For the water usage rate of the Company, for the head office, the overall year 2022 is at 1,713.65 cubic meters, because 2022 is the year that data collection begins, therefore, the use of water cannot be measured according to the target.

Performance in 2022

- The Company has set water management goals of the Company. As for the area of the headquarters location for the year 2023 at 1,713.65 cubic meters. The goal is to reduce the amount of water in the short term in 2023 by 3% and set the goal to reduce the amount of water in the long term in 2025 by 5% compared to the year 2022, which is set as the Base Year and water consumption which covers the head office area.



Garbage and Waste Management

JTS places importance to garbage and waste management in a concrete manner in line with environmental impact reduction guidelines, society and community with the goal of reducing the number of wastes generated, organize activities to learn about creative waste management, including a campaign to instill the ideology of environmental conservation into the hearts of all employees. Encourage awareness of not starting to create waste by oneself through the “(Waste) Separation Save the World” project to create behaviors for waste sorting before disposal and ensuring that waste is properly disposed of, besides that has also joined the network to participate in various projects to promote the separation of different types of waste, stretchable plastic bags, plastic boxes, snack bags, milk, cartons, etc. And the Company has taken the waste that has been sorted in the project, delivered to the community to use in public activities continuously, help reduce the amount of waste that will be sent to landfill, which reduces the impact on the environment, and help reduce the operating costs of the organization as well.

Operational guidelines

The Company has introduced the concept of material management that is not used in the waste management section in the office by instilling a sense of responsibility by applying the 3R principle which consists of Recycle, Reuse and Reduce that are the principle in the management of unused materials arising from the Company’s work processes and campaigning for employees to separate or sort waste before collecting it to dispose of in a large bin for ease of disposal can be sold and can be used for expenses in various activities of the Company.

In addition, the Company has used the remaining paper to apply to the pages of old document envelopes to use documents within the Company and unofficial external documents, along with the use re-used paper, and in 2022, work processes have been adjusted to focus on using electronic files instead of paper, to reduce the use

of paper, reduce costs and help reduce environmental problems indirectly.

Improve resource efficiency

The Company has managed resources by establishing a sustainable development policy Greenhouse Gas Management Policy ready to set environmental goals. It is an organization-wide practice, including promoting the most efficient use of resources through public relations media both inside and outside the organization including various campaign activities both emissions of greenhouse gases use of water resources power consumption, reducing the amount of waste and waste from the business value chain, to create awareness of environmental and energy conservation among employees have complied with the laws, rules and regulations, domestic standards and international standards. It also encourages employees to use their resources and energy efficiently and effectively and/or modify to be reused for maximum benefit leading to a reduction in operating costs and always educate employees on environmental matters.

Green Procurement

In the third quarter of 2022, the Company announced the sustainable procurement guidelines, the purchase of material and equipment in the production process or work processes in the office, consider selecting products marked with the “Green Label” mark. In this regard, to support the manufacturers who focus on reducing environmental impact and to create awareness among employees that everyone, every process can help reduce environmental impact both directly and indirectly, in 2022, two items of office supplies marked with the “Green Label” were purchased as follows:

TABLE SUMMARIZING THE VALUE OF GREEN PROCUREMENT IN 2022

ITEMS	TRADEMARK	YEAR 2022 (VALUE: BAHT)
Paper for photocopy 80 gram	Double A	70,770
Rental of photocopier (Color)	RICOH	168,000
Rental of photocopier (Color)	Fuji Xerox	102,000
Rental of photocopier (Black-White)	RICOH	81,600
Total value		422,370



Performance in 2022

- The Company has the amount of garbage and waste in the office that are landfilled, total weight 66,556.54 Kg. The Company pay attention to waste management in order to reduce the impact on the environment and society and has set a target for the amount of garbage and waste in the office that is landfilled, short-term in 2023, reduced by 5% and long-term in 2025, reduced by 10% compared to 2022, which is set as the Base Year, which in year 2022, it cannot be specified as the Base Year as the target show short-term goals achieved in 2023.
- The Company has a total green procurement value of 422,370 Baht. The goal is to increase the proportion of the use of materials and equipment marked with a Green label in 2023 by 2% and in the long run by 2025 by 5%, compared to 2022, which is set as the Base Year.
- The Company has an average paper consumption of the entire company at 2,449.89 Kg. The goal is to reduce the amount of paper used in the office in the short-term in 2023, by 2% and in the long-term in 2025 by 5% compared to the year 2022, which year 2022 cannot be specified as the Base Year as the target shows short-term goals achieved in 2023.

The operating results have not been able to achieve the goals set because the Company was implemented in 2022 as the first year, but has fully implemented according to plan.

Social



Human rights and fair labor practices

The Company strictly operates in accordance with the policy of respecting human rights principles with believes that all human beings have equal inherent rights including the management of human resources that must be equal in practice and benefits that can be reliant on labor laws. In addition, it also promotes the advancement and development of personnel according to the Company’s business strategy, including encouraging employees to have a good quality of life by paying attention to the health and safety of all employees as a priority.

