

SUSTAINABILITY REPORT 2025

Sustainability Report 2025

JAS Asset Public Company Limited

Jas
asset
PROPERTY DEVELOPMENT



Message from the Chairman

(GRI 2-22)

On behalf of the Board of Directors, I recognize and place the utmost importance on having a management system that is efficient, transparent, and accountable, as it serves as the critical foundation for building confidence among all stakeholders and is a key factor supporting the company's stable and sustainable growth. Through conducting business with responsibility, integrity, and in compliance with laws and good governance principles, the Board of Directors has continuously established improved corporate governance policies to systematically elevate existing practices, establish clear standards, and ensure practical implementation at every level of the organization — ultimately fostering a culture of good corporate governance on a long-term and sustainable basis.

The company has adopted the Good Corporate Governance principles for listed companies as a framework for setting organizational direction and making strategic decisions, with full consideration of the interests and balance of all stakeholder groups — including shareholders, investors, business partners, customers, employees, society, communities, and the environment — so that the company's growth is of high quality while simultaneously creating broader value for society.

In 2025, the company received a "5-Star" rating in the Annual General Meeting quality assessment for listed companies on the Stock Exchange of Thailand (AGM Checklist), and for the first time, received a 5-Star or "Excellent" rating in the Corporate Governance Report of Thai Listed Companies (CGR). The company was also ranked at the "BBB" level in the SET ESG Rating — reflecting the commitment of the Board, management, and all employees toward sustainable organizational development across all dimensions: economic, social, environmental, and corporate governance.

The Board of Directors remains committed to continuously raising corporate governance standards, and in 2026, the company aims to develop and maintain its corporate governance standards at the "Excellent" level on an ongoing basis — to strengthen confidence, create long-term value, and sustainably meet the expectations of all stakeholders.

Mr. Sukon Kanjanahattakit
Chairman of the Board
Sustainability Report 2025
JAS Asset Public Company Limited



Message from the Chief Executive Officer (GRI 2-22)



JAS Asset Public Company Limited (the "Company") is committed to continuously developing strong organizational capabilities, alongside the implementation of its social responsibility policy and serving as a positive role model for society – guided by its vision of becoming **"a leader in rental space management and real estate business."**

The Company recognizes and places the utmost importance on having a management system that is efficient, transparent, and accountable – in order to strengthen confidence among all stakeholders and serve as the critical foundation for stable and sustainable growth through ethical business conduct and compliance with relevant laws. To this end, the Company has established an improved corporate governance policy to systematically elevate existing practices, set clear standards, and ensure comprehensive implementation at every level of the organization, ultimately fostering a sustainable culture of good corporate governance. The Company has adopted the Good Corporate Governance principles for listed companies as its operational framework, with full consideration given to all stakeholder groups, including shareholders, investors, business partners, customers, employees, society, communities, and the environment.

In 2025, JAS Asset Public Company Limited made tangible progress in driving its sustainability initiatives by continuing the installation of Solar Rooftop projects at its newly opened shopping centers – JAS Green Village Ramkhamhaeng and JAS Green Village Prawet – with a combined production capacity of over 787.88 kilowatts. As a result, the Company's shopping centers continue to maintain their status as "Green Shopping Centers" that are environmentally friendly and support the sustainable use of clean energy.

Furthermore, the Company received a "5-Star" rating in the Annual General Meeting quality assessment for listed companies on the Stock Exchange of Thailand (AGM Checklist) for 2025, and for the first time, achieved a 5-Star or "Excellent" rating in the Corporate Governance Report of Thai Listed Companies (CGR). The Company was also ranked at the "BBB" level in the SET ESG Rating – reflecting the Company's commitment to sustainable organizational development across all dimensions: economic, social, and environmental.

The Company remains dedicated to continuously raising its corporate governance standards. For 2026, the Company is committed to developing and maintaining its corporate governance standards at the "Excellent" level on an ongoing basis, in order to build long-term confidence and value for all stakeholders.

The Company would like to express its sincere gratitude to all shareholders, customers, employees, business partners and allies, as well as regulatory authorities, communities, and all stakeholders across every sector for their continued support of the Company's operations.

Mr. Suphot Sirikulapas
Chief Executive Officer

Sustainability Report 2025
JAS Asset Public Company Limited



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Sustainability Performance 2025



Building Business Sustainability through Ethics and Good Governance.

No cases of violations of the Code of Business Conduct and Ethics.

No significant complaints related to corruption.

Corporate Governance Report of Thai Listed Companies (CGR) Assessment for the Year 2025

"Excellent"



The Company was rated "BBB" in the SET ESG Ratings assessment.

No disputes related to human rights violations in the operations during the past year.



Reducing Environmental Impacts and Enhancing Resource Efficiency.

No incidents of legal violations or environmental impacts caused by the Company in its operations during the past year.

No incidents of fines for environmental violations incurred by the Company.

Electricity generated from solar rooftop systems accounted for **9.11%** of the total electricity consumption.
or equivalent to 3,161,863.50 kWh.

Reduced greenhouse gas emissions

1,480.29 tCO₂eq.

100% of employees participated in the ESG DNA training program, a sustainability knowledge program for personnel at all levels.

Electric vehicle charging stations have been installed at

3 branches.

- JAS Green Village Kubon Branch
- JAS Green Village Bang Bua Thong Branch
- JAS Urban Srinakarin Branch



Creating Shared Value between the Organization and Society.

Average training hours:
15.57 hours/ person/year.

No significant labor disputes.

185 female employees.
57%

141 Male employees.
43%

Employment of **3 employees** with disabilities.
In compliance with the proportion required by law.

The work-related fatality rate was

Zero

Ratio of basic salary and remuneration of female employees to male employees.

0.87 : 1

Employee engagement with the organization.

73.94%

No

incidents of personal data breaches.

Customer satisfaction.

85.54%

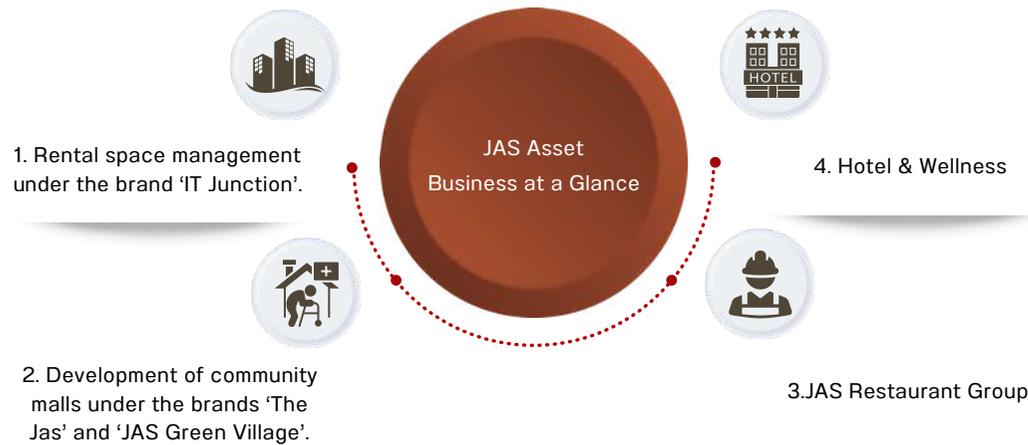
Community Engagement Score

88.91%

About JAS Asset

JAS Asset Public Company Limited (the Company) was established on 4 January 2012 with a registered and paid-up capital of Baht 1,000,000 to operate a business in managing rental spaces within shopping centers, particularly for mobile phones and technology products. The Company's business began in 2000 as a unit under Jaymart Group Holdings Public Company Limited (Jaymart). At that time, Jaymart expanded its business in managing rental spaces within shopping centers, starting with leasing space for mobile phones and technology products at Big C Shopping Center in Nakhon Pathom Province as the first location under the name "IT Junction", in order to allocate the space for sublease to operators of mobile phone businesses. Subsequently, the rental space management business expanded and grew to become the Company's core business at present. In addition, in 2012 and 2015, the Company expanded its business into the development and management of spaces in the form of community markets and community malls, respectively.

At present, the Company's business can be categorized into four main types.



Head Office Location

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Vision and Mission

(GRI 2-1)



Vision

To be the leader of rental spaces management in shopping malls as well as real estate developer for the better lives in the neighborhood.

Mission

Synergetic Well-being Community Builder



To become the largest rental space management operator in shopping malls.



Develop property projects that serve community demands.



Commit to good corporate governance in Business Corporation.
Take good care of the employee, business partner and the society.



Sustainability Framework

Lease Space Management and Shopping Center Development to Foster Sustainable Community Growth

Lease space management is not merely a commercial service but also the creation of an ecosystem that supports the growth of communities, the economy, and the quality of life. It promotes local entrepreneurs and enhances valuable experiences through responsible operational approaches, contributing to stable communities and long-term sustainable growth.

J Sustainability Framework 2030

Commitment

Environmental

We are committed to developing environmentally friendly real estate through sustainable structural design and efficient resource management, reducing greenhouse gas emissions while promoting clean energy and the responsible use of materials in real estate development and rental spaces — working toward Net Zero by 2050.

Social

We are committed to enhancing the quality of life for people in society through skills development and career opportunities, fostering sustainable growth for local businesses, while conducting business that respects human rights, promotes equality and equity, elevates workplace safety standards, and strengthens community partnerships — all to create a positive impact on society.

Corporate Governance

We are committed to driving sustainable business growth and creating lasting value through technology and innovation that elevates the stakeholder experience, while strengthening business partnerships, efficiently managing rental spaces and developing community shopping centers, and operating with transparency under fair and accountable corporate governance principles.

Strategy Direction

Developing and managing real estate sustainably, alongside environmental stewardship and efficient use of resources.

Fostering a hub of opportunity that connects businesses, communities, and people to grow together, through enhancing quality of life and promoting equality in society.

Growing with stability and transparency under corporate governance principles, while fostering sustainable value creation for both the organization and society.

Strategy

- Promoting clean energy and responsible resource management, working toward Net Zero by 2050

- Empowering employees while elevating safety standards and fostering a culture of equality within the organization
- Growing with stability and transparency under corporate governance principles, while promoting sustainable value creation for both the organization and society

- Driving sustainable returns through innovation and an efficient, responsible supply chain
- Enhancing quality and safety while delivering meaningful experiences to stakeholders
- Adhering to good corporate governance principles with accountability and responsibility

Sustainability Policy

(GRI 2-23, 2-24)

JAS Asset Public Company Limited operates a business in the development and management of shopping centers and commercial spaces, adhering to the principles of good governance, transparency, and responsibility toward stakeholders. The Company emphasizes prudent management to achieve stable and sustainable long-term growth. Sustainability policy is established as a guiding framework for the Board of Directors, executives, and employees at all levels, integrating economic, social, environmental, and governance considerations into strategies, business plans, and decision-making processes, while strictly complying with relevant laws, regulations, and requirements.

In terms of economic and corporate governance, the Company aims to generate appropriate and sustainable returns for shareholders under good corporate governance practices. Business decisions take into account factors that may impact the Company economically, socially, and environmentally, alongside careful and transparent decision-making processes. Project development and the management of commercial spaces consider the impacts on tenants, customers, business partners, and surrounding communities. The Company also places importance on fair services for tenants and customers, supported by clear contract management systems and complaint-handling processes, as well as project security measures and personal data protection practices to strengthen stakeholder confidence.

In terms of social responsibility, the Company respects human rights, promotes equality, and prohibits discrimination. It does not support illegal labor and encourages business partners and tenants to conduct their businesses responsibly. The Company is committed to developing employees' capabilities while ensuring occupational health and safety. It also prioritizes the safety of customers within its projects and carries out activities to build positive relationships with surrounding communities.

In terms of the environment, the Company has established environmental management policies aimed at using resources efficiently and reducing impacts from energy consumption, water use, and waste management. The Company strictly complies with relevant laws and regulations and has established a transparent and verifiable framework for managing energy and greenhouse gas emissions data. This framework supports the Company's target-setting and measures for reducing greenhouse gas emissions in alignment with the Group's direction toward achieving net-zero greenhouse gas emissions.

JAS Asset also promotes the adoption of technology and digital systems to enhance project management efficiency and reduce environmental impacts. The Company continuously monitors and evaluates its sustainability performance and reviews its policies to ensure alignment with the business context and stakeholder expectations.



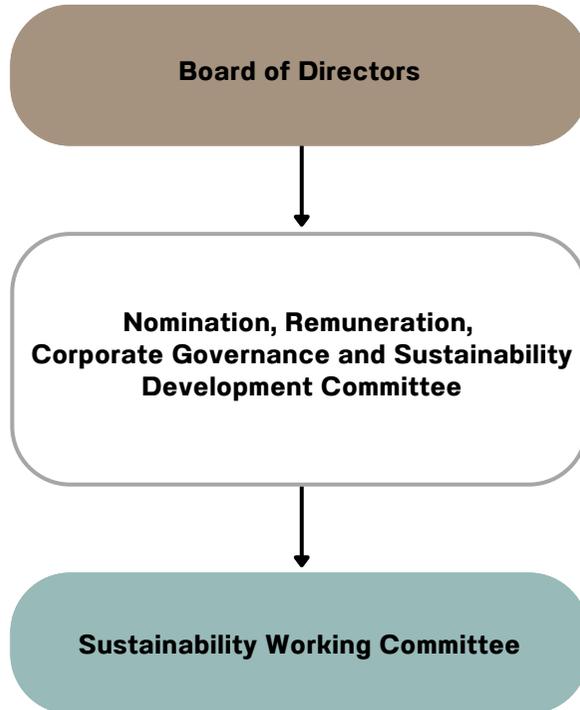
[Sustainability Development Policy](#)



Sustainability Governance Structure

(GRI 2-9, 2-14)

The Company has established a sustainability governance system at all levels by integrating sustainability operations into corporate management, risk management mechanisms, corporate governance culture, and the business development of its affiliated companies, in order to ensure that the business grows steadily in accordance with regulatory standards and international best practices, and to strengthen transparency, accountability, and sustainable operations across the Group.



