



**Jas
asset**

SUSTAINABILITY REPORT 2024

JAS Asset Public Company Limited



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Message from the CEO Regarding Sustainability Development

JAS Asset Public Company Limited (the Company) is committed to continuously enhancing its corporate capabilities while upholding corporate social responsibility and serving as a role model for society. Guided by its vision to become "a leader in lease area management and real estate business," the Company places great importance on an efficient, transparent, and accountable management system. This approach fosters confidence among all stakeholders and ensures sustainable business growth, operating with integrity and in full compliance with relevant laws and regulations.

To strengthen its governance framework, the Company has established a Good Corporate Governance Policy to elevate its existing practices, ensuring clear and standardized procedures that are effectively communicated and implemented at all levels of the organization. This initiative fosters a genuine culture of corporate governance, adhering to the Good Corporate Governance (GCG) principles for listed companies. The Company considers all stakeholders, including shareholders, investors, business partners, customers, employees, society, communities, and the environment, in its governance approach.

In 2024, the Company made significant progress in sustainability initiatives. JAS Asset Public Company Limited continued the Solar Rooftop Project at its new shopping centers, JAS Green Village Bang Bua Thong and JAS Green Village Prawet, with a total installed capacity of 625.18 kilowatts. This initiative reinforces the Company's commitment to maintaining eco-friendly shopping centers that serve customers sustainably.

Additionally, the Company received an "Excellent" rating in the 2024 AGM Checklist assessment for the quality of its Annual General Meeting (AGM) of shareholders, conducted via electronic media using the AGM Voting Application developed by the Company's group. This reflects the Company's commitment to sustainable organizational development across all dimensions.

Furthermore, the Company has been recognized for Good Corporate Governance (GCG), achieving a "Good" rating in the Corporate Governance Report of Thai Listed Companies (CGR), an evaluation conducted by the Thai Institute of Directors Association (IOD). For 2024, the Company aims to further enhance its governance practices to achieve a "Very Good" rating.

The Company expresses its sincere gratitude to shareholders, customers, employees, business partners, regulatory bodies, communities, and all stakeholders for their continuous support and trust in the Company's operations.



Mr. Suphot Sirikulapas
Chief Executive Officer
JAS Asset Public Company Limited

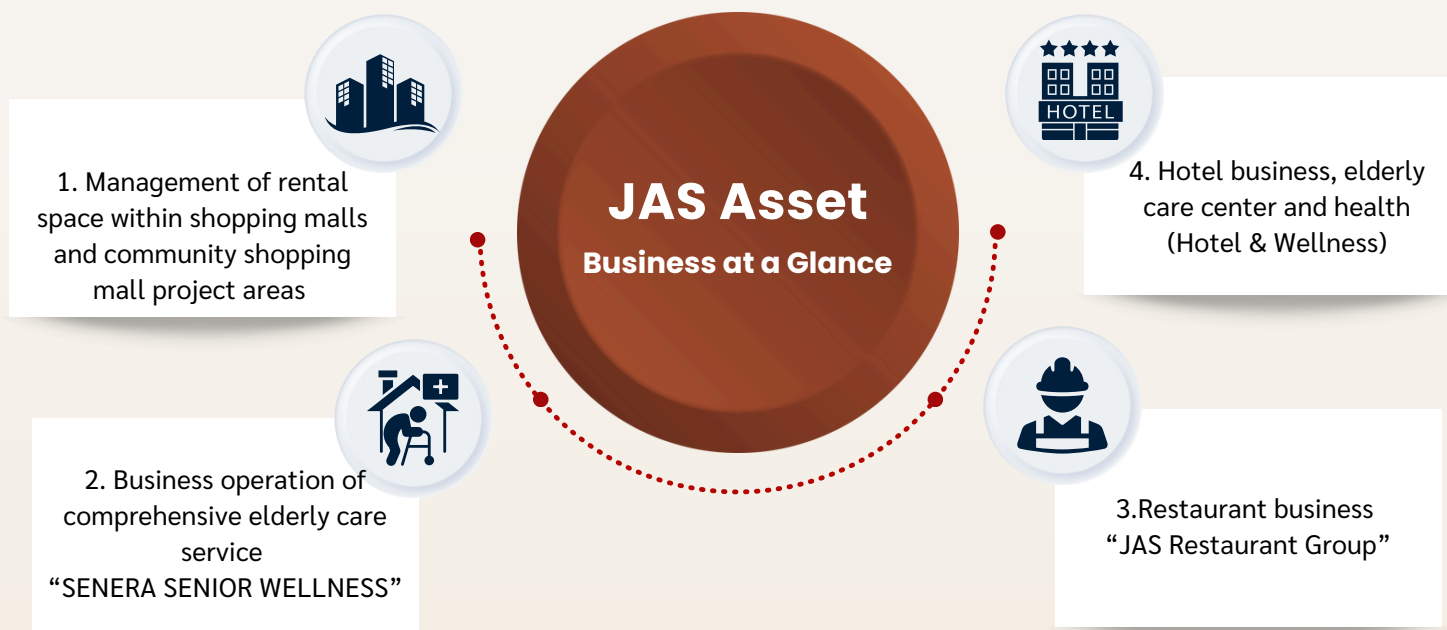


About JAS Asset

JAS Asset Public Company Limited (the Company) was established on January 4, 2012 with a paid-up registered capital of 1,000,000 baht to operate a business in managing rental space in shopping malls for mobile phones and technology products. The Company’s business began in 2000 as a unit of Jaymart Group Holdings Public Company Limited (Jaymart). At that time, Jaymart expanded its business in managing rental space in shopping malls by first renting space in the mobile phone and technology product section at Big C shopping mall in Nakhon Pathom Province under the name “IT Junction” to allocate and lease to mobile phone business operators.

Later, the rental space management business expanded and grew to become the company's current core business. In addition, in 2012 and 2015, the company expanded its business to develop and manage areas in the form of community markets and community malls, respectively.

Overview The company's current business is divided into four main formats:



Head office location

JAS Asset Public Company Limited
 87, The Jas Ramintra Building, Room No. A315, 3rd Floor, Lad Phrao Road,
 Anusawari Subdistrict, Bang Khen District, Bangkok 10220
 T.+66 02-0121277
 Website: www.jasasset.co.th.

Vision and Mission



Vision

“ Aiming to become a leader in the management of rental space in shopping centers and a developer of real estate businesses for a more livable community. ”

Mission

Synergetic Well-being Community Builder



It is the manager of rental space in shopping malls with the most branches in the country.



Develop real estate businesses that meet community needs



Conduct business with good governance and care for employees, business partners, shareholders and society.



Company Information



1. Management of rental space under the brand name “IT Junction”

The Company manages rental space in shopping malls for mobile phones and technology products, including other potential products, such as Big C shopping malls and the Company’s own community mall project under the name “IT Junction” to allocate for subleasing to business operators, starting with renting some space from large shopping malls or department stores that own the space, to renovate and decorate before allocating for subleasing to retail customers, and also taking care of, managing and managing the space throughout the lease term. As of December 31, 2024, the Company has a project to manage space in the form of IT Junction, totaling 22 branches, with a total rental area of over 2,493 sq.m., covering the Bangkok metropolitan area and major provinces throughout Thailand.

2. Develop community shopping centers under the brands “The Jas, The Jas Urban and JAS Green Village”.

In 2015, we started managing rental space in the form of a community mall project. The Jas Wang Hin is the company’s first community mall in the form of an open shopping center. The highlight of the project is its location, which is surrounded by residential areas, in an area with high population density and accessible transportation routes.

The company has carefully allocated space (Tenant Mix) that is suitable and aligned with the daily lives of its target customers, such as housewives, families, and residents in the area. The focus is on food and beverage stores, which account for 60% of the leased area. Additionally, the project features a parking facility with more than 250 spaces, sufficient to accommodate customers who will use the services.

Subsequently, the company developed its second community shopping mall project, The JAS Ram Inthra, located on Lat Phrao-Khae Road, Bang Khen District, Bangkok. The project covers an area of approximately 9 rai with a leasable space of about 12,000 square meters. It has been in operation since September 2015 as an open shopping center in the community mall format. The key feature of the project is its location, surrounded by continuously expanding residential areas, and it is close to the Pink Line skytrain station. The project also includes nearby housing projects, villages, and condominiums. The tenant space is diversified to meet the needs of all target groups, including food outlets, beauty centers, fitness zones, and an Education Zone. The parking facility provides more than 350 spaces, enough to support the expected number of customers.

In 2016, the company developed the JAS Urban Srinakarin project, located on Srinakarin Road, covering approximately 11 rai with a total leasable area of around 19,850 square meters. It is the first hybrid mall project, combining both open and closed mall formats. The two buildings are connected by walkways and shared spaces. The mall is designed with a modern approach, featuring green areas both inside and outside to offer customers a pleasant and spacious environment, along with beautiful spots for photography. The location is conveniently near the Yellow Line skytrain station, which opened in mid-2023. Notable tenants include Starbucks, Top Super Market, and SF Cinemas.

In 2020, the company developed the JAS Village Amata Chonburi project, the first community mall located outside Bangkok. The project covers approximately 18 rai, 1 wa, and 12 ngan, with a total leasable area of around 8,700 square meters. The project includes a gas station, a car repair center (Cockpit), and a diverse range of leased spaces, such as restaurants, beverage outlets, and fashion stores.



In 2021, the company launched a new community shopping mall project located on Kubon Road, Khlong Sam Wa District, Bangkok, called JAS Green Village Kubon, which covers a development area of approximately 30 rai. The concept for JAS Green Village is a horizontal mall design with green zones dedicated to parks for relaxation and various activities. At the front of the mall, there is a gas station, a large coffee shop, and restaurants. Inside the mall, there are a supermarket, food court, famous restaurants, hair salons, beauty centers, a mobile phone zone, educational institutes, a fitness center, and the Singer Flagship Store, the first large Singer outlet covering 2,000 square meters. Additionally, there is Mr. DIY and Power Buy, each occupying over 1,000 square meters. Convenient parking is available with space for over 700 cars.

In 2023, the company launched a new community mall project, JAS Green Village Bang Bua Thong, which is a 9,555 square meter mall on a 14-rai plot. The highlight of this shopping center is its pet-friendly concept, where families and their pets can spend time together. It features a Green Park, a playground zone, a restaurant zone, and various outdoor activities.

In 2024, the company launched two additional community mall projects: JAS Green Village Prawet and JAS Green Village Ramkhamhaeng, continuing the concept of catering to community needs. JAS Green Village Prawet has a leasable area of 14,622 square meters, while JAS Green Village Ramkhamhaeng offers 4,075 square meters of leasable space.

As of 2024, the company operates a total of 8 community shopping mall projects, which include:

- The JAS Wang Hin Project
- The JAS Ram Inthra Project
- The JAS Urban Srinakarin Project
- The JAS Village Amata Project
- The JAS Green Village Kubon Project
- The JAS Green Village Bang Bua Thong Project
- The JAS Green Village Prawet Project
- The JAS Green Village Ramkhamhaeng Project

In addition, the company is also engaged in the community market business (J.Market). As of December 31, 2024, there are 3 branches: J.Market Amornpan, J.Market Saimah, and Duen Plern Market. The main tenants include a supermarket and a drive-through, each with 1 unit, while more than 80% of the remaining space is leased to fresh markets, flea markets, and street food vendors.

3. Restaurant business “JAS Restaurant Group”

The company recognizes the opportunities in the restaurant business, as it offers good profit margins, and the company already has the space to operate such businesses. Currently, the company has launched restaurant brands such as Solam Lai Kanok and City Wave, which are Thai restaurants located within the company's shopping malls, including the The JAS Ram Inthra Project, JAS Urban Srinakarin Project, and JAS Green Village Kubon Project.



4. Hotel business, elderly care center and health (Hotel & Wellness)

The company operates a comprehensive elderly care service aimed at enhancing the quality of life for seniors both before and after retirement. The services cater to elderly individuals who can manage on their own as well as those who require assistance. We have a team ready to provide personalized care tailored to individual needs, offering holistic health care that includes physical, mental, emotional, and spiritual well-being. This approach ensures seniors can live happily, maintain a positive outlook, and engage harmoniously with others. The focus is on the elderly and their environment, with the goal of promoting well-being and a high quality of life in a sustainable manner.

SENERA is an elderly care center that provides screening, disease prevention, health care services, and rehabilitation for general seniors or those with specific health conditions. The services are tailored to the elderly and include both daycare (day visits) and overnight care, with a team of experts and hands-on experience in elderly care. The center meets the standards set by the Ministry of Public Health and provides knowledge and social skills promotion.

We offer mental, emotional, and spiritual health care, with services that are safe, hygienic, attentive, and provided with close care. Seniors enjoy a variety of activities in a peaceful, natural environment, equipped with complete facilities.

The elderly care services are based on geriatric medicine and gerontology expertise, supported by a multidisciplinary team of specialists, including physical therapists, occupational therapists, and a sufficient number of caregivers, as required by the regulations governing elderly care services set by the Ministry of Public Health. Safety and the most efficient care are our top priorities.



Occupational therapy

Provided by professional occupational therapists for rehabilitation therapy, focusing on bringing meaningful activities into the adaptation and changing of the elderly's lifestyles, both physically and mentally, for prevention, promotion and rehabilitation to reduce the deterioration of abilities, allowing the elderly to have good health and quality of life.

physical therapy

Services provided by professional physiotherapists provide treatment, rehabilitation and health promotion. They are experts in treating the skeletal, muscular and nervous systems and providing health problem consultation. The services are based on a client-centered approach, combined with a therapist-centered approach, for comprehensive physical rehabilitation.

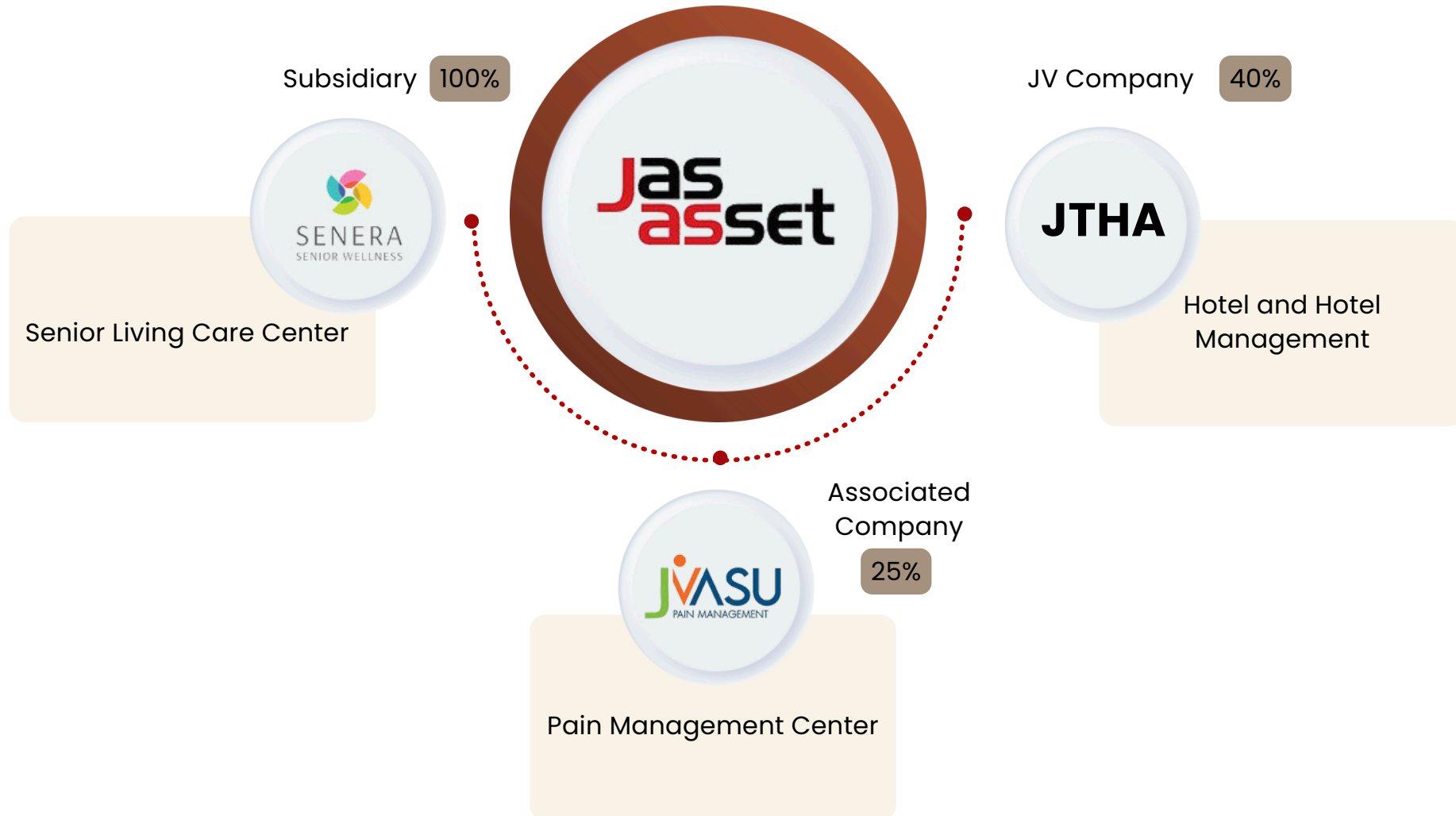
Organize knowledge training

Health education training activities for the elderly, activities to stimulate and promote health in physical, mental and social aspects with many activities such as Dog/Cat/Music therapy, recreational activities, knee exercise activities, yoga for the elderly, vegetable planting and flower arranging activities and other outdoor activities amidst nature.



Company Operating Structure

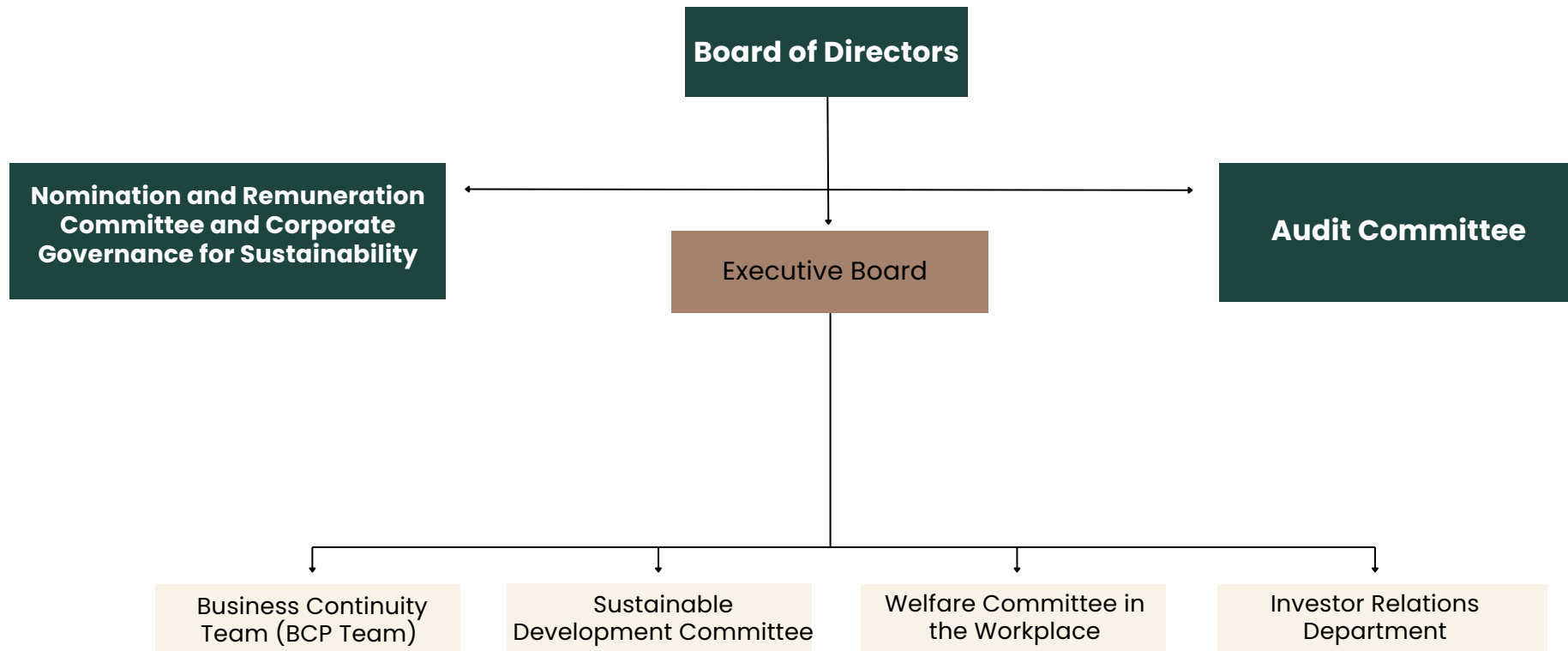
JAS Asset Group Company Structure as of December 31, 2024





Sustainability Operational Structure

In today's business world, sustainability has become a matter that every organization must give high importance to. JAS Asset Public Company Limited has envisioned a business approach that not only responds to economic goals but also covers social and environmental dimensions to create sustainable development and create value for stakeholders in the long term. In order for business management to proceed efficiently and stably, a comprehensive and systematic sustainability operation structure has been established. This structure has been designed to drive sustainability strategies and policies in a tangible manner, focusing on integrating sustainability concepts into every work process of the organization.





Sustainability policies and goals

JAS Asset Public Company Limited is committed to creating long-term growth and sustainable higher returns for shareholders with business performance related to the retail industry. The company has a business related to managing rental space for small retailers who sell mobile phones and accessories, a business developing community malls, a business developing real estate for sale such as Newera condos, and a business providing care services for the elderly, Senera Senior Wellness, which includes the establishment of a nursing school for the elderly to develop and produce quality personnel for the elderly care service project and also for external markets.

The company's operations adhere to the principles of sustainable development in 3 areas: environment, society, and governance to meet the sustainable development goals at the 70th United Nations General Assembly on 25 September 2015 at the United Nations Headquarters. Thailand and 193 United Nations member countries signed the 2030 Agenda for Sustainable Development, which is a global development framework to jointly achieve sustainable social, economic, and environmental development. Leaving no one behind by 2030, the Sustainable Development Goals (SDGs) have been set as a guideline for each country to work together.

JAS Asset places importance on and is aware of sustainable development, and promotes the company to use technology to improve the quality of life, communities, and the environment, and is committed to developing sustainable management. In addition, the company is committed to creating organizational sustainability for all stakeholders, such as shareholders, employees, business partners, and communities, for mutual benefits in the long run. Therefore, the management framework has been set as a guideline in the same direction, as follows:

- Committed to creating long-term growth and creating sustainable higher returns for shareholders through business performance related to the retail industry, with businesses managing rental space for small retailers selling mobile phones and accessories and developing community malls, real estate development businesses for sale, Newera and Senera Senior Wellness, elderly care services, and geriatric nursing schools, which create shared value between the company and society, including overseeing and promoting the company's sustainable development practices.

- Aim to create transparency in management and fair relations with all stakeholders. Operate under good corporate governance, comply with laws, regulations and rules, and oppose all forms of corruption. Promote free trade competition and be politically neutral.
- Give importance to respect and protection of basic human rights, equality, equity and not to be involved in human rights violations and treat employees equally. Adhere to fair human resource management in terms of compensation and welfare. Give importance to occupational safety. Promote training, increase knowledge and skills for career advancement. Create a bond between employees and the organization. Including promoting employee participation in social activities inside and outside the organization. Committed to implementing concepts, policies, strategies and practices of sustainable development into practice. And operate thoroughly in all departments. Consistent with principles, practices and international standards.
- Taking into account the potential environmental impacts and giving importance to environmental management, including taking environmental performance issues that have an impact into consideration in business operations in implementing this policy, the company has set indicators to be able to assess the efficiency of operations according to the policy, to be used as information for improving and developing the organization for sustainability.



<https://www.jasasset.co.th/storage/document/cg/sustainability-policy-and-goals-th.pdf>

Sustainability Policy

The value chain of JAS Asset



1

2

3

4

Project Planning and Development

Selecting Suitable Locations and Studying Business and ESG Feasibility

- Exploring Potential Areas
- Analyzing Feasibility
- Negotiating and Executing Lease or Purchase of Property

Design and Construction

Developing Projects with Distinctive Identity, Smart Building Technology, and Environmental Standards

- Designing Projects to Meet Consumer Needs/Behavior
- Construction Planning and Project Management

Sales and Lease Management

Delivering Space to Tenants, Creating Investment Opportunities, and Increasing Occupancy Rates

- Real Estate Sales Process for Investment or Lease Space
- Delivering Space to Tenants and Signing Contracts

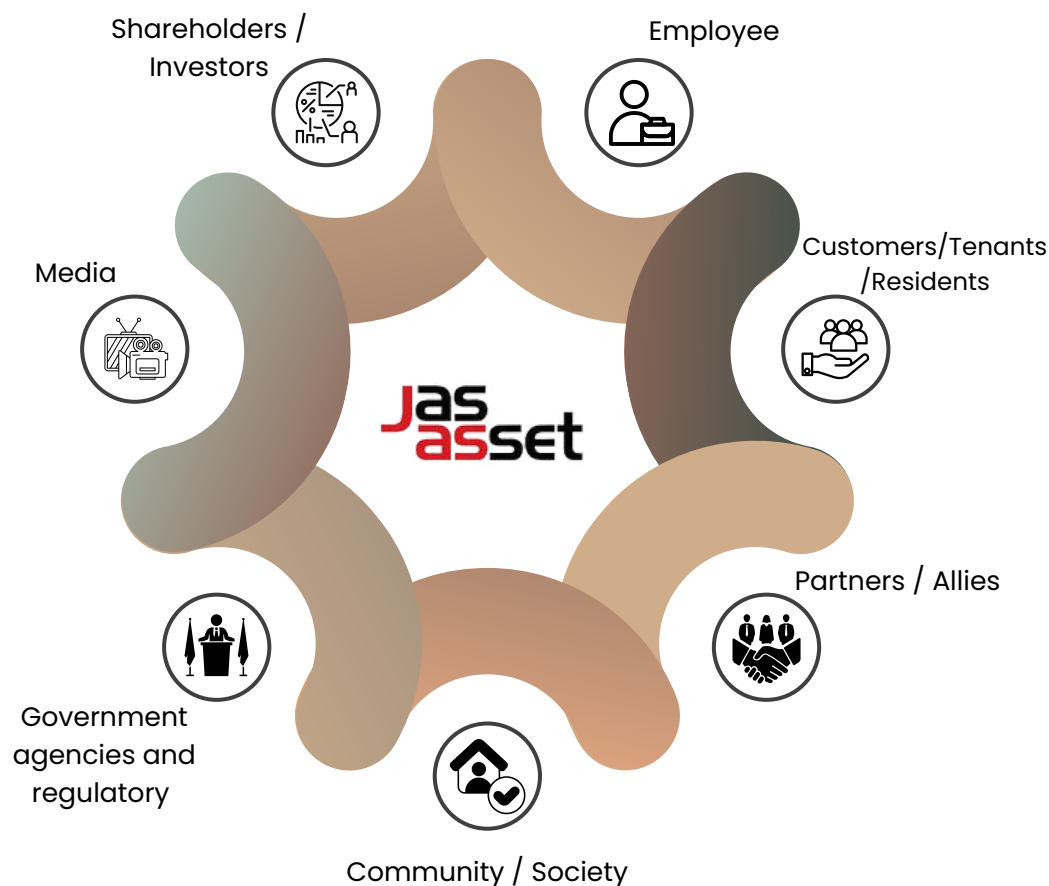
Customer Service and Care

Creating a Positive Customer Experience and Enhancing Project Sustainability

- Customer Care from Service Onboarding to Post-Sale Support
- Preparing Shopping Centers, Building Management, and Maintenance

Analysis of stakeholders in the value chain of the business

JAS Asset Public Company Limited places significant importance on engaging with all stakeholders of the company comprehensively. This includes listening to their opinions, suggestions, expectations, and concerns. The company continuously improves its operations by integrating information, details, and various factors related to both primary and secondary stakeholders. The company is committed to caring for and treating its stakeholders with honesty, transparency, equality, and fairness, in alignment with good governance principles. Additionally, the company prioritizes the communication of transparent and timely factual information, ensuring that the interests of all stakeholders are consistently considered.



