



Company Announcement no. 013/2568

### Human Rights Statement

Jasmine Technology Solutions Public Company Limited and its subsidiaries recognize the importance of human rights in all aspects of their business operations and are firmly committed to respecting, protecting, and promoting human rights in accordance with internationally recognized principles, such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), and conventions of the International Labor Organization (ILO).

The Company is committed to conducting its business responsibly and fairly toward employees, business partners, customers, and all stakeholders, with a strong emphasis on respecting fundamental rights.

- Nondiscrimination and promoting equality
- Prohibition of child labor and forced labor
- Guarantee the right of safe and appropriate working environment.
- Respect for the rights of Freedom of Association and Collective Bargaining
- Respect for the individuals' rights and personal data privacy.
- Provides channels for submitting complaints, suggestions, or whistleblowing reports without fear of retaliation.

The Company has clear policies and guidelines to promote human rights and consistently communicates them to employees at all levels to ensure understanding and compliance. At the same time, we are committed to listening, learning, and continuously improving our operational practices to foster a sustainable organizational culture that truly respects human dignity

Hereby announced on 21 October 2025

.....*Sang Do Lee*.....

(Mr. Sang Do Lee)

President