Roles and Responsibilities in Sustainability Management

- **Board Level**

Serve as the highest governing body responsible for sustainability, corporate governance, and sustainability-related risks of the Group by setting the direction, policies, and targets in economic, social, environmental, and governance (ESG) aspects to align with the vision and strategies of the organization, in order to ensure that the operations of all affiliated companies are conducted transparently, responsibly, and in accordance with international standards. The Committee plays a key role in overseeing the overall sustainability of the organization to promote stable growth and create long-term value for all stakeholder groups.

- **Committee Level**

Support the Board of Directors in overseeing sustainability by reviewing and providing recommendations on policies, strategies, and standards related to corporate governance, transparency, anti-corruption, and human rights, including overseeing the assessment of material sustainability issues (Materiality), the management of sustainability-related risks, and climate change risks in accordance with international frameworks and standards.

The Committee receives progress reports from the Sustainability Working Group on a quarterly basis or when significant events occur, for consideration, review, and the development of policy recommendations to be reported to the Board of Directors on matters requiring approval or policy-level decisions, such as the approval of sustainability policies, the management of significant risks, climate change targets, or the strategic sustainability action plans of the Group.

- **Sustainability Working Committee Level**

Act as the body responsible for translating the direction and policies from the Board level into practical implementation by developing sustainability action plans, coordinating with business units across the Group, and monitoring sustainability performance. This includes sustainability risk assessment, greenhouse gas emissions data management, energy management, human rights, legal compliance, and environmental, social, and governance initiatives.

The Working Group monitors the performance of each business unit on a quarterly basis in accordance with the data collection cycle and prepares progress summary reports to be presented to the Sustainability Subcommittee for oversight and evaluation of the effectiveness of the Group's sustainability performance.



Translating Responsible Business Conduct into Practice

(GRI 2-24)

Our Commitment

*JAS Asset Public Company Limited has established policies on responsible business conduct covering key areas including business ethics, anti-corruption, respect for human rights, and fair treatment of stakeholders. The Board of Directors and relevant sub-committees are responsible for overseeing and monitoring the implementation of these policies to ensure effective governance and accountability.

The Company assigns clear responsibilities for policy implementation to management and relevant functions at all levels, integrating these policies into its corporate strategy, operational policies, and related procedures to ensure consistent and continuous application across the organization.

In addition, the Company extends its policy implementation to suppliers and business partners through the establishment of a Supplier Code of Conduct, as well as ongoing communication and monitoring of compliance throughout the value chain.

To support effective implementation, the Company provides continuous training and awareness programs for directors, executives, and employees to ensure proper understanding and practical application of the policies in their day-to-day operations.



Value Chain (GRI 2-6)



1

2

3

4

Project Planning

Design and Construction

Sales and Lease Management

Customer Service and Care

Selecting Suitable Locations and Studying Business and ESG Feasibility

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

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

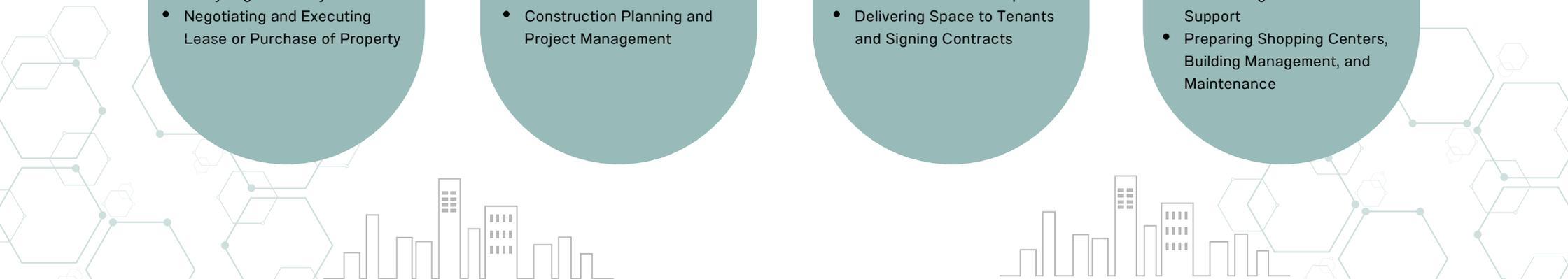
- Designing Projects to Meet Consumer Needs/Behavior
- Construction Planning and Project Management

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

Creating a Positive Customer Experience and Enhancing Project Sustainability

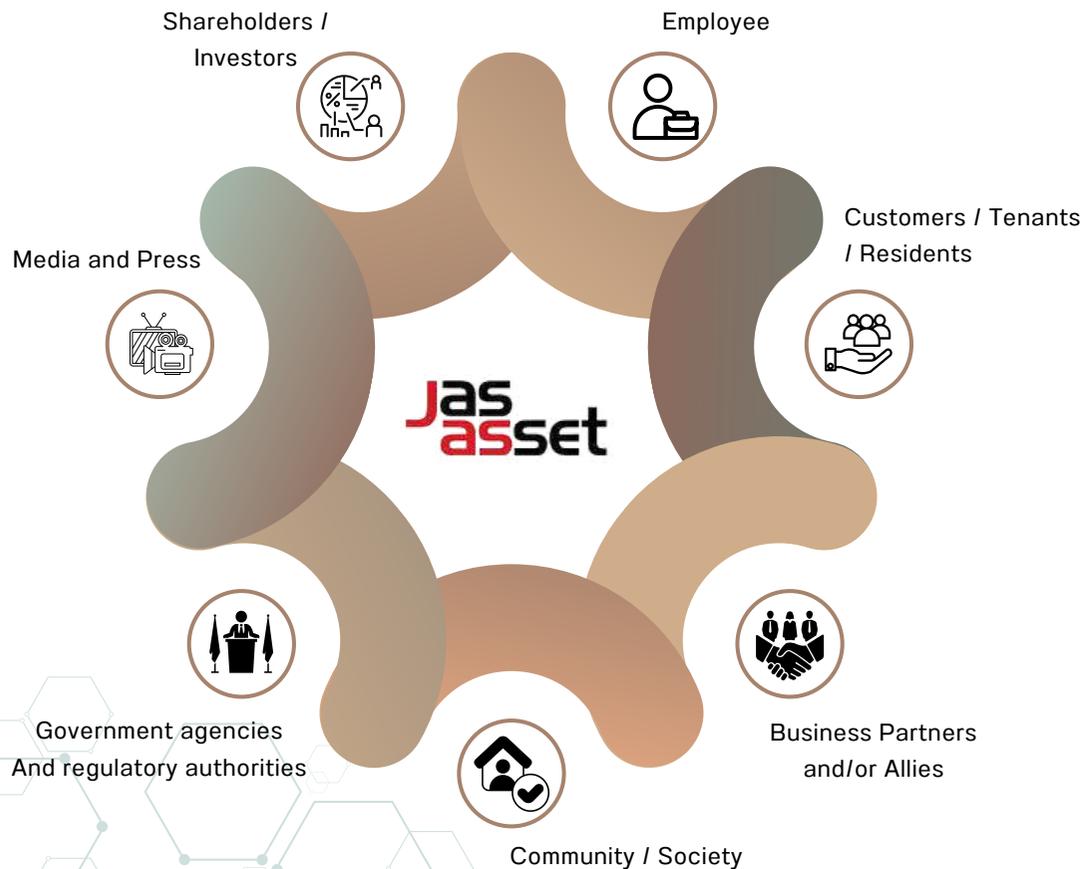
- Customer Care from Service Onboarding to Post-Sale Support
- Preparing Shopping Centers, Building Management, and Maintenance



Analysis of stakeholders in the value chain of the business

(GRI 2-29)

JAS Asset Public Company Limited and its subsidiaries place great importance on engaging comprehensively with all stakeholder groups, with a focus on listening to their opinions, suggestions, expectations, and concerns. The Company incorporates the relevant information and details gathered to continuously improve and develop its operations, guided by principles of transparent, honest, equitable, and fair management in accordance with good corporate governance. Furthermore, the Company places emphasis on communicating information that is transparent, accurate, and timely, to ensure that the interests of all stakeholder groups are appropriately addressed and aligned with the Company's long-term business operations.



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.



Stakeholder Engagement Policy

Stakeholder management

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	Expectations	Responses	Communication Channels
<p>Business Partners and/or Allies</p>	<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
<p>Community / Society</p>	<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
<p>Government agencies And regulatory authorities</p>	<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
<p>Media and Press</p>	<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



Identification and Assessment of Material Sustainability Topics

(GRI 3-1, 3-2)

JAS Asset Public Company Limited ("J") conducts its sustainability materiality assessment based on the principle of Impact Materiality, in order to identify and evaluate actual and potential impacts arising from the company's business operations on the economy, society, environment, and relevant stakeholders. The focus is placed on the impacts of organizational activities throughout the value chain — from project development, rental space management, and services provided to tenants and users, through to resource and environmental management within its projects.

This Sustainability Report has been prepared in accordance with the reporting standards of the Global Reporting Initiative (GRI Standards 2021) and the Sustainable Development Goals (SDGs) to ensure transparent, comprehensive, and internationally aligned disclosure. The Company places importance on assessing and reflecting the impacts of its business operations in a comprehensive manner in order to clearly and appropriately disclose material sustainability issues. The process for determining the report content is detailed as follows.



1 Understanding the Organizational Context

The Company analyzes both internal and external organizational contexts related to its business operations in developing and managing shopping centers and commercial spaces. Internal factors considered include corporate governance structure, risk management and internal control systems, lease contract management, building management and safety, energy, water, and waste management systems, as well as the use of technology and information systems in operations. External factors considered include economic conditions and consumer purchasing power, retail industry and commercial real estate trends, laws and regulations relating to urban planning, building safety, the environment, and consumer protection, community expectations surrounding its projects, and risks from climate change. This analysis covers the entire value chain — from site selection, design and construction, rental space management, and promotional activities, through to building management — in order to understand the conditions that may give rise to impacts on stakeholders from the Company's business operations.

2 Identification of Actual and Potential Impacts

The Company identifies both negative and positive impacts, whether actual or potential, arising from its activities and business relationships, considering impacts on tenants, service users, communities, employees, business partners, and the environment. Impact identification is carried out through collecting feedback and complaints from tenants, service users, and communities, analyzing past incidents, reviewing relevant legal requirements and standards, and conducting internal discussions with relevant departments — while determining whether such impacts are directly caused by the Company's operations, contributed to by the Company, or linked through business relationships.

3 Impact Assessment

The Company assesses the significance of impacts using defined criteria, namely: likelihood of occurrence, severity of impact, scope of impact, and remediability. In assessing negative impacts, the Company places primary emphasis on the severity of the impact, particularly on matters relating to human rights and fairness. For positive impacts, consideration is given to the number of beneficiaries, the continuity of outcomes, and the extent to which the quality of life or economic security of those involved is improved.

4 Prioritization and Determination of Material Topics

The Company prioritizes assessment results, whereby topics with high impact levels or broad stakeholder scope are designated as material sustainability topics. These topics are then used to define management approaches, performance indicators, and disclosures in the sustainability report, and are reported to the Board of Directors for ongoing oversight.

Prioritization of Material Sustainability Topics



Environmental Dimension

- SM1 Resource and Environmental Management
- SM2 Climate Change



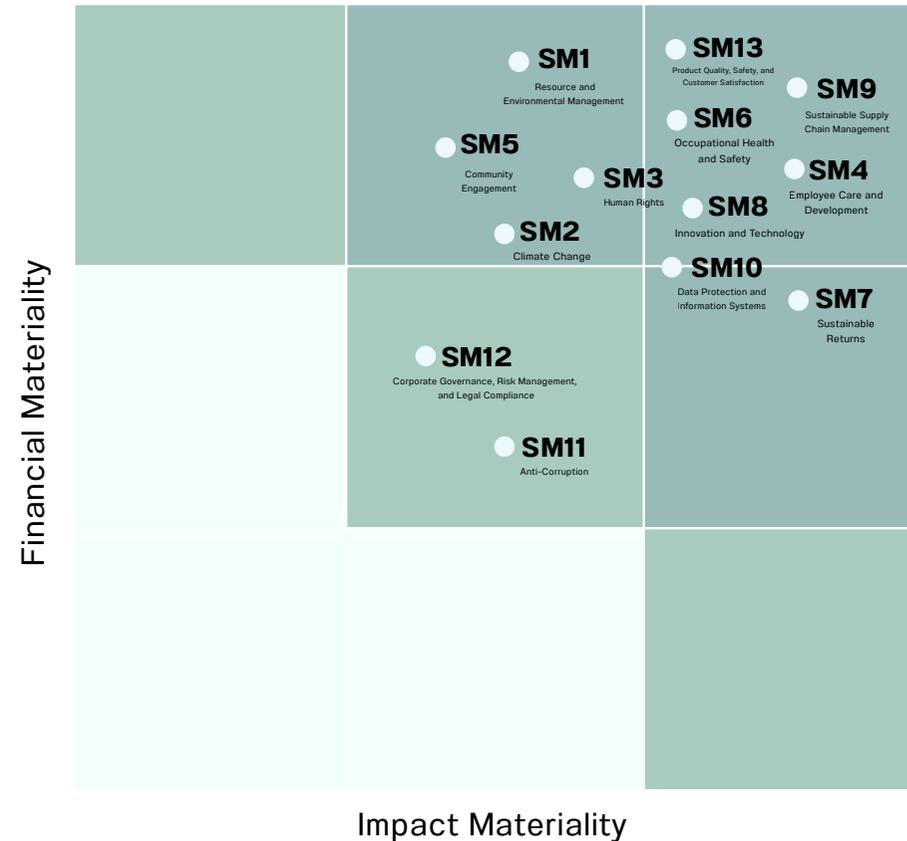
Social Dimension

- SM3 Human Rights
- SM4 Employee Care and Development
- SM5 Community Engagement
- SM6 Occupational Health and Safety



Corporate Governance and Economic Dimension

- SM7 Sustainable Returns
- SM8 Innovation and Technology
- SM9 Sustainable Supply Chain Management
- SM10 Data Protection and Information Systems
- SM11 Anti-Corruption
- SM12 Corporate Governance, Risk Management, and Legal Compliance
- SM13 Product Quality, Safety, and Customer Satisfaction



Material Topics Review

The Company reviews its material issues annually to ensure alignment with the evolving business context, corporate strategy, relevant laws and regulations, and the expectations of stakeholders. The review considers impacts across economic, social, and environmental dimensions, as well as risks and opportunities that may affect the financial position and operating performance of the Group.