Objective :	1. To make human rights operations in the organization comply with the law 2. To gain acceptance and trust from stakeholders to practice of human rights
Management :	Guidelines for human resource management, announcing human rights policies and labor practices, making work regulations (Employee Handbook) strictly comply with laws related to labor and human rights, provide channels for complaints and verification process
Goal 1 :	The number of complains about human rights violations arising from the Company’s business operations equal to zero (0)
Result :	In 2022, goals achieved as there was no complaints.
Goal 2 :	The number of complaints on labor violations of the Company equal to zero (0)
Result :	In 2022, goals achieved as there was no complaints



Operational guidelines

The Company supports and respects the protection of human rights, by taking care not to let the business of the Company to get involved in human rights abuses. It also respects and treats all stakeholders fairly on the basis of human dignity, without discrimination such as discrimination of origin, race, skin color, age, gender, etc. The Company has established a human rights policy and labor practices as a guideline for operations, which the Company's employees must thoroughly understand the laws related to their duties and responsibilities and must strictly comply with the law. The Company has implemented the guidelines for respecting human rights principles in the policies and other related business principles as well, such as a Business Code of Conduct manual (such as working hours, non-forced labor, non child labor, freedom of association and right to bargain), human resource management (Remuneration, welfare, benefits), respect for the rights of shareholders, etc. In addition, the Company always has reviewed to develop, improve the management plan to deal with impacts and take effective corrective action.

The total number of employees in the Company is 282
180 males 102 females
(As of 31 December, 2022)

Fair Labor Practices

Labor Relations

The Company has established a Workplace Welfare Committee in the workplace which responsible for surveying, inspecting, promoting and developing the Company's welfare system, to be in line with and support the Company's vision, strategies, goals and corporate values, including encouraging participation of employees at all levels, cover diversity and vulnerability groups in terms of gender, race, religion and physical disabilities to apply for election to the welfare

committee in the workplace including voting for directors independently according to a transparent process. The Workplace Welfare Committee is another communication channel between employees and the Company, to promote awareness and equal respect for human rights for all employees, at all levels and of all races, to express views, opinions, suggestions and complaints through elected representatives.

Employment

The Company has clearly defined employment practices in the human rights policy and labor practices, emphasis on legal employment and operations in line with the Company's principles which places emphasis on taking care and treating employees fairly and on the basis of respect for human rights and international human rights standards consisting of the Universal Declaration of Human Rights (UDHR) and The Declaration on Fundamental Principles and Rights at Work from the International Labor Organization (ILO) including labor laws of the country where the Company operates, criteria according to international labor standards that the Company take it as a practical guideline that is in line with the Company's sustainable development policy.

Human Rights Due Diligence: HRDD

In 2022, the Company has not yet initiated a Human Rights Due Diligence (HRDD) audit according to UN Guiding Principles on Business and Human Rights because there are still important issues that cannot be implemented in 2022 and are in the process of preparing a plan to be implemented by the year 2023. However, in 2022, the Company has announced the Company on sustainable procurement and make human rights issues a key point of the announcement, to assess suppliers on human rights issues based on the context of the Company to encourage the Company's suppliers have complied with basic human rights principles according to the Company's policy.

Channels for complaints

- All employees are able to make complaints or report concerns to the Human Resources Department or senior management when there are not being fair or when being acted unlawfully or the right of privacy has been violated according to the grievance channels specified in the employee handbook. Section on complaints and consideration of complaints or if there is concern that they will not be treated fairly. Complaints can be sent directly to the Audit and Corporate Governance Committee through another channel.
- Outsiders or external stakeholders can directly file complaints to the Audit and Corporate Governance Committee

Details of the Company's Human Rights and Fair Labor Practice can be viewed from the Company website www.jts.co.th,
Topic "Human Rights and Labor Practices Policy"

Performance in 2022

- The Company has not yet found any cases of complaints about labor violations.
- The Company has not yet found any cases of human rights violations arising from the Company's business operations whether internal and external violations.

0 Human rights complaints



2022 Employee Information as of 31 December, 2022

EMPLOYMENT	2020 (PEOPLE)	2021 (PEOPLE)	2022 (PEOPLE)
Number of Total Employees	261	258	282
Number of Males	173	168	180
Number of Females	88	90	102
NUMBER OF EMPLOYEES CLASSIFIED BY AGE			
Employees under 30 years old	72	58	63
Employees aged 30-50 years	151	146	157
Employees over 50 years old	38	54	62
NUMBER OF MALE EMPLOYEES CLASSIFIED BY AGE			
Male employees under 30 years old	52	37	44
Male employees aged 30-50 years	94	92	93
Male employees over 30 years old	27	39	43
NUMBER OF FEMALE EMPLOYEES CLASSIFIED BY AGE			
Female employees under 30 years old	20	21	19
Female employees aged 30-50 years	52	54	64
Female employees over 30 years old	16	15	19