Stakeholder Management

- 1. Identify:** Identifying and assessing the importance of stakeholders based on the impact of the group's operations and the level of influence stakeholders have on the group's operations. This includes identifying key individuals responsible for stakeholder management.
- 2. Analyze:** Analyzing the issues of stakeholder groups based on the feedback and concerns received through various communication channels. This involves analyzing the needs, expectations, concerns, risks, and opportunities of each stakeholder group to develop management plans and organizational strategies for maximum effectiveness.
- 3. Manage:** Management should cover all aspects, from planning and developing action plans related to each stakeholder group to ensuring comprehensive responses to identified issues and concerns. Effective communication management is also necessary to create mutual understanding among all parties, along with the development of new approaches or processes to enhance efficiency and build mutual acceptance.
- 4. Review & Improve:** Regularly reviewing and improving by evaluating the performance, reporting the results of stakeholder management, including the scope of operations, impacts, and benefits from the company's actions towards stakeholders. The company will then develop and update action plans and collaborate processes to keep them aligned with current circumstances.




<https://www.jasasset.co.th/storage/document/cg/stakeholder-engagement-th.pdf>

Stakeholder Engagement Policy







Stakeholder management in the business value chain

Stakeholder	Expectations	Responses	Communication Channels
<p>Shareholders / Investors</p> 	<ul style="list-style-type: none"> • Business Performance, Growth, and Responsible Investment • Ensuring Stability for Shareholders • Opportunity and Risk Management • Transparent, Fair, and Good Corporate Governance Practices • Transparent Communication and Disclosure 	<ul style="list-style-type: none"> • Reviewing Company Strategies and Goals to Ensure Fair Returns • Evaluating Communication Methods to Help Investors and Shareholders Understand Key Issues and Company Management • Measures for Opportunity and Risk Management • Disclosing Transparent and Verifiable Information 	<ul style="list-style-type: none"> • Group Investor and Securities Analyst Meetings • Information Presentation at Opportunity Day by the Stock Exchange of Thailand • Information Presentation at Digital Roadshow by the Stock Exchange of Thailand • Annual General Meeting of Shareholders • Annual Report and Sustainability Report • Company Website and the Stock Exchange of Thailand Website • Company Investor Relations Channels • Complaint/Suggestion Submission Channels
<p>Employee</p> 	<ul style="list-style-type: none"> • Employee Development, Career Opportunities, and Growth • Fair Compensation, Benefits, and Treatment • Creating a Positive Work Environment that Promotes Physical and Mental Well-being • Operating with Transparency, Fairness, and Good Corporate Governance Practices 	<ul style="list-style-type: none"> • Developing Employee Development Plans and Clear Career Growth Paths • Reviewing Employee Compensation and Benefits to Align with Company Performance and Industry Standards • Organizing Activities or Programs to Promote Workplace Well-being • Conducting Engagement Activities Aligned with Corporate Values • Communicating Policies, Procedures, and Transparent Monitoring Systems 	<ul style="list-style-type: none"> • Annual Report and Sustainability Report • Employee Opinion Survey • Employee Engagement Activities and Special Privilege Programs • Company Website and Social Media Channels • Internal Communication Channels • Complaint/Suggestion Submission Channels
<p>Customers/Tenants /Residents</p> 	<ul style="list-style-type: none"> • High-Quality Products and Services with Safe Infrastructure • Effective Complaint Management • Environmental and Social Impacts of Business Operations • Transparent Communication and Disclosure 	<ul style="list-style-type: none"> • Commitment to Continuously Developing High-Quality and Safe Products and Services at Reasonable Prices • Enhancing After-Sales Service to Meet Stakeholder Needs • Managing Environmental and Social Impacts of Business Operations • Disseminating Transparent and Verifiable Information 	<ul style="list-style-type: none"> • Customer/Tenant/Resident Satisfaction Survey • Company Website and Social Media Channels • Complaint/Suggestion Submission Channels



Stakeholder management in the business value chain

Stakeholder	Expectations	Responses	Communication Channels
Partners / Allies 	<ul style="list-style-type: none"> Operating with Transparency, Fairness, and in Accordance with Good Corporate Governance Principles 	<ul style="list-style-type: none"> Fair Procurement Process Communicating Anti-Bribery and Anti-Corruption Policies Communicating Sustainable Procurement Policies to Partners Building Relationships and Collaborations in Business Operations Meetings for Information and Feedback Exchange 	<ul style="list-style-type: none"> Annual Report and Sustainability Report Periodic Joint Meetings Company Website / Phone / Email Complaint/Suggestion Submission Channels
Community / Society 	<ul style="list-style-type: none"> Supporting Projects and Activities for Social and Community Development Environmental and Social Impacts of Business Operations Transparent Communication and Disclosure 	<ul style="list-style-type: none"> Supporting Budgets and Projects for Community and Social Development Efficient Resource Management Managing Environmental and Social Impacts of Business Operations Disseminating Transparent and Verifiable Information 	<ul style="list-style-type: none"> Annual Report and Sustainability Report Company Website and Company Social Media Channels Community and Social Activities Complaint/Suggestion Submission Channels
Government agencies and regulatory authorities 	<ul style="list-style-type: none"> Compliance with Relevant Laws, Regulations, and Rules Adherence to Good Governance Principles 	<ul style="list-style-type: none"> Strict Compliance with Relevant Laws, Regulations, and Rules Adherence to Good Corporate Governance Principles Cooperation and Support for Various Operations of the Government and Regulatory Authorities 	<ul style="list-style-type: none"> Annual Report and Sustainability Report Meetings / Discussions Participation in Seminars and Providing Feedback Participation in Government and Regulatory Networks
Media 	<ul style="list-style-type: none"> Conducting Business with Transparency and in Accordance with Good Corporate Governance Principles Compliance with Regulations, Laws, and Rules Environmental and Social Impacts of Business Operations Transparent Communication and Disclosure 	<ul style="list-style-type: none"> Strict Compliance with Relevant Laws, Regulations, and Rules Adherence to Good Corporate Governance Principles Management of Environmental and Social Impacts from Business Operations Transparent and Verifiable Information Disclosure 	<ul style="list-style-type: none"> Communication through Media-Related Activities, such as Press Conferences, Interviews, and Press Releases Annual Reports and Sustainability Reports Company Website and Social Media Platforms Channels for Receiving Complaints/Suggestions



Materiality Assessment Process

JAS Asset Public Company Limited recognizes the importance of enhancing its environmental, social, and governance (ESG) operations, which is part of the company's commitment to long-term sustainability. The company is also dedicated to communicating its policies, management approaches, and performance in sustainable development to all stakeholders involved with the organization through a systematic sustainability reporting process. The company has continuously prepared this report to maximize benefits for stakeholders and society as a whole.

This sustainability report has adopted the Global Reporting Initiative (GRI) Standards 2021 and the Sustainable Development Goals (SDGs) as guidelines in the reporting process to ensure transparency and compliance with international standards. Additionally, the company takes into account the principle of Impact Materiality to focus on the most significant impacts on its operations. This approach enables the company to disclose information on material sustainability issues comprehensively and clearly. The process includes the following details for content determination

1 Identification of Material Issues

The company has conducted a study, collected, and reviewed current status data from both internal and external sources that align with the company's business context, such as consumer behavior changes and market competition. This process included comparing key issues with companies in the same industry. Simultaneously, internal factors were analyzed, covering operations, strategic direction, sustainability risks and opportunities, as well as corporate social responsibility activities.

Additionally, data reflecting the expectations, concerns, or impacts from key stakeholders was gathered, leading to the identification of the company's sustainability priorities for the year 2024. These priorities encompass all relevant dimensions, including economic, governance, environmental, social, and human rights aspects.

2 The prioritization of issues

The company has conducted an assessment of the significant impacts caused by its business operations on all stakeholders through a prioritization process. The criteria used for evaluating impacts include the severity of the impact, the likelihood of the impact occurring, as well as the company's policy framework and commitment to the issue at hand. As a result, the company has identified the material sustainability topics that are significant, covering all relevant dimensions, including economic, governance, environmental, and social aspects.

3 Assessment of Significant Impacts

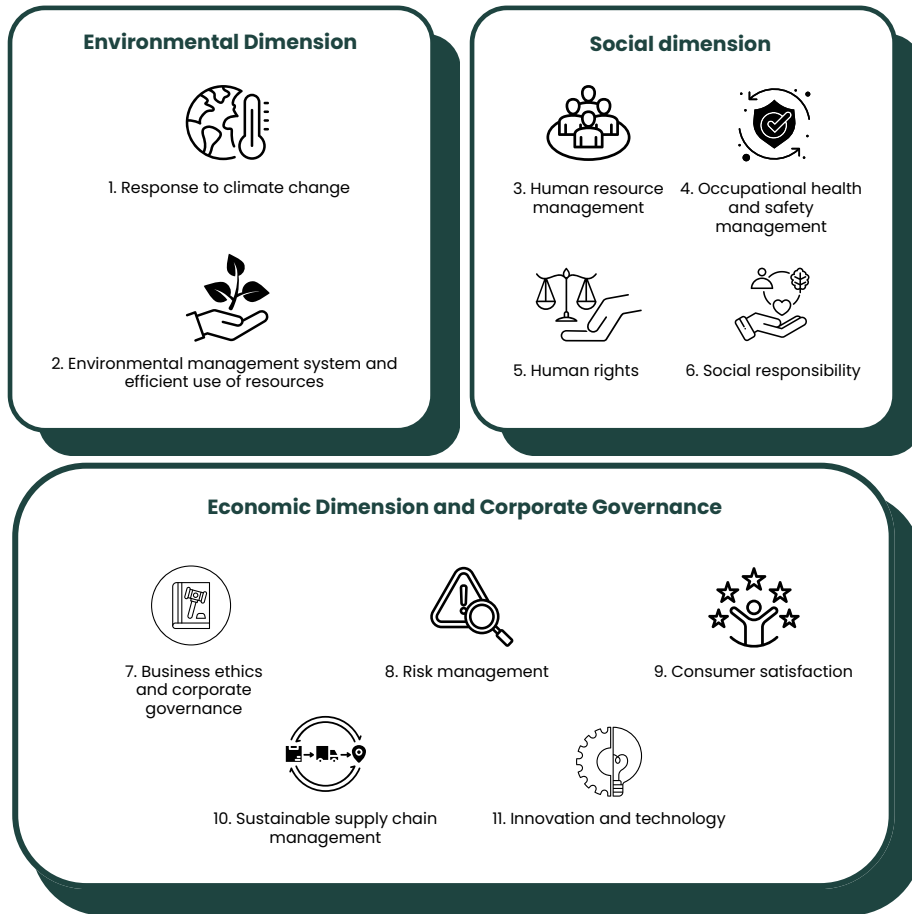
The company clarifies the prioritization of significant topics by collecting and evaluating in-depth information to report to the Nomination and Remuneration Committee and the Corporate Governance for Sustainability. The committee will review and verify the accuracy, completeness, and alignment of the data with the company's policies and operational guidelines to ensure that the sustainability development report meets standards and reflects responsibility to all stakeholders transparently and honestly, before being disclosed in the sustainability development report.

4 Continuous Review and Development

The company places great importance on listening to feedback and suggestions from all stakeholders through various channels, both internal and external to the organization. This allows the company to gather valuable insights that help improve operations to better meet the needs and expectations of stakeholders. Additionally, the company has used this feedback to enhance the transparency and comprehensiveness of the sustainability development report for the following year, ensuring that the report is accurate, clear, and aligned with international standards.

Prioritization of Material Sustainability Issues

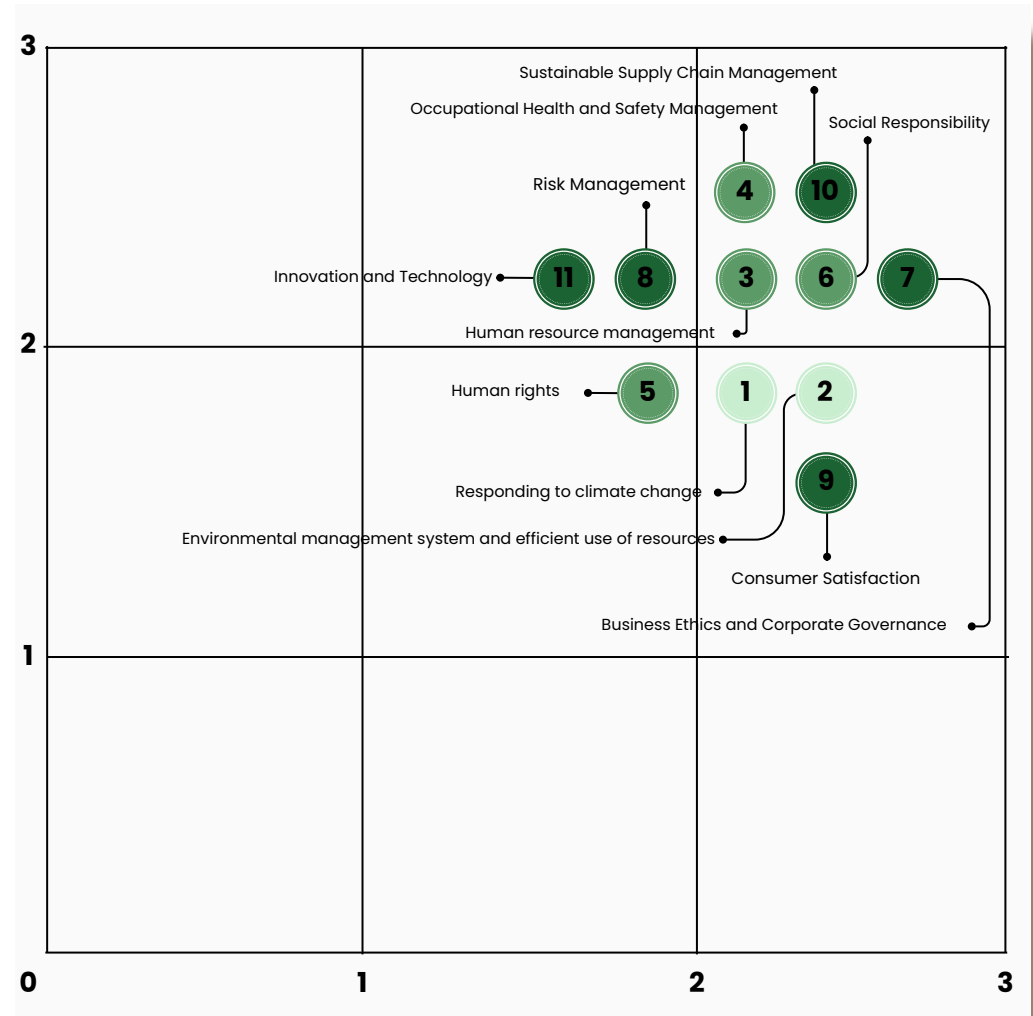
In 2024, the executives of JAS Asset Public Company Limited organized a process to prioritize important issues by considering important issues that affect the company in terms of economy, environment, society and human rights, totaling 11 issues. The important issues that affect all groups of stakeholders, the company has prioritized according to the consideration of the impact on the company's operations and stakeholders as follows:



Review of issues

When the working group has summarized the prioritization of important issues in order of impact on stakeholders, in order to review issues and increase perspectives, listen to opinions, reduce both positive and negative impacts, the working group will prepare a report to present to the Board of Directors for acknowledgement, review, and approval of the report content in the Sustainability Report 2024 and publish it on the company's website and various media.

Likelihood







Analysis of Key Issues

Environment Dimensions












No.	Key Sustainability Issues and Response to UN SDGs	Definition	Positive / Negative impact	Stakeholders
1	<p>Response to climate change</p>	<p>Responsibility for climate change arising from the Company's operations throughout its business operations and supply chain, both directly and indirectly, assessing risks and opportunities, and planning to effectively cope with climate change in both physical and transitional risks that may affect the Company, as well as participating in supporting actions to achieve climate change goals at both the national and international levels.</p>	<ul style="list-style-type: none"> Participate in promoting and strengthening cooperation in and responses to national and international climate change goals. Creating operational guidelines with partners to achieve Net Zero goals from doing business together 	<ul style="list-style-type: none"> Shareholders Partners / Allies Employees
2	<p>Environmental management system and efficient use of resources</p>	<p>Establishing environmental policies and organizing environmental operations that are systematic, efficient and standardized, as well as having processes to prevent impacts and rehabilitate in the event of impacts, such as controlling the release of pollution into the environment, both water pollution and air pollution, as well as taking action to preserve biodiversity, especially from transportation and services, including reducing food loss and food waste from operations.</p>	<ul style="list-style-type: none"> Reducing the environmental impact of business operations on both internal and external stakeholders Opportunities to seek technologies for efficient environmental management and to reduce resource loss. 	<ul style="list-style-type: none"> Shareholders Partners / Allies Society /Community Customers Employees

Social and Human Rights Dimensions

No.	Key Sustainability Issues and Response to UN SDGs	Definition	Positive / Negative impact	Stakeholders
3	<p>Human resource management</p> 	<p>Human resource management to align with business strategy and promote work efficiency through various work processes such as recruitment, internal and external training, as well as covering operations to retain employees and reduce turnover rates through engagement, advancement and career security, as well as providing appropriate welfare and compensation that promote employee health and well-being.</p>	<ul style="list-style-type: none"> Improving the quality of life of employees Career advancement and stability Retaining talented personnel to develop the organization 	<ul style="list-style-type: none"> Employee
4	<p>Occupational health and safety management</p> 	<p>Occupational health and safety management covering the safety of the company's personnel and contractors working for the organization under a good safety management policy and system will help reduce and control risks arising from operations to ensure that the company can continue its business without abnormal events such as construction accidents and epidemics, which lead to disruptions in operations, loss of life, property and corporate reputation, as well as impacts on the environment and communities.</p>	<ul style="list-style-type: none"> Safety of life and property of stakeholders Promote an environment and society that is safe from normal and abnormal events. Business Continuity 	<ul style="list-style-type: none"> Shareholders Partners / Allies Society /Community Customers Employees
5	<p>Human rights</p> 	<p>Respecting labor rights and complying with international human rights principles, and establishing policies and business operations that are committed to respecting and protecting human rights, as well as avoiding the creation of human rights impacts through business operations, including taking into account labor rights that the organization's workers should receive appropriately, such as wages and salaries.</p>	<ul style="list-style-type: none"> Human rights violations of stakeholders in the supply chain affect the credibility and image of the company with stakeholders. 	<ul style="list-style-type: none"> Partners / Allies Society /Community Customers Employees
6	<p>Social responsibility</p> 	<p>Business operations go hand in hand with creating value for communities and society through organizing activities or projects that benefit communities and society in terms of economy, society, and the environment in order to build community confidence in the organization. It also includes being a good citizen by conducting business responsibly and in line with the Sustainable Development Goals (SDGs).</p>	<ul style="list-style-type: none"> Creating opportunities for communities and society Reduce the risk of impacts caused by business on the environment, community and society. Opportunities to integrate social activities into every organizational process (CSR in Process) 	<ul style="list-style-type: none"> Shareholders Partners / Allies Society /Community Customers Employees



Economic Dimension and Corporate Governance

No.	Key Sustainability Issues and Response to UN SDGs	Definition	Positive / Negative impact	Stakeholders
7	<p>Business ethics and corporate governance</p>  	<p>Conducting business in accordance with the organization's vision and mission to create a sustainable corporate image through ethical operations, acceptance by the community and society, and responding to the expectations of stakeholders, with a focus on creating collaboration with various sectors and promoting income distribution to local areas to ensure that the company can grow sustainably alongside the community.</p>	<ul style="list-style-type: none"> It is a fundamental issue that companies must address. It may affect the company's image and the confidence of stakeholders in investing, doing business together, and using services. 	<ul style="list-style-type: none"> Shareholders Partners / Allies Employees
8	<p>Risk management</p>  	<p>Mechanisms for managing risks, crises and operations under unusual situations, including preparation to cope with situations, leading businesses to overcome various situations effectively.</p>	<ul style="list-style-type: none"> It is a fundamental issue that companies must address. It may affect the company's image and the confidence of stakeholders in investing, doing business together, and using services. 	<ul style="list-style-type: none"> Shareholders Partners / Allies Society /Community Customers Employees
9	<p>Consumer satisfaction</p> 	<p>Customer relationship management through building relationships and customer satisfaction by delivering good experiences and customer service that can meet customer needs to ensure that customers receive quality products and services that are safe, meet expectations, and have confidence in choosing the company's products and services.</p>	<ul style="list-style-type: none"> Build trust in providing good service to customers and consumers. Promote the development of safe products and services that are responsive to a variety of stakeholders. 	<ul style="list-style-type: none"> Shareholders Partners / Allies Society /Community Customers Employees
10	<p>Sustainable supply chain management</p>   	<p>Supply chain management through processes or procedures for selecting fair trading partners, monitoring and assessing trading partner risks, and setting measures to reduce the impact of risks that may occur in the supply chain, so that trading partners can deliver responsibility throughout the supply chain effectively, both in normal and unexpected situations, as well as promoting trading partners to operate their businesses sustainably in terms of the economy, society, and the environment.</p>	<ul style="list-style-type: none"> A leadership role that drives sustainability in the supply chain together with the government and other private sectors. Promote the development of business partners' potential in terms of quality, service and sustainable operations. Business partners' operations that may impact communities and society Promote transparency in trading partner management 	<ul style="list-style-type: none"> Shareholders Partners / Allies Society /Community Customers Employees
11	<p>Innovation and technology</p>   	<p>Creating innovation for everyone to meet the expectations of stakeholders through the use of technology and digital systems to participate in the development of products and services to add value, respond to current and future changes, as well as creating internal innovations to increase operational efficiency and increase the organization's competitiveness.</p>	<ul style="list-style-type: none"> Delivering value-added products and services that meet the needs of diverse stakeholders. Facilitate employee operations Creating opportunities to develop innovations and technologies for diverse stakeholders 	<ul style="list-style-type: none"> Shareholders Partners / Allies Society /Community Customers Employees

The main strategy for driving the organization towards sustainability

By integrating sustainable development concepts into the company's business plan, the company has adjusted its business strategy and shifted towards sustainability-oriented management. This approach aims to meet the needs of stakeholders and effectively address global changes and emerging risks. Furthermore, the company strives to become a well-rounded organization that creates opportunities and benefits for all stakeholders, fostering business and socio-economic growth while coexisting harmoniously with surrounding communities. This is based on the commitment to preserving natural resources and the environment. Therefore, the company has established the following key strategies for sustainable business operations:

Strategy and framework for sustainability development of JAS Asset

Building Business Stability with Ethics and Governance



Goals

1. Every year there must be zero violations of business ethics.
2. New partners and partners are assessed for sustainability risks.
3. No corruption
4. Manage complaints within the specified time frame.

Operational Approach

1. Establish clear and transparent guidelines to build credibility with stakeholders.
2. Develop risk analysis processes and use technology to increase decision-making efficiency.
3. Work with partners to develop ethical and sustainable standards at every step.
4. Supervise the business effectively, ethically, and fairly.
5. Provide channels for complaints and mechanisms for managing complaints effectively.
6. Develop strategies for managing non-performing debt that balance profit-making and economic and social support.

Reducing Environmental Impact and Enhancing Resource Efficiency



Goals

1. Become a carbon neutral company by 2050.
2. Do not violate environmental and social laws of employees and business partners.
3. New partners and suppliers are assessed for sustainability risks.

Operational Approach

1. Strengthen the capacity to cope with climate change, reduce greenhouse gas emissions and increase carbon sequestration in various activities.
2. Prevent and reduce negative impacts from the operations of the company and its partners.
3. Protect and restore natural resources both inside and outside the company.
4. Disclose information on practices and management of natural resources and the environment transparently.

Creating Shared Value Between the Organization and Social



Goals

1. There is no human rights violation in any operational activities throughout the value chain.
2. Average training hours of employees are not less than 6 hours per person/year.
3. Zero work-related injury rate leading to work stoppage
4. Create participation with communities within a 10-kilometer radius of the head office for the company's community and social development activities.

Operational Approach

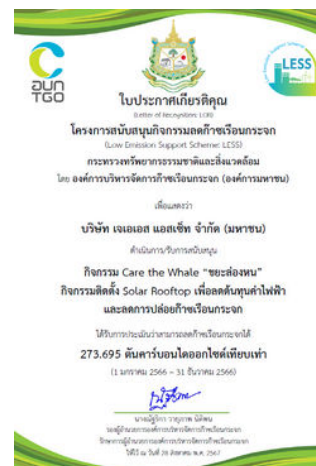
1. Comprehensively assess human rights risks throughout the supply chain.
2. Develop human resources in terms of knowledge skills and social skills, including promoting career advancement.
3. Promote safety of life and property of all key stakeholders involved throughout the supply chain.
4. Promote projects and activities that are a collaboration between stakeholders to jointly develop nearby communities and society as a whole for better quality.

Demonstrated commitment to sustainable business development



J received an evaluation score of 96 points, 4 coins, which is in the “Excellent” category.

Quality Assessment Project for Listed Companies' General Shareholders' Meetings (AGM Checklist)



Received a certificate of honor in The Low Emission Support Scheme Project (LESS) by the Greenhouse Gas Management Organization or TGO (Public Organization) in 2024.

From the Care the Whale activity “Invisible Waste” which has been assessed to be able to reduce greenhouse gases
(1 January 2023 – 31 December 2023)
273.695 tCO2eq



Received a corporate governance assessment result of a Thai listed company as “good” or 3–star level.

The Company has been assessed for Corporate Governance Report of Thai Listed Companies (CGR) in 2024 by the Thai Institute of Directors Association (IOD).





Driving business for sustainability

JAS Asset Public Company Limited is committed to conducting business with honesty, integrity, and fairness, adhering to the principles of good corporate governance. These principles are central to building trust and ensuring the sustainable growth of the organization. The company clearly expresses its intention and commitment to oppose corruption and misconduct in all forms, while encouraging and promoting a strong sense of responsibility among its directors and staff at all levels to operate with transparency and ethics in all aspects of their work.

To establish the right values and foster strong confidence, the company supports responsible and transparent operations, promoting a corporate culture rooted in ethics. This ensures that the company is trustworthy and earns the confidence of all stakeholders. Adhering to these principles will create maximum value for the company, enhancing transparency, trustworthiness, and good relationships between the company and stakeholders, leading to long-term sustainable development and growth.

Good corporate governance



JAS Asset Public Company Limited realizes the importance of good corporate governance as a key factor in achieving the goal of sustainable business operations, which is considered an important foundation for all operations and activities of the Company. In order to create transparency, fairness, and demonstrate responsibility towards all stakeholders, the Company is committed to promoting and strictly complying with the principles of good corporate governance, emphasizing ethical business operations, anti-bribery and corruption, which are considered important processes in creating an organization with efficient management, in line with management standards and good business ethics in accordance with the Company's intentions.

The Company places importance on transparent and auditable operations at every step, which helps reduce negative impacts on stakeholders and builds confidence among investors, business partners, employees, customers, and communities where the Company operates. In addition, the Company is committed to developing flexible operational strategies that are in line with changes in the business environment to enhance stability and increase competitive potential in the long term. The Company places importance on conducting business by taking into account environmental, social, and governance (ESG) factors, which are the core of its operations, and is aware of its role and responsibility in creating positive impacts on communities and the environment in every process of its operations. With this vision, the Company is committed to creating sustainable value for all stakeholders and building confidence among investors, employees, customers, and communities, in order to become an organization that is reliable, transparent, and has sustainable growth in the future.

Corporate Governance Policy

The Company places great importance on processes, systems and practices related to good management. The Board of Directors has established a mechanism for control and balance of power to ensure that the management is carried out efficiently, transparently and auditably. In addition, the Group has a Board of Directors and executives who have a broad vision and are responsible for their assigned duties, while also respecting the rights and equality of shareholders and all stakeholders. They adhere to conducting business under ethics and good corporate governance, along with taking part in taking responsibility for society, the community and the environment.

The company has established clear policies for all levels of employees to understand and adhere to, including encouraging employees to continuously participate in social welfare activities, which is an important part of building confidence among investors, financial institutions, business partners, shareholders, customers, and all stakeholders.