The results of the review are presented to the Board of Directors for consideration and approval prior to disclosure in the annual Sustainability Report. In addition, the Company reports progress on sustainability performance to the Board at least twice a year to support continuous oversight and monitoring, and prepares an overall performance report annually to disclose information to stakeholders in a transparent and verifiable manner.

Material Sustainability Topics Analysis

Material Sustainability Topics	Environmental and Social Impacts	Impacts on the Organization	Stakeholders	SDGs
<p>SM1 Resource and Environmental Management</p>	<p>(-) The shopping mall business consumes high volumes of electricity through air conditioning systems, lighting, elevators, escalators, and common areas, as well as significant water usage from restaurants and tenant activities. This results in indirect greenhouse gas emissions and waste generated from commercial activities. If not properly managed, these may lead to wastewater discharge, waste accumulation, odors, and noise disturbances, which impact environmental quality, community hygiene, and relationships with local stakeholders.</p> <p>(+) Efficient building design and management — such as upgrading air conditioning systems for energy efficiency, installing water consumption control devices, and implementing systematic waste management — can significantly reduce resource consumption and waste generation. This helps alleviate the burden on local public utility systems, supports environmental quality in the surrounding area, and enhances the project's image as a socially responsible shopping center.</p>	<p>(-) Upgrading building systems for energy efficiency or environmental friendliness requires short-term capital investment and may affect cash flow during the initial period. Furthermore, in the event of non-compliance with environmental regulations or community complaints, the company may face fines, operational restrictions, or a loss of tenant confidence, which could impact revenue and occupancy rates.</p> <p>(+) Improving energy and utility efficiency helps reduce electricity costs and operational expenses on a continuous and long-term basis. Additionally, environmentally efficient buildings can enhance competitiveness, attract tenants who prioritize ESG, and increase the company's asset value over the long term.</p>	<ul style="list-style-type: none"> • Employees • Customers / Tenants • Communities and Society • Shareholders / Investors • Government Agencies and Regulators 	
<p>SM2 Climate Change</p>	<p>Although JAS ASSET does not operate businesses that directly emit greenhouse gases at high levels, the operation of shopping centers and commercial spaces requires large and continuous volumes of electrical energy, and relies on local infrastructure such as electrical systems, water systems, and user accessibility. Therefore, climate change — such as extreme weather events or increasingly stringent environmental regulatory trends — may directly impact project operations, business continuity, and the company's revenue in the short, medium, and long term.</p> <p>Physical Impacts</p> <p>(-) Extreme weather events may prevent projects from operating normally, affecting tenant revenue, user confidence, and the shopping center's image as a safe space. Furthermore, if a project is located in a repeatedly flood-prone area, this may impact the long-term attractiveness of the location.</p> <p>(+) Developing projects with climate risk considerations — such as selecting appropriate locations, designing drainage systems, and preparing emergency response plans — helps elevate the shopping center to a resilient asset that instills confidence among tenants, investors, and financial institutions.</p> <p>Transition Impacts</p> <p>(-) The transition to a low-carbon economy may render shopping centers with low energy efficiency vulnerable to obsolescence. If tenants and consumers choose projects with superior environmental standards, this may impact occupancy rates and competitiveness.</p> <p>(+) Shopping centers that adapt to energy-efficient or green building concepts can become a marketing differentiator, attracting brand-name tenants with clear ESG policies and creating distinction in a highly competitive retail market.</p>	<p>Physical Impacts</p> <p>(-) Extreme weather events such as floods or storms may result in property repair costs, damage to building systems, and temporary service interruptions, leading to reduced rental income and volatile cash flow. Furthermore, if a project is located in a repeatedly high-risk area, this may impact asset value and insurance costs over the long term.</p> <p>(+) Investing in climate-resilient infrastructure — such as flood protection systems and backup electrical systems — helps reduce future damage, mitigate revenue volatility, and support cash flow stability, while also preserving asset value over the long term.</p> <p>Transition Impacts</p> <p>(-) The transition to more stringent energy-efficient building standards and environmental requirements may compel the company to invest in property upgrades and incur higher operational costs during the transition period. If projects are unable to meet upgraded standards in time, they may face risks related to occupancy rates and competitiveness, which could impact long-term revenue.</p> <p>(+) Systematically enhancing energy efficiency and managing climate-related risks can reduce long-term energy costs, increase the attractiveness of projects to tenants and investors who prioritize ESG, and support asset value in the context of a low-carbon economy.</p>	<ul style="list-style-type: none"> • Shareholders / Investors • Employees • Government Agencies and Regulators • Customers / Tenants • Business Partners • Communities and Society 	

Material Sustainability Topics	Environmental and Social Impacts	Impacts on the Organization	Stakeholders	SDGs
<p>SM3 Human Rights</p>	<p>(-) Shopping mall business operations involve the company's employees, contractors, security guards, cleaning staff, and tenant workers. Without appropriate oversight, risks may arise concerning unfair employment practices, excessive working hours, inadequate wages, or discrimination. Furthermore, the management of public spaces also involves the rights of service users — such as safety, privacy, and equal access — which, if not handled with due care, may affect the dignity and fundamental rights of stakeholders.</p> <p>(+) Establishing clear human rights policies that encompass employees, contractors, and tenants — along with monitoring compliance with fair employment principles, non-discrimination, and providing accessible grievance channels — helps elevate labor standards across the business chain, creates an environment that is safe and respectful of all parties' rights, and strengthens the confidence of communities and service users in the project.</p>	<p>(-) In the event of human rights violations — such as labor disputes, discrimination complaints, or incidents affecting the rights of service users — the company may face legal risks, compensation liabilities, reputational damage, and strained relationships with tenants, which could impact revenue and the long-term stability of the project.</p> <p>(+) Systematic human rights management helps reduce the risk of disputes and operational disruptions, supports labor stability and positive relationships within the project area, and enhances the organization's image in the eyes of investors and tenants who prioritize ESG — thereby contributing to the sustainability of revenue and asset value over the long term.</p>	<ul style="list-style-type: none"> • Employees • Business Partners • Customers / Tenants • Shareholders / Investors • Government Agencies and Regulators 	
<p>SM4 Employee Care and Development</p>	<p>(-) Shopping mall management relies on building engineering staff, technicians, electrical systems personnel, air conditioning specialists, security personnel, and operations workers. If employees lack specialized training or possess insufficient skills, errors in building system controls, delayed emergency responses, or work performed under high pressure without adequate support may occur — directly affecting safety, occupational well-being, and the career stability of employees.</p> <p>(+) Developing skills in building technology, emergency management, building management systems, and career advancement planning helps reduce operational risks, enhance safety, and build career stability for personnel — enabling employees to develop expertise and perform effectively in complex working environments.</p>	<p>(-) If the organization fails to invest in personnel development, costs may arise from technical errors, increased repair expenses, building system disruptions, or the loss of highly skilled personnel — leading to recruitment and retraining costs, as well as risks to operational efficiency.</p> <p>(+) Skilled employees help reduce technical errors, control maintenance costs, and maintain operational continuity, thereby contributing to project revenue stability, reducing the risk of service interruptions, and supporting the company's asset value over the long term.</p>	<ul style="list-style-type: none"> • Employees • Customers / Tenants • Shareholders / Investors 	
<p>SM5 Community Engagement</p>	<p>(-) The development and operation of shopping mall projects may impact surrounding communities in terms of traffic, noise disturbances, waste management, and shared public utility usage. Without appropriate communication and consultation, complaints, conflicts, or project opposition may arise, affecting community relationships and the organization's long-term image.</p> <p>(+) Opening the shopping mall as a hub for community activities, supporting local entrepreneurs, and organizing social initiatives in the area help stimulate the local economy, generate income for the community, and strengthen positive relationships between the project and local stakeholders — resulting in the shopping center being recognized and accepted as an integral part of the community.</p>	<p>(-) In the event of conflicts with the community or complaints filed with regulatory authorities, the company may face project delays, problem-resolution expenses, or operational restrictions, which could impact revenue and tenant confidence.</p> <p>(+) Positive relationships and community engagement help reduce the risk of disputes, support continuous operations, and build a customer base in the surrounding area — generating a positive effect on service utilization rates, project revenue, and asset value over the long term.</p>	<ul style="list-style-type: none"> • Customers / Tenants • Employees • Communities and Society • Government Agencies and Regulators • Shareholders / Investors 	

Material Sustainability Topics	Environmental and Social Impacts	Impacts on the Organization	Stakeholders	SDGs
<p>SM6 Occupational Health and Safety</p>	<p>(-) Shopping mall management involves building engineering, electrical systems, air conditioning, maintenance work, and event organization in public spaces — all of which carry high occupational accident risks. Without sufficient control measures, accidents may occur involving employees, contractors, or service users, such as slips and falls, electrical failures, or building emergencies, impacting safety, health, and confidence in the project.</p> <p>(+) Establishing safety standards for operational work, conducting regular building system inspections, practicing emergency response drills, and managing risks in public spaces help reduce the likelihood of accidents, create a safe environment for employees and service users, and reinforce confidence in the shopping center as a public space that meets established standards.</p>	<p>(-) Serious accidents or safety incidents may lead to compensation payments, legal damages, temporary operational shutdowns, and reputational harm, which could impact the project's revenue and asset value.</p> <p>(+) Systematic occupational health and safety management helps reduce the risk of accident-related expenses, minimizes operational volatility, and supports revenue stability through the continuous provision of commercial space services.</p>	<ul style="list-style-type: none"> • Employees • Customers / Tenants • Communities and Society • Government Agencies and Regulators 	
<p>SM7 Sustainable Returns</p>	<p>(-) The shopping mall business relies primarily on rental income and space occupancy rates. If a project lacks comprehensive risk management — such as location risks, shifting consumer behavior, or competition from online channels — occupancy rates may decline, revenue may become volatile, and long-term financial stability may be affected. Furthermore, focusing on short-term returns without regard for project quality or tenant relationships may impact the ability to grow sustainably.</p> <p>(+) Managing projects with consideration for the balance between financial returns, asset quality, and tenant satisfaction helps generate stable cash flow, increase long-term occupancy rates, and strengthen the project's competitiveness in a highly dynamic retail market.</p>	<p>(-) Economic volatility, declining purchasing power, or the loss of anchor tenants may directly impact revenue and affect asset value, as well as the ability to raise capital or expand projects in the future.</p> <p>(+) Effective property portfolio management, maintaining high occupancy rates, and controlling operational costs help generate consistent returns for shareholders and investors, while also supporting long-term asset value growth.</p>	<ul style="list-style-type: none"> • Shareholders / Investors • Customers / Tenants • Employees 	
<p>SM8 Innovation and Technology</p>	<p>(-) The shopping mall business operates by relying on Smart Building management systems, security systems, and information systems to control operations. If the organization fails to develop its technology in pace with change, building management efficiency may decline, energy consumption may become inefficient, and the organization may be unable to adequately respond to consumer behavior shifting toward digital formats.</p> <p>(+) Adopting building management technology, Data Analytics, and digital tools to support commercial space management helps improve resource utilization efficiency, reduce energy costs, and enhance the service experience for users — enabling the project to remain competitive in a rapidly changing business environment.</p>	<p>(-) Investing in technology infrastructure and digital systems requires initial capital investment and may carry risks from selecting technology that does not align with the project's requirements, resulting in short-term cash flow burdens.</p> <p>(+) Appropriate technology helps reduce operational expenses, improve space management efficiency, and support long-term tenant retention — contributing to revenue stability and sustainably increasing the company's asset value.</p>	<ul style="list-style-type: none"> • Customers / Tenants • Shareholders / Investors • Employees 	
<p>SM9 Sustainable Supply Chain Management</p>	<p>(-) The business relies on construction contractors, maintenance service providers, security service providers, and equipment and material suppliers. If business partners fail to comply with labor, safety, or environmental standards, legal violations, accidents within the project area, or community impacts may occur — affecting the company's credibility even when the incidents are directly caused by the business partners themselves.</p> <p>(+) Establishing partner selection criteria that take into account labor, safety, and environmental standards — along with regular performance monitoring and evaluation — helps elevate operational standards across the supply chain, reduce the risk of rights violations or accidents, and strengthen transparency in project management.</p>	<p>(-) Business partner failures — such as delayed project delivery, substandard work quality, or license suspension — may result in project delays, rework expenses, and impact on revenue from planned service openings, as well as reputational risks that could affect investor confidence.</p> <p>(+) Effective supply chain management helps control construction and maintenance costs, reduce the risk of work disruptions, and support on-time project delivery — contributing to revenue stability and asset value over the long term.</p>	<ul style="list-style-type: none"> • Business Partners • Employees • Shareholders / Investors • Government Agencies and Regulators 	

