

	Supplier Code of Conduct	
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Supplier Code of Conduct

JAS Asset Public Company Limited is committed to conducting business with integrity in accordance with the principles of good governance and sound corporate governance, with responsibility toward society, communities, the environment, and all groups of the Company's stakeholders, in line with the sustainable development approach to business operations.

The Company has therefore established this Supplier Code of Conduct to communicate its expectation that all groups of suppliers engaging in any type of transaction with the Company conduct their operations transparently and in accordance with business ethics that demonstrate responsibility in all dimensions. The Company expects suppliers not only to pursue business benefits, but also to demonstrate a commitment to sustainable and stable operations throughout the supply chain for mutual benefit.

Definition

Business Ethics

means standards and good practices for managing a business with integrity and responsibility toward all stakeholder groups, considering the potential positive and negative impacts arising from the Company's operations, and strictly respecting social rules and legal requirements.

Scope of Application of the Supplier Code of Conduct

This Supplier Code of Conduct applies to all parties that work directly or indirectly with JAS Asset Public Company Limited, including the Company's subsidiaries and associates, business agents, and all groups of suppliers. It shall serve as a standard for working together with integrity, in accordance with good governance and ethical principles, as well as for promoting and developing mutually agreed operating approaches according to the capabilities and suitability of each party, with the aim of achieving sustainable business growth together.

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Business Conduct

1. Environment

Suppliers should not conduct business solely with regard to the benefits they receive. They should conduct business responsibly, recognizing that environmental responsibility is an essential duty that must be respected. Suppliers should be aware of impacts throughout their operational processes, from beginning to end, in order to avoid or prevent activities that may affect the environment and to support sustainable business cooperation over the long term.

Good Practices

- 1.1. The Company expects suppliers to conduct business with due consideration for impacts that may cause environmental harm in both the short and long term.
- 1.2. Suppliers should consistently maintain responsible measures, approaches, and practical procedures that comply with environmental laws.
- 1.3. In addition to avoiding or preventing environmental impacts, suppliers should, when opportunities arise, support or promote activities that help conserve and restore the environment and ecosystems.
- 1.4. Suppliers should be committed to fostering environmental awareness and consciousness as part of their organizational culture.
- 1.5. Suppliers should use energy efficiently and establish approaches to reduce greenhouse gas emissions from their operations, as appropriate to the nature of their business.
- 1.6. Suppliers should use water resources responsibly and manage wastewater in compliance with applicable laws.
- 1.7. Suppliers should establish approaches to prevent and reduce pollution and manage waste appropriately, with an emphasis on reducing waste at source.
- 1.8. Suppliers should use resources efficiently and promote resource recirculation in accordance with circular economy principles whenever opportunities arise.
- 1.9. Suppliers should avoid or reduce activities that may affect biodiversity and ecosystems.

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2. Social

Suppliers must consistently recognize the importance of managing relationships with and treating all stakeholder groups equitably, while giving due consideration to the rights and interests to which each group is entitled. All stakeholder groups, whether primary or secondary, are essential to business operations.

Good Practices

- 2.1. The Company supports and expects suppliers to conduct their operations with strict respect for human rights.
- 2.2. Suppliers should prioritize the fair treatment of workers and respect internationally recognized labor rights, at a minimum in compliance with applicable laws, including the following areas:
 - 2.2.1. Employment, forced labor, and child labor
 - 2.2.2. Migrant workers and the prohibition of recruitment fees
 - 2.2.3. Reasonable and non-excessive working hours, weekly rest days, and traditional holidays
 - 2.2.4. Minimum wages, living wages, welfare, and social security
 - 2.2.5. Equal treatment, non-discrimination, and support for disadvantaged groups
 - 2.2.6. Freedom from all forms of harassment, abuse, and inhumane treatment
 - 2.2.7. Development of knowledge and job-related skills
 - 2.2.8. Career growth or advancement opportunities
 - 2.2.9. Well-being in the workplace
 - 2.2.10. Safety, occupational health, and the working environment
 - 2.2.11. Freedom of association
 - 2.2.12. The right to collective bargaining
- 2.3. Suppliers should recognize and respect shareholders by disclosing material information to them equally, transparently, and fairly.
- 2.4. Suppliers should establish approaches, measures, or operating criteria that respect the ethical standards customers are entitled to expect, including the delivery of quality products or services.
- 2.5. Suppliers should establish effective approaches, measures, or criteria for protecting customers' personal data.
- 2.6. Suppliers should prioritize customer satisfaction and establish approaches for its continuous improvement.