In addition, the Board of Directors has established a good corporate governance policy to be appropriate for the business environment that may change with the times, as well as to be in line with the guidelines set by the Stock Exchange of Thailand to improve the "Principles of Good Corporate Governance for Listed Companies" in order to elevate the Company's corporate governance to meet international standards and maintain the principles of good corporate governance. With this commitment, the Company aims to be an organization that is responsible to society and all stakeholders, and to stand firm in conducting business with ethics, morality, and transparency in accordance with the principles of good corporate governance to promote sustainable growth and create value for society and the environment in the long term.



<https://www.jasasset.co.th/storage/document/cg/cg-policy-th.pdf>

Corporate Governance Policy

Guidelines for Good Corporate Governance Management

To become a company with true corporate governance, the Company has established the Code of Best Practice, which is a framework that promotes business operations in accordance with the principles of good corporate governance. The Company has established a clear policy on corporate governance, which emphasizes transparency in every step of operations, from the employee level, executive level, to the Board of Directors. This is to ensure that all parties in the organization operate in accordance with good ethical standards and are equally fair, which is an important foundation for developing sustainable operational efficiency.

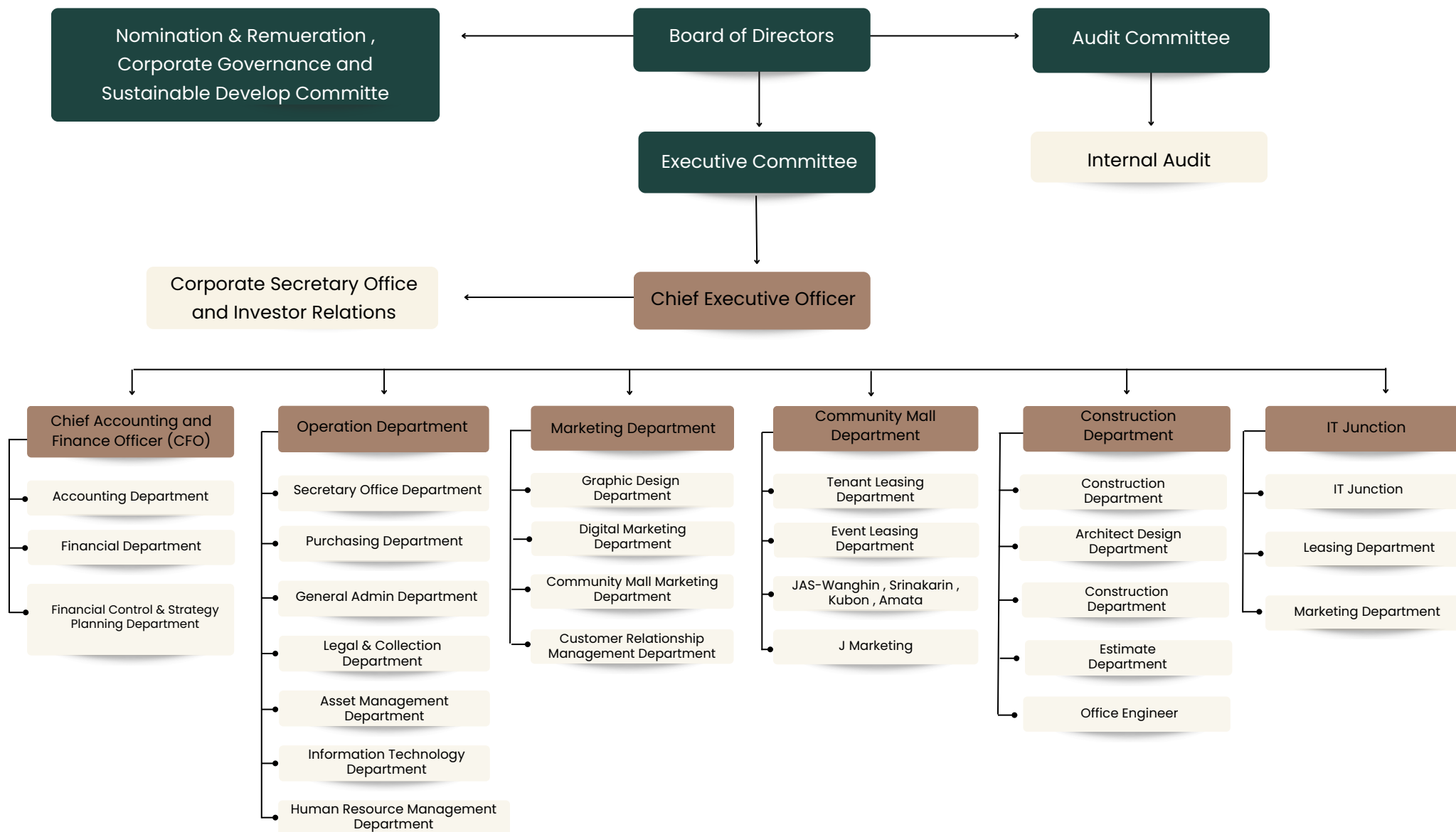
The said policy also focuses on improving efficiency and increasing effectiveness in business operations so that the Company can create long-term added value for shareholders and all relevant stakeholders. Therefore, the Company adheres to and complies with the principles of good corporate governance in accordance with the guidelines of the Stock Exchange of Thailand, which consist of 15 important practices covering all dimensions of governance, including ethics, transparency, social responsibility, and fairness in business operations, as follows:

	1. Policy on good corporate governance		5. Leadership and vision		9. Merging or separating positions		13. Internal control and audit system
	2. Rights and equality of shareholders		6. Conflict of interest		10. Remuneration of the Board of Directors and Executives		14. Report of the Committee
	3. Rights of various stakeholder groups		7. Business ethics		11. Committee meeting		15. Relationship with investors
	4. Shareholders' meeting		8. Board balance and board diversity		12. Audit Committee		



Corporate Governance Structure and Information on the Board of Directors, Sub-committees, Executives, Employees, and Others

JAS Asset Public Company Limited As of December 31, 2024





Board of Directors

The Company has a board of directors who are responsible for determining the Company’s guidelines and policies. The board of directors has complete qualifications according to Section 68 of the Public Limited Companies Act and the announcement of the Capital Market Supervisory Board on the request for permission and permission to offer newly issued shares, and does not have prohibited characteristics according to Section 4/2 of the Asset Management Company Act. The Board of Directors has a role, duty and responsibility as the organization’s leader to look after the interests of shareholders and stakeholders by setting policies, goals, strategies and directions for business operations, both current and long-term, setting the audit process and overseeing the Company’s business operations to comply with the law, objectives, regulations of the Company and resolutions of the shareholders’ meeting and to be transparent in order to create added value for the organization towards sustainability.

Information about the board of directors

- **Board of Directors Composition**

The Company's management structure consists of the Board of Directors, which is divided into two specialized committees to help screen important work: 1) Audit Committee, 2) Nomination and Remuneration Committee and Corporate Governance for Sustainability Development, with the Chief Executive Officer as the highest executive of the Company, managed through the Executive Committee.

According to the Company's regulations, the composition of the Board of Directors is as follows:

1. There are no less than 5 but no more than 15 persons.
2. There are no less than 3 independent directors (the Company's good corporate governance principles stipulate that no less than half of the directors must be independent).
3. At least 1 director must have knowledge and skills in financial accounting. As of December 31, 2024, the Board of Directors, according to the current Ministry of Commerce certificate, consists of 7 directors, with details as follows:

Board structure and independence

Director	Number (people)	Percentage
1. Total number of board members	7	100.00
• Male board members	5	71.43
• Female board members	2	28.57
2. Directors who are independent directors	4	57.14
3. Non-executive directors	2	28.57
4. Executive Directors	1	14.29



Board of Directors

As of December 31, 2024, the Company's Board of Directors, as stated in the latest certification from the Ministry of Commerce, consists of seven members, as follows:

Name		Position
1. Mr. Sukhon	Kanjanahattakit	Chairman of the Board / Independent Director
2. Mr. Adisak	Sukumvitaya	Director
3. Ms. Yuvadee	Pong-acha	Director / Nomination & Remueration , Corporate Governance and Sustainable Develop Committe
4. Mr. Suphot	Sirikulapas	Director
5. Mr. Preemon	Pinsakul	Chairman of the Audit Committee / Independent Director
6. Mr. Anucha	Viriyachai	Audit Director / Independent Director / Nomination & Remueration , Corporate Governance and Sustainable Develop Committe
7. Ms. Pannee	Choedrumpai	Audit Director / Independent Director / Chairman of the Nomination & Remueration , Corporate Governance and Sustainable Develop Committe
Ms. Kanokkarn	Samaphuti	Chief Accounting and Finance Officer (CFO) / Company Secretary

The Board of Directors, as the leader or the highest responsible person of the company, has the duty and responsibility to supervise the business to ensure that the company operates in accordance with the objectives and goals of the company, including protecting the interests of shareholders and complying with the law and regulations of the regulatory agencies. The Board of Directors must therefore perform its duties with caution, prudence, honesty, transparency, taking into account the interests of the company as the main priority in order to create added value for the business and shareholders.



<https://www.jasasset.co.th/storage/document/charter/bod-charter-th.pdf>

Board of Directors Charter



Audit Committee

The company's Audit Committee consists of three directors, as follows:

Name		Position
1. Mr. Preemon	Pinsakul	Chairman of Audit Committee / Independent Director
2. Mr. Anucha	Viriyachai	Director of Audit Committee / Independent Director
3. Ms. Pannee	Choedrumpai	Director of Audit Committee / Independent Director
Ms. Kanokkarn	Samaphuti	Secretary of the Audit Committee

In order to make the Board of Directors' performance of duties more effective and to ensure that the Company complies with the law, government regulations, and the Company's policies and procedures, has accurate and reliable financial reports, has operated efficiently and effectively, and has an adequate control system, the Board of Directors has appointed an Audit Committee, which is independent from the management, to review the adequacy and appropriateness of the internal control system and risk management system, and to perform duties assigned by the Board of Directors so that the Company's operations are in line with the Company's objectives.



<https://www.jasasset.co.th/storage/document/charter/audit-committee-charter-th.pdf>

Audit Committee Charter

Note:

- The Audit Committee appointed Ms. Kanokkarn Samaphuthi as the Secretary of the Audit Committee at the 4th/2015 meeting held on November 13, 2015.
- The Chairman of the Audit Committee and the Audit Committee members have experience and expertise in accounting and finance.



The Nomination and Remuneration Committee and Corporate Governance for Sustainability

The Nomination and Compensation Committee and Corporate Governance for Sustainability of the Company consists of three directors, as follows:

Name		Position
1. Ms. Pannee	Choedrumpai	Chairman of the Nomination & Remueration , Corporate Governance and Sustainable Develop Committe
2. Mr. Anucha	Viriyachai	The Nomination & Remueration , Corporate Governance and Sustainable Develop Committe
3. Ms. Yuvadee	Pong-acha	The Nomination & Remueration , Corporate Governance and Sustainable Develop Committe

Appointed by the Board of Directors in the scope of corporate governance and sustainability, to promote, support and enhance the standards of good corporate governance and develop sustainable business by taking into account stakeholders throughout the business value chain and to drive the Jaymart Group to take into account risks in business operations comprehensively, in terms of environmental, social and corporate governance dimensions, as well as to promote the disclosure of corporate governance and sustainable business development information to reflect the true value and worth of the JAS Asset Group.



<https://www.jasasset.co.th/storage/document/charter/nomination-and-remuneration-sustainable-charter-th.pdf>

The Nomination and Remuneration Committee and Corporate Governance for Sustainability Charter

Note:

- The Nomination and Compensation Committee and Corporate Governance for Sustainability has been granted additional responsibilities regarding "Corporate Governance" and has changed its name to "Nomination and Compensation Committee, Corporate Governance, and Sustainability Development" to align with its responsibilities. This was approved at the Board of Directors meeting on February 10, 2025.



The Executive Committee

As of December 31, 2024, the Executive Committee consists of 4 members, as follows:

รายชื่อ		ตำแหน่ง
1. Ms. Yuvadee	Pong-atcha	Chairman of the Executive and Director
2. Mr. Suphot	Sirikulapas	Executive Director
3. Ms. Kanokkarn	Samaphuti	Executive Director
4. Mr. Pathomporn	Wangarayatham	Executive Director

The Executive Committee is responsible for managing the operations of the company and reviewing important matters before presenting them to the Board of Directors for further consideration. Additionally, it performs duties as assigned by the Board of Directors to ensure the company's operations align with its objectives.



<https://www.jasasset.co.th/storage/document/charter/executive-committee-charter-th.pdf>

The Executive Committee Charter

Note:

- Item 4, Mr. Pathomporn Wangarayatham, was appointed on November 7, 2024.



Annual Performance Evaluation of the Board

The Board of Directors has determined that the performance evaluation must be conducted annually, once a year, so that the Board of Directors can review the performance, problems and obstacles during the year. In 2024, the Company reviewed and improved the evaluation form to ensure that the evaluation criteria are appropriate and consistent with good practices and corporate governance principles, including analyzing and evaluating the results of the evaluation of the Board of Directors' performance and compiling comments and suggestions to improve and develop the Board of Directors' performance guidelines for greater efficiency, with the evaluation process as follows:

1. The Company Secretary is responsible for delivering the evaluation forms to the Directors, Sub-Committees and the Chief Executive Officer (CEO) within December of each year.
2. The Company Secretary shall return the evaluation forms within January of the following year.
3. The Company Secretary summarizes the evaluation results and reports them to the Board of Directors meeting for acknowledgement in order to use the Board of Directors' suggestions to develop the Company's operations for greater efficiency.

Evaluation criteria

1) Self-evaluation form of the Board of Directors (whole group)

The questions consist of 6 main categories:

- 1.1. Structure and qualifications of the committee
- 1.2. Roles, duties and responsibilities of the committee
- 1.3. Committee meeting
- 1.4. Duties of the Board
- 1.5. Relationship with management
- 1.6. Self-development of directors and development of executives

2) Self-evaluation form of the Board of Directors (individual)

The questions consist of 5 main categories:

- 2.1. Personal characteristics
- 2.2. Readiness to perform duties of the Company's directors
- 2.3. Participation in the Board of Directors' Meetings
- 2.4. Roles, duties and responsibilities of the Company's directors
- 2.5. Relationship between the Board of Directors and Management

3) Self-evaluation form of the subcommittee "Audit Committee" (whole committee)

The questions consist of 4 main categories:

- 3.1. Structure and qualifications of the committee
- 3.2. Meeting of the Committee
- 3.3. Roles, duties and responsibilities of the committee
- 3.4. Report of the Committee

4) Self-assessment form of the sub-committee "Nomination and Remuneration Committee and Corporate Governance for Sustainability" (whole committee)

The questions consist of 4 main categories:

- 4.1. Structure and qualifications of the committee
- 4.2. Meeting of the Committee
- 4.3. Roles, duties and responsibilities of the committee
- 4.4. Report of the Committee

The results of the committee's evaluation for the year 2024

Self-assessment form for the Board of Directors (whole group)	98.03%
Self-assessment form for the Board of Directors (individual)	94.21%
Self-assessment form of the Audit Committee	98.18%
Self-assessment form of the Nomination and Remuneration Committee and Corporate Governance for Sustainability Committee	96.76%



5) Performance evaluation form of the top executive (CEO)

The questions consist of 11 main categories:

- 5.1. Leadership
- 5.2. Strategy determination
- 5.3. Strategy Execution
- 5.4. Financial planning and performance
- 5.5. Relationship with the Board
- 5.6. External relations
- 5.7. Management and relations with personnel
- 5.8. Succession
- 5.9. Product and service knowledge
- 5.10. Personal characteristics
- 5.11. ESG Management

Evaluation criteria

Average score (percent)	Meaning
<ul style="list-style-type: none"> • More than 95 % • 90-95 % • 80-89 % • 70-79 % 	<p>Excellent</p> <p>Very good</p> <p>Good</p> <p>Fair</p>

Meaning of Rating

<p>0= No action taken on that matter.</p> <p>1= There is little work being done on that matter.</p> <p>2= There has been considerable action taken on that matter.</p> <p>3= The matter has been well implemented.</p> <p>4= The matter has been carried out very well.</p>

Summary of the 2024 annual evaluation results

1. In 2024, the evaluation results of the Board of Directors, both collectively and individually, received evaluation scores of 98.03% and 94.21%, respectively.
2. The evaluation scores for all sub-committees, including the Audit Committee, the Nomination and Remuneration Committee, and the Sustainability Governance Committee, were 98.18% and 96.76%, respectively.
3. The evaluation of the Chief Executive Officer (CEO) was 86.25%, falling within the "Good" range. The CEO's evaluation was conducted by the Chairman of the Board, who is not an executive.



Training of Board and Executives

Information on training of the board of directors and executives

The company places great importance on and supports the board of directors and executives in attending training programs to enhance their knowledge of regulations and rules, which are continuously changing in response to evolving circumstances. This includes training from various organizations, such as the Thai Institute of Directors (IOD) and the Stock Exchange of Thailand, as well as encouraging the board and executives to participate in study visits to other agencies or organizations as appropriate. This is done to provide valuable perspectives that can be applied to the company’s business for comprehensive development and to keep up with current trends. In 2024, the following directors and executives attended training programs:

No.	Name	Position	Training Courses
1	Ms. Pannee Choedrumpai	Board of Directors	KEY concerns of Audit Committees-In the age of great transformation
2	Mr. Anucha Viriyachai	Board of Directors	KEY concerns of Audit Committees-In the age of great transformation
3	Ms. Kanokkarn Samaphuti	Chief Accounting and Finance Officer	TFRS 16 in 2021 (For Lessees): Principles and Key Issues of Interest 2024 Annual CFO Summit: The Finance Function of Tomorrow

In 2024, the Company will continue to organize Online Learning training courses from 2023 for the Board of Directors under the course “The Essential Skill for Board of Directors”, which consists of the following topics:

หัวข้อการอบรม



• Financial



• Technology



• Strategy



• Communication



• Problem Solving Decision Making



• Diversity and Inclusion



• Risk Management



• Stakeholder Engagement



• Leadership



• Team Collaboration



• Ethical



• Sustainability



Conflict of Interest Policy

JAS Asset Co., Ltd. and its subsidiaries (“the Company”) give importance to and understand the objectives of business operations for the maximum benefit of shareholders, stakeholders and related persons in a fair and transparent manner by being careful in the matter of conflict of interest. Therefore, the Company has set a policy to be used as a guideline.

The Company is committed to conducting business with honesty, reasonableness, independence and treating shareholders, stakeholders and related persons equally according to the principles of good corporate governance, resulting in stable and sustainable growth of the Company. In any transaction that the Company makes with those in power or those who can control the Company’s decision-making, such as directors, major shareholders or executives, etc., which may cause conflict of interest, the Company will give importance and take into account the maximum benefit of the Company as important as transactions with general external persons (Arm’s length basis).

JAS Asset Co., Ltd. and its subsidiaries (“the Company”) realize the importance of conducting business with honesty, transparency and accountability, which are the principles of good corporate governance and enhance the organization’s efficiency.

Therefore, the Company has set a policy for directors, executives and employees to avoid any action that may conflict with the Company’s interests, which may arise from contacting with the Company’s related persons in business, such as customers, business partners, etc., using opportunities or inside information of the Company to seek personal benefits, making transactions with the Company.

Doing business that competes with the Company, etc., which results in the Company losing benefits in cases where it is necessary and cannot be avoided, the Company will take care of such transactions with transparency and fairness, the same as doing transactions with general outsiders, taking into account the Company's maximum benefit and fairness to all involved parties.



<https://www.jasasset.co.th/storage/document/cg/conflict-of-interest-policy-th.pdf>

Conflict of Interest Policy



In the event that any action is found to be in conflict with the interests of the Company, directors, executives and employees may report or provide information and complaints through the following channels:



- E-mail
info@jasasset.co.th



- Website
<https://www.jaymart.co.th/th/investor-relations/whistleblowing-and-complaint-form>



- Postal service delivered to

“Audit Committee”

- Submit to the "Audit Committee" at No. 87, The Jas Building, Ram Intra, Room No. A315, 3rd Floor, Lat Phrao Road, Anusawari Subdistrict, Bang Khen District, Bangkok 1020.

Approach to prevent conflicts of interest

The Company has established the following practices to prevent conflicts of interest:

1. Directors, executives and employees shall refrain from engaging in businesses of the same nature and competing with the business of the Company or its subsidiaries, whether for personal gain or for the benefit of others, which may directly or indirectly cause damage to the Company, or become partners, shareholders with decision-making power or executives in businesses that compete with or are of the same nature as the Company or its affiliates or subsidiaries, unless it can be demonstrated that there is a mechanism to ensure that such actions will not affect the Company, including measures that are for the best benefit of the Company and shareholders as a whole. In this case, directors, executives and employees shall immediately report to the Chairman of the Audit Committee.

2. Directors, executives and employees shall refrain from holding shares in the Company's competitors in a significant amount. If such action will prevent the directors, executives and employees from acting or refraining from acting in accordance with their duties, or will affect their work in the event that the directors, executives and employees acquired such shares before becoming directors, executives and employees or before the Company entered into such business, or if it was acquired by inheritance, the directors, executives and employees must immediately report to the Company in accordance with the methods determined by the Board of Directors.

3. Directors, executives and employees shall not use the Company's information, secrets and assets for their own or others' benefits, including doing business that competes with the Company or doing related business.

4. Directors, major shareholders and executives who have a conflict of interest in any agenda item must abstain from voting or not attend the meeting on the agenda item that is considering the matter in which they and/or related persons have a conflict of interest or have an interest in the item that may cause a conflict of interest with the Company.

5. Require directors, major shareholders, executives and employees to disclose business transactions or activities that are conducted personally or with family or relatives or dependents that may cause a conflict of interest with the Company or its subsidiaries. The Company Secretary is responsible for coordinating the preparation of documents disclosing direct and indirect interests on an annual basis or when there is a significant change in the details disclosed as follows. The Company Secretary will compile and report to the Board of Directors at least once a year.

- Joint investment or interest with traders who do business with the Company or customers of the Company.
- Holding any position or even acting as a consultant for a trader doing business with the Company or the Company's customers.
- Trading goods or providing services directly to the Company or its subsidiaries or through others.

6. The Board of Directors shall supervise the Company to comply with the Securities and Exchange Act, regulations, announcements, orders or rules of the Stock Exchange of Thailand, the Securities and Exchange Commission and the Capital Market Supervisory Board. In addition, the Company shall disclose information on related party transactions in various information forms in accordance with the rules of the Stock Exchange of Thailand and related agencies.

7. The Company's directors, executives and employees must make decisions regarding the Company's business operations for the best interests of the Company.

8. Directors, executives and employees of the Company must work full time to the best of their ability, without engaging in any personal business that affects the Company's duties and working hours.

9. The Company's directors, executives and employees must not perform any actions that are in the nature of management or administration that undermines the Company's benefits or provides benefits to any person or juristic person, whether for their own benefit or that of others.

10. Directors, executives and employees of the Company must avoid financial involvement and/or relationships with other external parties that will result in the Company losing benefits or creating conflicts of interest or obstructing effective operations.



Tax Management

JAS Asset Public Company Limited realizes the importance of tax management that affects the organization’s reputation, credibility and sustainable growth in the long run. The Company’s tax policy is established in strict adherence to the principles of relevant tax laws and is implemented under an effective control system to ensure that the Company’s tax management is transparent, fair and in line with legal standards. As an organization that plays a significant role in the real estate and commercial space management business, the Company has received attention from tax regulators at all levels in terms of tax collection and compliance with relevant regulations.

The Company is committed to conducting tax operations transparently and responsibly to build confidence among both internal and external stakeholders. The Company systematically manages tax risks by using the approach of analyzing and assessing potential risks, and establishing appropriate control and prevention measures to ensure that the Company’s affiliated businesses can comply with tax requirements correctly and completely.

In addition, the Company places importance on paying taxes correctly and fairly, and doing so within the specified time frame, in order to support the responsible and sustainable development of the country’s economy and society. Compliance with such tax policy is an important part of building trust and good relationships between the Company and regulators, shareholders, customers and business partners in the long run. JAS Asset Public Company Limited continues to be committed to developing tax strategies and policies in line with changes in regulations and business environments, in order to maintain transparent operating standards and build confidence among all relevant parties in the long run.

Effective Tax Rate

year	Net profit before income tax (thousand baht)	Income tax expenses (thousand baht)	Corporate income tax rate
2023	262,941	70,343	20%
2024	211,682	46,071	20%



<https://www.jasasset.co.th/storage/document/cg/tax-policies-th.pdf>

Tax policy



Code of Conduct



Today, the business sector is faced with an environment full of unprecedented challenges and economic volatility, resulting from rapid technological changes, social pressures on environmental management, and increased expectations for social responsibility. In this context, JAS Asset Public Company Limited adheres to the principles of good corporate governance as a guideline for business operations to cope with and adapt to changes while creating a balance between the interests of all stakeholders.

Conducting business under an ethical framework

JAS Asset Public Company Limited places great importance on conducting business under the strict code of ethics to create confidence in transparency and honesty in operations at all levels and in all processes of the organization. It adheres to the principles of good governance and ethics as the core of business management to enhance the organization’s high-standard culture and enhance trust from all stakeholders, whether investors, customers, business partners or the communities in which the company operates.

The company is committed to sustainable development and growth with the goal of creating value for shareholders and other stakeholders, along with reducing potential negative impacts on society, the economy and the environment, through efficient use of resources, creation of environmentally friendly innovations and participation in long-term social development.

The company is also committed to maintaining the highest standards of business ethics in all sectors of its operations to ensure that the organization’s growth is balanced, transparent and sustainable. The company continues to focus on being a good role model in management in accordance with the principles of ethics and driving the business in line with true social responsibility in all dimensions.

Key business goals and performance results

**Cases of violation of business ethics
 Must be zero**

0 (case)

Goals

**In 2024 Zero cases of
 violation of business ethics**

0 (case)

Performance Results

Operational and management approach

JAS Asset Public Company Limited is committed to conducting business under the principles of business ethics that are transparent, honest, fair and responsible in order to create sustainable benefits for all stakeholders. Therefore, the company has established a business ethics that covers many aspects with the following operational framework:

- **Anti-Corruption and Whistleblowing** The Company has an anti-corruption and corruption policy based on good governance principles to ensure honest and responsible business operations towards society and all stakeholders.
- **Confidentiality and Prevention of Insider Use** The Company places importance on confidentiality and use of inside information. It will disclose only information required to be disclosed in accordance with the regulations of the Stock Exchange of Thailand and the SEC in order to prevent information leakage that may affect the business.
- **Anti-Unfair Competition** The Company strictly respects trade rules and complies with the law to avoid any actions that may harm competitors or create a market monopoly.
- **Non-infringement of intellectual property rights** The Company places importance on reviewing various works before distributing them to the public in order to avoid infringing on the intellectual property rights of others.
- **Disclosure and Transparency** The Company discloses true information without distorting or altering the information to maintain credibility and transparency to the society.
- **Anti-Money Laundering** The Company does not allow money laundering within the Company and must verify every new business partner that they are not involved in money laundering.
- **Non-Discrimination** The Company places importance on equality within the organization by encouraging all employees to treat each other with respect and without discrimination.
- **Non-Sexual Harassment** The Company encourages employees at all levels to respect each other by prohibiting actions that cause discomfort or embarrassment to employees in the organization.
- **Safety, occupational health and working environment** The company places importance on the safety and health of all employees to ensure that employees are physically, mentally and property safe throughout their time as employees of the organization, with happiness and a good working environment.



<https://www.jasasset.co.th/storage/document/cg/code-of-conduct-th.pdf>

Business Ethics





Anti-Corruption

JAS Asset Public Company Limited adheres to and places importance on conducting business with honesty, transparency and fairness in accordance with the principles of good governance and corporate governance, focusing on social responsibility and all groups of stakeholders of the company to demonstrate its non-acceptance and non-support of any corruption-related operations. It is committed to conducting business with transparency and fairness in all dimensions.

The company is committed to instilling a culture of anti-corruption in all levels of employees in order to create a positive impact on business operations. The company has continuously organized training and encouraged all employees to perform their duties with honesty and responsibility. The company considers all forms of corruption unacceptable and encourages employees to perform their duties with morality and ethics in their work. Therefore, the company has established the “Anti-Corruption Policy” and has reviewed the policy to keep it up-to-date and in line with the situation at all times.