Material Sustainability Topics	Environmental and Social Impacts	Impacts on the Organization	Stakeholders	SDGs
<p>SM10 Data Protection and Information Systems</p>	<p>(-) Shopping mall management involves the collection of tenant data, contract information, financial data, CCTV systems, and service user data from marketing activities. If information systems lack appropriate security measures, data breaches, unauthorized access, or cyberattacks may occur — affecting privacy rights, tenant confidence, and the security of the project area.</p> <p>(+) Establishing personal data protection measures, controlling system access rights, backing up data, and regularly testing cyber incident response plans help reduce the risk of data breaches, strengthen the security of smart building systems, and instill confidence in tenants and service users that their data is being appropriately protected.</p>	<p>(-) Data breach incidents or system outages may lead to revenue losses from business disruptions, fines under personal data protection laws, system recovery costs, and reputational damage — all of which impact revenue and investor confidence.</p> <p>(+) Secure information systems help reduce the risk of fines and operational disruptions, support analytical data management for space planning and marketing strategy, and strengthen long-term business stability.</p>	<ul style="list-style-type: none"> • Customers / Tenants • Employees • Shareholders / Investors • Government Agencies and Regulators 	 
<p>SM11 Anti-Corruption</p>	<p>(-) The business of developing and managing shopping centers involves procurement, contractor selection, space lease agreements, and coordination with government agencies. Without appropriate internal control systems, risks of corruption, solicitation of benefits, or conflicts of interest may arise — affecting transparency, fairness, and stakeholder confidence.</p> <p>(+) Establishing clear anti-corruption policies, segregating audit responsibilities, overseeing procurement processes, and providing whistleblowing channels help foster a corporate culture grounded in good governance, reduce the likelihood of damages, and enhance the credibility of the project in the eyes of tenants, investors, and regulatory authorities.</p>	<p>(-) In the event of corruption, the company may face financial damages, legal fines, contract revocations, or the loss of business opportunities, as well as reputational impacts that could affect occupancy rates and the ability to raise capital.</p> <p>(+) A transparent governance system helps reduce the risk of resource losses, enables effective project cost control, and strengthens the confidence of shareholders and investors — supporting long-term financial stability and growth.</p>	<ul style="list-style-type: none"> • Business Partners • Shareholders / Investors • Customers / Tenants • Employees • Government Agencies and Regulators 	
<p>SM12 Corporate Governance, Risk Management, and Legal Compliance</p>	<p>(-) The shopping mall business is subject to urban planning laws, building regulations, public safety requirements, labor laws, and environmental laws. Without a rigorous governance and risk management system, non-compliance, orders to suspend partial building usage, or license revocations may occur — affecting operational continuity and the confidence of tenants and the community.</p> <p>(+) Establishing a clear governance structure, continuously monitoring legal compliance, and ensuring that operational processes align with regulatory requirements help reduce the likelihood of incidents that could impact business operations and service provision, while strengthening transparency.</p>	<p>(-) Non-compliance with laws may lead to fines, damages, temporary operational shutdowns, or licensing restrictions — impacting revenue, occupancy rates, and asset value.</p> <p>(+) An effective governance and operational control system helps reduce unnecessary expenses arising from after-the-fact remediation, supports revenue stability, and strengthens the long-term confidence of shareholders and investors.</p>	<ul style="list-style-type: none"> • Shareholders / Investors • Customers / Tenants • Employees • Government Agencies and Regulators 	
<p>SM13 Product Quality, Safety, and Customer Satisfaction</p>	<p>(-) Shopping centers are public spaces with large numbers of service users. If the upkeep of building quality, cleanliness, security systems, or emergency management is insufficient, accidents, service inconveniences, or incidents affecting consumer safety may occur — directly impacting the confidence and image of the project.</p> <p>(+) Maintaining service quality standards, cleanliness, area safety, CCTV systems, and effective complaint handling help enhance the service experience, instill confidence in consumers, and ensure that the shopping center remains an accessible, safe, and consistently welcoming space.</p>	<p>(-) Incidents affecting safety or service quality may lead to a decline in the number of service users, loss of tenant revenue, and long-term impacts on occupancy rates, as well as expenses incurred in resolving incidents and restoring reputation.</p> <p>(+) Consistently maintaining quality and safety standards helps increase the number of service users, support tenant sales, and strengthen rental income stability — generating a positive effect on the company's asset value over the long term.</p>	<ul style="list-style-type: none"> • Employees • Customers / Tenants • Shareholders / Investors • Communities and Society • Government Agencies and Regulators 	 

Sustainability Risk Management

In the context of a volatile economic and business environment — encompassing economic fluctuations, regulatory changes, technological advancements, and cyber threats, as well as challenges from climate change and resource constraints that may affect energy consumption, building management, and operational costs — businesses engaged in the development and management of commercial real estate must navigate a diverse range of risks spanning operations, finance, technology, and the environment. For JAS ASSET, risk management is an integral part of good corporate governance and serves as a mechanism supporting sustainable business operations. Significant risks may affect business operational efficiency, asset management and development, commercial space revenue, as well as the confidence of tenants, service users, investors, and stakeholders. The company therefore places great importance on systematic, comprehensive, and proactive risk management, taking into account impacts across economic, environmental, and social dimensions. The company conducts risk management under the Enterprise Risk Management (ERM) approach in accordance with the COSO Framework, covering strategic, financial, operational, legal, and information technology risks, as well as sustainability-related risks such as climate change, resource and energy management, personal data protection, human rights, and business ethics. In terms of governance, the Audit Committee is responsible for overseeing the company's risk management and internal control systems, while the Nomination and Remuneration, Corporate Governance, and Sustainable Development Committee is responsible for overseeing sustainability matters, including the consideration of risks, opportunities, and impacts across environmental, social, and governance (ESG) dimensions. Through this structure, the company is able to monitor, assess, and manage risks appropriately in order to support stable and sustainable business growth.

Risk of Personal Data Breach and Non-Compliance with PDPA



The company faces risks of personal data breaches and non-compliance with the Personal Data Protection Act (PDPA), as the operation of commercial real estate development and management involves the collection, use, and processing of data from multiple groups of stakeholders — such as tenants, service users, customers, business partners, and employees — through information systems, digital platforms, and building management systems. These risks may arise from inappropriate access control, employee errors, the use of external service providers, or cyber threats, which may lead to data leakage, use of data beyond its intended purpose, and non-compliance with legal requirements — impacting the company's reputation, stakeholder confidence, and potentially giving rise to legal risks and financial penalties.

Risk Management Approach

- Establish a corporate personal data governance framework encompassing policies, roles and responsibilities, and data usage guidelines
- Strengthen access control and information system security
- Ensure that service providers and business partners strictly comply with PDPA requirements
- Build employee awareness and preparedness for data breach incidents.

Risk of Shortage of Personnel with Specialized Skills and Experience



The company faces risks from the shortage and retention of personnel with specialized skills and experience essential to the operation of commercial real estate development and management, such as property and shopping mall management, project development, tenant management, building engineering, as well as information technology and digital systems.

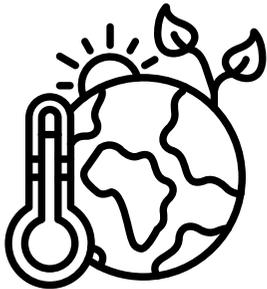
Competition in the labor market, technological change, and increasing demand for specialized skills may render the recruitment and development of personnel increasingly challenging. Meanwhile, the resignation of personnel in key positions or over-reliance on key individuals may impact work continuity, operational efficiency, and the company's capacity for growth.

Risk Management Approach

- Develop a human resources strategy, identify critical skills, and establish workforce plans aligned with the business direction
- Enhance personnel development and retention through Upskilling/Reskilling programs and succession plans for key positions
- Strengthen employee motivation and engagement, while leveraging technology to improve work processes in order to increase efficiency and reduce reliance on key personnel



Climate Change Risk



The company faces risks from climate change, both in terms of Physical Risk and Transition Risk relating to the shift toward a low-carbon economy, which may affect the operation of commercial real estate development and management.

In terms of physical impacts, extreme weather events such as floods, storms, or heat waves may affect buildings, utility systems, and shopping center services, as well as the safety of service users and employees — potentially impacting business continuity, maintenance costs, and rental income.

At the same time, risks from the transition to a low-carbon economy — including trends in environmental regulations, energy-efficient building standards, and the expectations of investors and tenants who prioritize ESG — may require the company to improve energy efficiency, resource management, and climate-related disclosures. If the company is unable to adapt appropriately, this may affect its competitiveness, asset value, and long-term stakeholder confidence.

Risk Management Approach

- Regularly monitor and assess climate-related risks, encompassing physical impacts, the transition to a low-carbon economy, and regulatory requirements, while applying assessment results to appropriately adjust strategies and business plans
- Develop and review business continuity plans, strengthen asset and infrastructure resilience, and improve energy and resource efficiency in order to reduce long-term operational impacts and costs
- Integrate climate-related matters into strategic decision-making and investment, develop data systems, governance, and disclosures in alignment with relevant standards and requirements, and transparently communicate progress to stakeholders

Human Rights Risk



The Company faces human rights risks arising from business operations involving employees, customers, business partners, and stakeholders throughout the value chain. These may stem from unfair practices, violations of labor rights, privacy rights, or supplier operations that are inconsistent with human rights principles. Such risks may affect reputation, stakeholder confidence, and give rise to legal and operational risks in the long term.

Risk Management Approach

- Establish group-level human rights policies and commitments in alignment with international principles, and communicate these to employees and business partners throughout the value chain
- Systematically conduct Human Rights Due Diligence (HRDD) processes to identify, prevent, and mitigate potential impacts arising from the organization's and business partners' operations
- Provide accessible grievance and remedy mechanisms, while promoting human rights knowledge and awareness within the organization

Corruption Risk



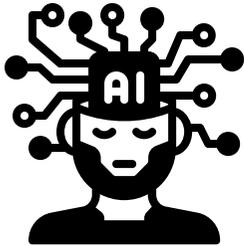
The company faces corruption risks arising from the operation of commercial real estate development and management, which involves procurement, selection of business partners and contractors, rental space management, and operations with external service providers. These risks may arise from the receipt or offering of bribes, conflicts of interest, or abuse of authority — potentially affecting transparency, the company's reputation, and giving rise to legal risks and financial damages if internal control systems are insufficient.

Risk Management Approach

- Establish anti-corruption policies and practices encompassing executives, employees, and business partners
- Strengthen internal control systems, approval processes, and appropriate oversight mechanisms, including business partner risk management
- Promote an ethical corporate culture, while providing whistleblowing mechanisms and whistleblower protection

Emerging Risk Management

Risk of Adopting Artificial Intelligence (AI) Technology Without Adequate Governance Framework



The company faces risks from the adoption of artificial intelligence (AI) technology in business processes, such as customer and service user data analysis, Smart Building management, commercial space usage data analysis, and digital systems related to service provision. Although AI helps enhance data analysis efficiency and supports decision-making, the absence of an appropriate governance framework may give rise to risks concerning the accuracy, transparency, and fairness of outcomes.

These also include risks related to personal data usage, algorithmic bias, and practices that are inconsistent with laws or ethical principles. Furthermore, the uncertainty of AI regulations and guidelines that are still under development may increase governance risks and reputational risks for the organization over the long term.

Risk Management Approach

- Establish an AI governance framework to define principles, scope, and responsibilities for AI usage in compliance with laws and ethical standards
- Control the use of data with AI systems in accordance with the Personal Data Protection Act (PDPA) and relevant standards
- Verify the accuracy, transparency, and explainability of AI system outputs, particularly in decision-making processes that affect stakeholders
- Promote knowledge and responsible AI usage, while continuously monitoring developments in relevant laws and guidelines

Geopolitical Risk and Global Economic Uncertainty

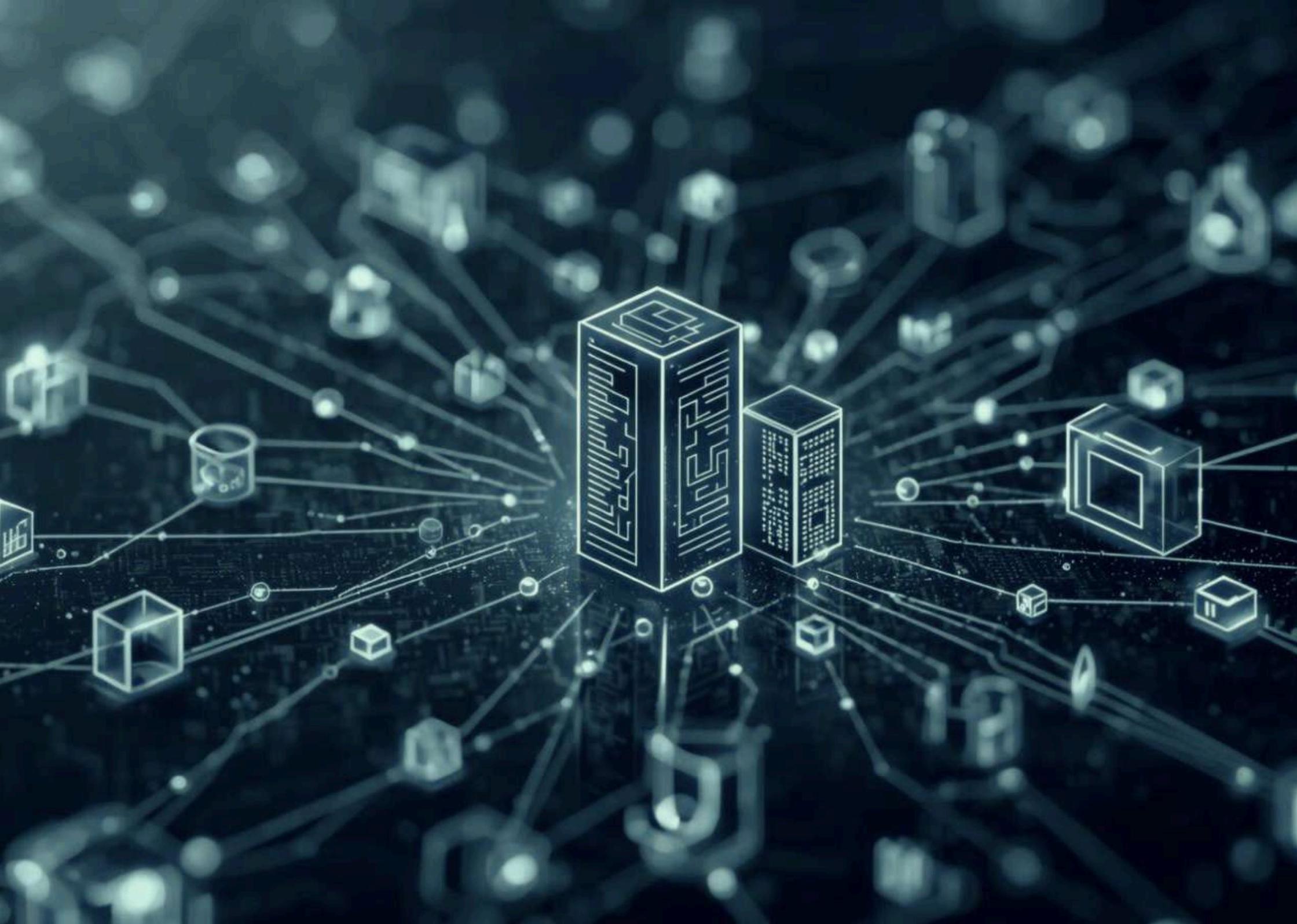
The company faces risks from geopolitical volatility and global economic uncertainty, which may affect interest rates, inflation, energy prices, and the overall economic climate. Such factors may impact consumer purchasing power and the financial performance of shopping mall tenants, resulting in reduced spending, slowing tenant businesses, or downsizing of leased space — which could affect the company's space occupancy rates and commercial space revenue.

