



Jasmine Technology Solution

Company Announcement no. 014/2568

Statement Supporting Employees' Rights to Receive Minimum Wages or Living Wages

Jasmine Technology Solution Public Company Limited and its subsidiaries recognize the importance of employees' rights to receive appropriate wages. Therefore, the company has implemented the minimum wage policy as mandated by law, covering all employees at every level and across all departments or units of the company nationwide, in accordance with the following criteria."

1. The Company shall pay employees minimum wages at a rate no less than the minimum wage rate officially announced by the Ministry of Labor for the respective areas.
2. Regularly monitor minimum wage rate announcements as mandated by law and conduct an internal review annually.
3. The wages rate will be specified by considering the employee's ability, experience, and responsibility, ensuring that the basic minimum wage rights are not compromised
4. The company prohibits any discrimination in wage payment on the grounds of gender, age, race, religion, physical or mental disability, or any other status.
5. Employees may submit their feedback through the channels provided by the company if they believe they have been paid unfairly. The company will promptly investigate and take corrective action
6. The Company will arrange training for Human Resources personnel and line managers regarding labor rights and the minimum wage policy, ensuring that these measures are implemented and adhered to correctly.

The Human Resources department has been assigned to monitor the minimum wage rates in accordance with the relevant labor laws and report to the Board of Directors annually. The policy will be implemented from an effective date, and the company commits to promptly updating this policy in the event of any legal changes to ensure continuous compliance with new requirements.

Hereby announced on 21 October 2025

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

(Mr. Sang Do Lee)

President