NUMBER OF EMPLOYEES CLASSIFIED BY POSITION			
Employees at the operational level	220	210	230
Employees at the executive level	25	28	31
Employees at the top executive level	16	20	21
NUMBER OF MALE EMPLOYEES CLASSIFIED BY POSITION			
Male employees at the operational level	146	136	147
Male employees at the executive level	15	17	17
Male employees at the top executive level	12	15	16
NUMBER OF FEMALE EMPLOYEES CLASSIFIED BY POSITION			
Female employees at the operational level	74	74	83
Female employees at the executive level	10	11	14
Female employees at the top executive level	4	5	5



Human Resource Development/Human Capital Development

The Company has a development plan for employees at all levels to advance in their careers and preparation of the organization in order to respond to changes in Technology Disruption that occur all the time, including dealing with the competitive situation of the market by it must be in accordance with the direction of the strategy and goals to create sustainability for the Company. For this reason, it is necessary to develop new work skills for employees (Reskill) or upgrade existing skills (Upskill) through training or voluntary job rotation.

Objective :	1. To create competitiveness of the organization through human capital 2. To reduce the turnover rate of employees
Management :	Human Resource Management Guidelines, Human Rights Policy Announcement and Labor Guidelines, Work Regulations (Employee Handbook)
Goal 1 :	Employee turnover rate. The short-term goals in 2023 are reduced by 5% and the long-term goals in 2025 are reduced by 8% compared to 2020.
Result :	In 2022, the goal was not achieved. Employee turnover rate increased by 5.5% compared to 2020.
Goal 2 :	Training Hours of Employees. The short-term goals in 2023 increased by 5% and long-term goals in 2025 increased by 10% compared to 2020.
Result :	In 2022, the goal was achieved. Employee training hours increased by 8% compared to 2020.

Due to the COVID-19 crisis, behavior has changed in many ways, causing the Company to change the form of employee training to more online learning. The Company support employees to learn courses of interest through online self-learning through the “Platform”, which is the self-learning Anytime Anywhere that helps employees to develop themselves continuously anytime, anywhere according to their needs and at times that are convenient for employees, organized training to educate employees in the organization in terms of work ability (Competency) and important skills (Soft Skill) by recruiting external speakers to provide knowledge to prepare and continuously enhance the organization’s business operations according to the annual employee development.



Operational guidelines

The Company sets a human resource development plan for the Human Resources Department of the Company in the development of employees corresponding to the change including developing the potential of employees to have skills necessary for employment. Personnel Development plan focuses on mutual benefits that the Company and employees will receive, that is, before organizing the training, employees must analyze the skills necessary to achieve the organization's goals, clearly set the goals of the training program and define the steps, determination of indicators that identify the benefits that the Company and employees will receive. In addition, the aforementioned policy also supports the creation of a training database in order to use statistical data to improve the development of employees in the future for personnel development plans to support the "Succession Plan" to prepare potential candidates for leadership and readiness to take on higher responsibilities, through various personnel development courses, that is designed to have a learning period with continuous practice, in order to integrate into the everyday work, the Company has created a learning and development program for employees, divided into 4 important areas as follows:

1. Basic knowledge development program contains essential foundational courses to build awareness and understanding of the responsibilities, compliance with laws, rules, regulations, good corporate governance, Business Code of Conduct manual and disciplinary action, Occupational Health and Safety at Work Courses, Sustainability Development for corporate and getting ready to work digitally.

2. Future skills development program focusing on developing the Digital Literacy level of employees

Both in terms of Hard Skill such as Data Analytics, Robotics; and Soft Skill such as Design Thinking, Agile. There are 4 levels of development courses from basic to advanced; to lay a foundation and enhance skills in using digital technology for employees in each target group. In addition, there are also courses to develop other

future skills, which focuses on developing knowledge and future skills along with upgrading specific skills to build the skills needed to work and focus on building competence to support the growth of the organization in the future.

3. Leader development program with the goal to developing leadership skills, therefore, a supervisor development course has been developed for managers at all levels and executives to prepare to develop teams and management skills systematically, also to choose selected high potential (Talents) to the leadership development program to select personnel to join in strengthening the business, preparing them to grow within the organization and helping the organization to grow sustainably.

4. Job-specific skills development program

promote the development of specific skills, i.e., Technical Skills, and Knowledge Management in each business to have the same system and standards, creation of a learning community to exchange knowledge and skills that truly correspond to the job responsibilities and able to enhance the competency of employees to be ready for the rapidly changing business growth.

Employee knowledge and potential development

- The Company has a policy to recruit people who are suitable for the nature of work (Put the Right Man on the Right Job) by recruiting people with direct knowledge in the fields related to the industry, in order to achieve the Company's goals that try to provide value added services and can expand rapidly.
- All new employees will receive an orientation to know and acknowledge their own processes and workflows including various departments in the organization that help employees understand their roles and responsibilities and be able to perform tasks according to the objectives.