Furthermore, volatility in interest rates and liquidity within the financial system may increase financial costs, as well as affect investment decisions and new project development. If economic uncertainty persists, it may impact business growth, asset value, and the company's long-term financial stability.



Risk Management Approach

- Monitor and assess macroeconomic factors such as interest rates, inflation, and consumer purchasing power in order to appropriately adjust strategies and business plans
- Prudently manage liquidity and capital structure to accommodate financial cost volatility
- Consider investment and project development with due regard for economic conditions and appropriate risk levels
- Enhance operational efficiency and cost management in order to maintain competitiveness in a volatile economic environment



Innovation and Technology Development

Commitment to Innovation and Technology Development

The creation and development of innovation through artificial intelligence (AI) technology represents a critical mechanism for enhancing organizational potential and driving sustainable growth in a rapidly evolving digital era. AI not only plays a role in supporting strategic decision-making, but also helps improve operational efficiency and elevate the experience of consumers who demand ever greater convenience, speed, and accuracy.

For JAS Asset Public Company Limited, integrating AI technology across every dimension of business operations is at the heart of the organization's development toward the future — whether in internal management, in-depth data analysis, automation system efficiency enhancement, or elevating the quality of services that respond to customers' needs through personalization.

JAS ASSET is committed to becoming an innovation- and AI-driven organization, firmly believing that continuous investment in and development of AI technology will not only strengthen the company's competitiveness and business growth, but will also create lasting value for society, the economy, and the environment in a sustainable manner — in accordance with the organization's vision of enhancing people's quality of life through the technology of the future.

Targets and Performance Results

Number of Innovation and Technology Development Projects

- Performance Results: 2 Projects / Year



Policy on Innovation Development and Promotion of Access to Digital Technology

JAS Asset Public Company Limited recognizes the vital role of innovation and digital technology as a mechanism driving the organization toward sustainable growth, under its responsibility to society, the environment, and the country's economic development. The company is committed to developing organizational-level innovation in a systematic and continuous manner, alongside promoting the capacity of employees at all levels to think creatively, adapt to change, and serve as a driving force for the organization in the digital economy era.

The company places great importance on investing in modern technology, fostering a culture of innovation within the organization, and developing products or services that address current customer needs — in order to enhance competitiveness in a rapidly changing market and create meaningful experiences for consumers. At the same time, the company is committed to promoting equitable and inclusive access to digital technology among all stakeholder groups, guided by the principle of creating shared value so as to generate benefits for the organization, communities, and society as a whole — forming an essential foundation for stable and sustainable long-term growth.



Organizational-Level Innovation Development Practices



Integrating Innovation at the Organizational Strategy Level

Management prioritizes and oversees the integration of innovation as a key component in setting organizational direction, through its incorporation into strategy reviews, organizational development planning, operational process improvement, and systematic and continuous performance monitoring and evaluation systems.



Supporting the Application of External Technology and Knowledge

Promoting the appropriate adoption of external technology knowledge and innovation to enhance operational efficiency, develop products, services, and experiences that meet customer needs, and create value for stakeholders.



Strengthening Personnel Capability and Innovation Culture

Promoting and developing the skills, knowledge, and attitudes of personnel at all levels to be prepared for change, by instilling a culture of creative thinking, openness to learning, and continuous experimentation with new innovations — enabling employees to actively participate in creating innovations that generate value for both the organization and society.



Building Collaborative Networks to Drive Sustainable Innovation

Seeking and promoting collaboration with external partners across the business sector, government agencies, educational institutions, and startups, to jointly develop new concepts, innovations, and digital technologies that can be applied in business operations to create added value and promote balanced and sustainable economic, social, and environmental growth.



Sourcing Innovations that Support Greenhouse Gas Reduction

The Company promotes the sourcing and application of innovations that support Net-Zero Emissions targets, with a focus on developing environmentally friendly technologies and services — such as the use of renewable energy, reduction of natural resource consumption, and promotion of recycling — as well as assessing the environmental impacts of innovations implemented, in order to continuously improve operations.



[Corporate Innovation Development and Digital
Technology Accessibility Policy.](#)

Innovation in PDPA Project Management Platform to enhance personal data governance

The JMART Group has adopted an innovative PDPA Project Management Platform as a key tool to elevate personal data management to a unified system across the entire Group.



- With the goal of strengthening Data Governance, improving efficiency in compliance with the Personal Data Protection Act (PDPA), and building confidence among customers, business partners, employees, and all stakeholder groups.

The platform is overseen by the Personal Data Protection Committee of the JMART Group, to ensure that the operations of all companies within the Group are aligned in the same direction and that risks can be effectively controlled at the Group level.

Benefits of the PDPA Project Management Platform Innovation

- The use of the PDPA Project Management Platform enables the Company to manage the processes of collecting, using, and disclosing personal data in a standardized, transparent, and auditable manner, reducing the risk of non-compliance at both the organizational and Group levels, while supporting the operations of each affiliated company to be more agile and consistent.
- Furthermore, the PDPA Project Management Platform also enhances efficiency in managing data subject rights requests, controlling data access permissions, and systematically storing operational evidence — leveraging technology to support risk management, retrospective auditing, and effective administrative decision-making. This reflects the JMART Group's commitment to conducting business responsibly, respecting personal rights, and operating in alignment with sustainable good corporate governance principles.



Performance Results

Through the implementation of a Personal Data Protection Gap Analysis, the JMART Group has been able to drive improvement plans significantly — covering operational process dimensions, the preparation and review of relevant documents, information technology system development, and the strengthening of a clear and effective governance structure. Such progress reflects a concrete, systematic, and good governance-aligned elevation of the Group's readiness to comply with the Personal Data Protection Act (PDPA).

Business Outcomes

The adoption of the PDPA Project Management Platform helps strengthen the efficiency of governance and control over operations to ensure systematic compliance with personal data protection laws, reducing the risk of non-compliance with legal requirements — which may otherwise result in the Company being subject to administrative penalties from the Personal Data Protection Committee Office (PDPC) — as well as reducing the likelihood of litigation costs and reputational damage to the organization.



JAS FAMILY Receipt-Based Point Accumulation System

The company places great importance on developing digital innovation to enhance competitive capabilities and drive sustainable growth. One of the key innovations is the JAS Family platform, developed by JAS Asset Public Company Limited to serve as a tool supporting customer relationship management and customer network connectivity within the business group — through the integration of spending behavior data, benefits, and customer service experiences across various channels — in order to strengthen lasting customer relationships and increase long-term business value.

The platform supports interoperability with the group's core customer care and benefits systems, providing customers with the opportunity to upload proof of spending to accumulate points and redeem various benefits, while also enabling the development of new benefit formats in the future. In addition, the system serves as a customer data infrastructure to support in-depth behavioral analysis and the design of targeted marketing activities, under the principles of personal data protection and responsible data usage.



From a strategic perspective, the platform helps increase repeat service usage rates, promotes cross-business service utilization within the group, reduces marketing costs, and strengthens the customer relationship network of the business group — serving as a critical mechanism in supporting the organization's sustainable long-term growth.



Benefits of the JAS FAMILY Receipt-Based Point Accumulation System

The JAS Family innovation of JAS Asset Public Company Limited plays a significant role in supporting business operations through enhancing customer relationship management and customer base connectivity within the business group, generating organizational benefits across multiple dimensions as follows:

- **Business Value Creation:** The platform helps increase repeat service usage rates, promotes cross-business service utilization within the group, and expands revenue generation opportunities from the existing customer base — alongside reducing marketing costs through targeted communications.
- **Customer Experience and Relationship Development:** It helps elevate the customer service experience through connecting benefits and marketing activities aligned with spending behavior, resulting in long-term brand engagement and confidence.
- **Data Management and Strategic Decision-Making:** It serves as a customer data infrastructure to support in-depth behavioral analysis and the development of effective business plans and activities, under the principles of personal data protection and responsible data usage.
- **Supporting Sustainable Organizational Growth:** It helps strengthen the customer relationship network within the business group, supports the development of digital business models, and enhances the ability to adapt to future changes in consumer behavior.

Operating Results

The expansion of the membership base through JAS Family helps stimulate spending within affiliated businesses and reflects the group's ability to create synergy. In the year 2025,

- Currently, there are a total of **19,000 members.**
- A total of 2,447,761 points were earned through the JAS Family platform.
- A total of 332,067 points were redeemed (burned) through campaigns and benefits on JAS Family.



Promoting Organizational Culture in Innovation and Technology

Design Thinking for Innovation at Work



The Company has established an Artificial Intelligence Policy to define the framework and guidelines for the development and application of artificial intelligence technology within the organization in a responsible, transparent, and secure manner, in compliance with applicable laws, international standards, and relevant ethical principles, in order to support business operations with good corporate governance and sustainable growth.



[Artificial Intelligence Policy.](#)

JAS Asset Public Company Limited organized a training program titled “Design Thinking for Innovation at Work” to promote Design Thinking skills among employees at all levels. This approach is an important process for fostering innovation and creative problem-solving in a rapidly changing and uncertain working environment.

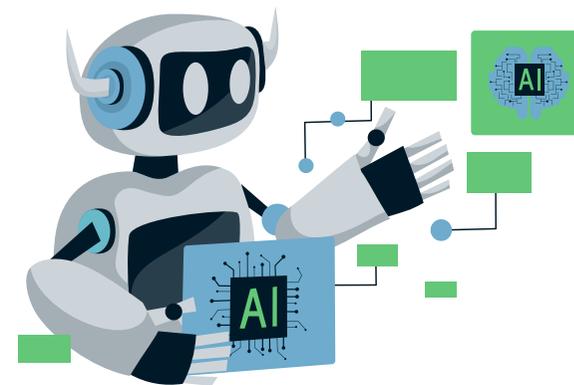
This training focused on systematic and step-by-step learning through tools, workshops, and case studies to help participants gain a deep understanding of the design thinking process and be able to apply it effectively in their work. The program emphasized viewing problems from the user’s perspective (Human-Centered Design), prototyping, and learning through hands-on practice.

Benefits for employees

Employees gained new perspectives in problem-solving, the ability to develop innovations that truly meet user needs, and the opportunity to foster a culture of Collaboration and Co-Creation within the organization. This helps enhance adaptability and strengthens the sustainable competitiveness of JAS Asset Public Company Limited.

Number of participants >> 35 people

Level of understanding assessment >> 70.00%





Growing Together with Business Partners

Our Commitment

The Company is committed to building long-term partnerships with business partners, guided by the principle of growing together sustainably — under a procurement process that is transparent, fair, and accountable. The Company has established clear procurement policies, guidelines, and procedures covering fair supplier selection, appropriate price and quality comparison, and strict compliance with laws, regulations, and business ethics.

Furthermore, the Company encourages business partners to conduct business with consideration for social responsibility, environmental stewardship, and human rights, while continuously supporting supplier capability development to elevate operational standards throughout the supply chain — leading to the creation of shared value and the stable long-term growth of both the Company and its business partners.



Sustainable Procurement Practices

Sustainable Procurement Policy

The Company aims to continuously drive sustainable business development and therefore places great importance on every sector within the supply chain — particularly suppliers, who are regarded as key partners in supporting sustainability from upstream to downstream. The Company thus places significant emphasis on managing supply chain responsibilities, from sourcing the highest quality products, risk assessment and management, and strict regulatory compliance, to awareness of social and environmental responsibilities, collaboration with suppliers to develop and improve work processes for sustainability, and building long-term relationships with suppliers for effective supply chain management.

The Company has established transaction guidelines and codes of conduct for suppliers, to serve as a framework for adhering to good corporate governance principles, while also encouraging its suppliers to treat their own suppliers in the same manner — promoting effective supply chain management, building confidence and stability in the relationship between the Company and its suppliers, and elevating ethical standards and quality throughout the supply chain. This is considered a sustainable supply chain management practice.

Supplier Evaluation Criteria Based on Sustainability Dimensions



Economics Dimensions

Maintaining economic stability and growth, employment, and local procurement in which communities participate and benefit — including having corporate governance and anti-corruption measures, such as anti-bribery and anti-corruption in all cases.



Social Dimensions

Procurement that prioritizes human rights, such as opposition to the use of illegal labor — including slave labor and child labor — and procurement that considers good labor practices, taking into account workers' livelihoods, particularly working conditions, health, and occupational safety.



Environmental Dimensions

Procurement that prioritizes human rights, such as opposition to the use of illegal labor — including slave labor and child labor — and procurement that considers good labor practices, taking into account workers' livelihoods, particularly working conditions, health, and occupational safety.

Assessment and Selection of Current and New Suppliers

The Company has integrated sustainability considerations into its evaluation and selection criteria for both current and new suppliers, covering a comprehensive range of factors — from environmentally friendly business operations and respect for human rights with promotion of fair employment, to transparent operations and adherence to good governance principles — to ensure that the Company's supply chain operates responsibly and in alignment with the organization's sustainability goals.

Furthermore, the Company employs a supplier selection process (Selecting Supplier) that is open, transparent, honest, and fair — beginning from sourcing at least 2 supplier companies, issuing a Request for Proposal, handling Queries and Answers, conducting Negotiations, through to the Award decision — to ensure equality and accountability at every stage.

Vendor and Service Provider Evaluation Form

This is a tool developed for evaluating the qualifications and performance of vendors and service providers. The assessment covers the procurement process, product and service quality, as well as compliance with the Company's business ethics code — to ensure that operational processes are transparent, fair, and supportive of efficient operations in accordance with the Company's standards.

The following indicators are used, based on supplier working standards:



Price Assessment



Social Assessment



Quality Assessment



Environmental Assessment



Product Delivery or Service Provision Assessment



Corporate Governance Assessment



[Sustainable Procurement Policy](#)

Sustainable Supply Chain Management

(GRI 3-3)

Our Commitment

JAS Asset Public Company Limited is committed to driving supply chain management based on transparency and fairness in accordance with good corporate governance principles. The Company integrates ethical standards, respect for human rights, and environmental responsibility into its operational processes in a systematic manner to build sustainable business partnerships and deliver stable value to all stakeholders.

The Company aims to strengthen trust through a responsible and traceable supply chain management approach by encouraging business partners to adhere to good governance principles and sustainable development practices alongside the Company. This serves as a key driver in building strong and sustainable long-term organizational growth.