This policy is applicable to all units that work with the company, including subsidiaries, associate companies, business representatives and business partners of the company, including the board of directors, executives and employees at all levels, to be used as a guideline for working together strictly under honesty and integrity in accordance with the principles of good governance and ethics. This policy also aims to prevent the abuse of power. Preventing behaviors related to fraud, bribery, and all forms of corruption. In addition, the Anti-Corruption Policy is a framework for conducting business in accordance with the law, which is clearly specified in the Company's Code of Conduct and Anti-Corruption Policy.

The Company has communicated the Anti-Corruption Policy to all employees for their acknowledgement and understanding. All employees must sign to acknowledge the policy, which is part of the Company's work regulations. In addition, the Company provides training to review knowledge and understanding of the Anti-Corruption Policy for employees every year to create awareness and instill an organizational culture that continuously resists corruption and corruption.

In 2024, the Company did not find any significant violations of the Code of Conduct or corruption, and has established preventive and corrective measures to prevent recurrence. In addition, there is an assessment of fraud and corruption risks, including a review of the Code of Conduct and important policies.

In addition, every department in the organization reviews and creates awareness of internal controls to prevent undesirable incidents. If any corruption or misconduct is found in the unit, it is immediately reported to the supervisor or provided through the company's specified channels. In 2024, the company reviewed various important policies, including:

- Anti-Corruption Policy
- Human rights policy
- Code of Conduct

The Company has reviewed and improved its operating processes to be in line with the guidelines of the Thai Private Sector Anti-Corruption Project, including implementing them in accordance with the criteria in full.

Key goals and performance results

2024 Goal: No significant corruption complaints.

**Do not
have**

In 2024, the Company had no significant cases of corruption complaints.



<https://www.jasasset.co.th/storage/document/cg/anti-corruption-th.pdf>

Anti-Corruption Policy

Corporate Governance Survey of Listed Companies CORPORATE GOVERNANCE REPORT OF THAI LISTED COMPANIES

J Received corporate governance assessment at the level

3 stars "good" in 2024

From the Corporate Governance Survey of Thai Listed Companies (CGR)



Organized by the Thai Institute of Directors Association (THAI IOD)

The Corporate Governance Report of Thai Listed Companies (CGR) is a report prepared to show the results of the corporate governance survey of Thai listed companies, which is conducted continuously every year to assess, review, and improve the criteria and guidelines for assessment to be clearer and more appropriate. In this regard, Jaymart Group Holdings Public Company Limited has been assessed for corporate governance at the 3-star or "good level", reflecting the development of high standards of corporate governance. This survey was conducted by the Thai Institute of Directors (IOD) with support from the Stock Exchange of Thailand and the SEC.

JAS Asset Public Company Limited emphasizes on conducting business in accordance with the principles of good corporate governance along with strictly adhering to the organization's code of ethics. The company is aware of its responsibilities in all dimensions, whether towards society, the environment or compliance with the principles of good corporate governance. In order to achieve the set business goals and build trust from all groups of stakeholders, the company focuses on transparent, clear and auditable management to build confidence among current and future investors and business partners. The company instills knowledge and understanding of policies and practices related to good governance among its personnel at all levels, and promotes employees to have a sense of awareness and a good attitude towards their work in order to create a strong corporate culture. In addition, the company focuses on conducting business that takes into account the maximum benefit of the organization, including the benefits of its stakeholders, for long-term sustainable success and growth. Compliance with the principles of good corporate governance helps the company create a balance between profit and social responsibility, and makes the organization credible in the eyes of all relevant parties in all sectors.

Approach for disclosure and communication of anti-corruption and bribery policy information

JAS Asset Public Company Limited encourages all stakeholders, both internally and externally, such as executives and employees, and externally, such as business partners and allies, to strictly comply with this policy by avoiding involvement in any opaque actions, whether directly or indirectly, in order to create an organizational culture that adheres to honesty and transparency. The company has provided communication channels, such as complaint channels and easy-to-access whistleblowing channels, so that those involved can safely and confidentially report suspicious information or events. In addition, the company has consistently communicated and publicized to create knowledge, understanding, and instill organizational values in anti-corruption among its personnel. The aforementioned topics have also been included in the orientation curriculum for new employees to encourage everyone in the organization to realize the importance of complying with this policy and to be able to communicate effectively with external stakeholders. This policy also requires relevant persons, such as employees, business partners, and allies, to sign and strictly comply with it. A process for managing information and whistleblowing on corruption and corruption has been established, stating that if any personnel within the organization are found to have committed an offense, they will be subject to punishment in accordance with the prescribed regulations, including regular reports of the results of the investigations under the anti-corruption measures to the Audit Committee and the Board of Directors to ensure that these measures promote long-term sustainability.



The company requires the training department to record the knowledge of anti-fraud and corruption as a curriculum for new employee orientation for all levels of employees so that all new employees are aware of and strictly implement it.



The Company provides anti-fraud and corruption training by experts with specialized knowledge to emphasize and create awareness among employees at all levels at appropriate times.



The Company discloses its anti-corruption policy on its website so that the general public, customers, business partners, investors, shareholders and employees of the Company can easily access and study the information.



The Company discloses its anti-fraud and corruption policy in the annual information disclosure form (56-1 One Report) displayed on the Company's website so that the general public, customers, business partners, investors, shareholders and employees of the Company can easily access and study the information.



The company displays knowledge boards on anti-fraud and corruption in areas within the company where employees can easily see them to encourage values and create attitudes in personnel not to engage in corrupt practices in all aspects.



The Company announces its anti-fraud and corruption policy via email to employees whenever it is revised.



Complaint Management and Whistleblowing and Complaint

To support and promote the supervision in accordance with the Code of Conduct and to operate effectively in the area of anti-corruption and corruption, the Company has provided channels for reporting and filing complaints, as well as measures to protect whistleblowers, in order to create a transparent working environment and build confidence for whistleblowers, which employees and stakeholders both inside and outside the organization can conveniently access. The Company has established channels for reporting and filing complaints to allow employees and stakeholders to report suspicious cases, suggestions or complaints about misconduct, corruption and corruption, as well as actions that violate laws, regulations, corporate governance policies, business ethics and anti-corruption policies. It is also open to other suggestions related to business operations. These channels for reporting and filing complaints are designed to be secure and strictly maintain the confidentiality of whistleblowers. The Committee for Investigating Misconduct is directly responsible for overseeing the matter.

Reporting and whistleblowing

The Company has established a whistleblowing system and a complaints mechanism for both internal and external parties to report incidents that may involve misconduct, such as bribery, corruption, discrimination, harassment or abuse, privacy violations, illegal acts, or violations of the Company's policies and regulations. The Company has established a safe and confidential whistleblowing system to assure whistleblowers that their reported information will be properly protected and protected. The Company also has measures to protect whistleblowers from retaliation or negative actions resulting from reporting information. The Company will investigate and resolve reported incidents thoroughly and fairly to maintain a safe and transparent working environment.

Penalties for corruption and fraud

If any company employee is found to have violated the policy, disciplinary action will be taken in accordance with the company policy and relevant labor laws.

Protection of whistleblowers and complainants

- 01 To protect the rights of whistleblowers and complainants, the Company has kept the personal information of whistleblowers and complainants confidential with safety as a top priority.
- 02 The Company carefully considers the incident and conducts fact-finding procedures on sensitive issues in a comprehensive manner to avoid any negative impacts that may adversely affect the whistleblower. The Company provides fairness to both the whistleblower and the complainant without discrimination.
- 03 If the whistleblower or complainant is a person who has been damaged by a corruption incident, the Company will provide assistance to alleviate the damage in the relevant part appropriately and fairly.

Channels for reporting tips and receiving complaints



• Email : ir@jasasset.co.th



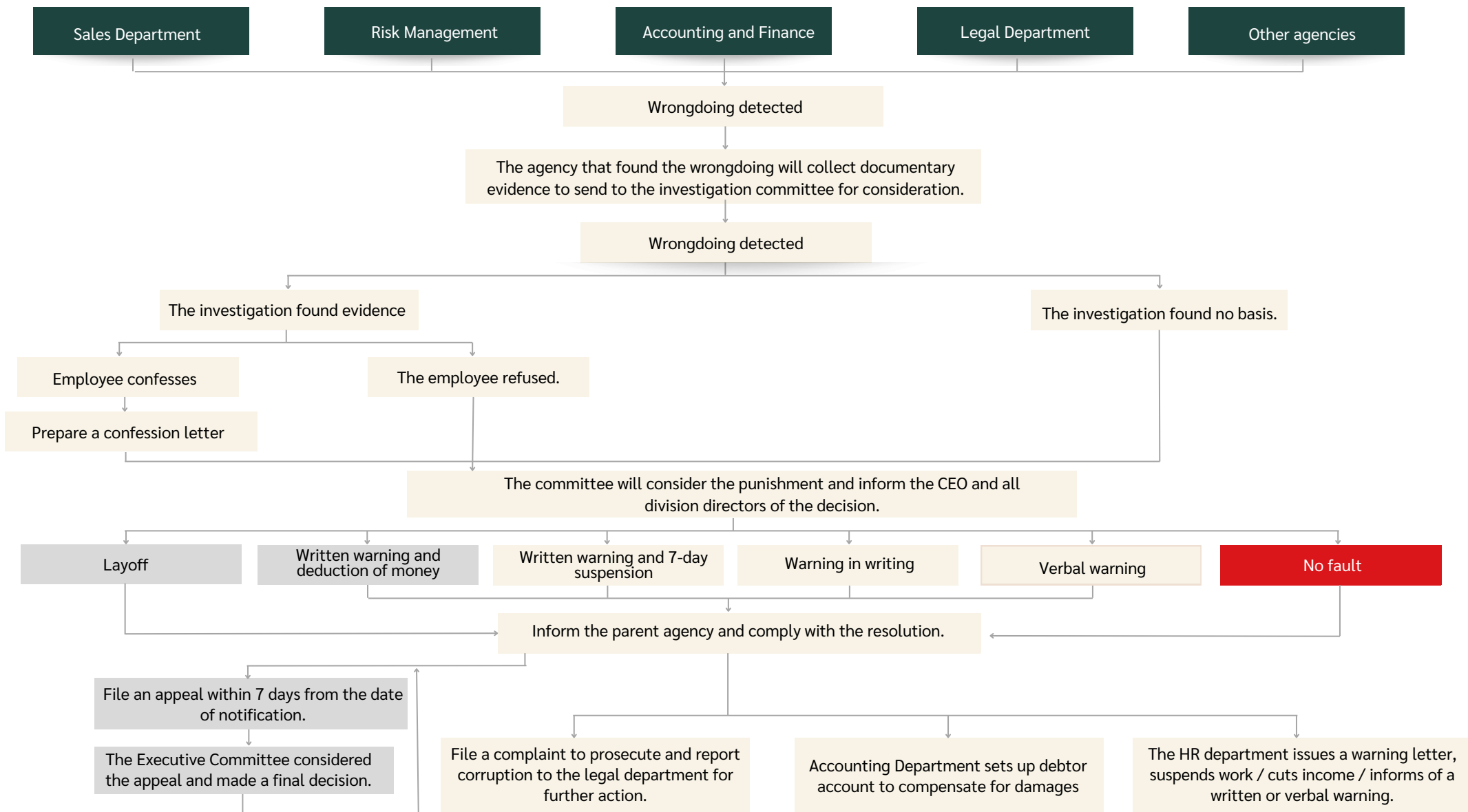
Website
<https://www.jasasset.co.th/th/investor-relations/whistleblowing-and-complaint-form>

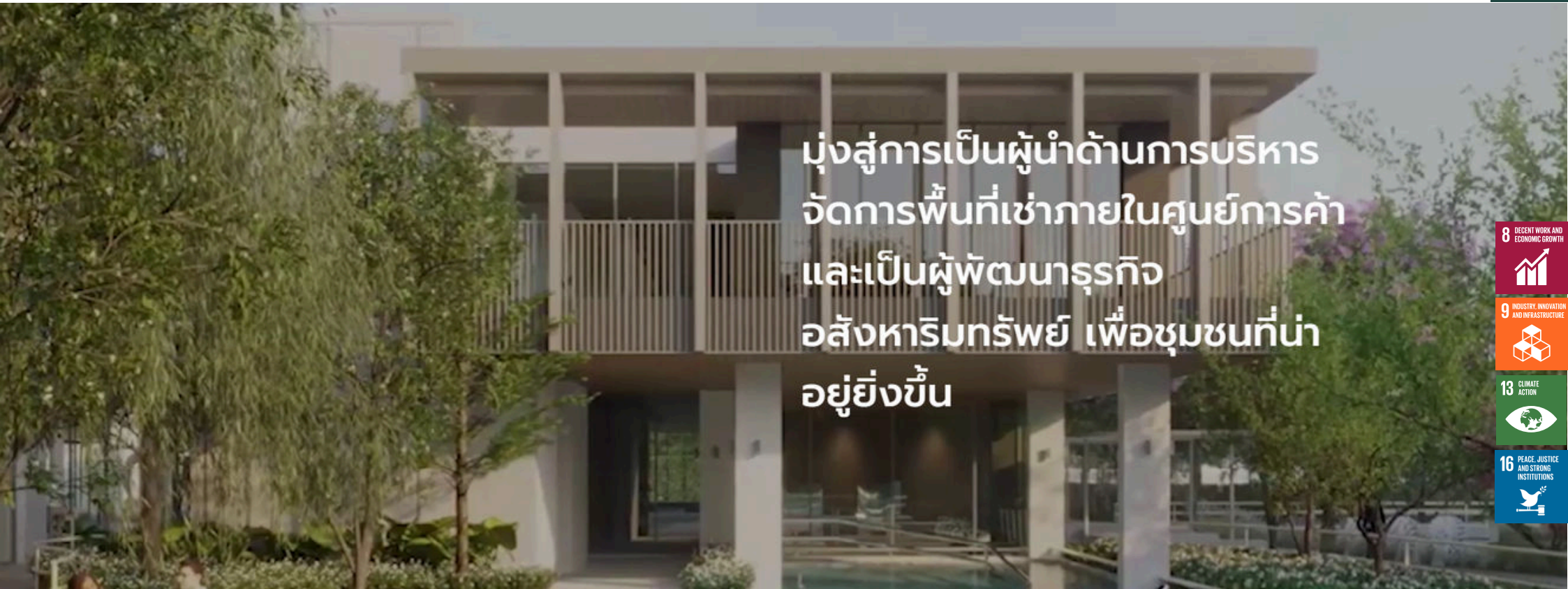


• Postal service delivered to the “Auditing Committee”
No. 87, The Jas Ramintra Building, Room No. A315, 3rd Floor, Lat Phrao Road,
Anusawari Subdistrict, Bang Khen District, Bangkok 10220



Procedures for investigating and punishing employees who commit offenses





มุ่งสู่การเป็นผู้นำด้านการบริหาร
 จัดการพื้นที่เช่าภายในศูนย์การค้า
 และเป็นผู้พัฒนาธุรกิจ
 อสังหาริมทรัพย์ เพื่อชุมชนที่น่า
 อยู่ยิ่งขึ้น



Driving business in the economic

JAS Asset Public Company Limited plays an important role in driving the economy through its business operations that focus on developing real estate infrastructure and commercial area development. The company is committed to creating value in all dimensions of its operations to promote the local and national economy. It adheres to its vision to be a leader in sustainable business development by using technology and innovation to manage areas for maximum benefit, both in terms of creating business opportunities, adding value to assets, and promoting economic activities in the community. In addition, the company emphasizes the creation of a business ecosystem that is conducive to the growth of its partners, business partners, and small entrepreneurs operating in the company’s areas.



JAS Asset Business Overview

Overview of the economy and industries related to the company

Overview of the retail industry in 2024 Although the retail industry has been stimulated by government measures, it is still considered that consumers have not grown much in terms of spending due to high household debt and consumers focusing on buying products based on the value for money paid to the seller. In the retail industry in the community shopping mall project group, competition has become quite high. Many business operators have built convenient shopping malls that are not far from the community. However, in the past year, the company has considered focusing on finding areas with a dense population, large enough to develop future projects, in order to build shopping malls that facilitate large communities and create business partners within the Jaymart group to create a retail ecosystem and sustainable growth in rental space.

Business Group

For the operating results of the Company and its subsidiaries in 2024, there was a net profit of 165.6 million baht, a decrease of 14% from 2023. The main reason for the decrease in the Company's net profit was due to a decrease in net profit from the adjustment of the fair value of investment properties from the Company's new community malls, which opened JAS Green Village Prawet shopping mall in the second quarter of 2024 and JAS Green Village Ramkhamhaeng in the third quarter of 2024, which had a smaller project value than 2023, as well as higher operating costs. In addition, last year, the Company focused on developing existing shopping malls to generate more income, changing the main tenants in some shopping malls that had been in operation for some time to add color to the shopping malls for customers in each mall. The details of the development and the direction of the operating results of each business line are as follows:

Revenue from sales and services

Total revenue from sales and services for 2024 was 631.2 million baht, an increase of 78.9 million baht or 14.3% from the previous year. The increase was due to the Company's new community malls, which opened at JAS Green Village Bang Bua Thong in the third quarter of 2023 and JAS Green Village Prawet in the second quarter.

Cost of rent and cost of sales

The Company had rental costs and sales costs for 2024 of 316.4 million baht, an increase of 102.2 million baht or 47.7% from the previous year. The main reason was the cost of the new community mall JAS Green Village Bang Bua Thong in the third quarter of 2023 and JAS Green Village Prawet in the second quarter. The main costs were utility costs, cleaning costs and security costs. In addition, there was an increase in operating costs of the school and elderly care center business group from personnel expenses and depreciation.

Gross profit

The Company's gross profit for 2024 was 316.4 million baht, down 21.7 million baht or 6.4% compared to the previous year. The main reason was the increased operating costs of the elderly care center business due to the opening of the new project, Senera Senior Wellness Bang Bua Thong, while the occupancy rate was still in the early stages of operations, with a tendency for the occupancy rate to continuously increase.

Gain from fair value adjustment of investment property

The Company had a gain from fair value adjustment of investment properties for 2024 of 241.3 million baht, an increase of 5.9 million baht or 2.5% compared to the previous year. This profit came from the Company's new community malls, which opened at JAS Green Village Prawet in the second quarter and JAS Green Village Ramkhamhaeng in the third quarter.

Selling and administrative expenses

The Company's selling and administrative expenses for 2024 were 232.5 million baht, an increase of 4.7 million baht or 2.1% compared to the previous year. The main reason was the renovation of the area to prepare new areas for new tenants, the cost of repairs and renovations of the shopping center, and the increased personnel expenses in line with the number of shopping centers. In terms of administrative expenses, the decrease was mainly due to the decrease in bad debt provisions in 2023.

Risk Management

JAS Asset Public Company Limited emphasizes risk management as an important mechanism that supports business operations to grow steadily and sustainably. It is aware that business operations face both internal and external risk factors that may affect the business at various levels. Therefore, the Company has established clear policies and procedures for risk management in order to control risks at an acceptable level and prevent those risks from affecting long-term business goals. The Company believes that risk management is a part of good corporate governance and is an important foundation that supports transparent and efficient operations, as well as building confidence among all stakeholders. With a systematic and continuously developed risk management approach, the Company is committed to dealing with various challenges and growing its business sustainably in the long term.

Approach for risk management

JAS Asset Public Company Limited is committed to promoting and developing good corporate governance in all dimensions of its business operations. It has applied the Enterprise Risk Management (ERM) principle, which is a widely accepted international standard, as an important guideline for risk management of the Company and its subsidiaries in identifying, analyzing, and managing risks that may occur in all dimensions, with a focus on proactive risk management, both in setting preventive measures and planning for unexpected situations. In addition, the Company emphasizes the promotion of a risk management culture in the organization by instilling awareness among employees at all levels of risk management and understanding the policies and practices through continuous training and communication.

This guideline is based on the risk management framework developed by COSO (The Committee of Sponsoring Organizations of the Treadway Commission), a comprehensive standard that has been proven effective in managing risks in world-class organizations. In order for the Company's risk management to be fully successful in terms of efficiency and effectiveness, the Board of Directors, executives, and employees at all levels of the organization are responsible for strictly complying with the specified risk management policy. Compliance with this policy is not only a business requirement, but also an important part of promoting an organizational culture that emphasizes sustainable risk management.



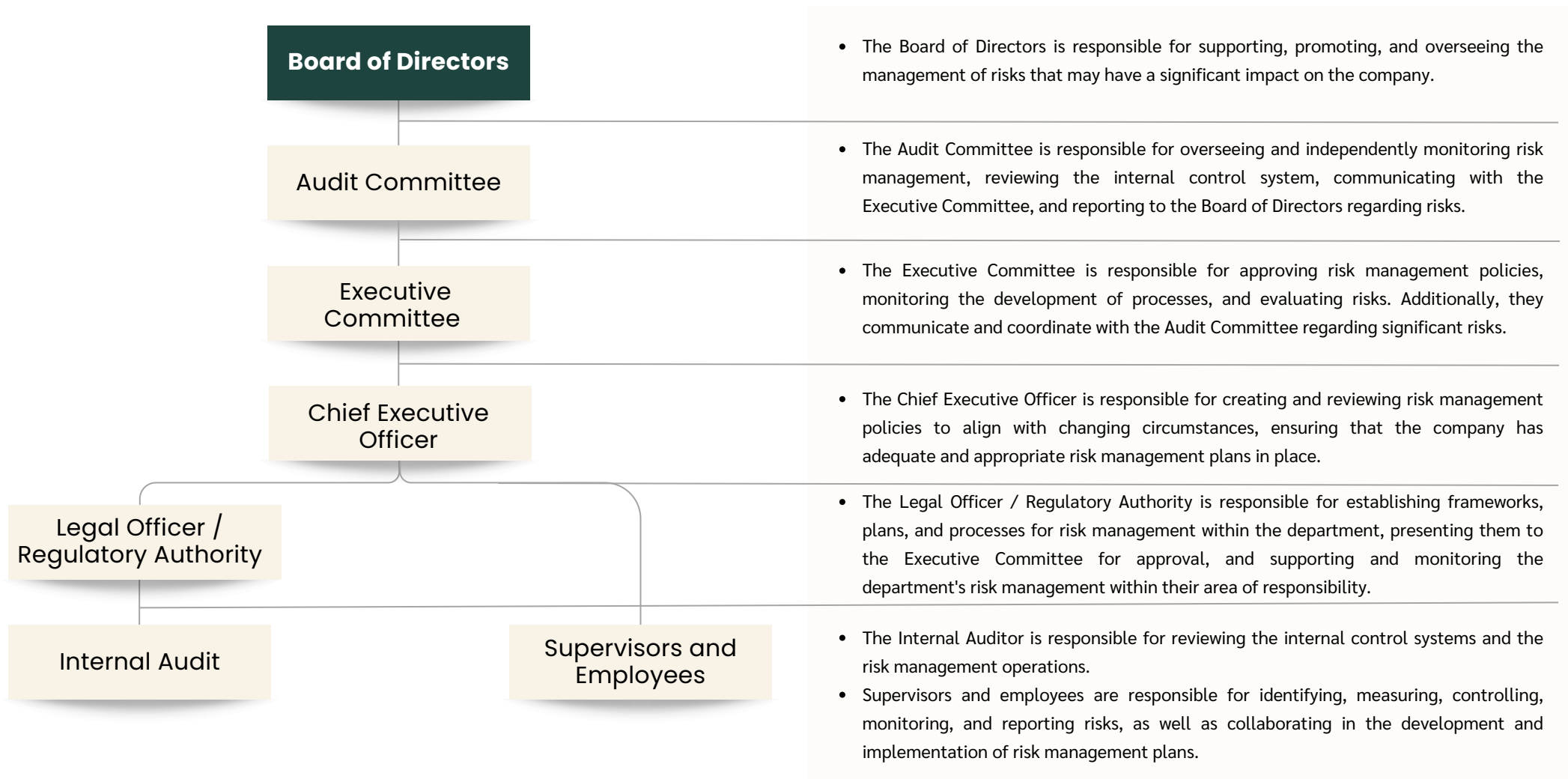
<https://www.jasasset.co.th/storage/document/cg/risk-management-policy-th.pdf>

Risk Management Policy



Risk Management Structure

The Company recognizes the importance of enterprise risk management, which plays an important role in enabling the Company to operate its business to achieve its strategies, objectives or goals, as well as supporting good corporate governance and stable and sustainable growth. For this reason, the Company has established a risk management policy to be used as a guideline and framework for operations for all units of the Company and its subsidiaries.



Risk Management Process

The Company continuously assesses and monitors risk issues, taking into account both internal and external factors that may affect the Company's operations in all dimensions. The Company's risk management process is designed to be systematic and comprehensive, so that risks can be identified, analyzed, and managed effectively, with a focus on keeping potential risks at an acceptable level. The Company realizes the importance of appropriate risk management to support business operations in line with the organization's strategies, objectives, and goals, as well as to enhance long-term stability and sustainability. It consists of 8 steps as follows:



- **Strategy and Objective Setting**

Set strategies and operational objectives for all units, including operators who must set clear work objectives that are consistent with policies, strategic goals, and acceptable risks.



- **Identifies Risks**

Personnel responsible for the unit and operators should understand the risks, risk factors and identify risks that may arise from both internal and external factors, which may be both beneficial and detrimental to the achievement of objectives.



- **Assesses Severity of Risk**

Personnel responsible for the unit and operators should assess the risk based on the frequency or possibility of the event occurring (Likelihood) and the severity of the impact from the event (Impact) that may occur.



- **Prioritize Risks**

The responsible persons of the units and the operators should prioritize and expedite risk management, where activities with high risk and are important to the implementation of the strategy and objectives should receive the first priority of risk management and activities with high risk and secondary importance should receive the second priority of risk management.



- **Implement Risk Responses**

Personnel responsible for the unit, including operators, should consider effective and efficient risk management methods, taking into account the acceptable risks, costs incurred and benefits to be gained. Risk response may select one or a combination of methods to reduce the frequency or likelihood of events occurring and the severity of the impacts from events.



- **Develops Risk Management Information (Develops Portfolio View)**

The responsible person of the unit, including the operator, should develop risk management by integrating risk factors and interrelationships of various units to serve as a database for joint risk management.



- **Review and Revision**

The responsible persons of the unit, including the operators, shall arrange for risk monitoring and review of risk management results and revise and improve risk management to ensure that risk management is appropriately applied at all levels of the Company and that risks that have a material impact on the achievement of the Company's objectives are reported to the responsible persons.



- **Monitoring and Evaluation**

The responsible persons of the unit and the operators shall arrange for the monitoring and review of risk management, communicate information on risks together and report risk management to the board of directors regularly.

In order to develop a corporate governance system that is consistent with the principles of corporate governance, good practices, rules and regulations of the government and regulatory agencies, so that the risk management policy is current and appropriate for the situation and changes, the Company has determined that the risk management policy must be reviewed regularly at least once a year.

Business Continuity Management

Business Continuity Plan (BCP) is a plan for all departments in the company to use in responding to and operating during crises or emergencies, whether caused by natural disasters, accidents, or malicious attacks on the organization, without causing the crisis or emergency to stop the business or prevent it from continuing to operate. If the organization does not have a support process during a crisis or emergency, it may affect the organization and related parties in various aspects, such as the economy, service, society, community, environment, and people’s lives and properties. Therefore, creating a continuity plan is important to help the organization cope with unexpected emergencies and allow critical business processes to return to normal operation or at the specified service level, which will help reduce the severity of the impact on the organization. In order to cope with the uncertainty of such a situation, the business can continue through risk analysis, risk prioritization, and systematic management planning, including the adjustment of the business continuity plan in a hypothetical event in order to use the results from the rehearsal to improve and review the plan, as well as to check the capabilities of the personnel and the efficiency of the plan in responding to the crisis, with the following management processes:



Assess the impact of the crisis

To prepare plans in advance and always be ready to deal with any possible situations so that the agency can continue its business.



Establish a business continuity management team

To ensure that the company's Business Continuity Plan (BCP) can be implemented effectively, with clear responsibility for operations and reducing duplication of situation resolution.



Business Impact Analysis

The qualitative impacts are prioritized and the work processes that need to be accelerated are organized so that the company can be restored or returned to its original condition as soon as possible.