- Develop the Succession Plans at all levels of management in the organization in order to strengthen the stability and sustainability of the organization in the long run and is a part to be able to continue the business, when unexpected events occur that may affect the business, the Company has a policy to continuously develop the knowledge and skills of its personnel, by organizing the trainings within the organization by speakers within the Company and invite qualified speakers from outside for knowledge exchange and share valuable experiences and also gain knowledge that is useful for the organization. At the same time, the Company always encourages employees to go for training to increase their knowledge from outside.
- Develop a Talent Management system as another personnel resource management tool to maintain and manage existing “talented people” for maximum benefits and efficiency.
- Create opportunities for personnel to increase their knowledge, skills and show their potential through assigned tasks.
- Create awareness for all employees to be aware of working together as a team in order for the Company’s performance to be in line with goal setting and increasing communication among employees at all levels to create cooperation in operations.
- The Company is in the process of developing a Succession Plan and Talent Management system at all levels of management in an organization in order to strengthen the stability and sustainability of the organization in the long run.

In addition, the Company also encourages employees to learn in other ways, such as doing group activities among employees (Group Activity), which all learning has promoted the development of employee growth in the organization (Career Management) and led to being a learning organization for self-development leading to career advancement.

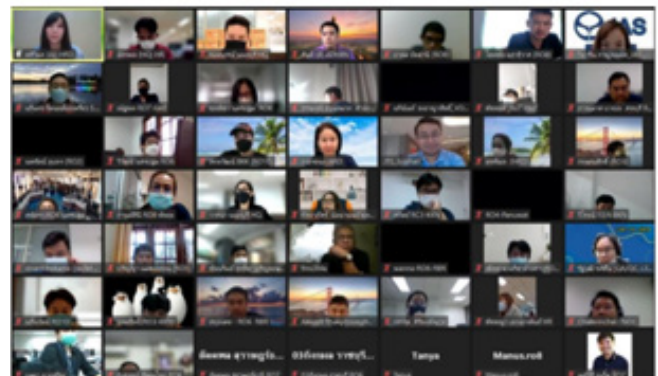
Employee development through development activities

The Company believes that creating a platform to showcase success in the organization for employees to participate in the performance of their talents bring pride and bringing the work to exchange with each other which will be a shortcut for expanding the results within the organization. The Company has a development activity unit by bringing activities, various suggestion to drive the improvement of the work of the employees and promote the invention of new innovations such as:

Knowledge Sharing “Share for Change”

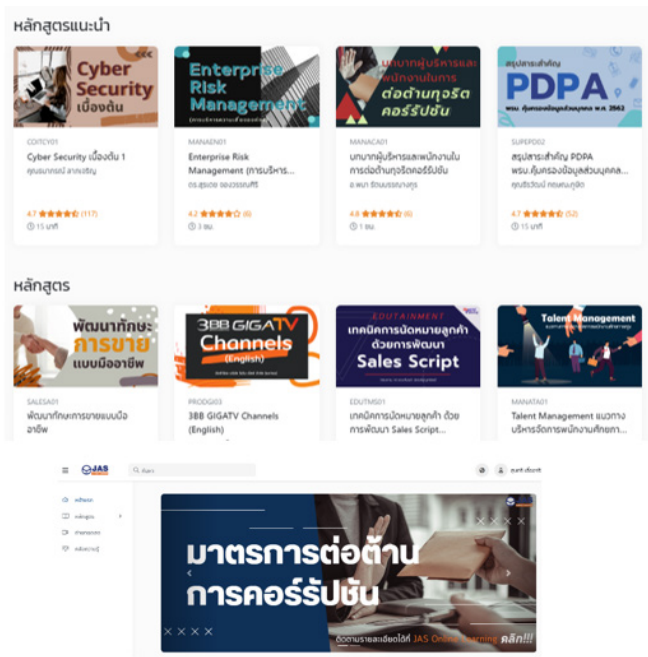
Activity Sharing knowledge from fellow employees who are experts on that topic to pass on knowledge to fellow employees.

Cryptocurrency



Knowledge Management Project

Personnel development in “New Normal” through Online Learning. Employees are the heart of the organization. Developing employees to grow and be ready for changes in the business environment and technology so that employees are ready, hence training to increase knowledge and skills is crucial. JAS Online Learning is a learning system that employees can come to study and acquire knowledge anywhere, anytime and able to learn across their own fields of interest as well with a modern system, teaching courses that are up-to-date with interesting and concise content organized into categories, easy-to-understand teaching, with test results, attendance records, etc.



Performance in 2022

- Achieve goals with hours of knowledge development for all employees averaged 10.26 hours per person, with the cost of knowledge training and employee development amount equal to 396,224.79 Baht.
- Not achieving goals due to the employee resignation rate increased by 5.5% compared to the year 2020, when the number of employees resigned voluntarily representing 14.54%.