With a firm commitment to good corporate governance principles, JAS Asset Public Company Limited strives to elevate supply chain standards through comprehensive risk management and collaboration with business partners who uphold ethics and good corporate governance, in order to jointly create a responsible business ecosystem and achieve sustainable growth.



Supplier Code of Conduct

Supplier Code of Conduct

JAS Asset Public Company Limited upholds the principles of conducting business with integrity, adhering to good governance and corporate governance principles, and placing importance on responsibility toward society, communities, and the environment — as well as all stakeholder groups of the Company — in accordance with sustainable business development guidelines. The Company has therefore established a Supplier Code of Conduct to reflect its commitment to ensuring that all supplier groups transacting with the Company operate transparently under a business code of conduct that demonstrates responsibility across all dimensions — not merely the benefits derived from business operations, but also emphasizing sustainable and stable business conduct throughout the shared supply chain.

Business Ethics in Accordance with Sustainability Guidelines



Environmental

The business conduct of supplier companies should not consider only the benefits they will receive, but suppliers must also conduct business with responsibility. Environmental responsibility is an unavoidable duty that suppliers must respect and observe — being aware of the impacts throughout the operational process from beginning to end — in order to avoid or prevent actions that may create environmental impacts and to conduct business together sustainably in the long term.



Social

In conducting business with regard to relationship management and treating all stakeholder groups with equality — and being attentive to what various stakeholder groups are rightfully entitled to receive — suppliers must always place importance on this, regardless of whether those stakeholders are primary or secondary groups, as all are inevitably significant to business operations.



Governance

Supplier companies should place importance on conducting business with transparency, fairness, and integrity — respecting regulations, practices, and laws — toward trade competitors, customers, government agencies, private sector organizations, employees at all levels, and all stakeholder groups of the supplier.

Schedule for Review and Revision of the Supplier Code of Conduct

The department responsible for overseeing this Supplier Code of Conduct is required to update the details of each process to reflect current situations on an annual basis, for presentation and approval by the Board of Directors.

Whistleblowing and Complaint Receiving Channels

If suppliers, business representatives, and the Company's stakeholders encounter or suspect any actions that may constitute violations of the Company's regulations or policies, they may report whistleblowing information and complaints through the following channels designated by the Company:



- E-mail : ir@jasasset.co.th , whistleblowing@jasasset.co.th



- Website: <https://www.jasasset.co.th/th/investor-relations/corporate-governance/whistleblowing>



Postal mail: Addressed to “The Audit Committee”, No. 87 The Jas Ramintra Building, Room A315, 3rd Floor, Ladplakao Road, Anusawari Subdistrict, Bang Khen District, Bangkok 10220.



Supplier Code of Conduct

Supply Chain Management

JAS Asset Public Company Limited places great importance on supply chain management to demonstrate its commitment to delivering quality products and services with responsibility toward all of the Company's stakeholder groups. The Company therefore has processes and guidelines for managing suppliers who contribute to the Company's business operations — to provide assurance to the organization, the Company's stakeholders, society, and the environment that business conducted between suppliers and the Company operates under responsibility toward all relevant parties. This is not driven solely by monetary returns, but by conducting business under the principle of "responsibility" in order to drive the business forward sustainably in the long term.

Supplier Management Guidelines

- 01 Establishing a Sustainable Procurement Policy and Supplier Code of Conduct
- 02 Classifying the significance and categories of suppliers
- 03 Auditing supplier operations in terms of environmental, social, and corporate governance aspects
- 04 Building relationships with respect for mutually agreed practices and regulations, while promoting supplier development

Supplier Classification Criteria

- Level of supplier dependency
- Emergency preparedness
- Replaceability
- Service and delivery capability
- Cost impact

Critical Tier 1 Direct Suppliers

- Purchase volume of 80% or more
- Procurement value of more than THB 12 million per year
- Continuous procurement for more than 1 year
- Direct impact on the cost and pricing of goods and services

Critical Non-Tier 1 Suppliers

- Purchase volume of 80% or more
- Procurement value of more than THB 12 million per year
- Continuous procurement for more than 1 year
- Indirect impact on the cost and pricing of goods and services

Key Partners

- Total number of partners: 1,132

Direct Key Partners of the Company Critical Tier 1



Number: 15

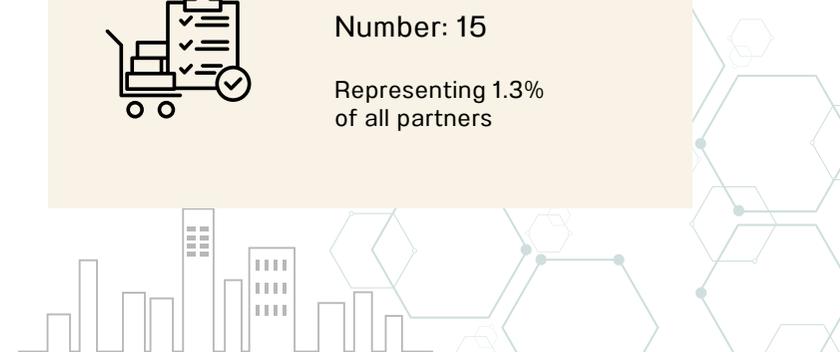
Representing 1.3% of all partners

Indirect Key Partners of the Company Critical Non Tier 1



Number: 15

Representing 1.3% of all partners







Driving Sustainable Business

Our Commitment

The Company is firmly committed to conducting its business with honesty, integrity, and fairness, while placing importance on adherence to the principles of good corporate governance, which are fundamental to building the credibility and sustainability of the organization. The Company clearly demonstrates its intention and commitment to combating corruption and misconduct in all forms, while supporting and encouraging directors and employees at all levels to maintain a strong awareness in opposing corruption and non-transparent practices in every aspect of their work.

To establish the right values and foster strong confidence, the Company supports responsible and transparent operations and promotes an organizational culture that upholds ethics, ensuring that the Company remains a reliable and trusted organization for all stakeholders. Adherence to these principles helps create the highest value for the Company by promoting transparency, credibility, and positive relationships between the Company and its stakeholders, which will lead to long-term sustainable development and growth.



Corporate Governance Policy

The Company places great importance on processes, systems, and practices related to good management. The Board of Directors has established control mechanisms and checks and balances to ensure that management operations are conducted efficiently, transparently, and in a verifiable manner. In addition, the Group has a Board of Directors and management team with broad vision and responsibility for their assigned duties, while respecting the rights and equality of shareholders and all stakeholder groups. The Company adheres to ethical business conduct and good corporate governance practices, together with responsibility toward society, communities, and the environment. In this regard, the Company has established clear policies to ensure that employees at all levels understand and comply with them, while also encouraging employees to continuously participate in social contribution activities. This is considered an important part of strengthening 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 ensure its appropriateness in response to the evolving business environment. It is also aligned with the guidelines set by the Stock Exchange of Thailand regarding the “Corporate Governance Code for Listed Companies,” in order to enhance the Company’s corporate governance to meet international standards while maintaining strong corporate governance principles.

With this commitment, the Company aims to be an organization that is responsible to society and all stakeholder groups, while firmly conducting its business with ethics, integrity, and transparency in accordance with corporate governance principles, in order to promote sustainable growth and create long-term value for society and the environment.



[Good Corporate Governance Policy](#)

Corporate Governance Management Approach

In pursuit of becoming a truly governance-driven company, the Company has established best practices for listed companies as a working framework that promotes business operations in accordance with good corporate governance principles. The Company has formulated clear corporate governance policies emphasizing transparency at every stage of operations — from the employee level, through management, to the Board of Directors — to ensure that all parties within the organization operate according to good and equitable ethical standards, which form a critical foundation for sustainable operational efficiency development.

The policy also focuses on improving efficiency and increasing effectiveness in business operations, to enable the Company to create long-term added value for shareholders and all relevant stakeholder groups. The Company therefore adheres to and practices good corporate governance principles in accordance with the guidelines of the Stock Exchange of Thailand, which comprise 15 key practices covering governance across all dimensions — including ethics, transparency, social responsibility, and fairness in business operations — as follows:

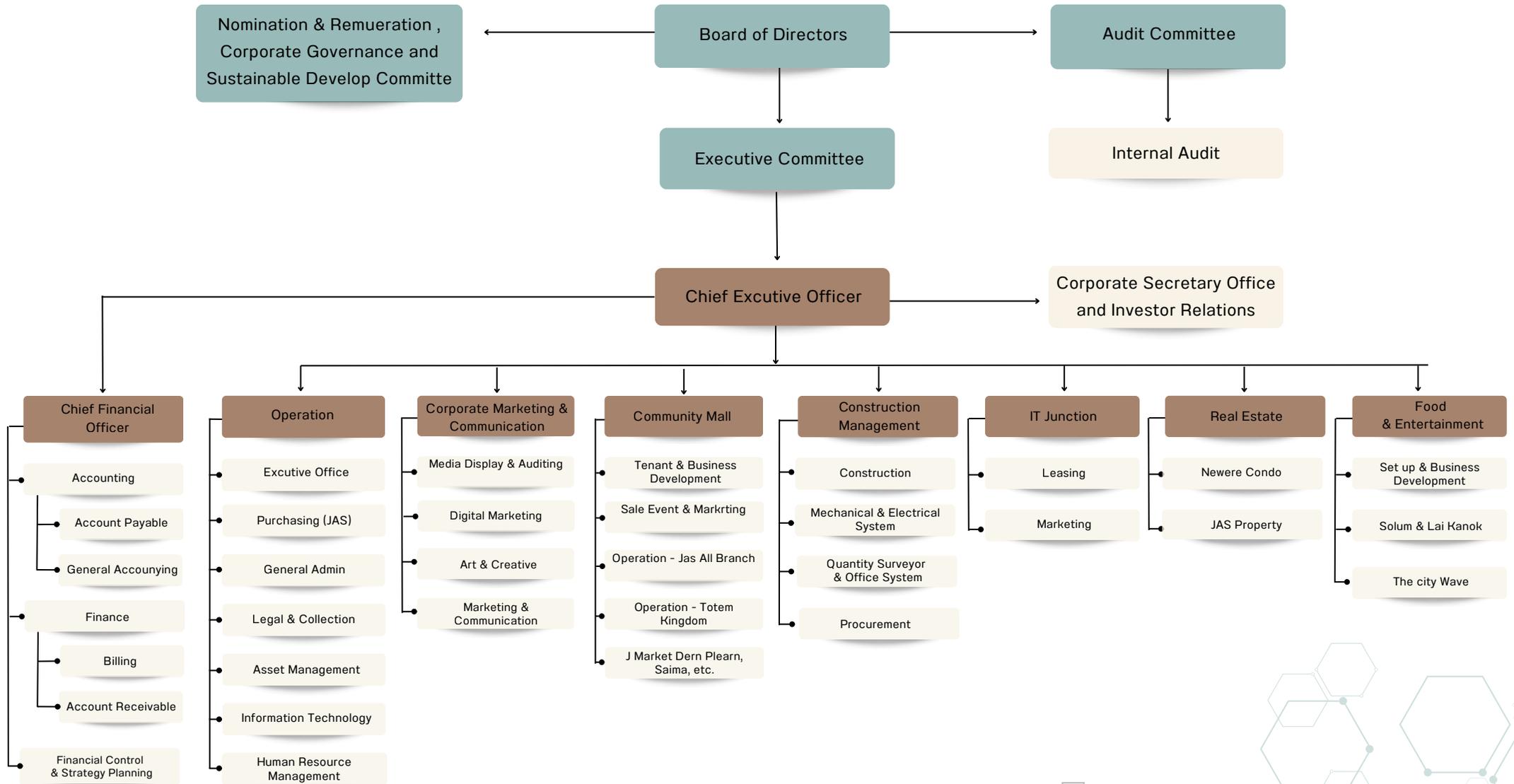
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|--|--|--|--|
|  1. Good Corporate Governance Policy |  5. Leadership and Vision |  9. Combination or Separation of Positions |  13. Internal Control and Audit Systems |
|  2. Rights and Equality of Shareholders |  6. Conflicts of Interest |  10. Remuneration of Directors and Executives |  14. Board Reports |
|  3. Rights of Various Stakeholder Groups |  7. Business Ethics |  11. Board Meetings |  15. Investor Relations |
|  4. Shareholders' Meeting |  8. Board Balance and Board Diversity |  12. Audit Committee | |



Corporate Governance Structure

As of December 31, 2025

JAS Asset Public Company Limited



Whistleblowing and Complaints

Our Commitment

JAS Asset Public Company Limited is committed to conducting its business in accordance with the principles of good corporate governance with responsibility, transparency, and accountability, while giving importance to the rights and voices of all stakeholder groups, both internal and external to the organization. The Company has established a whistleblowing and complaint-handling system that is secure, reliable, and covers actions that may constitute violations of laws, company regulations, the Code of Business Conduct, or good corporate governance principles. This system covers directors, executives, employees, and workers within the business group.

The Company encourages stakeholders to confidently report information or incidents that may cause negative impacts on the organization without the need to disclose their identity. All information is handled with strict confidentiality, and measures are in place to protect whistleblowers and informants from retaliation or unfair treatment. This strengthens a transparent and well-governed organizational culture and serves as an important mechanism for preventing and detecting corruption, misconduct, and risks that may affect the organization across economic, social, environmental, and governance dimensions, in order to support stable and sustainable long-term growth.



Whistleblowing and Complaints

The Company has established a whistleblowing system and complaint mechanism for both internal and external individuals, to serve as a channel for reporting incidents that may involve misconduct — such as bribery, corruption, discrimination, harassment or abuse, privacy violations, illegal acts, or violations of Company policies and regulations.

With a commitment to promoting a transparent and accountable organizational culture, the Company provides multiple and easily accessible whistleblowing and complaint channels, with strict whistleblower protection, fair investigation of complaints, and the implementation of corrective, improvement, and recurrence prevention measures — in order to continuously elevate the Company's business ethics standards and good corporate governance.

Whistleblowing and Complaint Handling Process



1. The Company will immediately conduct an investigation upon receiving a whistleblowing report or discovering behavior that may constitute a violation of business ethics, misconduct, or non-compliance with corporate governance principles — by assigning an Investigation Committee or relevant authorized persons to be responsible for fact-finding.