Call Tree Emergency Notification Process

To inform members of the Business Continuity Plan (BCP) Team of emergencies to ensure that they receive accurate and consistent information. The objective is for each team of members to systematically prepare a crisis or emergency response plan based on mutually recognized basic information about the incident, in accordance with clear responsibilities.



Business Continuity and Recovery Plan

Take action to restore the situation to its original condition as soon as possible.



Review and improve business continuity management plans

Assign the management to update the information in the "Business Continuity Plan (BCP)" to be more efficient and up to date with the current situation every year.



<https://www.jasasset.co.th/storage/document/cg/business-continuity-plan-th.pdf>

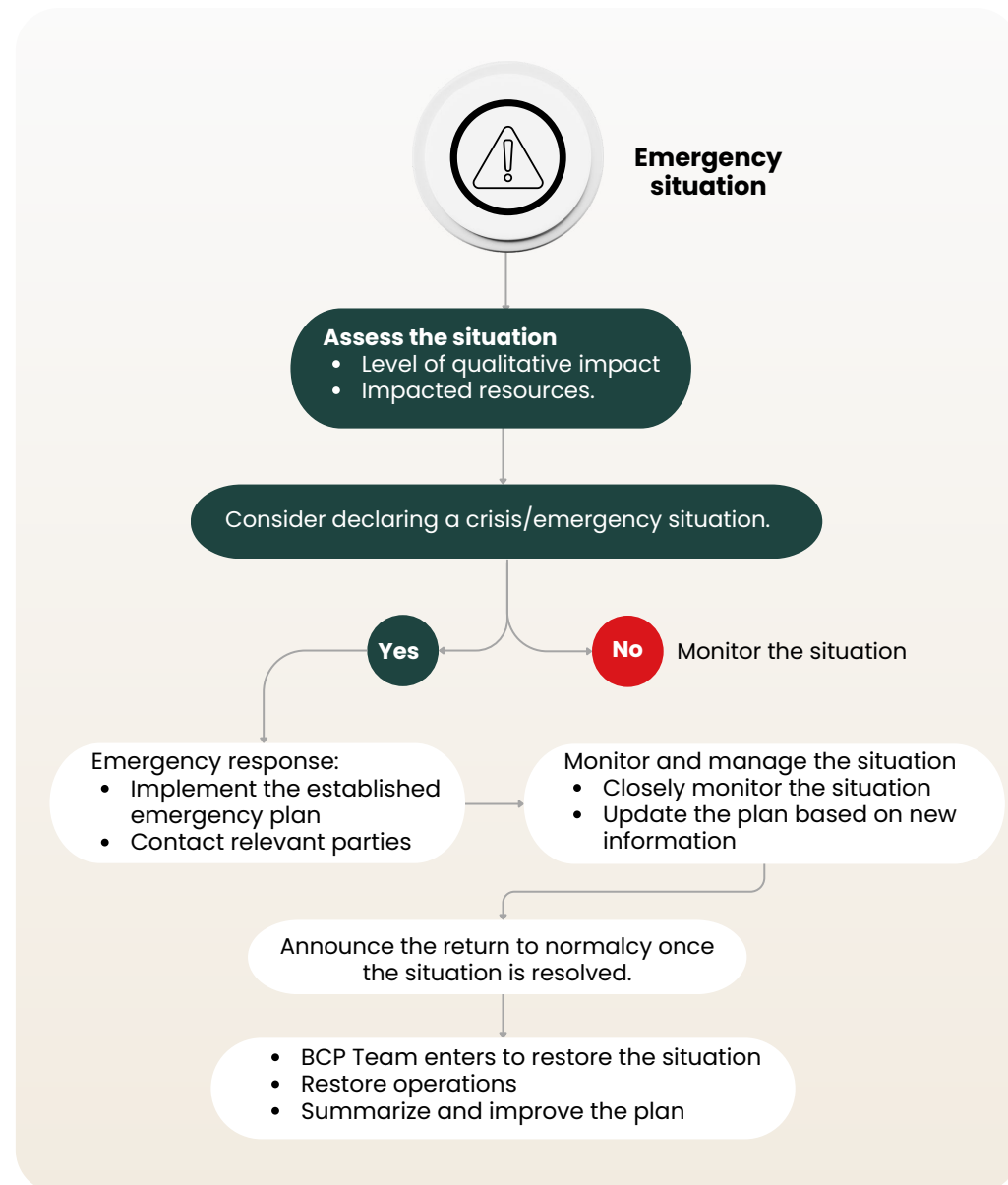
Business Continuity Management Plan

Crisis or emergency administration

Business Continuity Plan (BCP) is used to support the situation in case of a crisis or emergency in the office area or within the organization. The company must always prepare a plan in advance and be ready to deal with any situation that may occur so that the organization can continue its business. The company has considered the impacts that will occur as follows:

Flood disaster

1. Fire incident
2. Power outage incident
3. Protest / riot event
4. Terrorist incidents
5. Epidemic / Severe Infectious Disease Event



Sustainable Supply Chain Management

JAS Asset Public Company Limited emphasizes on business operations that take into account budget value and efficient resource usage. It focuses on selecting high-standard partners and distributors who can comply with the company’s policies and standards, such as anti-corruption, promotion of good governance, and social and environmentally responsible operations. The company has clear guidelines for creating understanding and cooperation with partners to promote transparent and ethical business operations that are in line with sustainable growth goals, emphasizing the reduction of environmental impacts, efficient use of resources, and fair treatment of labor in the supply chain.

In addition, the company’s supply chain development also includes promoting management approaches that support sustainability in all dimensions, including economics, society, and the environment, so that the company’s business operations can adapt to challenging environments and create long-term stability. With these goals, JAS Asset Public Company Limited is committed to promoting cooperation in a quality supply chain and building positive relationships with partners to support transparent, sustainable business operations that truly benefit the community, society, and the environment.

Commitment to sustainable supply chain management

JAS Asset Public Company Limited is committed to continuously developing and improving the supply chain management process to raise the standard of product and service quality selection to be efficient, transparent, and create long-term value. It focuses on using resources and budgets to maximize value and developing strategies to manage risks related to business partners to reduce potential impacts in the organization's supply chain.

The Company emphasizes promoting practices that adhere to the principles of good governance and strictly adheres to the anti-corruption policy, which reflects business ethics and effective risk management, as well as supporting fair employment and creating economic opportunities for local communities.

In terms of sustainable development, the Company also emphasizes promoting collaboration with stakeholders in the relevant supply chain, ranging from area and real estate development, rental space management, partner selection and management, personnel management, stakeholder relationship promotion, process monitoring and improvement, and business operations with good governance and care for society and all stakeholders.

The Company believes that operating based on the principles of sustainability will promote the Company's growth along with all partners and stakeholders through international cooperation with responsibility and transparency, which will be the foundation for the Company's business operations to have a positive impact on society, economy, and the environment in the long term.





Supply Chain Management

JAS Asset Public Company Limited places importance on supply chain management to demonstrate its commitment to delivering quality products and services with responsibility towards all groups of the company’s stakeholders. Therefore, the company has processes and guidelines for managing partners who are involved in the company’s business operations to ensure the organization, its stakeholders, society and the environment that the business operations between partners and the company are conducted under the responsibility towards all relevant sectors, not just expecting monetary returns, but conducting business under the concept of “responsibility” to drive the business to develop in the long term.

Guidelines Partner Management

01 Establish a sustainable procurement policy and business partner code of conduct

02 Identify the importance and types of partners

03 Review business partners' operations in terms of environment, society and corporate governance.

04 Build relationships that respect mutual practices and regulations, and promote business partner development.

Trading Partner Classification Criteria

- Level of dependence on trading partners
- Emergency preparedness
- Substitutability
- Service and delivery
- Cost Impact

The company's key direct business partners Critical Tier 1

- Trading volume is 80% or more
- The purchase value is more than 12 million baht per year.
- There has been continuous procurement for more than 1 year.
- It has a direct impact on the cost and price of goods and services.

The Company's key indirect business partners Critical Non Tier 1

- Trading volume is 80% or more
- The purchase value is more than 12 million baht per year.
- There has been continuous procurement for more than 1 year.
- Indirectly affecting the cost and price of goods and services.

Key trading partners


- **Total number of partners: 1,132**

The company's key direct business partners Critical Tier 1



Number 15 items
 Accounting for 1.3% of all trading partners

The Company's key indirect business partners Critical Non Tier 1



Number 15 items
 Accounting for 1.3% of all trading partners



Establish a sustainable procurement policy and business partner code of conduct

• Sustainable Procurement Policy

The Company aims to continuously drive sustainable business development. Therefore, it places importance on all sectors in the supply chain, especially its partners who are important allies in supporting sustainability from upstream to downstream. The Company places great importance on managing responsibility in the supply chain, starting from sourcing the highest quality products, assessing and managing risks, strictly complying with legal regulations, being aware of social and environmental responsibility, and collaborating with partners to develop and improve work processes for sustainability, and building long-lasting relationships with partners. In order to efficiently manage the supply chain, the Company has set transaction guidelines and codes of conduct for partners so that partners can use them as guidelines in following the principles of good corporate governance, including encouraging the Company's partners to treat their partners in the same manner, which promotes efficient supply chain management, creates confidence and stability in the relationship between the Company and its partners, and also raises ethical standards and quality in all parts of the supply chain, which is considered a practice in sustainable supply chain management. The Company recognizes the importance of working with partners, so the purchases are considered with the following 3 dimensions of sustainable development:

1. Economic Dimension (Economics) Maintaining stability and economic growth and employment, local procurement (Local Partnership) where communities participate and benefit, including corporate governance and anti-corruption such as anti-bribery and anti-corruption in all cases (Business Ethics & Anti-Corruption)
2. Social dimension: Procurement that takes into account human rights as the main principle, such as opposing the use of illegal labor such as slave labor, child labor, and procurement that takes into account good practices for workers, taking into account workers' lives, especially the working environment, health, and safety at work.
3. Environmental dimension: Protecting and using resources with appreciation, such as supporting environmentally responsible business partners, using resources with minimal impact on the environment, protecting biodiversity and combating climate change.

• Business Partner Code of Conduct

JAS Asset Public Company Limited adheres to the principle of conducting business with honesty and integrity, in accordance with the principles of good governance and corporate governance, and places importance on responsibility towards society, communities, and the environment, including all groups of stakeholders of the company, in accordance with the guidelines for sustainable business development. The company has therefore established a code of conduct for business partners to reflect the commitment of all groups of business partners who conduct business with the company to operate transparently under a code of conduct that demonstrates responsibility in all dimensions, not only in terms of benefits from business operations, but also in terms of sustainable and stable business operations throughout the joint supply chain.

The Supplier Code of Conduct is applicable to all units that work together directly and indirectly with Jaymart Group Holdings Public Company Limited, covering subsidiaries and affiliates of all business representatives and business partners of the company to be used as guidelines for working together strictly under honesty and integrity according to good governance and true morality. The principles cover all 3 dimensions of operations: environment, society and corporate governance as follows:

Environment

- Business operations of business partners should not only consider the benefits that the partners will receive, but the partners should also conduct business with responsibility. Environmental responsibility is a duty that the partners must inevitably perform with respect and be aware of the impacts in the operation process from the beginning to the end in order to avoid or prevent actions that may create impacts on the environment and to conduct business together sustainably in the long term.

Social

- In conducting business in terms of managing relationships and treating all stakeholders equally and paying attention to what each stakeholder group should receive according to their rights, business partners must always give importance, regardless of whether the stakeholder group is a primary or secondary stakeholder group. All are inevitably important to business operations.

• Corporate Governance

- Business partners should give importance to conducting business with transparency, fairness, honesty, respect for regulations, practices and comply with laws towards business competitors, customers, government agencies, private sector agencies, employees at all levels and all groups of business partners' stakeholders.



<https://www.jasasset.co.th/storage/document/cg/sustainable-procurement-policy-th.pdf>

Sustainable Procurement Policy



<https://www.jasasset.co.th/storage/document/cg/supplier-code-of-conduct-th.pdf>

Business Partner Code of Conduct

Committed to innovation development

JAS First Community Live Mall

JAS Asset, a leader in community mall real estate development, moves forward to expand its Live Mall space management business by collaborating with J Ventures, a leader in Thinking Digital-First in the Jaymart Group, and Vega Creator (Thailand) Co., Ltd. (VEGA Creator), a leader in sales in the form of Multi-Channel Network (MCN), to launch the “JAS First Community Live Mall” project, which is the first time in Thailand that a community mall has changed its business model to offer a new shopping experience through TikTok Shopping at JAS URBAN Srinakarin.

The objectives of the development and implementation are as follows:

- Create New Shopping Experience – Create a new shopping experience through the Live Commerce system that allows customers to interact with the store in real time, just like shopping in a shopping mall.
- Business Transformation – Changing the management model of shopping malls to be in line with current consumer behavior by integrating the sales model through the Live Commerce system to occur in community malls for the first time in Thailand.
- Create New Revenue Stream – Increase revenue channels for shopping malls and tenants in addition to selling products through physical stores.
- Expand Customer Base and Increase Brand Awareness – Expand the customer base to online consumers who are not convenient to travel to buy products in person. Live Mall will help shopping malls to reach new customer groups effectively.
- All-in-One Live Commerce Destination – Reinforces its position as the first community mall in Thailand to provide a Live Studio for rent, while also providing tenants with an opportunity to use JAS’s TikTok channel to create content and expand their business, offering an interesting and unique shopping experience.



Benefits of innovation development

For customers

- Get a more convenient shopping experience by shopping in real time via Live Commerce.
- Easier access to products and promotions from shopping malls even while at home.
- Get complete product and service information through interactions with stores via interactive user-system or media.

For merchants and entrepreneurs

- Increase sales opportunities through online channels in addition to physical store sales.
- Expand your customer base to consumers who are unable to travel to shopping malls.
- JAS's Live Studio and TikTok platform can be used to create content and promote stores.

For shopping centers

- Creating differentiation and competitive advantage in the community mall business
- Increase your revenue opportunities by providing Live Studio services and Live Commerce support systems.
- Extending the concept of Smart Retail & Digital Transformation to become a shopping mall of the future

This collaboration is an important step in transforming the community mall business to meet the needs of digital consumers and enhance the competitive potential of shopping malls in the future.





Driving Environmental Business

JAS Asset Public Company Limited places great importance on environmental protection and preservation in all aspects of its business operations. Recognizing its responsibility towards society and the environment, the company has established clear environmental policies to integrate environmental principles into every facet of its operations. The company focuses on reducing greenhouse gas emissions and preventing pollution that may arise from its business activities.

The company emphasizes efficient energy and natural resource management to ensure that its operations align with environmental conservation and sustainable resource utilization. This commitment is reflected in the company's internal environmental practices and the cultivation of environmental awareness among employees at all levels.

Furthermore, JAS Asset Public Company Limited is dedicated to supporting sustainable development by continuously integrating environmental principles into its operations. This approach ensures that the company grows in a stable and environmentally responsible manner, contributing to sustainability across economic, social, and environmental dimensions.



Environmental management commitments and goals

JAS Asset Public Company Limited is committed to managing and reducing the environmental impacts associated with its business operations to align with the country's goals. This includes adapting to and responding to the risks of climate change, both physical risks, which encompass natural disasters and various crises, and transition risks, arising from the rapid changes in policies, regulations, and requirements that affect business operations.

Therefore, the company must consider environmental factors and greenhouse gas emissions, which are key issues being seriously addressed. The company has established policies that focus on ensuring the business operations of the group can coexist harmoniously and sustainably with the surrounding communities and the environment in the long term. This approach also aims to build customer confidence that the company will deliver the highest quality services while maintaining a steadfast commitment to environmental preservation through operations that promote energy conservation and biodiversity management.

In addition, the company has consistently recognized the importance of environmental operations and has developed policies and strategies to drive sustainable business growth. This includes the use of effective environmental management systems to support raising awareness among employees at all levels about environmental preservation, starting with themselves and expanding responsibility across broader levels. The company is determined to operate under the principles of sustainable development, aiming to create a balance between business growth, social responsibility, and environmental conservation, fostering continuous and stable long-term growth.

Carbon Neutrality Organization by the Year

2050

Aiming for Net Zero Emissions by the Year

2065

Environmental Management Approach

1

Promote safety of life and property of all stakeholders involved throughout the supply chain.

The Company will focus on protecting the safety of its employees, customers, partners and all stakeholders by providing effective measures to reduce risks to life and property and is committed to creating a safe working environment both inside and outside the organization through the use of modern technology and innovation.

2

Efficiently manage resources and waste with innovation and circular economy principles.

The Company will manage natural resources and waste based on the principles of the Circular Economy to increase the efficiency of resource use, reduce waste and reuse materials as much as possible.

3

Prevent and reduce negative impacts from the operations of the Company and its partners.

The Company shall take measures to prevent and reduce potential impacts from production, procurement and service activities, both for the Company and its partners, in order to maintain the quality of the environment, communities and public health by setting environmentally friendly operating standards and supporting the use of sustainable technologies.

4

Protect and restore natural resources both inside and outside the company.

The Company is responsible for protecting and restoring natural resources through the development of policies and measures to conserve resources in the areas where it operates, as well as through cooperation with external organizations to protect the environment, such as restoring forest areas, improving water quality, and reducing greenhouse gas emissions.

5

Disclose information on practices and management of natural resources and the environment transparently.

The Company is committed to transparently disclosing information about its operations related to natural resource and environmental management by presenting information on both successes and challenges, as well as reporting progress and performance to all stakeholders through various channels, such as sustainability reports or annual reports.

Environmental Policy

JAS Asset Public Company Limited (Public) and its subsidiaries (the Company) recognize the importance of integrating environmental responsibility principles into their operational processes systematically and sustainably. The goal is to create a corporate culture that promotes environmental conservation across all aspects of work, from operational staff to senior executives, as well as all stakeholders. This includes building awareness of environmental conservation, reducing the use of unnecessary resources, and managing resources efficiently, while emphasizing the use of renewable resources and clean energy to ensure the organization’s operations align with sustainable development goals.

Additionally, the organization has initiated and supports the continuous development of processes to prevent pollution from the outset. This includes improving operational processes, managing natural resources efficiently, and reducing greenhouse gas emissions from the company's operations, in line with national greenhouse gas management guidelines.

Under this environmental policy framework, the Company has also established regular evaluations and reviews of its environmental practices. This includes monitoring performance, analyzing data, and adjusting strategies to align with changing environmental conditions at both national and global levels, in order to achieve long-term sustainable development goals.

This policy has been approved by the senior management, who are the highest authorities responsible for overseeing and monitoring the company’s environmental operations. It has been officially implemented with comprehensive guidelines that focus on continuous improvements to create positive impacts on the environment, society, and economy. The following approaches have been outlined:

Environmental Management Practices

1. The Company strictly complies with the regulations set by law, including local laws related to the environment, and regularly monitors and assesses compliance with these regulations to ensure compliance with the required standards.
2. The company operates its business with environmental and social responsibility through the management of natural resources and waste, adhering to the principles of the Circular Economy to increase the efficiency of resource use, reduce waste, and reuse materials as much as possible, while also using technology and innovation to improve the production and management processes to minimize the impact on the environment and surrounding communities.
3. The Company shall take measures to prevent and reduce negative impacts from the Company's and its partners' operations that may arise from production, procurement and service activities, both on the Company's and its partners' part, in order to preserve the environment, communities and public health by setting environmentally friendly operating standards and supporting the use of sustainable technologies.
4. The Company supports the creation of environmental awareness by organizing training, public relations and providing environmental knowledge to employees and stakeholders to prevent possible negative impacts on the environment and create a sustainable society.
5. The Company is committed to transparently disclosing information about its operations related to natural resource and environmental management, presenting both success and factual information, and reporting progress and performance to all stakeholders through various channels, such as the annual sustainability report.
6. This policy shall be enforced on the Company and disseminated to the public for stakeholders to be aware of. Compliance with the policy shall be measured and verified by internal departments and/or external independent departments. The Company considers compliance with this policy to be the duty and responsibility of all levels of employees, including key business partners, who must strictly comply in order to create sustainability both at the corporate level and for society at large.



<https://www.jasasset.co.th/storage/document/cg/environmental-policy-th.pdf>

Environmental Policy



Biodiversity and forest conservation

Amid increasingly severe climate change, which directly impacts biodiversity and ecosystem balance, JAS Asset Public Company Limited recognizes the significance of these effects and is committed to conducting business with sustainability in mind at every stage of the value chain. This includes transportation, water and energy resource utilization, warehouse management, and distribution. The company acknowledges that these activities could negatively impact the environment and biodiversity if not managed and controlled appropriately.

To address this, JAS has established a formal biodiversity policy, approved by the Board of Directors, demonstrating its commitment to minimizing environmental impacts from its business operations. This policy outlines clear guidelines for assessing and controlling potential ecological risks arising from the company's activities. The company follows a systematic impact mitigation approach based on the Biodiversity Mitigation Hierarchy framework, which includes four key steps:

- **Avoidance:** Minimizing encroachment and reducing impacts on ecologically significant natural areas.
- **Reduction:** Implementing processes that mitigate environmental damage.
- **Restoration:** Rehabilitating affected areas to restore them to their original state.
- **Offsetting:** Compensating for natural resource loss in other areas when necessary.

JAS's biodiversity policy aims to align business operations with ecological balance and biodiversity responsibility. The company is dedicated to achieving No Net Loss (NNL) of biodiversity value and No Net Deforestation, ensuring that forested areas are preserved without net loss. JAS will continuously monitor and evaluate the implementation of this policy to ensure sustainable business operations while contributing to long-term environmental conservation.

In its current operations, JAS demonstrates its commitment to managing and preserving biodiversity in the areas where the company conducts business, ensuring compliance with relevant laws, regulations, and requirements. The company's primary objective is to avoid causing negative environmental impacts that may arise from its business activities.

JAS has also established a clear policy to avoid undertaking projects or business developments in areas of high conservation value or those that are ecologically sensitive. These include UNESCO World Heritage Sites and areas protected under the International Union for Conservation of Nature (IUCN) Categories I-IV, such as national parks, wildlife sanctuaries, and legally designated conservation areas. The company prioritizes the prevention of encroachment and ecological degradation in these biologically significant areas, ensuring that Jaymart's activities remain environmentally friendly and aligned with sustainable natural resource management.

Furthermore, JAS places great importance on listening to the voices of local communities and all stakeholders who may be affected by its activities. The company has established mechanisms for receiving complaints and maintaining open communication with communities and stakeholders, following human rights principles in line with international standards. This ensures that the concerns and perspectives of nearby communities are appropriately considered, particularly regarding biodiversity conservation and sustainability.

JAS is also committed to preventing and mitigating negative environmental impacts, supporting truly responsible social and environmental development.



<https://www.jasasset.co.th/storage/document/cg/biodiversity-policy-th.pdf>

Biodiversity Policy



Performance results for 2024



Jas Green Village, in collaboration with the Royal Forest Department, distributes saplings to customers in the shopping center.

Jas Green Village, in collaboration with the Royal Forest Department, organized an important activity to promote environmental conservation and natural resource conservation by giving away seedlings to customers who spend money in the shopping mall. The conditions are simple: every customer who brings a cloth bag to use instead of a plastic bag will receive a seedling as a gift to help reduce plastic usage and support tree planting. In addition to reducing the amount of plastic waste, it also helps increase green space in the city and promotes tree planting in the community. In addition, using cloth bags reduces the use of natural resources in the production of plastic bags, which take a long time to decompose. Organizing this activity therefore creates a good sense of awareness for customers in the shopping mall and invites everyone to cooperate in preserving the environment and using resources sustainably for a better world for the next generation.

Energy Management



Energy management is a key factor affecting the success and sustainability of JAS Asset Public Company Limited. Since the energy consumption in the company’s business operations is linked to environmental conservation and climate change mitigation, the company places importance on efficient energy usage to support sustainable development goals and reduce greenhouse gas emissions that contribute to global warming. In the company’s operations, energy consumption includes electrical systems for managing rental space in shopping malls, lighting systems, air conditioning systems, and fuel used for transportation. Such energy consumption not only affects the company’s operating costs but also its business stability. If an energy crisis occurs, such as a shortage of electricity or fuel, the company may not be able to efficiently manage rental space.

Therefore, the company has planned and set clear measures for energy management, such as improving electrical systems and equipment to be more efficient in energy conservation, choosing renewable energy, and supporting projects that focus on energy conservation and reducing greenhouse gas emissions. In addition, the company aims to create awareness in the organization so that all employees are aware of the importance of using energy efficiently and participating in caring for the environment.

Efficient energy management not only reduces business costs but also promotes a good image for the company as an organization that cares about society and the environment, which will be an important foundation for creating sustainability and stability for the company in the long term.

Energy management goals and performance

Short term : Reduce the amount of electricity purchased from outside. 3% compared to the previous year

Long-term : Increase the proportion of clean energy use to 20% of total energy consumption by 2030.

Goals

The amount of energy used purchased from outside at all 3 shopping malls, namely The Jas Wang Hin, The Jas Ramintra and The Jas Urban Srinakarin, in 2024 totaled 11,872.00 MWh, an increase from 2023 or 2.95%.

Performance Results

Energy Management Guidelines

JAS Asset Public Company Limited is committed to efficient and sustainable energy management to cope with the energy crisis and the impact of climate change worldwide. The Company realizes the importance of reducing energy consumption from external sources and increasing the proportion of environmentally friendly renewable energy, such as using solar energy in buildings and rental areas under the Company’s management, which is in line with the global goals under the United Nations Framework Convention on Climate Change (UNFCCC).

In terms of operations, the Company places importance on energy conservation and increasing energy efficiency by using energy-saving technologies in the electrical system, air conditioning system, and lighting system, as well as controlling energy consumption in daily activities, such as setting appropriate on-off times for electrical systems and air conditioners.

In addition, the Company has improved energy-consuming equipment to be environmentally friendly and reduce energy consumption in order to reduce greenhouse gas emissions and promote sustainable business operations.

In addition, the Company has initiated various projects and activities that focus on reducing greenhouse gas emissions, such as increasing green areas in real estate development projects, as well as reducing the use of equipment or processes that generate pollution or use excessive energy. The Company emphasizes promoting employee and business partners’ participation by organizing training and raising awareness among all employees about the importance of energy conservation, as well as communicating and coordinating with business partners to create cooperation in reducing energy consumption in all processes to maximize energy management efficiency.

The Company has set clear goals and indicators for reducing energy purchased from external sources, and has consistently monitored the results, along with reporting progress in the Company’s annual report. With these guidelines, JAS Asset Public Company Limited aims to create a positive impact on the environment, reduce greenhouse gas emissions, and increase energy efficiency in all operational processes to create long-term sustainability and be a part of preserving the environment to remain intact in the future.

Install Solar Rooftop to reduce electricity costs and reduce greenhouse gas emissions.

To achieve the goal of reducing greenhouse gas emissions in 2024, the Company has installed a solar cell system under the Private PPA or “Private Power Purchase Agreement”, which is a contract to buy and sell electricity generated from solar energy. The installation and contract for the purchase of electricity are carried out by JGS Synergy Power Co., Ltd., a subsidiary of Jaymart, which operates a renewable energy business with full-service.

- Two shopping malls were added : Jas Green Village Bang Bua Thong and JAS Green Village Prawet.
- From the original 3 shopping malls : The Jas WangHin, The Jas Village Amata and Jas Green Village Kubon

Currently, there are 5 branches with installed solar cell systems under Private PPA. In 2024, the company purchased electricity units from JGS Synergy Power Co., Ltd. in the amount of 1,627,532.24 kWh, for 5,279,677.80 baht, which can help reduce greenhouse gas emissions by up to 813.60 tCO₂eq, equivalent to the absorption of CO₂/year by approximately 54,240 trees (this is an estimated figure for electricity production and greenhouse gas absorption per year).





Performance results for 2024

Management of energy consumption proportions

The Company has a policy that focuses on using energy efficiently to reduce the impact on the environment and climate change. The guidelines are to increase the use of electricity from renewable energy sources and increase energy efficiency. In 2024, the Company's energy will be used from two types of energy sources: non-renewable energy sources and renewable energy sources, as follows:

From depleted energy sources

Electricity from direct production sources in 2024 used electricity from the Metropolitan Electricity Authority, amounting to 11,872.00 megawatt-hours, or 86.29 percent of total energy used, for use in air conditioning systems, electricity, lighting, electricity for shops, including tenants, and for normal activities within the company.

