Human Rights Policy

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Human Rights Policy

JMT Network Services Public Company Limited respects the human rights of its employees and all stakeholder groups in accordance with the principles of good corporate governance. The Company is committed to conducting business with honesty and integrity, without exploiting employees solely to achieve good business results. It also considers employees' well-being and career progression at appropriate intervals within the Company's framework and assessment criteria, to ensure that employees at all levels and in all groups, as well as stakeholders, are treated fairly in accordance with human rights principles. The Company expects this Human Rights Policy to serve as a useful tool for employees at all levels and in all positions to work together harmoniously, with mutual respect and consideration at all times.

Accordingly, the Company declares that this Human Rights Policy applies to the Board of Directors, executives and employees at all levels of its subsidiaries, associates, business agents and suppliers, who are to acknowledge and comply with the Policy.

Scope of Application

This Human Rights Policy applies to all functions working with JMT Network Services Public Company Limited, including its subsidiaries, associates, business agents and suppliers, and covers their boards of directors, executives and employees at all levels. It serves as a set of criteria for working together in strict compliance with the principles of honesty, integrity, good governance and ethical conduct.

Definitions

Human Rights

Means the fundamental freedoms to which all people, at all levels and in all social classes, are equally entitled in recognition of their human dignity, including freedom of thought, bodily freedom and freedom to make decisions, as protected by the Constitution of the Kingdom of Thailand and international treaties.

Forced Labor

Means work imposed on a person against their will through physical, psychological or verbal violence, threats or confinement, where the affected person is unable to resist or finds it difficult to do so.

Child Labor

Means employees in the private sector aged 15 years or above but under 18 years.

Non-Discrimination

Means treating all employees at all levels equally, without discrimination on the basis of gender, sexual orientation, race, religion, ancestry, skin color, physical characteristics, social status, disability or impairment, so that they receive equal treatment as members of the organization.

Occupational Health

Means the prevention of employee illnesses and accidents, with appropriate and adequate protection for their physical and mental safety and the surrounding workplace environment.

Human Rights Policy Areas

1) Forced Labor

The Company does not support and prohibits any person or function from engaging in conduct that constitutes forced labor, which violates the fundamental human right to freedom of work.

Good Practices

1. The Company prohibits coercion, threats and violence that cause physical or psychological harm to employees at any level, with the intention of creating fear that prevents employees from working voluntarily or places them in a situation in which they cannot resist.
2. The Company prohibits the transfer of employees to poor or dangerous working environments without reasonable grounds.
3. The Company prohibits financial penalties against employees at all levels and in all positions, such as unfairly imposing debt obligations or delaying compensation payments to compel employees to continue working.

2) Child Labor

The Company's policy is not to employ persons below the minimum age prescribed by labor law, as this may adversely affect their age-appropriate development, cause physical or psychological harm, or deprive them of educational opportunities.

Good Practices

1. The Company requires all applicants and employees, including permanent, contract and temporary employees, to be at least 20 years of age.
2. The Company carefully verifies that applicants and employees have not concealed an age below the Company's minimum age requirement.
3. The Company sets the minimum age for interns and participants in dual vocational education programs in accordance with labor law and international human rights principles, to prevent the improper use of child labor and promote age-appropriate learning experiences for young people.
4. The Company assigns internship duties that are appropriate to interns' skills and abilities, to prevent adverse effects on their health or physical or mental well-being.
5. The Company prioritizes the safety and occupational health of employees and interns by providing appropriate safety measures, training and workplace environment inspections.

6. The Company promotes activities that support the development of children and young people in communities in the areas of education, sports, arts and culture, and the environment, to create opportunities and improve their quality of life so that they can develop well and sustainably.
7. The Company conducts marketing and communications responsibly, without using content, images or activities that are inappropriate for children and young people, and encourages suppliers and business partners to follow the same practices.

3) Treatment of Female Employees

The Company strongly supports gender equality and diversity within the organization. It recognizes that employees of all genders can contribute effectively and to the best of their abilities, although differences in physical strength may place limitations on certain duties and responsibilities.

Good Practices

1. The Company supports the employment of female employees in duties that do not adversely affect or endanger their physical safety or lives.
2. The Company respects and values female employees equally with employees of other genders.
3. Pregnant female employees may continue their employment with the Company as usual and exercise their rights to various types of leave and maternity leave in accordance with the Company's regulations.
4. The Company provides an appropriate and safe working environment that does not adversely affect the health of pregnant employees or their unborn children, and provides statutory maternity leave while fairly maintaining their benefits and welfare.
5. The Company provides female employees with compensation and welfare benefits on an equal basis with male employees.

4) Non-Discrimination

Equality in working together within the organization is important, as it helps promote unity among employees. The Company therefore consistently encourages and supports equal treatment among employees in accordance with its Code of Conduct.

Good Practices

1. The Company requires recruitment and selection for all levels and positions to be conducted equally using the same selection criteria, without discrimination on the basis of gender, sexual orientation, race, religion, ancestry, skin color, physical characteristics, social status, disability or impairment.
2. The Company determines wages and welfare benefits for employees at all levels fairly and equally in accordance with the standards for each position.
3. The Company requires employee training and development to be accessible, equitable and free from discrimination at all levels, so that employees have equal access to the knowledge and skills development provided by the Company.
4. The Company requires entertainment and recreational activities to be accessible to employees at all levels, with equal access to every activity in accordance with their entitlements.
5. The Company requires employee assessments and promotions to follow its regulations and criteria. Supervisors must assess employees impartially, without allowing personal feelings to influence their judgment.
6. The Company requires supervisors to care for all their subordinates equally and inclusively, without obstructing their work or treating any individual employee differently.
7. The Company requires employees at all levels to treat all stakeholder groups equally and without exception, and not to favor any stakeholder group or individual for unacceptable reasons.
8. The Company will not penalize or take adverse action against employees at any level or in any position who refuse to engage in fraud or corruption, even if this may result in the loss of business opportunities for the Company.

