
	Compensation and Living Wage Policy and Commitment	
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## Compensation and Living Wage Policy and Commitment

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## Preface

JMT Network Services Public Company Limited prioritizes the well-being of its employees. The Company is committed to providing compensation that ensures a sufficient standard of living for employees and their families (Living Wage). It complies with applicable laws, conventions, and regulations, such as the United Nations Universal Declaration of Human Rights, the United Nations Global Compact (UNGC) Principles, the International Labor Organization (ILO) Fundamental Conventions, as well as the Notification of the National Wage Committee on Minimum Wage Rate of Thailand.

The Company aims to ensure that employees receive fair and appropriate compensation by 2025. To achieve this, it adopts relevant principles to support wages and benefits that are sufficient to meet the basic needs of employees and their families (Living Wage), covering food, housing, clothing, healthcare services, savings, and recreational activities. These provisions are aligned with local consumption patterns and nutritional needs.

The Company is dedicated to offering wages above the statutory Minimum Wage, reaffirming its commitment to the fair treatment and well-being of all employees.

## Guidelines for Practice


The Company has a policy to ensure fair treatment of all employees by conducting performance evaluations twice a year, tailored to the nature of each job, in order to consistently reflect work performance.

## Compensation and Benefits

In determining its compensation structure, the Company ensures that remuneration is not lower than the legal requirements. The salary structure is established to define pay rates for various positions based on job value levels. The structure follows a range structure, with each job level having a salary band that consists of minimum, midpoint, and maximum rates, which are used to manage employee salaries.

In setting the salary structure, the Company takes into account job value levels within the organization, salary data from wage surveys in both the same and different industries, and the Company's compensation management policy. These factors are considered to ensure that salary and income proportions are appropriate, competitive in the market, and sufficient to support the standard of living of employees and their families (Living Wage).

In addition, the Company provides allowances and benefits such as cost-of-living allowances based on the employee's work location, position allowance, transportation allowance, language proficiency allowance, experience allowance, provident fund, mobile phone allowance, health insurance, annual health check-ups, visitation gifts in case of illness or childbirth, funeral assistance, and other benefits.

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The Company has established the following policies for employee treatment:


1. Treat employees with courtesy, respect for individuality, and human dignity.
2. Provide fair compensation to employees.
3. Ensure that appointments, transfers, promotions, rewards, and disciplinary actions are based on universally accepted human resource management standards.
4. Emphasize the development of employees' knowledge and capabilities by providing equal and consistent opportunities.
5. Maintain a safe working environment that protects employees' lives and property at all times.
6. Listen to employees' opinions and suggestions based on their professional expertise.
7. Strictly comply with laws and regulations related to employees.
8. Respect employees' rights and provide opportunities to file complaints through the established systems and processes in cases of unfair treatment.

The Company has established communication channels for all employees to report concerns regarding work, performance evaluations, and compensation through the following channels:

#### Communication Channels

JMT Network Services Public Company Limited  
187, 189 JayMart Building, Ramkhamhaeng Road,  
Ratchaphruek Sub-district, Saphansung District,  
Bangkok 10240

The policy shall be effective from December 8, 2023 onwards.



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The approver of the Compensation and Living Wage Policy and Commitment

Mr. Adisak Sukumvitaya

Chairman of the Board of Directors