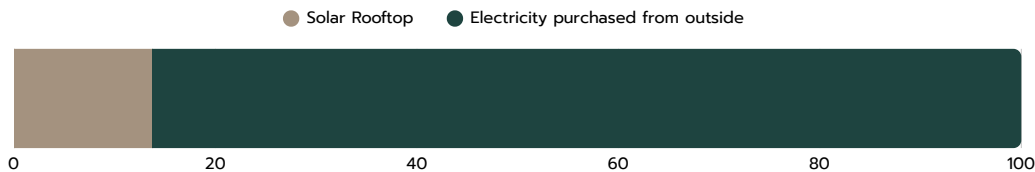
From renewable energy sources that are naturally renewable

The company is committed to using renewable energy to generate electricity, starting with the installation of Solar Rooftop panels on the roof of a community mall building under a Private PPA or "Private Power Purchase Agreement", which is an installation with a contract to buy and sell electricity generated from solar energy.

Installation and power purchase agreements are carried out by JGS Synergy Power Co., Ltd., a subsidiary of Jaymart, which operates renewable energy businesses with comprehensive services.

In 2024, electricity generated from renewable energy sources or Solar Rooftop from 5 Community Malls, namely The Jas WangHin, The Jas Village Amata, Jas Green Village Bang Bua Thong and JAS Green Village Prawet and Jas Green Village Kubon, totaling 1,627.53 megawatt-hours, or 13.71% of total energy used.

Proportion of total energy use in 2024 (percent)



Promote the wise use of energy

JAS Asset Public Company Limited places importance on efficient energy use and energy saving in all operational processes, emphasizing practical measures in the office and common areas to promote the reduction of unnecessary energy consumption and reduce the impact on the environment.

In the office area, the company campaigns for employees to be aware of efficient energy use by posting warnings to turn off lights, air conditioners, and electrical appliances when not in use. In addition, the company promotes a culture of energy saving through providing knowledge and organizing activities to create environmental awareness among employees.

For common areas, which must take into account the convenience of service users, the company has set appropriate guidelines, such as turning off air conditioners 30 minutes before closing time to save energy without affecting the user experience. In addition, lighting in common areas is controlled to be appropriate for the time and usage requirements to increase energy efficiency and extend the lifespan of various devices.

The company arranges for regular inspections of electrical appliances in the office. Maintaining these devices helps reduce the waste of energy from substandard devices and helps operations run smoothly. These guidelines reflect JAS Asset Public Company Limited's intention to promote environmentally responsible operations and encourage employees and related parties to jointly conserve energy, which is an important part of the organization's long-term sustainability goals.



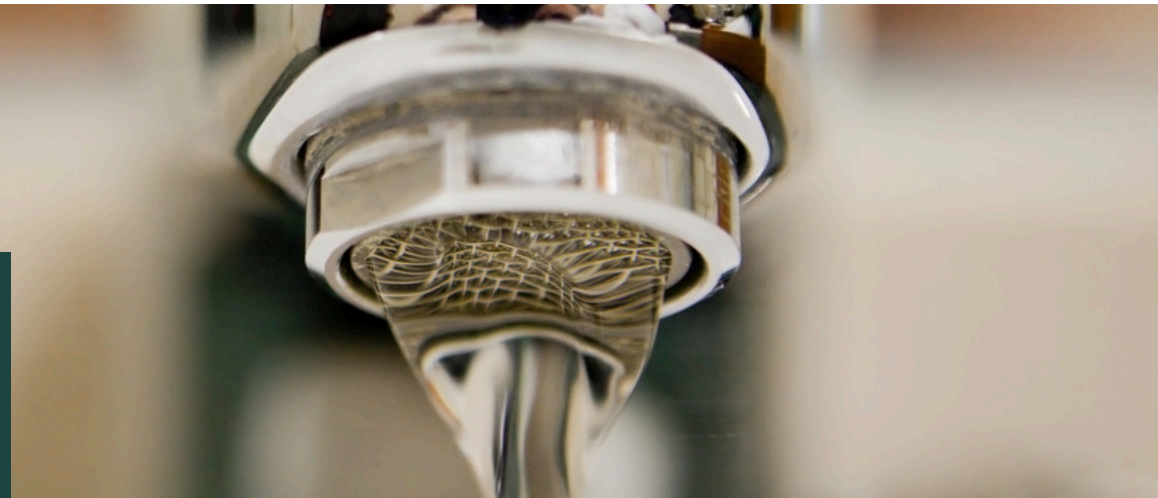
Water management



Water resources are considered as a very important resource for human life and economic development of the country. Because water resources play an important role in agriculture, industry, recreation and other human activities. However, the current intensification of climate change has significantly affected the quantity and quality of water resources.

These factors include many factors such as physical shortages that cause unseasonal rain, resulting in water shortages (droughts) and floods (floods), as well as inefficient water management or inadequate infrastructure for appropriate water allocation. Due to these problems, effective water resource management is a major challenge for utility providers, both in terms of providing sufficient water for various business activities without violating the rights of individuals, juristic persons or other related groups who rely on water resources together.

JAS recognizes the importance of water resource management in the organization by emphasizing the efficiency of water management in order to allocate water sufficiently and sustainably. In addition, the company is committed to taking care of the quality of wastewater before discharging it outside the area. This process aims to prevent negative impacts on the community, society and the surrounding environment.



Water management goals and performance

Short-term: Reduce water usage per employee by 3% compared to the previous year.

Goals

Water usage at all 3 shopping malls, namely The Jas Wang Hin, The Jas Ramintra and The Jas Urban Srinakaran, in 2024, totals 111,109 cubic meters. *Increased from 2023 by 63.14 percent.

Performance Results

Performance results for 2024

Water use and water management

The Company currently uses water from water purchases from suppliers, conducting detailed water source inspections and checking water quality to meet standards that meet the requirements of the Company's water quality improvement system. In addition, the Company promotes and supports employees to be aware of the importance of water resource conservation and the most efficient use of water.

This is done through public relations through media and installation of signs to campaign for water conservation in areas where water is used, such as bathrooms, sinks, and dishwashing sinks. The Company also regularly inspects equipment related to water use to ensure that it is ready for use and free from damage or leaks that could lead to unnecessary water loss. These measures reflect the Company's commitment to efficient and sustainable water resource management.



Wastewater treatment before disposal

The Company places importance on managing both positive and negative impacts resulting from the Company's operations. Therefore, it has installed an aeration pond wastewater treatment system, which uses the process of adding air to water to support water circulation and the decomposition of organic matter in wastewater.

This results in better quality treated wastewater. The Company has established wastewater discharge control procedures, including detailed water quality inspection processes, systematic recording and reporting, and maintenance of equipment in the wastewater treatment system, such as pipe systems, grease traps, wastewater pumps, treatment ponds, and aeration pumps. All of this is carried out in accordance with a strict preventive maintenance plan.

In addition, the Company regularly inspects the quality of wastewater to ensure that it meets the criteria set by law before releasing it to the outside, to ensure that the wastewater meets the specified standards and does not affect the surrounding communities or natural water sources. The Company is committed to operating with environmental and social responsibility in order to create long-term sustainability.

Waste management



The Company realizes the importance of waste management, not only among the group of entrepreneurs but also the surrounding communities, to prevent negative impacts that may arise from business activities in all aspects. This management is integrated with the ESG (Environment, Society and Corporate Governance) dimension to ensure that the organization does not violate the rights of all stakeholders and prevent waste management problems that may arise from the business process.

The Company is committed to reducing the impact on nature, the environment and global warming through sustainable waste management approaches by initiating various projects, such as joining the Care the Whale network with the Stock Exchange of Thailand to promote the organization's waste management.

In addition, the Company has campaigned for employees to reduce waste creation from the beginning, separate waste before disposal and manage waste correctly according to type, and support the reuse of waste for maximum benefit through the Recycle and Upcycle processes. The Company realizes that improper waste management can have a severe impact on the environment. Therefore, the Company supports and encourages all executives and employees to participate in the waste management process continuously through various projects to control and reduce possible impacts to the least, in line with the goal of sustainable business operations and environmental responsibility.

Waste management goals and performance

Short term : Reduce the amount of waste generated from internal operations by 5% by 2026.

Goals

In 2024, the period from 1 January – 31 December 2024 at all 3 shopping malls, namely The Jas Wang Hin, The Jas Ramintra and Jas Green Village Khubon, in 2024, the total amount of waste generated from operations was 194,382.50 kilograms. * Increased by 94.37% compared to 2023.

**Performance
Results**

Performance results for 2024

Waste management from shopping centers

The company recognizes the significant environmental impact of waste and is committed to sustainable waste management. As part of this commitment, the company has continuously participated in the Care the Whale – "Invisible Waste" project by the Stock Exchange of Thailand. This initiative provides guidelines, networks, and tools for managing waste at all stages—upstream, midstream, and downstream. Additionally, the project includes a platform that calculates greenhouse gas emission reductions resulting from proper waste management.

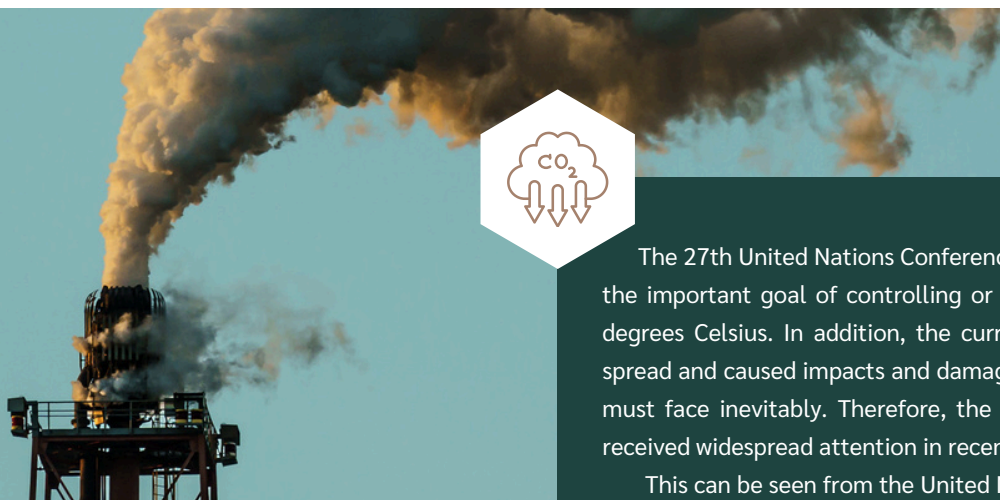
The company has enhanced its waste segregation process and actively promotes awareness among employees and retail tenants about the importance of proper waste sorting. This initiative aims to foster environmentally friendly behavior changes and ensure that waste is processed correctly. Waste sorting stations have been implemented across various areas, including offices, common areas, and different zones within the shopping center. The company categorizes waste into three types:

1. General waste
2. Recyclable waste
3. Organic waste

This classification allows for proper recycling and disposal according to waste type. Furthermore, the company actively raises awareness through various communication channels, such as internal emails, announcements, and company media platforms. Employees, retail tenants, and customers are encouraged to participate in waste reduction efforts, maximize resource efficiency, and separate waste before disposal under the "Invisible Waste" concept.



Greenhouse gas management



The 27th United Nations Conference on Climate Change (COP27) in 2022 emphasized the important goal of controlling or reducing global temperatures to no more than 2 degrees Celsius. In addition, the current greenhouse gas or global warming crisis has spread and caused impacts and damages all over the world. It is a situation that humans must face inevitably. Therefore, the issue of global warming and climate change has received widespread attention in recent years, both internationally and publicly.

This can be seen from the United Nations Framework Convention on Climate Change (UNFCCC), which is a collaboration of international organizations to solve the problem of global warming. Global warming does not only make the world's temperature hotter and the seasons change, but also brings new epidemics, unexpected natural disasters such as storms, severe floods, tsunamis, landslides, earthquakes, and many other natural phenomena that cause great damage to humanity. The changes have affected people's lives, consumption behavior, and financial status, as well as the issuance of new regulations to determine guidelines for solving the problem.

Greenhouse gas management targets

Short term: Commit to reducing annual greenhouse gas emissions by at least 3 percent per year.

reduce
3%

Medium term: Achieve carbon neutrality by 2025.

2050

Long term: Aim for net zero greenhouse gas emissions by 2025.

2065

Performance Results

Greenhouse gas emissions at all 3 shopping malls, namely The Jas Wang Hin, The Jas Ramintra and Jas Urban Srinakaran, in 2024, total 6,033.66 tCO2e.

Greenhouse gas management guidelines

The Company realizes the importance of greenhouse gas management and has initiated various projects to support the reduction of greenhouse gas emissions from various activities in the business process through campaigns to reduce the use of resources and energy within the Company, increasing the proportion of renewable energy use instead of fossil energy use, and using technology to reduce the use of natural resources to support the reduction of greenhouse gas emissions. It also continuously operates the Care the Whale project with the Stock Exchange of Thailand to demonstrate its efforts to reduce greenhouse gas emissions from various activities within the organization, which focuses on reducing greenhouse gas emissions from business operations to meet the target, aiming for carbon neutrality by 2030 and aiming for net zero greenhouse gas emissions by 2050.

Care the whale project with the Stock Exchange of Thailand

Care the Whale “Invisible Waste” is a project that focuses on reducing greenhouse gas emissions through effective waste management using the concept of “Invisible Waste”, which aims to eliminate the word “waste” from our way of life by making the most of resources before things are considered waste. It also applies the principles of the Circular Economy to waste management to create a proper and sustainable management path, which is part of solving the waste problem that leads to global warming.

Our company has continuously participated in the Care the Whale “Invisible Waste” project, which aims to jointly solve environmental problems through waste management, starting from sorting, collection, and properly disposing of waste. In addition, we also support behavioral adjustments in waste management of our personnel and communities to be correct and efficient in order to achieve the goals with our partner network in the Zero-waste to Landfill project, which aims to eliminate waste from landfills in the future.

Guidelines for Project Participation

JAS has a clear approach to promote and develop waste management within office buildings, focusing on improving the waste sorting process from the beginning so that all types of waste are disposed of or recycled as much as possible in the correct and environmentally friendly way, under the concept of “Invisible Waste”, which aims to reduce the amount of waste to the minimum.

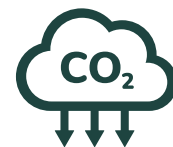
One of the important measures is to create awareness among employees about the importance of waste separation and to encourage all employees to have the correct knowledge and understanding of waste separation. The company has arranged a place for waste separation and clearly classified the types of bins at every necessary point in the office building to promote and support behavioral changes in waste disposal to be environmentally friendly.

JAS has set up waste sorting points in every branch of the shopping center to meet demand. Every point has 3 types of bins: 1) General waste, which is waste that cannot be recycled; 2) Recyclable waste, which is waste that can be reused, such as plastic, paper, and glass; and 3) Organic waste, which can naturally decompose and can be used to produce compost.

This waste classification will facilitate customers and consumers to separate waste correctly from the beginning. Waste that has been separated can enter the recycling process or be disposed of according to type appropriately, efficiently, and environmentally friendly.

Summary of waste separation operations results

*From January 1 - December 31, 2024, a total of 365 days, can help reduce the amount of greenhouse gases as follows:



Helps reduce the amount of greenhouse gases

3,072.85 kgCO₂eq



Equivalent to the CO₂ absorption/year of trees

343 Trees



By classifying the types of waste separation as follows:

*Summary of data from the Stock Exchange of Thailand Climate Care Platform – SET Social Impact

Waste sorting list 2024	kg	kgCO ₂ eq	Trees
List of waste sorting items	3,187.50	3,072.85	343
plastic bottles or PET bottles	2,163.00	171.81	248
Colored glass bottles	622.50	67.62	19
Glass bottle	245	397.15	8
Corrugated cardboard box / Cardboard box	70	31.53	35
Food scraps	56	96.45	13
Book of paper	17	68.08	11
Black and white paper	12	9.13	8
Aluminum cans	1	1.03	1
Cloudy plastic bottle (label removed)	1	0	0



Driving Social business

JAS Asset Public Company Limited recognizes its role and responsibility as a part of society, placing great importance on community engagement. The company is committed to supporting local communities near its offices, properties, and other stakeholders. It strives to promote, support, and collaborate on beneficial initiatives to improve the quality of life and well-being of the communities.

As a leader in driving socially responsible business, JAS Asset emphasizes developing partnerships with external organizations, networks, and alliances to create sustainable opportunities for community development. The company particularly focuses on empowering communities to achieve long-term self-development and social progress. Additionally, JAS Asset prioritizes assessing the social impact of its business operations, adhering to human rights principles and transparency to generate genuine value for both society and the communities it serves.



Human rights policies and practices

Human rights are fundamental rights inherent to all individuals from birth. Everyone deserves protection and respect for their rights, including the right to life, safety, personal freedom, and equality. However, human rights violations have been increasing in various regions worldwide. These violations may result from actions that contravene laws, international standards, or human rights commitments, as well as incidents that lead to different forms of human rights abuses. Such violations not only negatively impact affected individuals but also harm the reputation and image of the involved organizations, potentially leading to complaints from human rights advocacy groups and protests by those affected.

In response, the company places great importance on respecting the human rights of all employees at every level, as well as stakeholders throughout its value chain, including customers, business partners, and surrounding communities. The company is committed to conducting business with transparency, ethics, and equal treatment for all, without any form of discrimination. It fosters a corporate culture that values diversity and inclusion, ensuring fairness at all levels within the organization.

Additionally, the company is dedicated to continuously developing and improving its human rights policies to align with evolving global standards and conditions. It also strives to raise awareness among employees to ensure that its business operations adhere to ethical principles and genuinely uphold human rights.



<https://www.jasasset.co.th/storage/document/cg/human-rights-policy-th.pdf>

Human Rights Policy

Human rights policy declaration

In 2014, the Company **do not have received other significant human rights complaints from stakeholders affected by the Company's business operations.**

JAS Asset Public Company Limited plays a vital role in shaping the human rights policy of the Jaymart Group, ensuring compliance with human rights laws, as well as local and international regulations. The scope of Jaymart's human rights policy encompasses all stakeholders, including all employees within the company, subsidiaries, and affiliates, as well as business representatives and partners. This policy applies to all levels of the organization, from the board of directors and executives to employees at every level, serving as a strict operational guideline based on integrity, honesty, good corporate governance, and ethical principles.

The company is committed to social responsibility and stakeholder engagement in accordance with good corporate governance and sustainable business practices. This ensures that its business operations align with the principles of human rights and adhere to the United Nations Framework and Guiding Principles on Business and Human Rights (UNGP).

The policy covers key issues such as the humane treatment of employees, prohibiting abuse, violence, sexual harassment, physical or psychological threats, and verbal mistreatment. It also ensures compliance with health and safety standards by providing a safe and healthy working environment. Furthermore, the human rights policy strictly prohibits the company or its employees from participating in any form of human rights violations or mistreatment of colleagues, such as the use of illegal migrant labor or child labor.

If any individual or employee becomes aware of any actions that violate this policy, they may report the misconduct through the channels specified in the company's whistleblowing or complaint policy. The company will maintain the confidentiality of the information and ensure the safety and protection of the whistleblower. If an investigation confirms the wrongdoing, the company will take appropriate action in a fair, transparent, and unbiased manner, as well as provide proper and equitable remedies to the affected parties.

Human Rights Due Diligence : HRDD

JAS Asset Public Company Limited has continuously enhanced its focus on human rights by developing a human rights policy that emphasizes good practices with respect for employees and stakeholders. This has led to the adoption of human rights due diligence based on the UN Guiding Principles on Business and Human Rights (UNGPs), which serves as a framework to ensure the company complies with international human rights standards. This approach helps prevent and address potential human rights impacts across the entire value chain by identifying incidents and those affected. The process for managing human rights issues is comprehensive and follows the steps outlined below.

Scope of the Comprehensive Human Rights Management Process



Therefore, the comprehensive human rights due diligence list can be used as a tool to identify issues that cover the scope of the company’s operations that may create or potentially create negative impacts on stakeholders in the future. It also identifies issues related to the company’s key partners, serving as a tool for managing the organization’s human rights efforts to uncover areas that still require development and improvement, or issues that are at risk and have not been fully or adequately addressed.

When the company becomes aware of issues that may cause impacts to any group of stakeholders, it will establish preventive measures to reduce the impact or prevent the recurrence of such incidents. Additionally, the company will define remediation measures for those potentially affected by its business operations, providing a clear guideline for the relevant departments to follow in their actions.



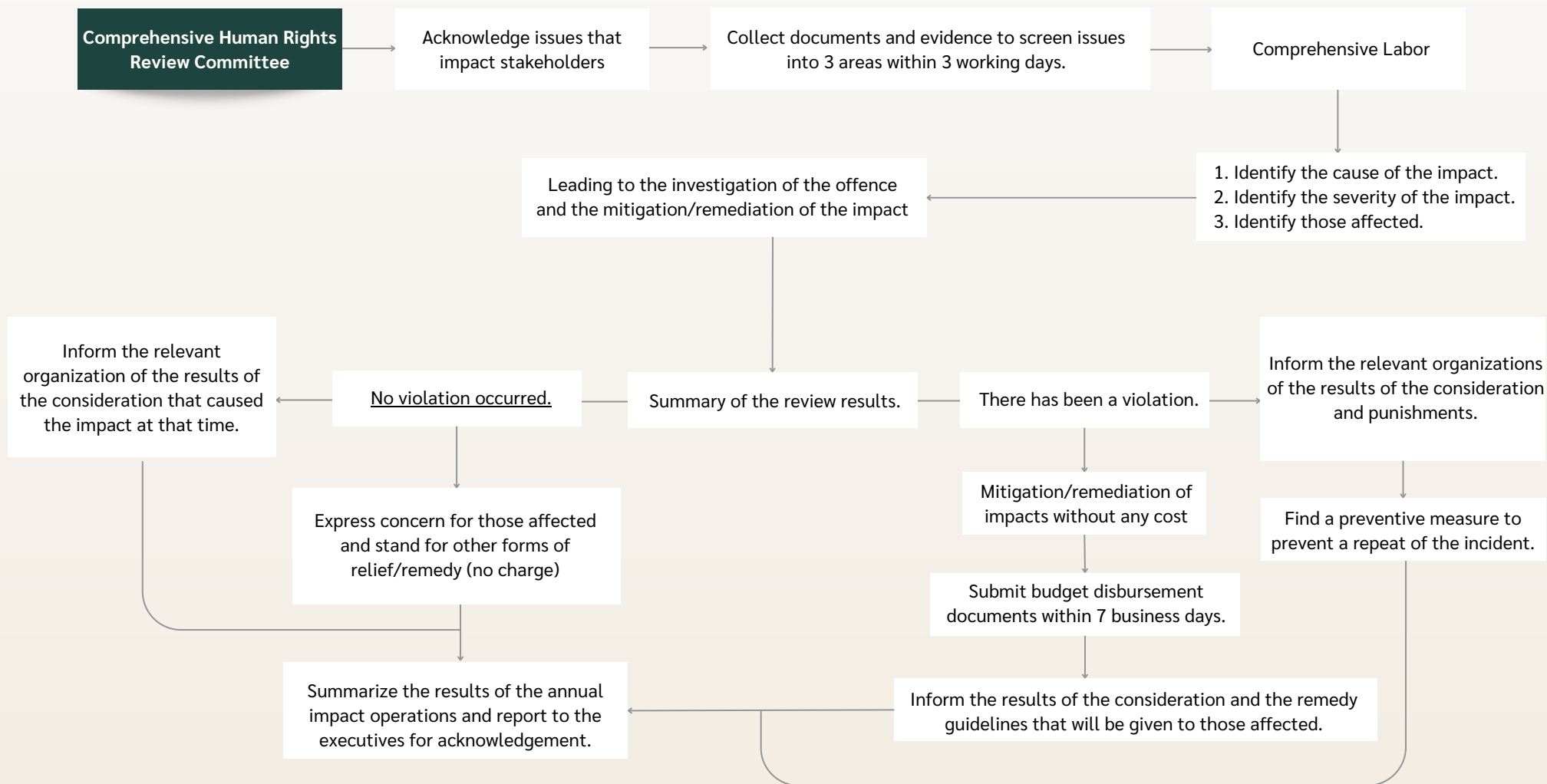
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Human rights due diligence

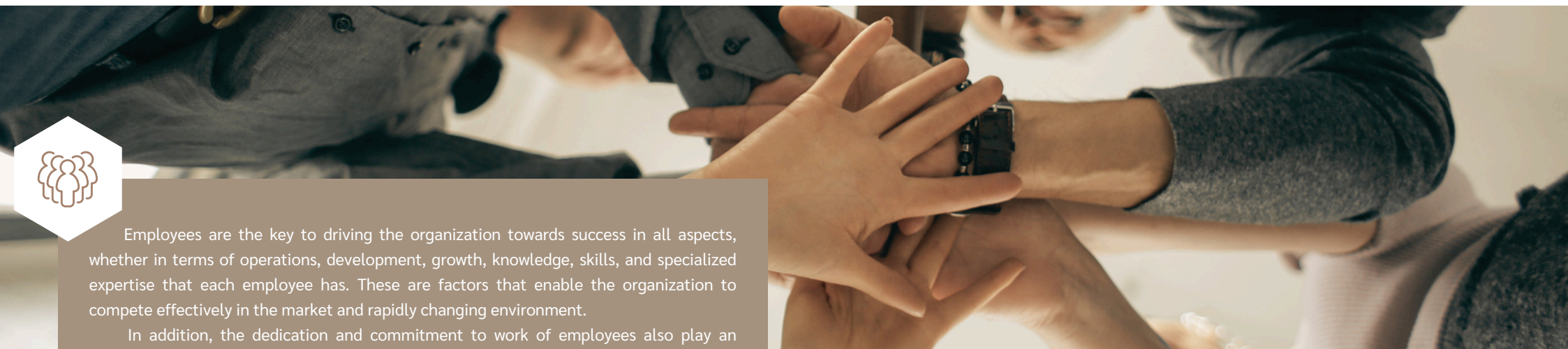




The structure of the relief and healing process



Human resource management and development



Employees are the key to driving the organization towards success in all aspects, whether in terms of operations, development, growth, knowledge, skills, and specialized expertise that each employee has. These are factors that enable the organization to compete effectively in the market and rapidly changing environment.

In addition, the dedication and commitment to work of employees also play an important role in enhancing the efficiency of driving the organization to achieve its goals, creating long-term sustainability, and creating employee engagement with the organization through organizing various joint activities, which not only helps retain valuable personnel but also creates an environment that promotes smooth collaboration and supports continuous development. All of these are important factors that enable the organization to grow steadily and sustainably in the long term.

As a leader in real estate and shopping mall development, JAS Asset Public Company Limited realizes the importance of conducting business under the principles of human rights by emphasizing fair and equal treatment of stakeholders.

The company believes that quality human resources are the key to driving the organization towards sustainable growth. Therefore, it emphasizes the development of personnel to have the potential to cope with changes in industry and technology.

Employee Care

In a highly competitive and rapidly changing business environment, it is recognized that the potential and quality of the organization's personnel are very important factors that will help create a competitive advantage for the business. Therefore, the issue of human resource management or employees has become an issue that business organizations must give great importance to the human resource management process.

This is because human resource management is still a sensitive matter that covers many aspects of operations, such as labor management in accordance with the law, without supporting the use of child labor. In the past year, the company did not have any complaints about child labor. In addition, it creates social opportunities by hiring without discrimination based on gender, age, race, place of origin, and disability.

It takes care of safety, occupational health, and a good working environment for employees. It develops personnel to have the potential to support changes in the business world, builds employee relationships (Employee Engagement), respects each other, and protects human rights. These things directly affect employees who are elements of society and affect the organization's ability to compete.

The Group is committed to human resource management. Therefore, it has managed labor practices and retained skilled and capable employees to work with the organization in the long term to reduce the problem of personnel shortages. It also continuously develops the human resource system to increase employees' capabilities, while taking into account ethical practices and avoiding all forms of human rights violations, such as discrimination, imprisonment, and illegal labor.

Training and personnel development goals, average training hours

6 hrs.