5) Prevention of Sexual Harassment

The Company encourages mutual respect among colleagues of different genders. Female, male and gender-diverse employees should not be subjected to conduct that causes discomfort.

Good Practices

1. The Company encourages mutual respect among female, male and gender-diverse employees. Employees at all levels, whether supervisors, subordinates or colleagues, should use polite language and refrain from mocking, insulting or devaluing others because of their gender identity.
2. The Company prohibits employees at all levels and in all positions from engaging in sexual misconduct or harassment, through words or actions that cause others discomfort, embarrassment or a sense of insecurity, regardless of gender.

6) Safety, Occupational Health and the Workplace Environment

Personnel at all levels and in all positions are valuable resources that help sustain the Company's business. The Company therefore prioritizes comprehensive care for safety, occupational health and the workplace environment, and strives to protect employees' physical and mental well-being and their property throughout their employment, so that they can work happily in a good working environment.

Good Practices

1. The functions responsible for maintaining buildings and premises must regularly inspect workplace safety in accordance with the established plan, to prevent risks to the lives and property of employees at all levels, as follows:
   1.1. The relevant functions regularly inspect the operational readiness and quality of elevators at the prescribed intervals and maintain a written record of each inspection.
   1.2. The relevant functions inspect lighting throughout all work areas to ensure that sufficient lighting is available and operational at all times. If any function reports damaged lighting, the function directly responsible must promptly restore it to working condition.
   1.3. The relevant functions ensure that electrical appliances and electronic equipment remain operational and safe for users, to prevent accidents that may cause physical harm or property damage.

1.4. If the Company's buildings or premises deteriorate or become damaged, for example through leaking ceilings, broken floor tiles or burst water pipes, the relevant functions must carry out urgent repairs. Warning signs must be displayed during repairs to alert employees to exercise caution and prevent injuries.

1.5. The Company prohibits employees from placing items that obstruct walkways or stairways under any circumstances.

1.6. When driving cars, delivery pickup trucks or motorcycles within the Company's premises, employees should drive at a safe speed and must not sound their horns loudly in a way that disturbs colleagues at work.

1.7. The Company provides security personnel to oversee the relevant safety matters within its premises.

1.8. Employees are prohibited from engaging in any activity or conduct that may damage the Company's buildings, premises or property.

1.9. The Company allows all employees who identify a potential physical hazard or risk of damage to Company property to report it immediately to the function directly responsible, rather than ignoring the hazard.

2. The Company encourages all employees to follow the 5S principles of Sort, Set in Order, Shine, Standardize and Sustain at their own desks and in their departments' work areas, to prevent accidents and the spread of germs.
3. The Company provides drinking water dispensers at several locations within its premises to ensure that employees always have access to clean, healthy drinking water.
4. The Company maintains clean restrooms in its buildings in sufficient numbers for employees at all times.
5. The Company assigns cleaning personnel to each floor to keep all areas clean, so that employees can consistently work in clean and hygienic surroundings.
6. Cleaning personnel collect waste from all floors of the buildings on a daily schedule, to maintain good employee hygiene, prevent the spread of germs and avoid unpleasant odors during work.
7. The Company requires fire evacuation training for employees at all levels once every year.

7) Employee Representatives

In addition to establishing human rights rules, practices and policies, the Company appoints a Welfare Committee within the organization to serve as a central body for jointly addressing and mitigating significant situations or issues on behalf of employees. This helps ensure that employees at all levels and in all positions are treated fairly in all respects.

Good Practices

1. Supervisors at all levels may not interfere with the work of the Welfare Committee without necessary grounds.
2. Employees at all levels and in all positions may safely raise matters for negotiation or discussion with the Company concerning working conditions and terms of employment through the Welfare Committee.
3. The Welfare Committee must have accurate, clear and up-to-date knowledge of relevant labor laws and the organization's work regulations, so that it can respond promptly and reliably to employees' questions.

8) Human Rights of Stakeholders

The Company values all stakeholder groups and seeks to ensure that it establishes practices and provides appropriate care to maximize stakeholder benefits and satisfaction.

Good Practices

1. The Company recognizes the importance of all stakeholder groups and consistently treats them with respect, courtesy and consideration.
2. The Company will not engage in any conduct that infringes stakeholders' rights, such as creating obstacles to accessing information that the Company is required to disclose publicly, resulting in unequal access to Company information for some stakeholder groups.
3. The Company will not engage in any conduct that adversely affects the living conditions of nearby communities, including pollution or disruptive noise.

Policy Review and Revision

The function responsible for this Policy is required to review and update the details of each process annually to reflect current circumstances, and submit the Policy to the Board of Directors for consideration and approval on an ongoing basis.

Effective from 11 November 2025 onwards.

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Approver of the Human Rights Policy

Mr. Adisak Sukumvitaya

Chairman of the Board of Directors

Revision History

Revision	Responsible Function	Review Date	Effective Date	Details of Revision
REV01	Investor Relations	1 December 2023	8 December 2023	Added processes that were previously incomplete.
REV01	Investor Relations	Board of Directors Meeting No. 5/2024 8 November 2024	8 December 2023	Annual policy review for 2024. No changes to the content. The existing Policy remains effective until revised.
REV02	Investor Relations	Board of Directors Meeting No. 7/2025 11 November 2025	11 November 2025	• Added Good Practices under "Child Labor," items 3–7. • Added Good Practices under "Treatment of Female Employees," item 4.