Employee Development	Unit	Year 2020	Year 2021	Year 2022
Average number of training hours for employees	Hours/ person/ year	2.60	2.59	10.63
Expenses for knowledge training and employee development	Baht	261,587.28	259,200.00	396,224.79



Employee Retention and Human Resource Management

Employees are the most important resources to drive operations and lead the organization to success. The Company therefore places great importance on creating a good personnel management system, from recruiting new employees, management of standard remuneration, set goals and plans for employee potential development to promote progress, career growth and job stability, as well as giving importance to the safety and health of employees and provide freedom and respect the rights of employees under an appropriate framework. The Company therefore has formulated an organizational human resource management strategy for the year 2022, focusing on proactive organizational change, that is, having an organizational structure designed to respond to challenges and create competition in the industry in order to develop the potential of personnel within the organization and create a digital work culture by focusing on the development of various work processes to be continuity, connected and be in the same direction throughout the organization along with the direction of the digital world. It is also a creation of the Company to be a learning organization along with strengthening operations and driving human resource management leading to the achievement of the goals set by the organization with efficiency and effectiveness in a sustainable manner in addition to legal returns such as the Social Security Fund, Compensation Fund. The employees will receive compensation in the form of overtime, extra money for workers in remote areas and basic welfare for employees to have a good quality of life, such as employee uniforms, off-site work allowance, health insurance and accident insurance, Provident Fund, Retirement money, financial assistance for disaster-affected employee, Happy Workplace activities.

Objective :	To create healthy organization, to strengthen the organization with employee good life balance
Management :	Human Resource Management Guidelines, Human Rights Policy Announcement and Labor Guidelines, Work Regulations (Employee Handbook)
Goal 1 :	Level of employee engagement in the organization. The short-term goal in 2023 is 70% and the long-term goal in 2025 is 75%, compared to 2022, which is set as the base year.
Result :	Year 2022 is set as the base year, not on targeted goal, as the Employee Engagement Level in organization with an average score of 59.22%
Goal 2 :	Employee satisfaction in the organization, the short-term goal in 2023 is 70% and the long-term in 2025 is 75%, compared to the year 2022, which is set as the base year.
Result :	Year 2022 is set as the base year, not on targeted goal, as the satisfaction level of employees in the organization averaged 66.93%



Operational guidelines

The Company encourages employees to have a good quality of working life, have good safety and occupational health, appropriate compensation and welfare for employees, and employees are treated fairly and equally. The Company appropriately takes care of good quality of life for employees such as providing annual health check-ups, and health insurance to help alleviate medical expenses while sickness, maternity leave, dental expenses, Provident Fund, cost of living in the remote area, annual staff gathering, annual outing trips, etc.

Employees who are members of the provident fund	Unit	Year 2020	Year 2021	Year 2022
Total number of employees who are members of the provident fund	Person	198	195	240
Amount contributed by the Company to the provident fund	Baht	7,979,188.47	1,417,866.29	2,653,119.70

The Company encourages employees to have a better quality of life and supports the development of the lives of employees’ families to have happiness and sustainable self-reliance by supporting the savings, creative division of time at work and family life. In 2022, the Company has organized activities related to welfare, in promoting and developing personnel, in both physical and mental aspects as follows:

Annual health checks for employees

The Company organize health check-up program in line with the work characteristics of the employees and there is a coordination with the hospital to allow employees to add health check-up items at a special rate including a health check-up program at a special rate for members of the family or employees, as well as facilitating by allowing the hospital to provide health check-up services at the Company’s office.



Promotion of Personnel Potential

The Company prioritizes on the development of personnel, promote happy workplace and create unity within the organization.

In 2022, the Company has managed personnel and work processes to be in line with guidelines for the growth of the efficient organization, by adjusting the organizational structure to accommodate changes and grow the business of the organization, with emphasizing on improving roles and responsibilities in line with the strategy, good coordination, and increase the capability of personnel, salary structure management, promote career advancement and elevate employee engagement in the organization. In addition, we also arrange training for all employees at all levels, both skill development, internship, and career advancement opportunities on the basis of equality and non-discrimination. The Human Resources Department has conducted a survey on the need for training and development of employees, including the preparation of a training plan, annual employee development, by focusing on the courses that are related to the position that is important.

Employee engagement

The Company realizes the importance of enhancing employee engagement with the organization. When employees feel they are part of the Company, they believe and dedicate effort and dedication to work for the benefit of the Company. Overall, it is an important part that the Company has achieved the goals set. It also contributes to reducing the loss rate of potential employees, i.e. good people, and talented people

of the Company as well. Employee satisfaction factors are the basis that lead to enhancing employee engagement with the organization, such as supervisors, compensation, career advancement, environment, equipment that necessary for work, management of age differences or age gap, etc. by implementing a plan to elevate the engagement of the entire organization and all departments to solve various problems received from employees through various activities of the Company, in order to make employees happy at work, create satisfaction and commitment to the organization, willing to dedicate oneself; body, heart and soul, to creating works that are efficient and effective for the Company. In addition, the Company has a plan to organize activities to encourage employees to show their ideological behavior and to strengthen employees to feel that they are important members of the organization, making an impression from the first day that they become a new member with a warm welcome, friendly, approachable, friendly environment and atmosphere for discussion and having a good attitude and feelings toward each other, working together to drive corporate culture and knowledge management to drive employees to behave in line with corporate expectations, using communication and learning to incubate corporate culture among employees, which the Company believes that corporate culture is an important factor in fostering employee engagement.

