



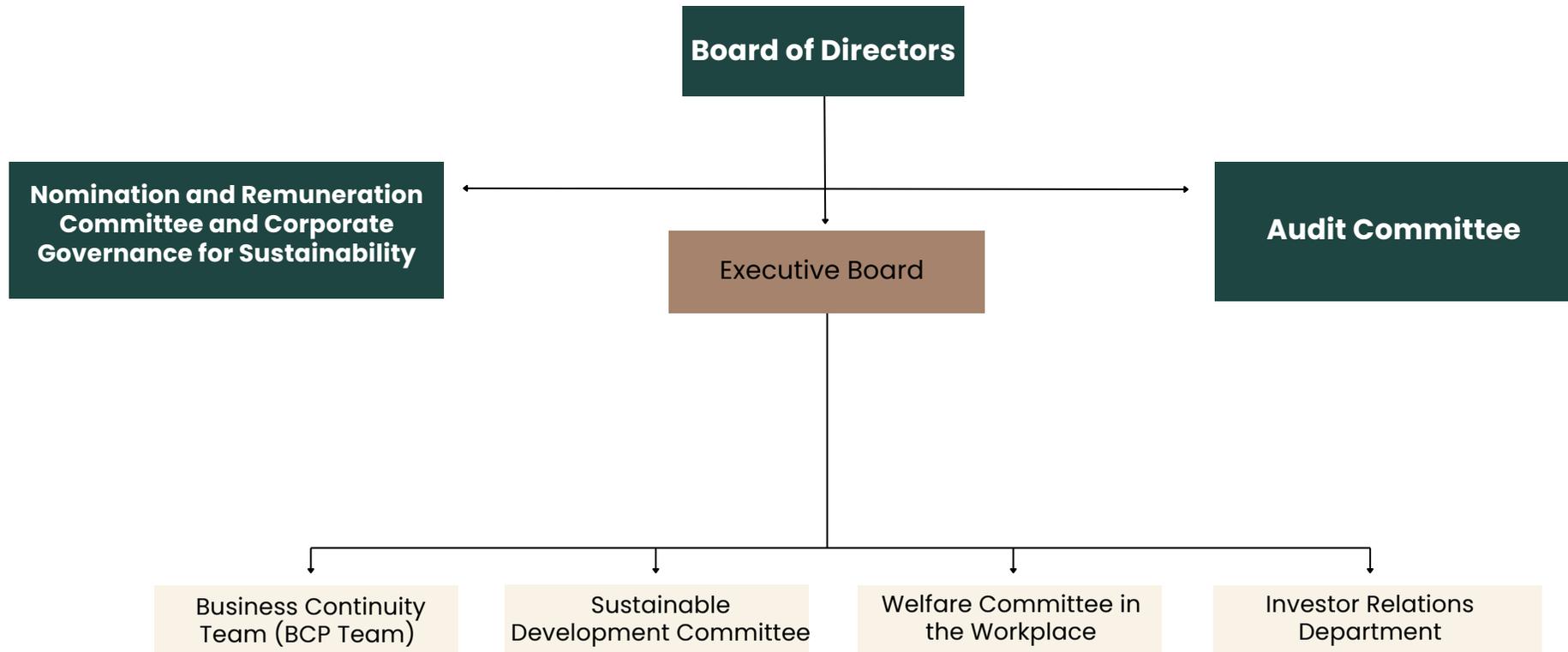
Sustainability Framework

JAS Asset Public Company Limited



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 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.