Per person per year

Human Resource Management and Development Policy

JAS Asset Public Company Limited has set a human resource management policy that emphasizes operations based on morality, equality, and fairness. It focuses on taking care of employees comprehensively, promotes the instillation of organizational values, discipline, and strict compliance with the company's regulations, including the requirements of laws and regulatory agencies, so that all employees can participate in driving the organization towards success and achieving its goal of becoming a leader in real estate and shopping mall development that creates sustainable added value.

The company emphasizes the quality of life of its employees by providing a safe working environment with occupational health standards that are in line with international standards. In addition, it continuously supports the development of employees' skills and abilities to increase their competitive potential and support the organization's long-term growth. The company focuses on managing appropriate and fair compensation and benefits, supporting career growth according to employees' potential, and providing opportunities for employees to participate in the organization's development creatively and sustainably.

In order for human resource management to be effective, the company has set the policy as a guideline and operating principle, and reviews this policy at least once a year to align with the goals and business guidelines that focus on continuous and sustainable development.



<https://www.jasasset.co.th/storage/document/cg/human-resource-development-policy-th.pdf>

Human Resource Management and Development Policy

JAS Asset Public Company Limited has set a policy for human resource management and development to be used as a guideline and guidelines for relevant persons to apply, covering compensation and various benefits no less than those stipulated by law, as follows:

- Recruitment and employment of personnel must be considered based on suitability in terms of knowledge, ability and experience in accordance with the company's regulations.
- Set a minimum wage rate that is not less than that stipulated by law, including considering compensation based on knowledge, skills and experience, which is a wage rate that can compete in the same type of business.
- Arrange training and orientation for new employees to provide them with knowledge and understanding of the company's details and regulations, including introduction to the organization structure, executives, and various business processes within the company and subsidiaries.
- Promote continuous development of personnel at all levels to ensure that personnel have diverse knowledge and abilities (Multi-Skills) for career advancement.
- Promote and support personnel to fully utilize their knowledge, skills and abilities in the company's work.
- Provide a good working environment that is safe and hygienic by following rules, regulations and the law.
- Establish a compensation management process that motivates and rewards based on the value of work achievement.
- Organize welfare and activities for employees to build good relationships within the organization, create unity and a good culture in the organization.
- Treat all employees fairly and equally.
- Respect and take into account basic rights in employment without forcing labor, and do not support the employment of child labor or people under the age specified by law.

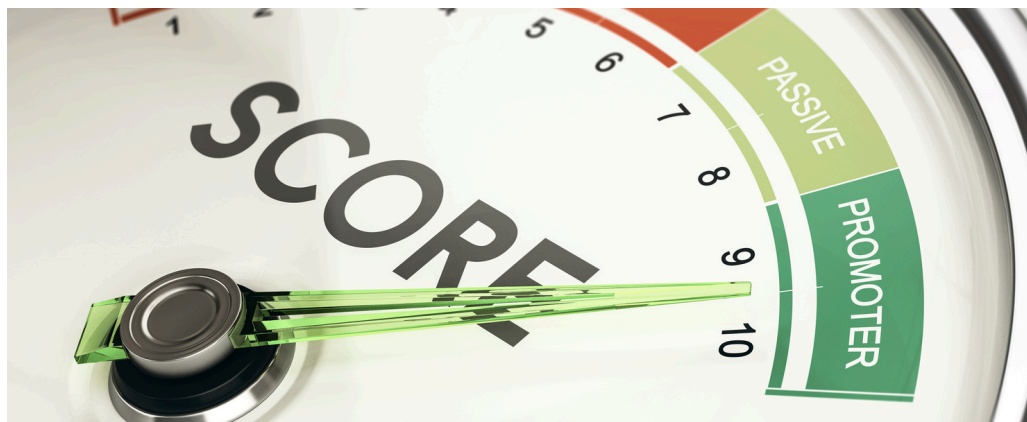
Developing potential and promoting advancement for employees

JAS Asset Public Company Limited's human resource management is operated under the supervision of the organization level. The human resource department plays an important role in planning and driving strategies to systematically develop the potential of employees. The Company realizes that investing in employee training and development is not only about motivating and satisfying employees, but also an important foundation for creating personnel with knowledge, skills and abilities that are in line with the organization's needs in the long term.

Therefore, the Company has initiated and implemented various skill development projects covering all dimensions of personnel development, whether it is promoting personal skill advancement, developing potential in career paths and creating readiness for future changes. These projects start with analyzing and identifying skill gaps to understand the development needs of personnel at each level.

Then, training is conducted to increase existing skills (Upskilling) and develop new skills (Reskilling) so that employees are ready for changing roles and respond to the Company's strategies and goals effectively. In addition, the Company emphasizes developing personnel to keep up with rapid changes, whether it is adapting to new technologies, complying with new laws and regulations, and introducing modern technology to support operations.

This is to ensure that the Company's employees are ready to face challenges and changes in all situations. The Company believes that developing personnel to their highest potential not only helps enhance operational efficiency but also helps create a strong foundation for competition in the industry and develop sustainability. and drive the company towards becoming a leader in the real estate and shopping center business in the long term.



Goals and Performance

The Company places importance on the continuous preparation and development of personnel's skills to enhance their adaptability to align with the Company's business goals and operational direction under the context of rapidly and continuously changing environmental factors, such as rapid and complex changes in technology, the adaptation of diverse and ever-changing consumer behaviors, and market competition that increases the challenges of business operations.

In response to these factors, the Company places special importance on training and developing personnel's potential, focusing on creating a solid and sustainable foundation for learning and developing new skills so that all employees are ready to cope with changes, whether in terms of work related to new technologies, improving service or product production methods to meet changing customer needs, and enhancing the Company's competitiveness in the market.

Developing people in this way not only enhances the capabilities of current employees, but also helps prepare them for the future, reduces risks from changes in the industry, and provides a solid foundation for the organization to move forward steadily and sustainably in the long run.

In 2024, JAS Asset Public Company Limited has developed executives and employees through in-house training courses, public training courses, and E-Learning courses.

Total of 8 courses

Employees received an average of 10.49 hours of development training per person per year.

There are training costs included 239,400 baht

Employee Potential Development

Training courses conducted in 2024

1. Create marketing and sales strategies with Tiktok.



The TikTok Marketing and Sales Strategy Training helps employees understand the importance and potential of the TikTok platform in building a brand and increasing sales. It focuses on analyzing the algorithm and user behavior to effectively create content that is attractive and relevant to the target group. They also learn techniques for using advertising tools on TikTok and planning campaigns that can increase follower engagement, expand the customer base, and stimulate sales in the long term. It also helps businesses adapt to changes in the digital age and increase their competitive advantage in the online market in a stable and sustainable way.

2. The art of receiving and giving feedback to supervisors



The training on the art of receiving and giving feedback for supervisors is very important in developing effective communication skills, helping to build trust and good relationships between supervisors and teams. It focuses on enabling supervisors to provide constructive, clear, and friendly feedback to stimulate development and improve team performance in a targeted manner, as well as learning how to receive feedback with a positive attitude in order to improve themselves and manage their teams appropriately. This training also helps to increase confidence and the ability to resolve conflicts that may arise in the workplace, and promotes an open and collaborative organizational culture, leading to increased work efficiency and the creation of a strong, united team.

3. Marketing in the BANI World era

This training helps employees and participants understand how to develop flexible and effective marketing strategies that respond effectively to changing circumstances, develop skills in data analysis, use of digital technologies, and build personalized customer relationships, as well as gain competitive advantage by adapting to changing market demands, all of which will help businesses operate reliably and achieve sustainable growth in an era where uncertainty is inevitable.





4-5. Professional service skills, round 1 and round 2



Help develop the capabilities of personnel to understand the principles and guidelines for providing high standard services, focusing on creating a good impression, responding to customer needs quickly and appropriately, and handling challenging situations or complaints politely and efficiently. Develop both verbal and behavioral communication skills that reflect professionalism, as well as instill a customer-centric attitude, which will help improve the quality of service, creating long-term satisfaction and trust for customers.

6. TikTok Live & TokTok Seller



The TikTok Live & TikTok Seller training helps enhance understanding and skills in using the TikTok platform to generate sales and increase brand visibility effectively. It focuses on learning how to manage TikTok Live to create a real-time sales experience that engages customers and encourages immediate purchasing decisions, as well as using TikTok Seller to professionally manage online stores, from setting up stores, product management, to analyzing sales data to improve marketing strategies.

7. Development of employee skills in the category of competency skills (Soft skill)

- ESG 101 Understand the fundamentals of sustainability
- P01 Basic Business Sustainability Course

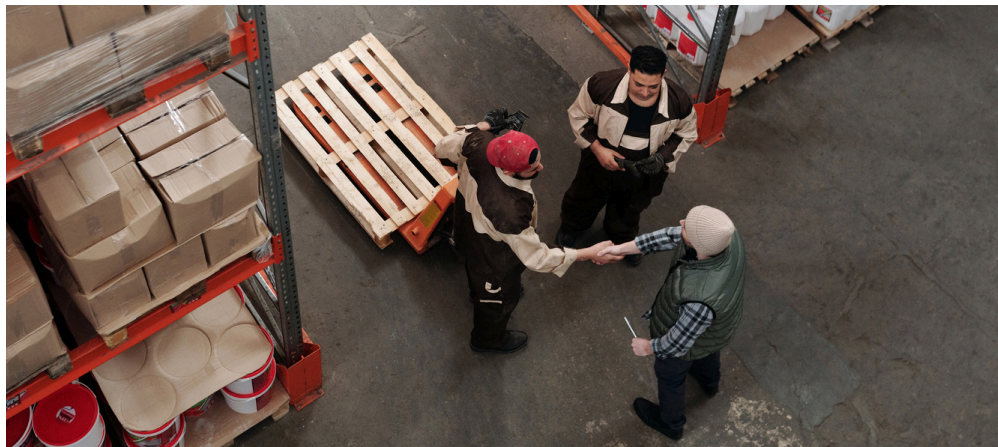
Goal: Employees complete both courses with at least 50% participation from the total number of applicants for the ESG DNA program of the Stock Exchange of Thailand by June 5, 2025.

Results: Employees of JAS Asset Public Company Limited have enrolled and passed both courses.

100%



Safety, occupational health and working environment



JAS Asset Public Company Limited realizes the importance of taking care of safety, occupational health and working environment, which are important factors in enhancing the sustainability and stability of the organization, especially in the era where emerging diseases and health challenges affect the workforce and stakeholders.

To prevent risks and reduce the chances of accidents in the workplace, the company has implemented comprehensive proactive measures, ranging from managing risks related to the safety of employees and business partners to preventing violations of the basic rights of life and safety of other stakeholders. These measures have been developed in accordance with international standards, with the aim of creating a safe working environment, supporting good employee well-being and boosting work morale. It also includes the development of an effective management system so that employees can work confidently, reduce the risk of accidents and increase readiness to respond to unexpected situations.

This commitment has a direct impact on employee performance and helps strengthen employee-organizational bonds. The company believes that investing in employee safety and health not only creates a good environment, but is also an important foundation for driving the company's success and sustainability in the long term.

Commitment and goals

The Company has established policies and practices on safety, occupational health and working environment under the Human Rights Policy to provide comprehensive preventive measures to protect employees from potential workplace hazards by improving and maintaining workplace safety, as well as developing a hygienic working environment.

Workplace management will be carried out in accordance with the specified standards to ensure that workplaces and working environments are safe from hazards. In addition, the Company has set quantitative targets to reduce accidents as one of the main strategies used by the Company to ensure that employees work in a safe and healthy environment.

Implementing these measures not only reduces occupational risks but also builds employee confidence and encourages them to work at their highest efficiency. The Company believes that creating a safe and hygienic working environment will reduce the risk of accidents and encourage employees to work at their highest efficiency. It also encourages employees to feel confident in their own safety and health, which are important factors in the sustainable development and growth of the Company.

Goals and Progress 2024 Zero Accidents

The number of work-related injury incidents or cases resulting in work stoppages is zero.



The number of accidents resulting in fatalities is zero.



Management guidelines

The Company places great importance on creating a safe working environment by assessing risks in various work processes, such as warehouse and transportation processes, contractor maintenance processes, and operations within the office and branches. In addition, the Company has prepared a proper work safety manual and communicated it to all employees, including organizing various training courses to create awareness and safety culture in the organization, focusing on all employees to reduce risks and work with discipline and responsibility. These policies and practices are designed to prevent injuries and accidents from work. In order to comply with the work safety law, the Company has organized an assessment of the work environment based on possible risk factors to comply with the stipulated law. In addition, the Company takes care of the health of its employees by conducting annual health check-ups. In addition, the Company has prepared an emergency plan to prevent and suppress fires in order to be prepared to deal with emergencies in a timely and effective manner. These measures help enhance work safety and assure all employees that they can work in a safe environment.

Occupational Health Management Practice Guidelines

1. The parties involved in maintaining the orderliness of the building must always check the safety of the workplace according to the plan to avoid any dangers to the lives and property of employees at all levels as follows:

- The relevant parties shall regularly check the availability and quality of the elevators at scheduled intervals and keep a written record to confirm each inspection.
- The relevant departments shall check the lighting in all work areas to ensure that there is sufficient lighting and that it is ready for use in all areas at all times. If any department reports any damage to lighting, the department directly responsible shall promptly fix it and return it to use as soon as possible.
- The relevant parties take care of the condition of electrical appliances and electronic devices to be ready for use at all times and safe for users to prevent accidents that may occur both physically and property.
- If the company premises are deteriorated or there is damage to the building and premises, such as leaking ceilings, broken floor tiles, broken water pipes, etc., the relevant parties must carry out urgent maintenance. During the maintenance, there must be signs warning employees to be careful to prevent accidents that may occur to the employees' bodies.
- The Company prohibits any employee from placing objects that obstruct walkways or stairways that would obstruct use in any case.
- When driving cars, pickup trucks and motorcycles within the company premises, all employees should drive at a safe speed and are prohibited from honking loudly to disturb fellow employees' work.
- The company has security officers to take care of safety in relevant areas within the company premises.
- All employees are prohibited from engaging in any activities or behaviors that may cause damage to the company's buildings/premises and property.
- The company allows all employees who encounter anything that may cause physical harm or damage the company's property to immediately report the damage to the responsible party immediately, without ignoring such danger.

2. The company encourages all employees to follow the 5S principles: Sort, Set in order, Clean, Hygiene and Habitual in their personal desk areas and work areas within their departments to prevent accidents and germs.

3. The company has installed drinking water dispensers in several locations in the company area to provide employees with clean and healthy drinking water at all times.

4. The company always has clean and sufficient restrooms for the number of employees in the building.

5. The company has cleaning staff on each floor to take care of the cleanliness of every area, allowing employees to work in a clean and sanitary work area at all times.

6. Garbage collection is carried out on every floor of the building. The staff cleans the area regularly every day to maintain good hygiene for employees, prevent germs, and avoid unpleasant odors while working.

7. The company strictly and regularly provides fire escape training for all levels of employees once a year.



Operations for safety, occupational health and working environment

The company realizes the importance of creating a safe and accident-free working environment to protect the health and safety of all employees. As the organization has a clear goal of reducing accidents to zero, the company has continuously and consistently organized safety training for employees. Training not only provides employees with knowledge of preventive and risk reduction measures, but also is an important tool for use in managing the organization's occupational health and safety. When an unexpected incident occurs at work, all employees should strictly follow the trained procedures in order to be able to handle the situation appropriately and quickly. Especially in the case of a serious incident, following these procedures will help employees find a way to get themselves out of a potentially dangerous situation as quickly and safely as possible. Employees should always be aware that the speed of response to an emergency situation is an important factor in reducing damage to both life and property of the organization.

JAS Asset Public Company Limited has continuously and effectively complied with occupational health and safety laws by setting an annual action plan with the following details:



- Establish policies and management systems for safety, occupational health and working environment so that the company can systematically operate in terms of safety.



- Appointment of responsible persons and those involved in safety operations



- Training, communication, emergency drills, safety and work environment checks, preparation of manuals, procedures for dealing with emergencies that may occur for employee safety, including annual employee health checks.



Annual fire drill and evacuation drill

Fire is an unpredictable disaster that has serious impacts on life and property. J-Mart realizes the importance of employee safety and is committed to creating the safest working environment. Therefore, the company organizes regular fire drills and fire prevention drills to provide employees with knowledge and understanding of basic fire prevention and suppression correctly and safely. Such drills not only help employees learn the correct use of fire extinguishers, types and methods for extinguishing each type of fire, but also focus on helping employees understand the steps to survive in an emergency situation, including how to act in a real situation.

Knowing the warning signs that indicate risk, and making correct and quick decisions in a real situation are important skills that all employees must have. In addition, JAS organizes fire drills or evacuation drills in case of fire every year to allow employees to practice how to escape and act in an emergency.

These drills not only help build important knowledge and skills in case of fire, but also help employees feel confident in facing unexpected events that can happen at any time and in any place. Being prepared and having the skills to act in a fire is therefore very important because even though no one can predict when a fire will occur, having good knowledge and preparation can save employees' lives and reduce damage when the incident occurs.

Annual health check

JAS Asset Public Company Limited places great importance on the health and hygiene of its employees. In order to ensure that all employees are in good health and can work efficiently and safely, the company recognizes the importance of detecting any abnormalities or illnesses that may occur during work in order to provide appropriate and timely treatment, which will help reduce the risk of various diseases and help employees have a better quality of life. For this reason, JAS and its subsidiaries have continuously organized an annual health check-up project for employees every year. In 2024, Kasemrad Ramkhamhaeng Hospital, a hospital with standards and expertise in health check-ups, has been assigned to conduct health check-ups for employees. The program provides a comprehensive and diverse examination program so that employees receive complete and effective health care, according to the following program:

- Weight, height measurement, body mass index calculation
- Measure blood pressure, vital signs
- Basic eye examination
- Physical examination by a health examiner
- X-ray of lungs and heart
- Complete blood count
- Complete urine test
- Check blood sugar, fat and cholesterol levels.
- Check blood fat and triglyceride levels
- Measure blood fat levels (good fat), (bad fat)
- Kidney function test
- Liver function test
- Check blood uric acid levels
- Hepatitis B virus test

This health screening program aims to provide employees with a comprehensive health assessment in all aspects and to be able to plan their own health care effectively in the long term, which will help employees have good health and be able to work with quality and happiness.



วันที่ 11,13,16,17,18 ก.ย. 2567
เวลา 07.00 - 12.00 น. ณ ห้องประชุม ชั้น 2 อาคาร B



• JMT และบริษัทในเครือ JMT



• JMT และบริษัทในเครือ JMT
• Jaymart Mobile ผู้จัดการสาขาและพนักงานขาย กทม.- ปริมณฑล



• JMH • JMB
• Jaymart Mobile ผู้จัดการสาขาและพนักงานขาย กทม.- ปริมณฑล



• JAS • SSW • JVASU • JVC • JET • JGS • JDN
• Jaymart Mobile ผู้จัดการสาขาและพนักงานขาย กทม.- ปริมณฑล



• TVA • KTA • JMI • BH

*ก่อนตรวจสุขภาพควรพักผ่อนให้เพียงพอ งดอาหารและเครื่องดื่มอย่างน้อย 8-10 ชั่วโมงก่อนตรวจ



Promoting employee relationships and engagement



JAS Asset Public Company Limited places great importance on human resource development by striving to create employees with expertise in real estate and shopping mall management, as well as promoting employee happiness and satisfaction at work. With the belief that employees are the key to driving the organization towards sustainable success, the company has developed a comprehensive plan for enhancing knowledge and skills, developing specialized potential, and creating an organizational culture that promotes cooperation and efficient work.

One of the company's main strategies is to take care of employees in every dimension, starting from developing knowledge and skills through training and academic activities related to the field of work, promoting continuous learning opportunities to increase capabilities, including organizing activities to enhance relationships, such as internal communication activities, annual parties, recreational activities, and corporate social responsibility (CSR) projects that allow employees to participate in creating value for the organization and the community.

Taking care of and retaining employees with potential is an important mission of the company, focusing on creating a working environment that is conducive to self-development, listening to employees' opinions, and allowing everyone to participate in driving the organization towards its goals. The company believes that creating a bond between employees and the organization not only helps to retain and attract talented personnel, but is also an important foundation for creating success and sustainable growth together.

Goals and performance of employee engagement and retention development

- The 2024 target is no disputes.

Number of major labor disputes

The Company has not had any significant labor disputes over the past 4 years.

0
(Case)



Commitment and goals for employee engagement and retention development

Developing employee engagement and retention is a key goal that Jaymart focuses on because employees are valuable resources for the organization's success. Creating engagement makes employees feel valued and part of the organization, which results in employees being satisfied with their work and taking pride in the organization. Retaining potential employees therefore not only reduces the cost of recruiting new personnel, but also helps to create stability and develop long-term work efficiency.

JAS Asset Public Company Limited places great importance on employee retention by focusing on creating a work environment that encourages motivation and challenge so that employees feel valued and recognized for their achievements, which are important factors in fostering engagement and loyalty to the organization. The Company is committed to promoting recognition and rewarding employee achievements through a transparent and fair performance appraisal process, as well as providing welfare and benefits that meet employee needs and expectations to reflect the importance the Company places on its personnel.

In addition, the Company aims to create a work environment that allows employees to work to their full potential and promotes a work-life balance. The Company's employee retention efforts not only promote happiness at work, but also demonstrate the Company's concern for its personnel at all levels, which is an important foundation for business success and helps drive the organization towards stable and sustainable growth.

JAS Employee Retention

JAS believes that retaining employees in the long run comes with building a strong bond and relationship between employees and the organization by setting clear strategies that are consistent with the organization's culture by clearly communicating the company's mission and vision so that employees understand and feel their importance in driving the organization towards future success.

In addition, the company has a career development plan that supports continuous career growth so that employees can clearly see their growth path within the organization, which helps to build confidence that they are an important part in creating the company's success and sustainable growth in the long run.

Developing and building engagement

Management Guidelines

JAS Asset Public Company Limited places importance on building good relationships and promoting employee engagement at all levels, with the belief that employee engagement and effective collaboration are the foundations of driving the organization towards success.

1. Promoting employee relations

Organize relationship building activities: The company organizes activities that focus on building good relationships among employees, such as recreational activities, annual parties, and team building activities to promote unity and smooth collaboration.

Promote open communication: Give all employees the opportunity to express their opinions and provide suggestions through various channels such as team meetings, surveys, etc.

2. Employee participation in the organization

Encourage participation in corporate activities: The company organizes programs and activities that allow employees to participate, such as participating in corporate social responsibility (CSR) projects or internal development projects, to enhance pride and engagement with the organization.

3. Creating an organizational culture that promotes relationships

Culture of Respect and Collaboration: The Company focuses on creating an organizational culture that promotes respect for differences and effective collaboration.

Creating a Friendly Work Environment: The company supports the creation of a work environment that is fun, enjoyable, and encourages employee creativity.

4. Recognition and rewards for employees

Transparent recognition and reward system: The Company recognizes employees who have outstanding performance and created value for the organization in the form of compliments, special benefits, and performance-based awards to create motivation and pride for employees.

5. Caring for employees' welfare and quality of life

Provide comprehensive and fair welfare: The company takes care of and develops welfare that meets the needs of employees in all dimensions, such as health welfare, life insurance, vacation, and family welfare.

This approach is an important part of strengthening employee engagement with the organization, ensuring that all employees are engaged in driving the company's long-term and sustainable success.

Performance Results for Employee Engagement and Retention Development

Activities to continue the Songkran tradition

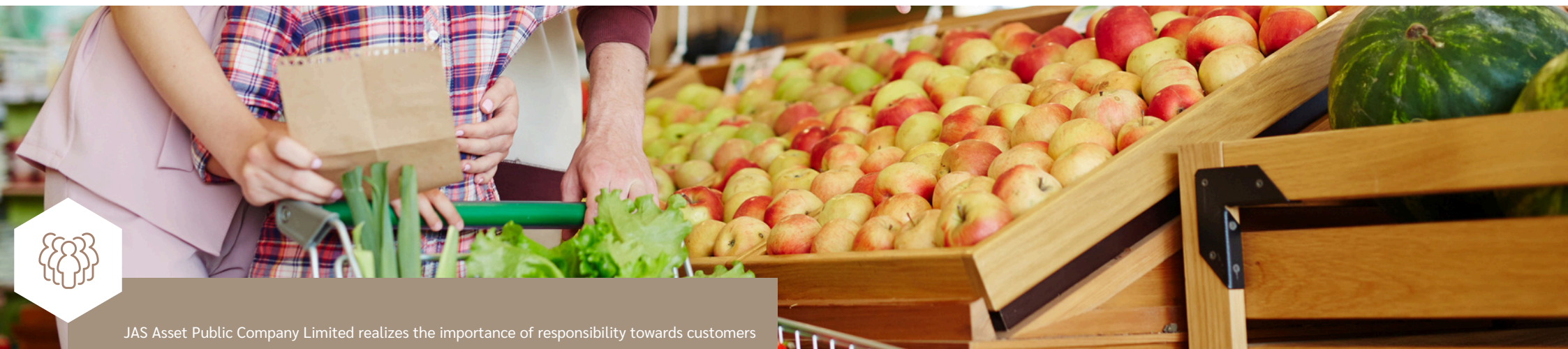


The activity to continue the Songkran tradition of JAS Asset Public Company Limited is organized to promote the conservation and dissemination of the beautiful Thai culture that has been passed down for a long time, as well as to create a happy and warm atmosphere within the organization. The activity started with making merit by offering dry food and rice to monks to bring good fortune to the employees and the organization, including pouring water on the Buddha image to boost morale and pass on peace.

This is to promote good relationships among employees at all levels, as well as organizing cultural activities that reflect the identity of the Songkran festival, such as wearing floral patterns and retro Thai clothes. All of these activities not only create happiness and unity within the organization, but also show the company's intention to be a part in preserving and passing on Thai traditions to remain with society and the community sustainably, as well as create pride in Thai culture for all employees and stakeholders.



Responsibility towards customers/consumers



JAS Asset Public Company Limited realizes the importance of responsibility towards customers and consumers as an important part of the organization's success and sustainable growth. We are committed to delivering the highest quality products and services, emphasizing the development of transparent, honest and fair operating standards to consumers.

The company emphasizes creating satisfaction and good experiences for customers at every step of the service process, and is open to feedback and suggestions to further develop products and services. In addition, we pay attention to security, personal data protection and providing accurate and complete information so that customers receive the most benefits from choosing our services. With such commitment, the company believes that it can build trust and sustainable relationships with customers, while supporting long-term social and economic development at the same time.

JAS adheres to the principles of honesty, transparency and professionalism in every process of operation, from product and service development, commercial space management, to close monitoring and follow-up after service. We realize that sustainable and successful business operations do not only focus on financial returns, but also include creating maximum customer satisfaction, protecting consumer rights and benefits in all dimensions, and promoting transparent and fair business standards. In addition, the company focuses on improving the quality of life of stakeholders and supporting sustainable economic and social systems to create trust and shared value in the long run.



[https://www.jasasset.co.th/th/
document/privacy-policies](https://www.jasasset.co.th/th/document/privacy-policies)

Privacy Policy

Guidelines for protecting customer personal data

JAS Asset places great importance on the security and privacy of customers' personal data, recognizing the importance of storing and managing data correctly and securely, so that customers can be confident that their data will be protected to the highest level according to international standards. Jaymart's privacy policy aims to protect customers' data in every process, from data collection, storage, processing and use, to prevent unauthorized access, use or disclosure of data, including strict compliance with relevant laws and regulations. In addition, the company places importance on compliance with personal data protection laws, such as the Personal Data Protection Act (PDPA), and international data protection standards, so that customers can be confident in the security of the data submitted to the company and build trust in the various businesses that the company operates. With these strict data protection measures, the company can operate its business steadily while maintaining the trust of customers and consumers in the long term, which is considered an elevation of service and business operations that are responsible and sustainable.

