Code of Conduct and Ethics for Directors,

Executives and Employees

Contents

Subject	Page
Introduction	3
Objectives	3
Scope	3
Policy on the Code of Conduct and Ethics for Directors, Executives and Employees	4–5
Competency	6
Revision History	7

Introduction

Good corporate governance and achievement of the Company's objectives, together with the trust and confidence of customers, business partners, job applicants (candidates) and stakeholders, require the cooperation of all personnel at every level. Personnel must conduct themselves within the framework of the Code of Conduct and Ethics and respect the rights of others and all stakeholder groups of the Company. The Company has therefore established this Code of Conduct and Ethics for Directors, Executives and Employees, which they must strictly follow.

Objectives

1. To establish a Code of Conduct and Ethics for directors, executives and employees of the Company and its subsidiaries to follow consistently.
2. To serve as a written communication tool for the Code of Conduct and Ethics for Directors, Executives and Employees, creating a shared understanding among personnel of the Company and its subsidiaries.

Scope

This Code applies to personnel of JAS Asset Public Company Limited and its subsidiaries, including directors, executives, employees, workers, consultants, contracting parties, and persons acting on behalf of or assigned to perform duties in the name of the Company or on behalf of the persons mentioned above.

Policy on the Code of Conduct and Ethics for Directors, Executives and Employees

JAS Asset Public Company Limited has established the following principles and guidelines under the Code of Conduct and Ethics for Directors, Executives and Employees for all to follow.

Operating Principles

Principle 1: Integrity

Company personnel must act with integrity towards customers, business partners, debtors, creditors, job applicants (candidates), stakeholders and other related parties to build confidence and trust in the Company.

Principle 2: Compliance

Company personnel must comply with laws and requirements issued by government authorities and regulatory bodies.

Principle 3: Confidentiality

Company personnel must respect the rights of the owners of information received by the Company and keep such information confidential.

Principle 4: Competency

Company personnel must have the knowledge, competence, skills and experience required to perform their duties and continually develop themselves in various areas.

Good Practice Guidelines

Company personnel must follow the guidelines under the Code of Conduct and Ethics for Directors, Executives and Employees as follows:

Integrity

1. Perform duties with integrity in all respects.
2. Perform duties with integrity and make decisions transparently and fairly, giving priority to the interests of the Company and its shareholders.
3. Do not seek benefits from the Company or use any Company information to obtain improper benefits for oneself or others.

4. Do not engage in any business or activity that competes with the Company and affects its operations or reputation.
5. Act with integrity towards all parties and avoid unfairness, bias or situations that give rise to conflicts of interest.
6. Adhere to principled and disciplined work practices.
7. Do not undertake any activity that may give rise to a conflict of interest with the Company without informing the Company.
8. Do not compete through dishonest means, obstruct or harass colleagues at any position or level through improper conduct that constitutes fraud or falls outside the rules of fair competition.

Compliance with Laws and Requirements

1. Perform duties in compliance with laws and requirements issued by government authorities and regulatory bodies, such as the Securities and Exchange Act, the Public Limited Companies Act, and the requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission.
2. Avoid all forms of fraud and corruption, such as giving or receiving items with concealed, non-transparent intentions, providing hospitality for which transactions or facts cannot be verified, or misusing the Company's name to obtain unfair personal benefits in violation of the Company's Anti-Corruption Policy.
3. Do not express extreme political affiliations or persuade colleagues to participate in political activities in a manner that causes them discomfort. Personnel should act as good citizens and may freely exercise their voting rights in accordance with the law.

Confidentiality

1. Maintain and protect confidential information of the Company and all its stakeholder groups to build confidence in the organization among both external and internal parties.
2. Do not disclose confidential Company information that cannot be disclosed or is not subject to requirements for public disclosure to others, including business competitors.

Competency

1. Perform duties and responsibilities professionally and with commitment to achieve the strategies, objectives and goals established by the Company.
2. Remain committed to performing duties in response to customer needs, social and economic conditions, and changes in the surrounding environment, adapting promptly and responding effectively to customers both now and in the future.
3. Perform duties by applying knowledge, competence, skills and management experience to the best of one's ability, giving priority to the best interests of the Company and its shareholders.
4. Remain committed to customer satisfaction by consistently offering quality products and services.
5. Perform duties with a commitment to continuously achieving excellent performance, taking both current and future risks into account.
6. Treat supervisors, subordinates and colleagues with courtesy and mutual respect, and treat all groups of colleagues equally without engaging in conduct that violates human rights.
7. Continually acquire knowledge and develop personal skills to strengthen capabilities and readiness to perform assigned duties in higher-level positions.

Effective from 7 November 2025 onwards.



.....

Approver of the Policy on the Code of Conduct and Ethics

for Directors, Executives and Employees

Mr. Sukon Kanchanahatakij

Chairman of the Board

Revision History

Revision	Responsible Department	Review Date	Effective Date	Details of Revision
REV00	Investor Relations	4 December 2023	19 December 2023	Initial issue
REV00	Investor Relations	Board of Directors Meeting No. 5/2024 7 November 2024	7 November 2024	Annual policy review for 2024. No changes to the content. The existing policy remains in effect until revised.
REV00	Investor Relations	Board of Directors Meeting No. 7/2025 7 November 2025	7 November 2025	Annual policy review for 2025. No changes to the content. The existing policy remains in effect until revised.