2. All relevant parties must provide complete information and submit evidence to ensure that the investigation process is comprehensive, transparent, and fair — based on witnesses, evidence, and explanations received.



3. If the investigation results indicate that no wrongdoing has occurred, the Company will close the matter without further action. However, if wrongdoing is found, disciplinary proceedings will be initiated in accordance with the severity of the conduct.



4. Every stage of the investigation will be conducted with transparency and fairness, providing the accused with the opportunity to explain before a final decision is made. If the investigation results reflect deficiencies or gaps in management, the Company will use such information to improve its risk management systems and preventive measures — to prevent similar incidents from recurring in the future.

Protection of Whistleblowers and Complainants

- 01 To protect the rights of whistleblowers and complainants, the Company keeps the personal information of whistleblowers and complainants strictly confidential, with safety as the primary consideration.
- 02 The Company carefully considers incidents and conducts fact-finding procedures with comprehensive attention to sensitive issues, to avoid negative impacts that may adversely affect whistleblowers — ensuring that the Company treats both whistleblowers and those being complained against with fairness and without discrimination.
- 03 If the whistleblower or complainant is a person who has suffered harm from corruption or fraudulent incidents, the Company will provide appropriate and fair assistance to help remedy the damage in the relevant aspects.

Whistleblowing and Complaint Receiving Channels



- E-mail : ir@jasasset.co.th , whistleblowing@jasasset.co.th



- Website: <https://www.jasasset.co.th/th/investor-relations/corporate-governance/whistleblowing>



- Postal mail: Addressed to “The Audit Committee”, No. 87 The Jas Ramintra Building, Room A315, 3rd Floor, Ladplakao Road, Anusawari Subdistrict, Bang Khen District, Bangkok 10220.





Human Rights

Our Commitment

JAS Asset Public Company Limited is committed to respecting and protecting the human rights of employees at all levels, as well as all stakeholder groups throughout its business operations. The Company adheres to the principles of good corporate governance, conducts its business with honesty, integrity, and fairness, and does not take advantage of any party, with the aim of achieving business growth alongside responsibility toward employees and society.

The Company places importance on the quality of life, safety, well-being, and career advancement of employees in an appropriate manner over time, under established policies and guidelines. This ensures that all employees and stakeholder groups are treated fairly, with respect for human dignity, and in alignment with human rights principles.

The Company believes that its human rights policy serves as an important mechanism to promote collaboration among employees at all levels and positions, based on mutual respect, dignity, and peaceful coexistence. This will lead to the development of a strong and transparent organizational culture and support sustainable long-term growth.

Targets and Performance Results

Number of disputes related to human rights violations

- Target: The number of disputes related to human rights violations must be zero.



- Performance in 2025: The number of disputes related to human rights violations was zero.



Human Rights Policy and Practices

JAS Asset Public Company Limited has played an important role in establishing the human rights policy of the JMart Group, in compliance with human rights laws and local to international regulations. The scope of JMart's human rights policy covers all stakeholders — including all employees in the Company's operations, encompassing subsidiaries and associated companies, business representatives, and suppliers — from the Board of Directors, executives, and employees at all levels — to serve as strict guidelines for working together with honesty and integrity, in accordance with genuine governance and ethical principles.

The Company upholds responsibility toward society and all stakeholders in accordance with good corporate governance principles and sustainable business operations, to ensure that the Company's business conduct is consistent with human rights principles and the United Nations Framework and Guiding Principles on Business and Human Rights (UNGPs).

The policy covers the following key issues:

- Forced labor
- Child labor
- Treatment of female employees
- Non-discrimination
- Non-sexual harassment
- As well as maintaining standards for occupational safety, health, and working environment

Should any actions be found to violate this policy, such violations can be reported through the channels specified in the Company's whistleblowing or complaint policy. The Company will maintain strict confidentiality and provide safety protection for those who disclose information. If an investigation confirms that a violation has indeed occurred, the Company will proceed through the process with fairness, transparency, and impartiality — including providing appropriate and fair remediation to those who have suffered harm.

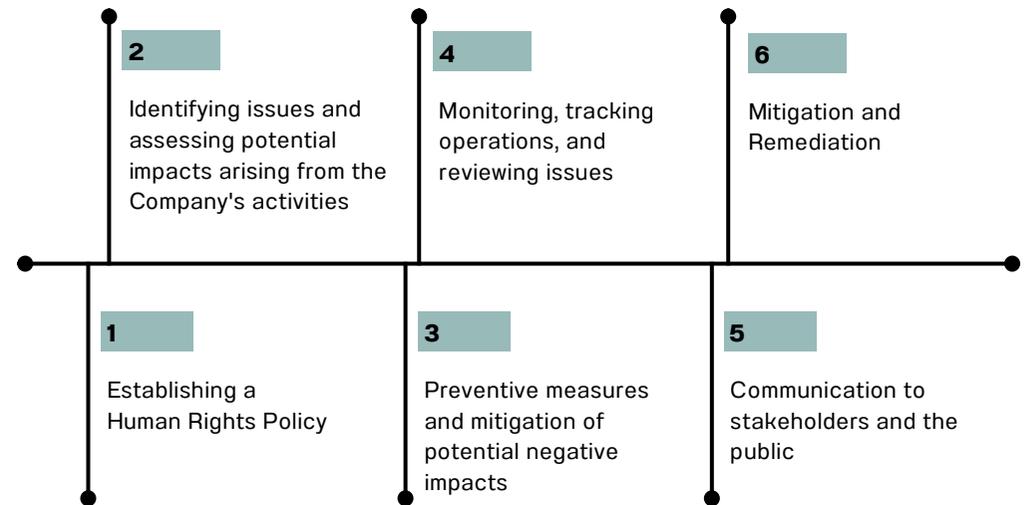


[Human Rights Policy](#)

Human Rights Due Diligence : HRDD

JAS Asset Public Company Limited has continuously strengthened its commitment following the establishment of the Human Rights Policy, which emphasizes good practices with respect for employees and the Company's stakeholders, by advancing toward a human rights due diligence process based on the United Nations Guiding Principles on Business and Human Rights (UNGPs). This framework serves as a guideline to ensure that the Company complies with international human rights standards and is able to prevent and remedy potential human rights impacts on all parties throughout the value chain. It also enables the Company to examine incidents and affected parties. The scope of the human rights management process is comprehensive and follows the steps outlined below.

Scope of Comprehensive Human Rights Management Process



Accordingly, when the Company becomes aware of an issue that may cause impacts to any stakeholder group, the Company will establish preventive measures to reduce the impact or prevent such incidents from occurring again, and will also determine remediation guidelines for those who may be affected by the Company's business operations as guidance for the relevant departments in their operations.



[Human Rights Due Diligence : HRDD](#)

จรรยาบรรณธุรกิจ และการต่อต้านการทุจริต

(GRI 2-28 , 3-3 , 205-3)

Our Commitment

JAS Asset Public Company Limited adheres to conducting business with ethics that are transparent, fair, and verifiable, by upholding integrity as the core principle in corporate management at all levels. The Company believes that proper conduct in accordance with ethical principles and laws is the foundation for building confidence and trust from all stakeholder groups, including shareholders, customers, business partners, employees, government agencies, communities, and society as a whole.

The Company is committed to promoting executives and all employees to understand and strictly comply with the Code of Business Conduct in every work process, as well as to prevent actions that may lead to conflicts of interest, corruption, or any form of inappropriate conduct, while encouraging all parties to jointly create a working environment with high ethical standards in order to drive the Company’s stable and sustainable growth, together with being a good corporate citizen toward society and the nation.

Targets

- Corporate Governance Report of Thai Listed Companies (CGR) assessment at the level of “Very Good” (4 Stars).

80%

- Every year, business ethics and code of conduct violations must be 0 case- from the Board of Directors, executives, and employees.

0%

- Significant corruption-related misconduct cases must be 0 case every year.

0%

Performance Results

- In 2025: Corporate Governance Report of Thai Listed Companies (CGR) assessment at the level of “Excellent” (5 Stars).

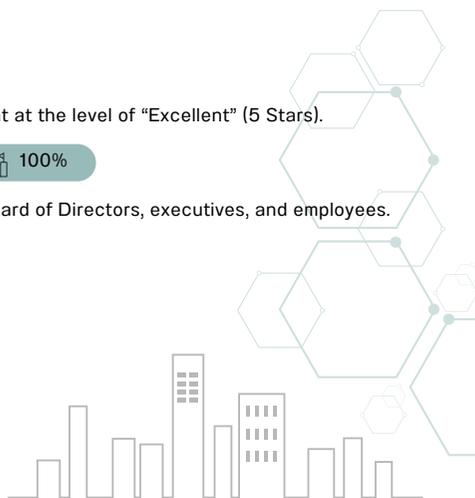
100%

- In 2025, business ethics and code of conduct violations were 0 case - from the Board of Directors, executives, and employees.

0%

- In 2025, Significant corruption-related misconduct cases must be 0 case

0%



Operational and Management Approach

The Company is committed to conducting business in accordance with Good Corporate Governance principles — dedicated to operating with honesty, transparency, fairness, and social responsibility under governance principles, while building confidence among all stakeholder groups. The Company places great importance on instilling a sense of integrity, ethics, and responsibility in executives and employees at all levels, to enable them to perform their duties correctly and in alignment with the organization's business ethics code. The Company has established business conduct guidelines in the Business Ethics Manual to provide clear guidance for work practices and strengthen a transparent and sustainable organizational culture.

Anti-Corruption

The Company has established an Anti-Corruption Policy prohibiting directors, executives, and personnel at all levels from committing or accepting corruption in any form — whether directly or indirectly — such as giving or receiving money, valuables, gifts, gratuities, or unethical benefits, including inappropriate entertainment or other forms of benefits from business-related parties such as customers, debtors, suppliers, business partners, or other stakeholders.

Furthermore, the Company promotes awareness among personnel at all levels of the penalties and impacts arising from corruption, while instilling correct values in performing duties with honesty and integrity — refraining from seeking personal gain from their positions or improperly facilitating benefits for others — as well as being aware of the penalties and potential damage that may result from acts of corruption, in order to jointly build a transparent and fair organizational culture sustainability.

Complaint Receiving and Whistleblowing

The Company has established channels for receiving complaints, whistleblowing reports, and reporting incidents that may constitute corruption or ethics violations — for both employees and external stakeholders. The Company guarantees safety and strict confidentiality of information, to encourage relevant parties to report information that is beneficial to investigations.

The Company also provides a systematic process for monitoring, investigating, and managing complaints — to ensure that investigations are fair and transparent — along with preventive and corrective measures to avoid recurrence. Additionally, regular assessments of business ethics risks are conducted, along with reviews of key policies.



[Code of Conduct](#)

Communication and Cultivating Organizational Culture



The Company requires the training department to include knowledge on anti-corruption and anti-bribery as a course in the orientation program for new employees at all levels, so that all new employees acknowledge and strictly comply with it.



The Company organizes anti-corruption and anti-bribery training conducted by experts with specialized knowledge to emphasize and raise awareness among employees at all levels at appropriate intervals.



The Company discloses its anti-corruption policy on the Company's website, to enable the general public, customers, business partners, investors, shareholders, and Company employees to easily access the information for educational purposes.



The Company discloses its anti-corruption policy in the Annual Registration Statement (56-1 One Report) displayed on the Company's website, to enable the general public, customers, business partners, investors, shareholders, and Company employees to easily access the information for educational purposes.



The Company displays anti-corruption knowledge boards in visible areas within the Company premises, to reinforce values and cultivate attitudes among personnel against involvement in corrupt acts in all respects.



The Company issues anti-corruption policy announcements via email to inform employees every time the content is reviewed and updated.

Additionally, audit results on anti-corruption measures are regularly reported to the Audit Committee and the Board of Directors — to ensure that these measures effectively promote and instill anti-corruption values within the organization.



[Anti-Corruption Policy](#)

Key Activities and Projects

Corporate Governance Report of Thai Listed Companies (CGR)

The Company places importance on conducting its business under the principles of good corporate governance, together with compliance with the Code of Conduct and awareness of responsibilities toward society, the environment, and corporate governance principles, in order to achieve the established business objectives. The Company emphasizes transparent and verifiable management and ensures that its personnel have knowledge and understanding of relevant policies and practices, possess awareness and a positive attitude toward their duties, and focus on operations that take into account the best interests of the organization for long-term sustainability.

In 2025, JAS Asset Public Company Limited received a corporate governance assessment at the 5-star level or “Excellent,” reflecting the development of high-standard corporate governance. This survey is conducted by the Thai Institute of Directors (IOD) with support from the Stock Exchange of Thailand and the Securities and Exchange Commission (SEC).



Selection for inclusion in the SET ESG Ratings 2025

For 2025, JAS Asset Public Company Limited (J) was selected for inclusion in the sustainable stocks list, receiving a BBB rating from the SET ESG Ratings. This reflects the Company’s commitment to conducting business with responsibility toward the environment, society, and good corporate governance. This assessment marks the final year under the SET ESG evaluation framework before the Thai capital market transitions to the international evaluation framework of FTSE Russell in 2026. In 2025, this is the first time the Company has been selected for inclusion in the sustainable stocks list, reflecting the Company’s continuous progress in sustainability.



New Employee Orientation Training Course

Training courses on Business Ethics and Anti-Corruption are provided for new employees to build awareness and serve as guidelines for compliance with good corporate governance policies and practices, along with post-training assessments to measure knowledge and understanding.

In 2025, **100%** of new employees completed the orientation on Business Ethics and Anti-Corruption.

Policy and Practice Communication

In 2025, the Company communicated policies and practices regarding business ethics and anti-corruption to directors, executives, and employees through announcements, email communications, and annual policy acknowledgment signatures by employees.

100%

To further enhance employees' understanding of business ethics and organizational policies, management has planned to communicate and develop E-learning content through the Company's channels as an additional means of building understanding and awareness among employees.

*JAS Asset Public Company Limited

of the Board of Directors, executives, and employees participated in signing to acknowledge the policies and practices on business ethics and anti-corruption.

Communication of Critical Concerns to the Board of Directors (GRI 2-16)

The Company has established a process for collecting and communicating Critical Concerns that may cause negative impacts on stakeholders to the Board of Directors. Such concerns arise from complaint channels, whistleblowing, and risk monitoring processes related to corporate governance, human rights, business ethics, and legal compliance.

