



Company Announcement no. 012/2568

**Labor Standards Policy Announcement**

Jamine Technology Solution Public Company Limited and its subsidiaries are committed to conducting business based on the code of ethics, social responsibility and respect for the human rights of all personnel. The company recognized the importance of human resources for driving organizational success. The Company has established a Labor Standard policy to create fair and safe work environment and support the development of employee potential.

1. The Company will not employ child labor under the age specified by labor laws and will verify the identification documents of all applicants to ensure transparency and fairness.
2. We are committed to upholding the principle of respecting employees' freedom to work. There shall be no withholding of documents, coercion to work, or intimidation, either directly or indirectly. Every employee has the right to resign in accordance with the terms outlined in their employment contract.
3. Promote equality in the workplace by prohibiting discrimination on the grounds of gender, age, race, religion, origin, physical or mental disability, political opinion, or sexual orientation, in all aspects of employment, including recruitment, compensation, opportunities for development, and promotion.
4. The Company shall specify normal working hours in accordance with the law (not exceeding 8 hours per day or 48 hours per week) and ensure that wages, overtime pay, and all employee benefits are provided fairly and transparently.
5. We focus on employees' health by providing a clean and safe workplace. We provide appropriate office equipment such as ergonomic desks and chairs and support annual health check-ups.
6. Support the employees by having channels to express opinions, provide suggestions for improving work practices, or file complaints if they encounter violations of their rights. Employees can do so with the assurance that they will not face punishment or retaliation. This will be carried out under principles of transparency and fairness within the organization.
7. Continuously focus on developing employee skills and capabilities through training, seminars, and online learning to enhance operational capacity and support the sustainable growth of both employees and the organization.
8. The company complies with all relevant labor laws and adheres to best practices based on the standards of various labor organizations to promote fairness in the workplace.

Hereby announced on 21 October 2025

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

(Mr. Sang Do Lee)  
President