Employee Satisfaction Survey

In addition, the Company has organized an Employee Satisfaction Survey toward their opinions to the organization, which is a tool to measure the feeling of satisfaction and the level of employee engagement toward organization. It is also an indicator of employee well-being based on various factors covering work, well-being, environment and organizational culture. The Company planned to conduct a continuous employee engagement survey once a year, which was conducted in 2022 for the first year and used the results from the survey to improve and develop according

to factors that affect employee engagement through tools and activities, taking the problems that arise in the organization to take action and find solutions to prevent problems that may occur in the future. This is to encourage employees to feel satisfied, develop a level of engagement with the organization, resulting in happiness at work and able to work at full potential, to drive and achieve the organization's goals set.

Employee Health Promotion Activities

The Company continues to promote various activities to encourage employees to have a good attitude towards themselves, colleagues, organizations and society as a whole, most of which are activities in projects that continue from the previous year, in order to be continuous and sustainable, which in 2022, the Company organized activities to support organizational well-being as follows:

2022 Company's Outing



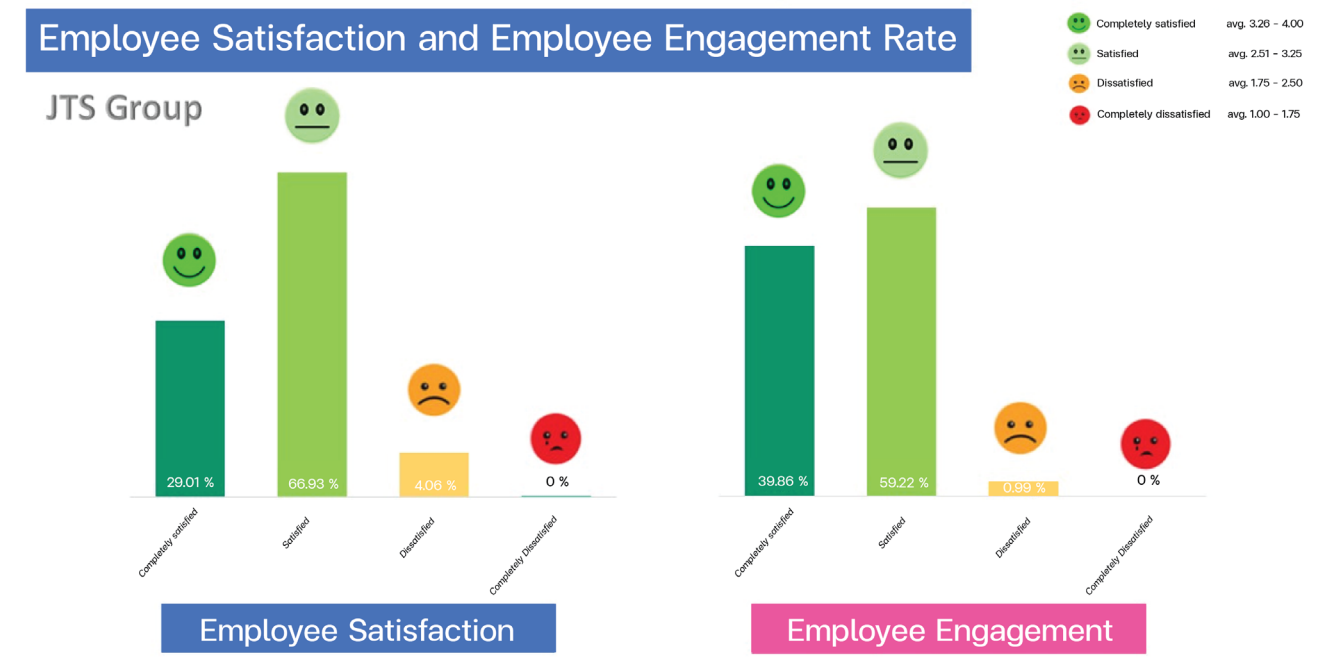
2022 New Year Activity



Performance in 2022

- Level of employee satisfaction (Relatively high level, average 2.51-3.25) or 66.93%
- Employee engagement level (Relatively high level, average 2.51-3.25) or 59.22%

A comparison of the results from the employee satisfaction survey and the level of organizational commitment graph



Remarks : The employee opinion survey has started in 2022 as the first year. The Company uses the survey through the Microsoft Office365 system, which does not identify the person who gives opinions, so that employees can express their opinions freely. It also gives employees the opportunity to write additional suggestions.