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- 2.7. Suppliers should avoid any action that may directly or indirectly affect the well-being of people in surrounding communities and should promote local employment.
- 2.8. Suppliers should consistently treat all groups of the Company's direct and indirect stakeholders with respect and equality.
- 2.9. Suppliers should conduct business responsibly toward society, refrain from business activities that conflict with accepted social norms, and cooperate in social activities related to the Company.
- 2.10. If complaints are raised by society or communities near the Company, suppliers should listen to the concerns, promptly take corrective action, and establish measures to prevent recurrence.
- 2.11. Suppliers should give priority to conducting business with due consideration for potential impacts on society, communities, and the environment.

3. Governance

Suppliers should conduct business transparently, fairly, and with integrity; respect established procedures; and comply with laws in their dealings with competitors, customers, government agencies, private-sector organizations, employees at all levels, and all groups of their stakeholders.

Good Practices

- 3.1. Suppliers should establish effective approaches or measures to maintain confidentiality and prevent the misuse of inside information for personal gain (Confidentiality of Information and Insider Trading/Dealing).
- 3.2. Suppliers should conduct business transparently and must not engage in any transaction that may constitute fraud or corruption in any form, including the giving or receiving of bribes, solicitation or receipt of improper benefits, facilitation payments, and money laundering.
- 3.3. Suppliers should establish policies or operating guidelines on anti-corruption for their executives, employees, and related persons.
- 3.4. Suppliers should establish approaches to prevent and manage conflicts of interest that may arise in business conducted with the Company.
- 3.5. Suppliers should implement appropriate measures to maintain information and information-system security (IT Security).
- 3.6. Suppliers must conduct transactions with government agencies and external organizations in full compliance with applicable procedures and must not use authority or practices that may constitute corruption.

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Whistleblowing and Complaint Channels

Suppliers, business agents, and the Company's stakeholders who encounter misconduct, or suspect conduct that may violate the Company's procedures or policies, may report concerns or complaints through the channels designated by the Company as follows:

1. Email : ir@jasasset.co.th , whistleblowing@jasasset.co.th
2. Website : <https://www.jasasset.co.th/th/investor-relations/corporate-governance/whistleblowing>
3. Postal mail : Addressed to the "Audit Committee," No. 87, The Jas Ramintra Building, Room A315, 3rd Floor, Lat Pla Khao Road, Anusawari Subdistrict, Bang Khen District, Bangkok 10220

Communication and Dissemination of the Supplier Code of Conduct

The Company considers communication of this Supplier Code of Conduct to all suppliers, so that they acknowledge and share a common understanding of its requirements, to be an important condition for sustainable business cooperation. The following approaches apply:

1. The Company disseminates this Supplier Code of Conduct to all existing and new suppliers through accessible channels, such as the Company's website.
2. The Company prepares this Code in Thai and English and will consider providing additional languages as appropriate to the nature of the business and supplier groups, so that suppliers can understand the content correctly and completely.
3. Suppliers must study and understand this Code and acknowledge it as a guideline for conducting business with the Company.
4. Suppliers should communicate and cascade the principles of this Code to their employees, contractors, and next-tier suppliers so that practices remain aligned throughout the supply chain.
5. If suppliers have questions regarding the content of or compliance with this Code, they may contact the Company through its designated channels to ensure correct understanding before implementation.

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Review and Revision of the Supplier Code of Conduct

The function responsible for this Supplier Code of Conduct shall review and update the details of each process annually to ensure they remain current and responsive to changing circumstances, and shall submit the revised document to the Board of Directors for consideration and approval.

Effective from 26 August 2026 onward.



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Approver of the Supplier Code of Conduct

Mr. Sukon Kanchanahatthakij

Chairman of the Board of Directors

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Revision History

Revision	Responsible Function	Review Date	Effective Date	Revision Details
REV00	Investor Relations		17 May 2024	First issuance
REV00	Investor Relations	At BOD Meeting No. 7/2568 7 November 2025	7 November 2025	Annual review for 2025. No content was revised. The existing version remains effective until the Policy is revised.
REV01	Investor Relations	At BOD Meeting No. 5/2569 11 August 2026	26 August 2026	Environment: Revised the Good Practices as follows: - Added Items 1.5-1.9 to cover energy and greenhouse gas emissions, water management, pollution and waste, the circular economy, and biodiversity. Social: Revised the Good Practices as follows: - Added Item 2.2.2 to align with internationally recognized labor rights. - Revised Items 2.2.3-2.2.6 to align with internationally recognized labor rights. - Added Items 2.2.11-2.2.12 to align with internationally recognized labor rights. - Revised Item 2.7 to align with internationally recognized labor rights. Governance: Revised the Good Practices as follows: - Revised Item 3.2 to expand the definition of fraud and corruption to cover bribery, solicitation or receipt of improper benefits, and money laundering. - Revised Item 3.4 to provide guidance on preventing conflicts of interest.