Objectives of Customer Privacy Protection

Complaints about violations of customer privacy



Do not have In case of breach, theft or loss of customer data that has been collected



Do not have In the case of complaints from external persons and/or from regulatory agencies

Address: JAS Asset Public Company Limited

No. 87, The Jas Ramintra Building, Room No. A315, 3rd Floor,

Lat Phrao Road, Anusawari Subdistrict, Bang Khen District, Bangkok 10220

E-mail : dpo-jas@jasasset.co.th

Website : <https://www.jasasset.co.th/th/contact-us>

You can contact the Data Protection Officer at



Personal Data Protection

Disclosure of Personal Information

In principle, the personal data you provide to the Company will not be disclosed to third parties. However, in some cases, the Company may need to disclose your personal data to external service providers who support the Company in providing services to you or to affiliated companies that are directly involved in your inquiries or inquiries. The Company will forward and disclose your personal data only to the extent of the purposes specified and on a necessary basis.

Data Owner Rights

The Company respects your rights as a data owner under relevant laws. You can contact the Company to exercise your rights, including the right to withdraw consent, the right to access and request a copy of your personal data, the right to request correction of your personal data, the right to request personal data in the event that the Company makes such personal data in a format that is generally readable or usable using tools or devices that work automatically, including the right to request that such data be sent or transferred to another data controller, the right to object to the processing of personal data, the right to request that personal data be deleted, destroyed or anonymized when such data is no longer necessary, the right to request that the use of personal data be suspended, or the right to lodge a complaint.

Appropriate Data Security Measures

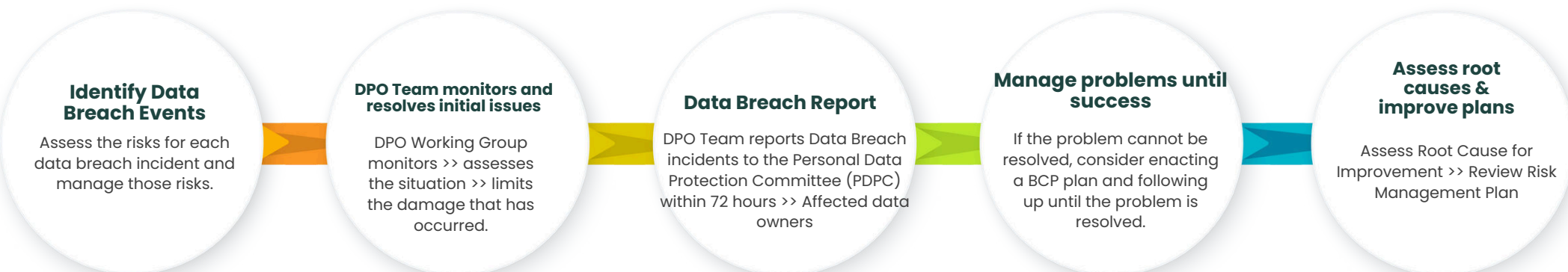
The Company guarantees to have appropriate security measures in place, consistent with the sensitivity of the information you may disclose, with the aim of preventing unauthorized or improper access, use, alteration, modification or disclosure of personal information. The Company will periodically review such measures as appropriate and in accordance with relevant laws.

“

In 2024, JAS Asset had no data breach incidents, and the Data Protection Officer has followed all management procedures and legal procedures.

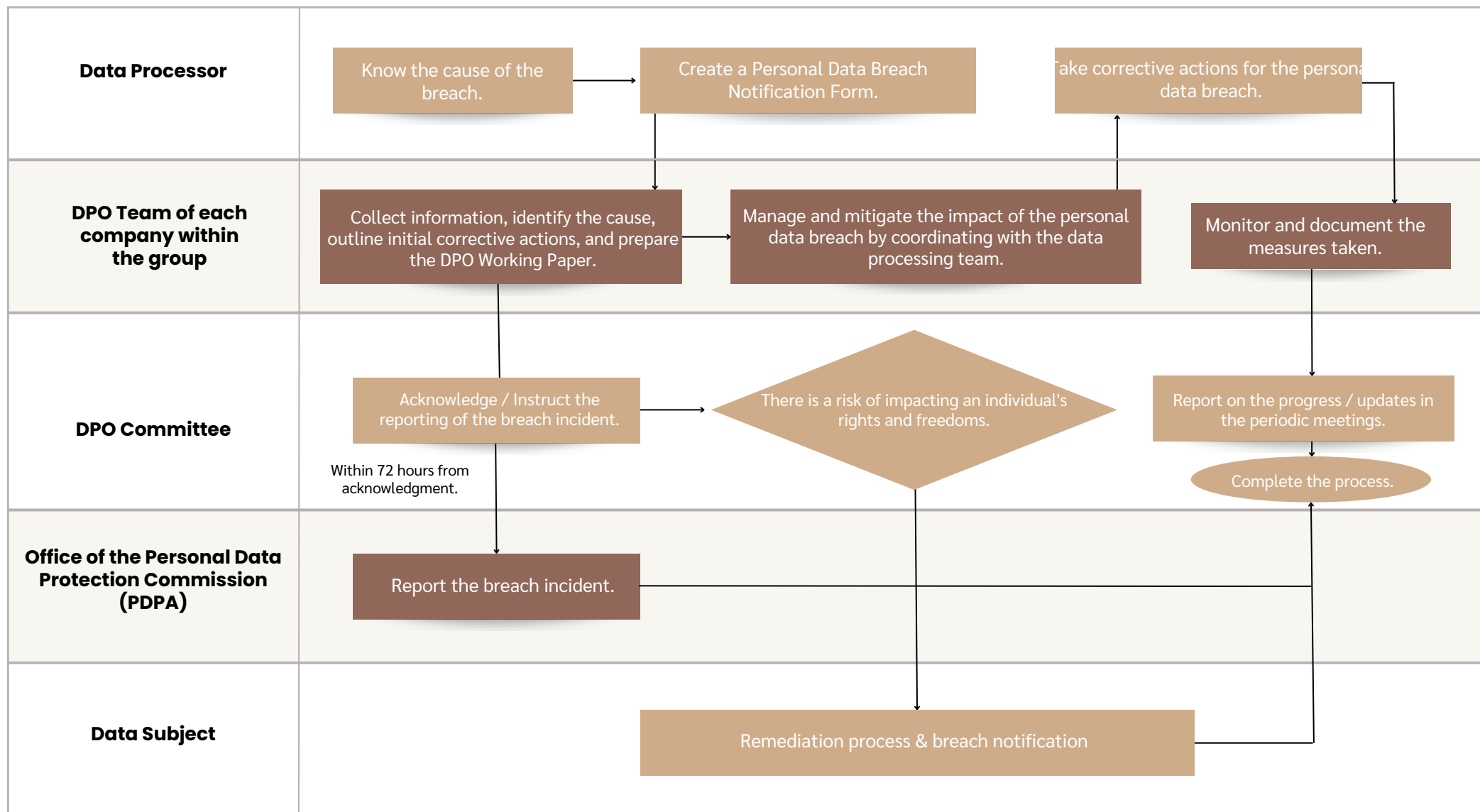
”

Data Breach Response Plan





Procedures for managing personal data breach incidents



Responsible Marketing and Advertising



Sales and Marketing Policy

JAS Asset Public Company Limited operates sales and marketing policies based on transparency, honesty, and a focus on customer needs as the center. We focus on creating strategies that respond to the diverse needs of consumers, while selecting products and services of the highest quality to create satisfaction and a good experience for customers.



For this reason, the Company has established sales and marketing policies that have clear standards and are consistent with the organization's goals so that executives, employees and stakeholders can strictly adhere to and comply with them. These policies are designed to enhance the potential for business operations to achieve maximum efficiency and continuously increase opportunities for competition in the market.



Responsible Marketing and Advertising Practices

In business operations, the company must have sales and marketing procedures and processes that are the core of business operations. The company has therefore set sales and marketing policies for executives, employees, and related persons to adhere to, as follows:

1. The Company will support various processes and procedures in the business operations to meet the needs of customers by developing and improving various procedures to sell products and services on a regular basis to provide quality services and create customer satisfaction.
2. The Company shall price the products and/or services at a reasonable price, taking into account the economic and competitive situation, and shall receive approval from the authorized person.
3. The Company shall arrange for the delivery of products and services to customers in accordance with the mutual agreements and conditions.
4. The Company shall provide services to customers in accordance with laws, announcements and government regulations.



<https://www.jasasset.co.th/storage/document/cg/sales-and-marketing-policy-th.pdf>

Sales and Marketing Policy

Community/Social Responsibility



JAS Asset Public Company Limited is committed to conducting business while creating value and being responsible for the community and society. We are aware of the organization's role in developing the quality of life of the surrounding communities through supporting activities that promote well-being, educational development, economic opportunity creation, and environmental care. The company emphasizes participation in sustainable social projects, emphasizing on creating long-term positive impacts, such as reducing environmental impacts, supporting the efficient use of resources, and promoting cooperation with various sectors to drive society to grow steadily and sustainably.

We believe that the organization's success is not measured by profits alone, but also includes creating mutual benefits for the community, society, and the environment in all dimensions.

Community/Social Development and Participation Policy

The Company focuses on strengthening the potential of communities and society to grow strongly in the long term by supporting the development of the quality of life of people in the community. Focus on strengthening potential in various areas such as education, vocational skills development, and economic opportunity creation so that communities can improve their quality of life effectively and sustainably. In conducting business, the Company also takes into account the impact on communities and society at all levels by emphasizing the participation of all relevant parties, whether employees, business partners, or business allies, to jointly create a society that is balanced in terms of economy, society, and environment, according to the following guidelines:

Promoting economic development and quality of life of the community

1. Conservation of the environment and natural resources
2. Employee participation in community development
3. Creating collaboration with government agencies and the private sector
4. The company is committed to being an organization that drives sustainable change through business operations with responsibility towards communities and society, as well as creating a better society for current and future generations, adhering to the principles of sustainable development and participation of all sectors to create a livable and sustainable world for everyone in the long run.

Management guidelines

The Company places importance on conducting business that can coexist with the community, society and the environment in a supportive and harmonious manner. It also has clear policies and measures to reduce negative impacts and support the creation of benefits for the community and society in the long term. It also places importance on conducting business that is environmentally friendly, whether it is promoting the conservation of natural resources or reducing the release of waste that may affect the surrounding community. The Company is committed to conducting business by adhering to the principles of sustainable development in order to grow and create good results for the community, society and the environment in a stable manner.

In addition, the Company has a plan to continuously promote development and community participation, focusing on building good relationships with communities in every area where the Company operates, which includes organizing a variety of corporate social responsibility (CSR) activities that cover many dimensions to provide maximum benefits to the community and society, ranging from educational support, such as granting scholarships, providing learning equipment, to supporting sports and exercise activities by donating sports equipment to nearby community foundations, including supporting consumer goods that are necessary for daily life, such as organizing a project to accept support for food, necessary supplies, and providing assistance to those in need, so that the community can have a better quality of life and be self-reliant in the long term.

The Company places importance on the participation of all stakeholders, whether they are community leaders, government agencies, private organizations, and local people, so that they can cooperate in determining guidelines and measures for developing communities and society to achieve true sustainability. The Company focuses on creating a good understanding between the organization and surrounding communities. Moreover, the Company has a plan to expand cooperation with other social organizations to increase the efficiency of implementing various social projects, such as projects to develop the quality of life of the elderly and children, including those with physical disabilities, as well as creating job opportunities for people with disabilities or groups with special needs, so that all sectors can participate in driving community development to achieve tangible results. All of this reflects the Company's intention to play a proactive role in developing communities and society, along with conducting business responsibly, in order to create a quality society and create good results in the long term.

Community/Social Responsibility Objectives and Performance Results

The 2024 target must be "no significant number of disputes" against communities/society.

Number of disputes with communities

0

(Case)



VOLUNTEER HEART

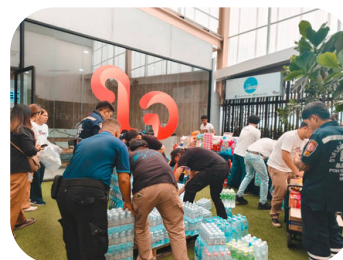
For community development and promotion of Thai youth" at the Baan Nokkamin Foundation

JAS Asset Public Company Limited joins in promoting Thai youth towards a bright future through a CSR project for community development under the project name "Volunteer Hearts for Community Development and Promotion of Thai Youth" which was held on August 16, 2024 with the cooperation of Jaymart Group Holdings Public Company Limited and group companies including JMT Network Services Public Company Limited, JAS Asset Public Company Limited, Singer Thailand Public Company Limited, SG Capital Public Company Limited and subsidiaries.

In this activity, JAS Asset Public Company Limited has set up a donation point for consumer goods within the company to invite all employees to join in bringing items such as rice, dried food, clothes, and necessities to be given to the Baan Nokkamin Foundation at the head office, located at 89 Soi Seri Thai 17, Seri Thai Road, Khlong Kum Subdistrict, Bueng Kum District, Bangkok. This activity reflects the company's intention to participate in community development and help underprivileged youth, focusing on creating a good and sustainable society through cooperation between employees, organizations, and communities, which is part of the company's commitment to conducting business alongside creating long-term value for society.



Generosity to help flood victims



JAS Asset Public Company Limited and its subsidiaries have played an important role in providing assistance to flood victims in Chiang Rai Province by cooperating with the volunteer team from the Por Tek Tung Foundation, Bang Khen Police Station, to launch the "Tharn Nam Jai, Helping Flood Victims in Chiang Rai Province" project, which has the main objective of alleviating the suffering of those affected by the severe flooding in the area. This project is a demonstration of the Group's intention to help the community and support those affected to return to their normal lives as soon as possible. Activities under this project have been well supported by employees who have joined forces to collect essential items and equipment for emergency survival, such as rice, canned food, food for pets such as dogs and cats, and other daily necessities. All items that employees have jointly prepared and collected have been delivered to flood-affected areas in Chiang Rai Province as soon as possible so that they can be distributed to those affected in a timely manner.

Economic Stimulus Market *OTOP Walking Street*

Bangkhlen District Office collaborates with The Jas Ramintra to promote and collect OTOP products as part of stimulating the community economy and supporting the development of the potential of local entrepreneurs. Under this project, The Jas Ramintra has allocated space within the shopping mall to be a place to display and distribute OTOP products, covering a wide range of categories, such as local food, processed food, herbs, beverages, household items, handicrafts, and local souvenirs.

This activity not only provides an opportunity for community entrepreneurs to present their quality and unique products to a wide range of consumers, but also helps increase marketing channels and generate income for small-scale producers in the area. Such support promotes sustainable community economy and helps generate income in the local economic system.

In addition, the activity focuses on disseminating and preserving local culture, as well as local wisdom that reflects the identity and value of communities in the Bangkhlen area, which will help create pride and awareness of the importance of Thai cultural heritage. The Bangkhlen District Office and The Jas Ramintra also jointly organize special activities within the event, such as demonstrations of the use of OTOP products by entrepreneurs directly, creative workshops, performances of local arts and culture, and activities to promote learning about Thai wisdom to provide valuable experiences for participants.

This operation reflects the collaboration between government agencies and the private sector that aims to develop the local economy sustainably. It also aims to create good relationships between communities, agencies and local people to jointly develop the economy and communities for sustainable growth in the future.



Support consumer goods at the Foundation for the Blind in Thailand

JAS Asset Public Company Limited continues to show its commitment to play an important role in social development and helping the underprivileged through supporting consumer goods to the Foundation for the Blind in Thailand. This activity aims to promote quality of life and create better opportunities for the visually impaired.

The company emphasizes creating equality in society so that everyone has the opportunity to live a happier life and a better quality of life. In addition to providing necessities for daily life, this activity also reflects the company's intention to support the community and society by providing real and sustainable assistance.

The company emphasizes sending happiness and encouragement to those in need. This consumer goods donation not only meets the basic needs of the visually impaired, but also builds a good relationship between the organization and the community, as well as demonstrating its concern for the value of corporate social responsibility (CSR) that the company has always emphasized in participating in creating changes in society by working together to create a strong community and promote equality.

By conducting activities of this nature, the company demonstrates its intention to be a part of creating a livable society for everyone in the long run, as well as inspiring other agencies and organizations to turn to giving importance to caring for the underprivileged in a way that creates value and has a broader impact.





Sustainability statistics

Corporate Governance

list	unit	2023	2024
Cases of violation of business ethics	time	0	0
Cases of corruption and bribery violations	time	0	0
Number of incidents or cases in which the company was attacked by cyberattacks	time	0	0
Number of incidents or complaints regarding financial crimes	time	0	0
Number of incidents or cases of personal data leakage	time	0	0

Environment

list	unit	2023	2024
Cases or incidents of law violations or environmental impacts	time	0	0
The value of damages or fines resulting from violations of environmental laws	time	0	0



Energy consumption JAS Asset

Total energy used	unit	2023	2024
Total fuel consumption	Litre	867.03	4,579.54
• Diesel oil	Litre	867.03	296.11
• gasoline	Litre	-	4,283.43
Renewable energy	MWh	562.66	1,627.53
Externally purchased electrical power	MWh	11,531.48	11,872.00
Total energy	MWh	12,094.14	13,499.53

note :

- Data on the amount of energy used purchased from outside at all 3 shopping malls, namely The Jess Wang Hin, The Jess Ramintra and The Jess Urban Srinakarin, in 2024, totaled 11,872.00 MWh, an increase from 2023 or 2.95 percent.
- Data on the amount of renewable energy consumption from Solar Rooftop in all 5 shopping malls, namely The Jas WangHin, The Jas Village Amata, Jas Green Village Bang Bua Thong and JAS Green Village Prawet and Jas Green Village Kubon, totaling 1,627.53 MWh, an increase from 2023 of 65.43 percent and accounting for 13.71 percent of the total energy used in 2024.
- From the data of externally purchased energy consumption and the data of increased renewable energy consumption, it is a result of business expansion, including the increase in the number of branches, the expansion of office space and shopping malls, etc.

Water consumption JAS Asset

Water use	unit	Water consumption	
		2023	2024
Water use	m ³	40,957	111,109

Note: Water usage at all 3 shopping malls, namely The Jas Wang Hin, The Jas Ramintra and Jas Urban Srinakarin, in 2024 totaled 111,109 cubic meters, an increase from 2023 of 63.14 percent, resulting from business expansion, including the increase in the number of branches, expansion of office space and shopping malls, etc.



Summary of waste separation operations by JAS Asset

section	unit	2566	2567
Total amount of waste generated from operations		10,953.20	194,382.50
The amount of waste disposed of by landfill	kg	10,800.00	191,195.00
Amount of waste utilized	kg	153.20	3,187.50
Categorized by waste type and management method			
All general waste	kg	10,953.20	194,382.50
Reuse	kg	0	31.53
Sell for recycling	kg	143.20	3,155.97
Donate for recycling	kg	10.00	-
Sent for disposal.			
Landfill	kg	10,800	191,195.00
Incineration	kg	0	0

note :

In 2024, from January 1 to December 31, 2024, the Company had a total waste volume from operations of 194,382.50 kilograms, an increase of 94.37 percent compared to 2023.

- The amount of recycled waste in 2024 was 3,187.50 kilograms, accounting for 1.64 percent of the total amount of waste in 2024, reducing carbon dioxide by a total of 3,072.85 kgCO₂eq, or equivalent to the CO₂ absorption/year of 343 trees.
- The amount of waste recycled in 2024 increased by 95.19 percent compared to the amount of waste recycled in 2023.



Summary of greenhouse gas emissions from JAS Asset

Greenhouse gas emissions classified by scope		unit	2566	2567
Total greenhouse gas emissions	(Scope 1 - 3)	t CO₂e	1,661.39	6,033.66
• Total direct greenhouse gas emissions	(Scope 1)	t CO ₂ e	2.38	10.54
• Total indirect greenhouse gas emissions	(Scope 2)	t CO ₂ e	1,526.10	5,934.81
• Other indirect greenhouse gas emissions include:	(Scope 3)	t CO ₂ e	59.51	88.31

Note: This information has not been verified by an external party.

- Greenhouse gas emissions at all 3 shopping malls, namely The Jess Wang Hin, The Jess Ramintra and Jas Urban Srinakaran, in 2024 totaled 6,033.66 tCO₂e, an increase of 72.46 percent from 2023, resulting from business expansion, including an increase in the number of branches, expansion of office space and shopping malls, etc.
- Calculation method Scope 1 : Carbon Emission=Activity Data×Emission Factor
- Scope 2 : Carbon Emission=Electricity Consumption (kWh)×Grid Emission Factor (kgCO₂e/kWh) Scope 3 : Carbon Emission=Water Consumption (m³)×Emission Factor of Tap Water (kgCO₂e/m³)



Company employment statistics As of December 31, 2024, JAS Asset Public Company Limited has a total of 244 employees, classified as follows:

JAS Asset Employee Statistics		2023			2024		
		Male	Female	Total	Male	Female	Total
Total number of employees (all year round)		145	124	269	144	190	334
Number of employees at year end		110	97	207	101	143	244
Percentage of male and female employees at year-end		53.14%	46.86%	100.00%	41.39%	58.61%	100.00%
Divided by age and divided by gender	Number of employees under 30 years old (At the end of the year)	29	28	57	24	56	80
	Number of employees aged 30 - 50 years (At the end of the year)	73	64	137	68	77	145
	Number of employees over 50 years old (At the end of the year)	8	5	13	9	10	19
Divided by level	Operational level (At the end of the year)	109	95	204	100	141	241
	Management level (At the end of the year)	-	2	2	-	2	2
	Senior Executives (C Level) (At the end of the year)	1	-	1	1	-	1
Total remuneration of executives, executives and senior executives (total)		82,284,505.18			96,828,585.75		
Total working hours of all employees (per week)		44			44		
Labor disputes that have significant implications for business		0	0	0	0	0	0
Total number of employees who are members of the provident fund		17	33	50	13	30	43
Amount of money the company contributes to the provident fund (baht)		851,110	1,119,671	1,970,781	341,596	938,306	1,279,902
Total number of employee training hours (hours/person/year)		4.49			10.49		
Cost of employee training and development		97,300			239,400		
Number of employees injured or in work-related accidents		0	0	0	0	0	0
Number of employees with disabilities		-	1	1	1	2	3
Percentage of employees who are disabled		0.48%			1.23%		
Total number of employees who resigned (all year round)		65			48	53	101
Percentage of employees who voluntarily resigned		87.69%			40	47	86.14%



society			
list	unit	2023	2024
In the case of other significant human rights complaints	time	0	0
Incidents or cases of work-related injuries that result in work stoppage	time	0	0
Accidents resulting in death	time	0	0
Number of major labor disputes	time	0	0
In the event of a breach, theft or loss of customer data	time	0	0
In the case of complaints from external persons and/or regulatory agencies	time	0	0
Number of disputes with communities	time	0	0

About this report

JAS Asset Public Company Limited has prepared the 2024 Sustainability Report to present management guidelines and performance results on important sustainability issues to all stakeholders, covering economic, social and environmental dimensions. This report has been prepared in accordance with the reporting standards of the International Reporting Initiative on Sustainable Development Goals (SDGs). The scope of the report covers JAS Asset Public Company Limited and its subsidiaries, summarizing the performance results of sustainable development for 2024, published in April 2025.

Scope of reporting

- Reporting period
 January 1, 2024 - December 31, 2024

- Scope of disclosure

JAS Asset Public Company Limited

- Content Scope

Reports based on the assessment results of material sustainability issues (Material Topics) that are consistent with the company's context and strategy and expectations.

Stakeholders throughout the JAS Asset value chain

Certification of Report

This report has not been verified by an external agency. However, JAS Asset Public Company Limited has collected information that is certified or reliable databases such as the website of the Stock Exchange of Thailand and from related departments and individuals. In addition, JAS Asset Public Company Limited has reviewed the content and scope of the report every year to be consistent with the current situation and context.

Reporting Framework

JAS Asset Public Company Limited has prepared content and disclosed information on its performance in response to the United Nations Sustainable Development Goals (SDGs) and GRI (Global Reporting Initiative) in key issues.

Contact

Sustainability Development Management (Investor Relations)
 JAS Asset Public Company Limited
 No. 87, The Jas Ramintra Building, Room No. A315, 3rd Floor
 Lad Phrao Road, Anusawari Subdistrict, Bang Khen District,
 Bangkok 10220
 Telephone number 02-012-1277



GRI Content Index

Advanced JAS Asset Public Company Limited has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024.

GRI Standards	Disclosure	LOCATION [AR/SD/Website]	SDGs
General Disclosure			
GRI 2: General Disclosures 2021	2-1 Organizational details	SD Page 4-8	Goal 8 ,9
	2-2 Entities included in the organization’s sustainability reporting	SD Page 9	Goal 12 ,17
	2-3 Reporting period, frequency and contact point	SD Page 104	Goal 16
	2-6 Activities, value chain and other business relationships	SD Page 12	Goal 8, 9 , 12
	2-7 Employees	SD Page 76-87	Goal 5, 8 , 10
	2-9 Governance structure and composition	SD Page 10	Goal 5 ,16
	2-11 Chair of the highest governance body	SD Page 29	Goal 16
	2-12 Role of the highest governance body in overseeing the management of impacts	SD Page 29-32	Goal 12 ,16
	2-14 Role of the highest governance body in sustainability reporting	SD Page 31	Goal 12 , 16
	2-15 Conflicts of interest	SD Page 36	Goal 16
	2-17 Collective knowledge of the highest governance body	SD Page 35	Goal 16
	2-18 Evaluation of the performance of the highest governance body	SD Page 33-34	Goal 16
	2-21 Annual total compensation ratio	SD Page 102	Goal 8 , 10
	2-22 Statement on sustainable development strategy	SD Page 3 and 21	Goal 8 , 12 , 13 , 16
2-29 Approach to stakeholder engagement	SD Page 13-15	Goal 16 , 17	



GRI Standards	Disclosure	LOCATION [AR/SD/Wedbsite]	SDGs
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SD Page 16	Goal 12, 16, 17
	3-2 List of material topics	SD Page 17-20	Goal 8, 9, 12, 13, 16
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 46-47	Goal 8
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 41-45	Goal 16
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	SD Page 43	Goal 16
	205-3 Confirmed incidents of corruption and actions taken	SD Page 41 and 45	Goal 16
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 63-65	Goal 7, 12, 13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SD Page 99	Goal 7, 12, 13
	302-2 Energy consumption outside of the organization	SD Page 99	Goal 7, 12, 13
	302-4 Reduction of energy consumption	SD Page 64	Goal 7, 12, 13
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 66-67	Goal 6, 12, 13
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	SD Page 67	Goal 6, 12
	303-3 Water withdrawal	SD Page 67	Goal 6, 12
	303-5 Water consumption	SD Page 99	Goal 6, 12



GRI Standards	Disclosure	LOCATION [AR/SD/Wedsite]	SDGs
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 70-71	Goal 12 , 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SD Page 101	Goal 13
	305-2 Energy indirect (Scope 2) GHG emissions	SD Page 101	Goal 7 , 13
	305-3 Other indirect (Scope 3) GHG emissions	SD Page 101	Goal 12 , 13
	305-5 Reduction of GHG emissions	SD Page 71	Goal 7 , 12 , 13
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 68-69	Goal 12 , 13
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	SD Page 68-69	Goal 12 ,13
	306-3 Waste generated	SD Page 100	Goal 12
	306-4 Waste diverted from disposal	SD Page 100	Goal 12
	306-5 Waste directed to disposal	SD Page 100	Goal 12 , 13
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 76-87	Goal 8 , 10
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SD Page 102	Goal 8 , 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SD Page 84	Goal 8 , 10
Labor/management relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 85-87	Goal 8 , 16



GRI Standards	Disclosure	LOCATION [AR/SD/Wedsite]	SDGs
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 81-84	Goal 3 , 8
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SD Page 82	Goal 3 , 8
	403-5 Worker training on occupational health and safety	SD Page 83	Goal 3 , 8
	403-6 Promotion of worker health	SD Page 84	Goal 3 , 8
	403-9 Work-related injuries	SD Page 81	Goal 3 , 8
	403-10 Work-related ill health	SD Page 81	Goal 3 , 8
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 76-80	Goal 4 , 8 , 10
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SD Page 78	Goal 4 , 8
	404-2 Programs for upgrading employee skills and transition assistance programs	SD Page 79-80	Goal 4 , 8 , 10
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 28	Goal 5 , 8 , 10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SD Page 28	Goal 5 , 8 , 10
	405-2 Ratio of basic salary and remuneration of women to men	SD Page 102	Goal 5 , 8 , 10
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 93-97	Goal 11 , 16 ,17
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SD Page 94-97	Goal 11 , 16 , 17
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 88-89	Goal 10 , 16



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