From the graph showing the comparison of satisfaction survey results and employee engagement, from 282 employees out of a total of 282 employees, it was found that, in 2022 (first year survey), Employee Satisfaction Levels and Employee Engagement score is quite high, with an average of 2.51-3.25.

Also, the Company remains committed to developing processes to respond to employees who can live a balanced life by setting the target of employee engagement towards the organization at the 70% score level

For the Employee Satisfaction Goal at the score level of 70%, we found that the target was still unable to be achieved. Currently, the score level is “Pretty high”. However, the Company will continue to develop in every weak point in all management process in order to be able to raise the employee engagement score to the “High” level in the future.



Occupational health and safety at work

The Company supports and encourages employees to become mindful and aware of occupational health and safety, to create awareness and instill the importance of safety in all processes involved, by focusing on strictly complying with regulations, international standards and related laws. As a result, employees understand and able to work correctly, safely and with maximum efficiency aiming for the sustainable success of the organization.

Objective : To create a healthy organization, strengthen organization, and employees to have a good life balance

Management : Human Resource Management Guidelines, Human Rights Policy Announcement and Labor Guidelines, Work Regulations (Employee Handbook)

Goal 1 : Accident from Work equal to 0 (Zero)

Result : Year 2022. Achieved goal. No Work accidents.

Goal 2 : Occupational illness equal to 0 (Zero)

Result : Year 2022. Achieved goal. No Occupational illness.



Operational guidelines

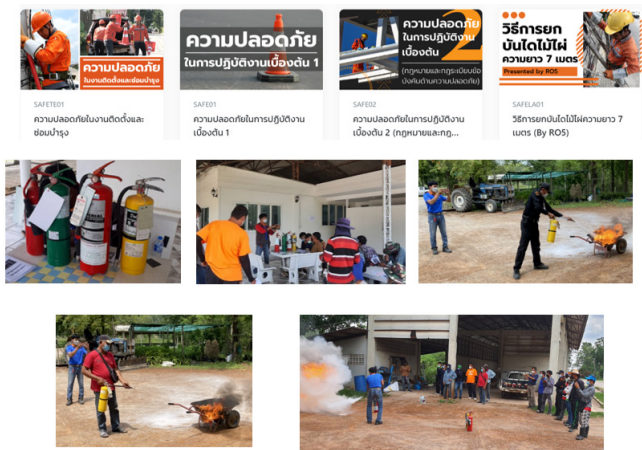
The Company operates in accordance with the Occupational Safety, Health and Working Environment Act 2022, with regularly reviews and monitors the performance in accordance with the safety policy from the Management, with allocation in both personnel budget and relevant resources appropriately, taking action to assess risks and manage risks effectively, which is determined according to the action plan as follows:

- 1. Establish guideline for occupational safety, health and working environment according to human rights policy and labor practices
- 2. Appoint the committees and safety officers at various levels where the committees and safety officers are included at all levels of the organization
- 3. Encourage employees to attend safety training courses as required by law
- 4. Support and encourage various safety activities to help stimulate consciousness and create employee participation such as incentive activities, training and public relations, etc.
- 5. All employees must consider their own safety, their colleagues as well as the assets of the Company as all are important throughout the period of work
- 6. All employees must maintain cleanliness and orderliness in the work area, for the safety and good health of all employees
- 7. All employees must cooperate in projects related to the safety and occupational health of the Company

In addition, the Company complies with the Workmen’s Compensation Act 1994, whereby the Company pays money into the workmen’s compensation fund as required by law, to fund the payment of compensation to employees who suffer from danger due to work, the

Company has set up an Occupational Safety, Health and Working Environment committee, who responsible for surveying, inspecting, promoting and developing safety systems, occupational health and working environment and support vision, strategies, goals and corporate values to meet international standards, as well as providing training on basic fire prevention and suppression for employees in the Company in the safety project “To our

Fellow Employees”



Performance in 2022

The Company provides protection for health and safety at work and recognizes the importance of having a health system, with safety goes hand in hand with business operations, to ensure that employees, including relevant personnel will be safe, free from accidents, and illness arising from work.

- No work accidents
- No employees illness from work

Summary of Occupational Health and Safety Performance at Work

Issues	Year 2020 (cases)	Year 2021 (cases)	Year 2022 (cases)
The number of injuries or accidents resulting from work-related activities leading to work stoppage	0	0	0
The number of employees who have sustained injuries from work-related activities resulting in work stoppage exceeding 1 day	0	0	0
The number of employees who have passed away due to work-related activities	0	0	0



Community and Social Development

The Company places importance on participation in community and social development. Therefore, we are committed to creating benefits for the community, customers, employees and stakeholders. This is done through various activities and self-initiated projects, by focusing on promoting potential development to create sustainability of business operations by bringing useful knowledge to improve the quality of life, organizing activities to promote knowledge to the community, new generations and educational institutions. The Company focuses on building a network of educational institutes to benefit the operations of the organization and benefit the educational agencies and support the development of sustainable development goals in creating equal education and innovation development in industry.

Objective : To promote sustainable development by responding to the needs of the community and society

Management : Building a network of educational institutions, cooperative education projects, guidelines for human resource management, preparation of action plans for activities

Goal 1 : Give or Share knowledge to at least 3 educational institutions

Result : In 2022, goal was achieved as we provided knowledge to 3 educational institutions.

Goal 2 : Develop at least one community project per year for public benefit.

Result : In 2022, goal was not achieved. There is no project development in the community for the benefit of the public. It is the process of planning and will start operating in 2023.



Operational guidelines

In 2022, the Company intends to create sustainable social value, therefore, a strategy has been planned with the community and social monitoring has been undertaken through the plan, with the process of reviewing various management guidelines as follows:

- Establish the “Risk Management and Sustainability Committee” to determine strategies, policy directions, and regulations on environmental, social, and governance (or ESG) or sustainability and responsibility for sustainable towards society including guidelines and expectations that respond to stakeholders as well as goals United Nations Sustainable Development Committee (SDGs) to propose to the Board of Directors for approval. The meeting is scheduled to be held at least 1 time per quarter and the operating results are reported directly to the Board of Directors.
- Establish “Guidelines on Contributions and Donations and Project Creation for Society” to serve as a basic framework for sponsorships, donations and project implementation along with CSR activities of the Company.

Performance in 2022

Knowledge exchange on technology with leading educational institutions project



Educational Giving

JTS Talk @ University Project

to pass on knowledge from the business sector, business perspective and share experiences of industrial sustainability awareness, to support the students to see pictures and ideas for producing works that can be used to develop products that are effective to feed into future industries.



JTS Young Blood Internship 2022 Project

is a project that wish to help develop the “Young Blood” students, to increase competency and be able to produce analytical results with practice from sharing experiences from successful experts in product development, experimentation and presentation. The project aims to create competent human resources with quality to work in business sector for sustainability in the future.



Student Internship Program

The Company offers opportunities for students who are interested in various fields such as engineering, science, business administration, marketing, management, human resource management, and other related disciplines to join the internship program with the company, to give students the opportunity to learn and have real work experience outside of the classroom and focusing on students to develop their potential to prepare for their future work.

In 2022, the Company has given opportunities to 6 male/female students from various institutes/universities, both in Bangkok and other provinces, to join and learn knowledge and practical training such as Ubon Ratchathani University, Mahasarakham University, Prince of Songkhla University, Pongsawat Technological College, Bangkok University and Dhurakij Pubdit University.

Social activities

For activities or donation or providing support, the Company uses the method of prioritization, analysis of necessity, reasons for event request or donations, including considering the ability of the Company in carrying out activities or that donations or sponsorships must be transparent, can be verified under the Anti-Corruption Policy, Important activities and donations in 2022 of the Company and its subsidiaries.

- **Project to support morality and ethics** “Blood Donation” to the Thai Red Cross Society once a quarter to help patients.



- **Market Happiness Campaign** Encouraging and supporting employee participation in sharing surplus items for exchange to generate extra income, and donating a portion of the income to organizations in need, including women nursing home, Association for the Promotion of the Status of Women, and Home For Handicapped Animals Foundation.





- **“(Waste) Separation to help the world” Project** is a project that supports knowledge on waste management and waste sorting for further social benefits.



- **JTS donation of used calendars to foundation for the blind activity**





Sustainability Report Reader Poll

Please mark an X in the box ☐ or add your own opinion in the box

1. Please indicate which group you belong to

- ☐ Employees ☐ Shareholders ☐ Customers
☐ Trade partners/creditors ☐ Government agencies and related agencies ☐ Mass media

2. Please specify through which channel you received the Sustainability Report

- ☐ Annual shareholders' meeting ☐ Company website ☐ Company employees
☐ Mass media ☐ Others, please specify.....

3. Purpose of reading this Sustainability Report

- ☐ To find information for making investment decisions ☐ For study and reason
☐ To get know the company ☐ Others, please specify.....

4. Please provide your opinion on the 2022 Sustainability Report

Opinion on the 2022 Sustainability Report Score Level	Satisfaction Score level				
	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied
Content is easy to read and understand					
Beautiful design. Suitable illustration					
Appropriateness of content presentation sequence					
Overall satisfaction					

5. In your opinion, the important issue of sustainability of the company is fully reported in the Sustainability Report?

- ☐ Complete ☐ Incomplete
☐ Others, please specify issues that should be included.....

6. Opinion and other suggestions

.....

Questionnaires can be sent in person or by post to

Office of President (Promotion of Sustainable Development)

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The data from this feedback survey will be utilized for the development and improvement of our report in the upcoming year.

Jasmin Technology Solution Public Company Limited would like to express our sincere gratitude for your valuable input.



Jasmine Technology Solution

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