The Corporate Sustainability Development Department is designated to collect, analyze, and summarize critical concerns for presentation in reports to the Nomination, Remuneration, Corporate Governance and Sustainability Development Committee, and the Board of Directors according to meeting schedules — or immediately in cases of urgent issues.

During the reporting period, the Company found no critical concerns that caused significant negative impacts on stakeholders. Nevertheless, the Company has established an independent, transparent, and accessible complaint and whistleblowing process, with results collected and regularly reported to the Nomination, Remuneration, Corporate Governance and Sustainability Development Committee, and the Board of Directors — for use in organizational governance and risk management.





JAS
green village

INSIK
ORGANIC FOOD

amazon

Café Amazon

amazon

KPTC

JAS
IN



Driving Economic Performance

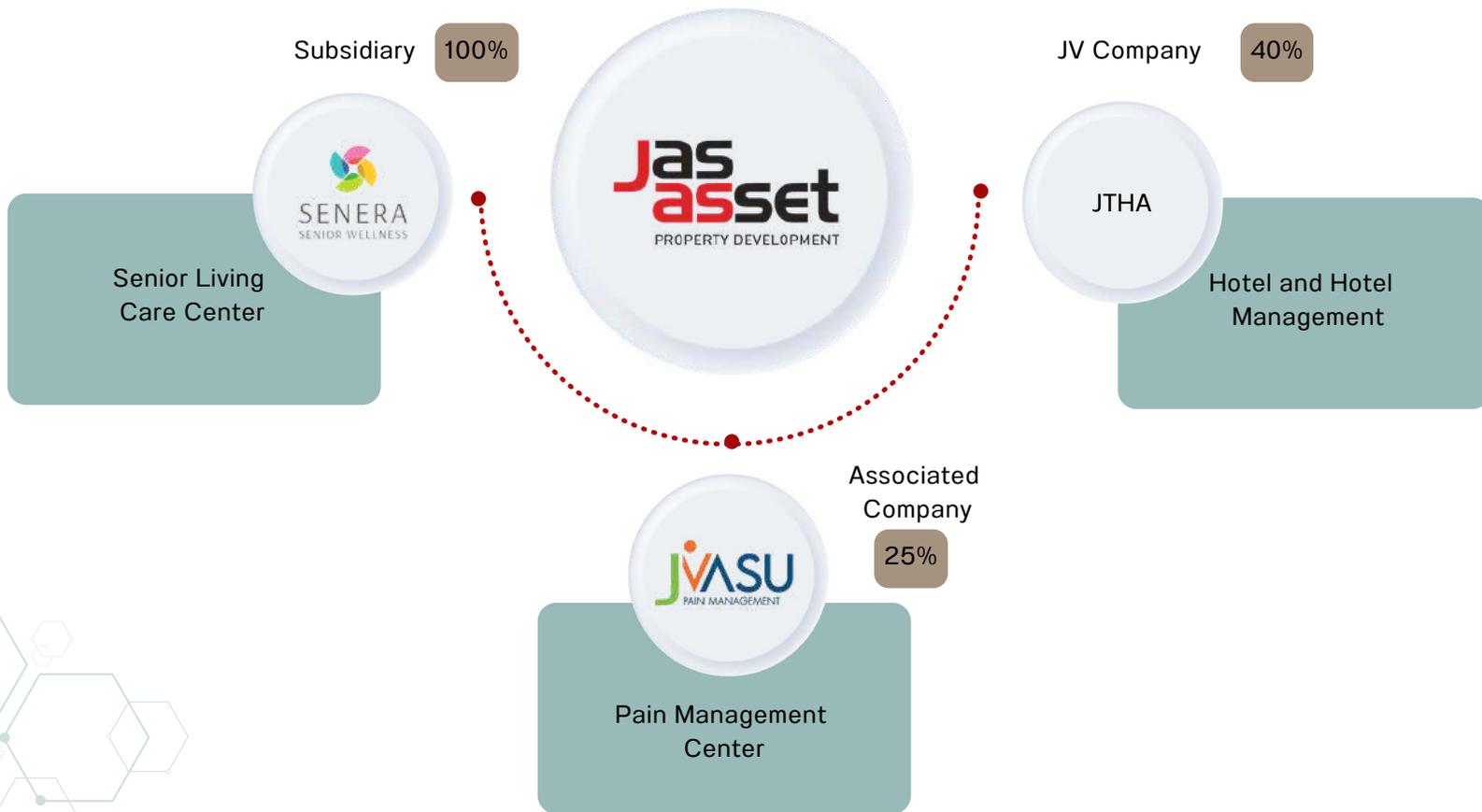
Our Commitment

In an era where the global economy faces rapid changes, the Company must adapt and seek ways to conduct its business that respond to these challenges while creating long-term value for society. JAS Asset Public Company Limited, or J, as a leader in business focusing on the development of real estate infrastructure and commercial space development, is committed to creating value in every dimension of its operations to promote economic development at both the local and national levels. The Company adheres to its vision of being a leader in sustainable business development through the management and development of spaces to achieve maximum benefit in terms of creating business opportunities, increasing asset value, and promoting economic activities within communities, leading to continuous balanced growth across the economic, social, and environmental dimensions.



JAS Asset Shareholding Structure

JAS Asset Group Structure as of December 31, 2025



JAS Asset Business Operations

1. Rental Space Management under the “IT Junction” brand

The Company manages rental spaces within shopping centers for mobile phones and technology products, as well as other potential products, including areas in Big C shopping centers and within the Company’s own community mall projects under the name “IT Junction.” These spaces are allocated for sublease to business operators. The Company initially leases certain areas from large shopping centers or department stores that own the space, and then renovates and decorates the areas before allocating them for sublease to small tenants, while also taking care of and managing the spaces throughout the lease term.

As of 31 December 2025, the Company had 24 branches under the IT Junction space management projects, with a total rental area of more than 2,569 square meters, covering Bangkok and its vicinity as well as key provinces across Thailand.

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

The Company began operating its rental space management business in the form of community shopping centers in 2015, focusing on developing projects that respond to the lifestyles of surrounding communities. The Company emphasizes easily accessible locations close to residential areas and transportation systems, while allocating tenant spaces (Tenant Mix) that align with daily living, particularly in the categories of food and beverage, retail, health services, beauty, education, and various lifestyle services. The projects are also designed to include green spaces, activity areas for families, and adequate parking facilities to support convenient access.

The Company has continuously developed projects in both Bangkok and other provinces by adopting the concepts of Community Mall and Hybrid Mall to create lifestyle centers for communities and support local economies. At present (2025), the Company operates a total of 8 community shopping center projects and 1 community market business, reflecting continuous growth alongside the creation of value for communities, society, and stakeholders in the long term.

At present, in 2025, the Company has a total of 8 community shopping center projects as follows:

- The Jas Wanghin
- The Jas Ramintra
- JAS Urban Srinakarin
- JAS Village Amata
- JAS Green Village Kubon
- JAS Green Village Bang Bua Thong
- JAS Green Village Prawet
- JAS Green Village Ramkhamhaeng

In addition, the Company also operates a community market business (J.Market). As of 31 December 2025, there is 1 branch, Talad Doen Ploen, located opposite The Jas Ramintra shopping center project, with main tenants consisting of fresh market vendors, flea market vendors, and street food operators.



3. Restaurant Business “JAS Restaurant Group”

The Company recognizes the opportunity in operating a restaurant business, as it is a business with a good profit margin and the Company already has the space to operate such business. 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 centers, such as the JAS Urban Srinakarin project and the JAS Green Village Kubon project.

4. Hotel & Wellness

The Company operates a comprehensive elderly care service business, aiming to enhance the quality of life of senior citizens both before and after retirement through personalized care that covers physical, mental, emotional, and spiritual well-being in order to promote well-being and sustainable quality of life. Currently, services are provided through elderly care centers under the SENERA brand at 2 locations, namely:

- JAS Green Village Kubon
- JAS Green Village Bang Bua Thong



The services cover disease screening and prevention, health care, and physical and mental rehabilitation, including both day care services and overnight stay services, provided by a multidisciplinary team such as physical therapists and occupational therapists under the standards and regulations of the Ministry of Public Health. The Company also promotes social skills and mental health through occupational therapy, physical therapy, and various health promotion activities.

In addition, to maintain the Company’s cash flow, the Board of Directors has approved the operation of a hotel business under the Sens Hotel brand, which is a business capable of generating cash flow efficiently and has shown satisfactory performance. The hotel has a total of 49 rooms. Sens Hotel began operations in October 2025 and has received a positive response from both domestic and international customers, resulting in a continuously improving occupancy rate.

Occupational Therapy

Provided by professional occupational therapists to support rehabilitation by focusing on the use of meaningful activities to assist in the adaptation and modification of the lifestyles of elderly individuals in both physical and mental aspects for prevention, health promotion, and rehabilitation, in order to reduce the decline of functional abilities and enable the elderly to maintain good health and quality of life.

Physical Therapy

Provided by professional physical therapists to treat diseases, support rehabilitation, and promote health. The services specialize in the treatment of musculoskeletal and neurological systems, as well as providing health consultations. The service applies a client-centered approach together with a therapist-centered approach to ensure comprehensive physical rehabilitation in all aspects.

Organize knowledge training

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



Risk Management

Commitment to Risk Management

Business operations inevitably involve risks that may arise from both internal and external factors, which are sometimes difficult to control and may affect the Company’s operations from a minor level to a level that may cause the business to be unable to continue operating. To prepare for such uncertainties, the Board of Directors and the Company’s executives have established a comprehensive and effective risk management framework by integrating risk management into the good corporate governance process and short-term and long-term strategic planning.

- The Company’s risk management covers risk identification and assessment, risk prioritization, and the determination of appropriate risk control or prevention measures.
- This covers internal factors such as human resource management, systems, and internal processes, as well as external factors such as the global economic conditions, industry competition, and changing regulations.

In addition, the Company has encouraged employees at all levels to understand the role of risk management and to participate in risk prevention within their areas of responsibility by providing training, consultation, and open communication to raise awareness of risks and appropriate management approaches. In this regard, the Company places importance on the use of technology and innovation to enhance the efficiency of risk monitoring and management in all aspects.

With such commitment, JAS Asset Public Company Limited adheres to making risk management a part of the corporate culture in order to build confidence and trust among stakeholders and to ensure that the Company’s business operations are conducted efficiently, transparently, and sustainably in the long term.



[Risk Management Policy](#)



Risk Management Structure



Roles and Responsibilities in Risk Management

Board of Directors:

- Responsible for supporting, promoting, and overseeing the management of risks that may have severe impacts on the Company

Audit Committee:

- Responsible for independently overseeing and monitoring risk management, reviewing the internal control system, communicating with the Executive Committee, and reporting to the Board of Directors regarding risks

Executive Committee:

- Responsible for considering and approving risk management policies, monitoring the development of processes and risk assessments, as well as communicating and coordinating with the Audit Committee regarding significant risks

Chief Executive Officer:

- Responsible for formulating and reviewing risk management regulations in alignment with changing situations, to ensure that the Company has adequate and appropriate risk management plans

Departmental Risk Management Officers:

- Responsible for establishing frameworks, work plans, and processes for departmental risk management for presentation to the Executive Committee for approval and support, and monitoring risk management within responsible departments

Internal Auditors:

- Responsible for reviewing the internal control system and risk management operations

Supervisors and Employees:

- Responsible for identifying, measuring, controlling, monitoring, and reporting risks, as well as participating in the formulation of risk management plans for implementation

Risk Management

The Company places great importance on risk management — particularly new risks related to the Company's business operations. The Company implements policies in accordance with the Enterprise Risk Management (ERM) framework under the international standard of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), with annual risk assessments to ensure that business growth is built on a foundation of sustainability.

The Company assesses risks across the entire organization based on both routine and emerging risks, to prepare for changes in factors that may affect the Company's business goals and potentially give rise to new business models that could impact existing products or services. The Company is also committed to managing risks with greater employee participation, to strengthen an organizational culture that is vigilant of potential impacts from various risks — applying the results of risk assessment and management to the formulation of strategies, targets, and business development plans in both the short and long term.

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 across all dimensions. The Company's risk management process is designed to be systematic and comprehensive, to enable effective risk identification, analysis, and management — with a focus on keeping potential risks at an acceptable level.

The Company recognizes the importance of appropriate risk management to support business operations in alignment with the organization's strategies, objectives, and goals — while strengthening long-term stability and sustainability. This process comprises 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 the organization's policies, goals, and strategies and keep risks at an acceptable level.



- **Identifies Risks**

The responsible person of the unit and the operator should understand the risks, risk factors and identify the risks that may arise from both internal and external factors, which may be an event that has a negative or positive impact on 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.



- **Prioritizes Risks**

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



- **Implements 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 Portfolio View**

The responsible person of the unit, including the operator, should develop risk management by integrating risk factors, risks 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 the risk monitoring and review of the risk management results and revise and improve the risk management to ensure that the risk management is appropriately applied in the company and that the risks that have a significant impact on the achievement of the company's objectives are reported to the responsible persons.



- **Monitoring**

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.



Business Continuity Plan

Our Commitment

The Business Continuity Plan (BCP) is established so that various departments within the Company can use it to respond and operate during crises or emergency situations caused by natural disasters, accidents, or malicious acts against the organization, without such crises or emergency situations causing the business to be disrupted or unable to continue operating. If the organization does not have a process to support operations during a crisis or emergency situation, it may affect departments and related stakeholders in various aspects such as the economy, service provision, society, communities, the environment, as well as the lives and property of the public.

Therefore, the development of a Business Continuity Plan is important in helping the organization cope with unexpected emergency situations and enabling critical business processes to return to normal operations or to the defined service level, which will help reduce the severity of the impacts on the departments.



[Business Continuity Plan : BCP](#)



Business Continuity Management Process

To address the uncertainty of such situations, ensuring business continuity through risk analysis, risk issue prioritization, and systematic management planning — including the application of the Business Continuity Plan in simulated scenarios to use the results obtained from drills to improve and review the plan, as well as to assess personnel capabilities and the effectiveness of the plan in responding to crisis situations — with the following management processes:

01

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.

04

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.

02

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.

05

Business Continuity and Recovery Plan



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

03

Business Impact Analysis



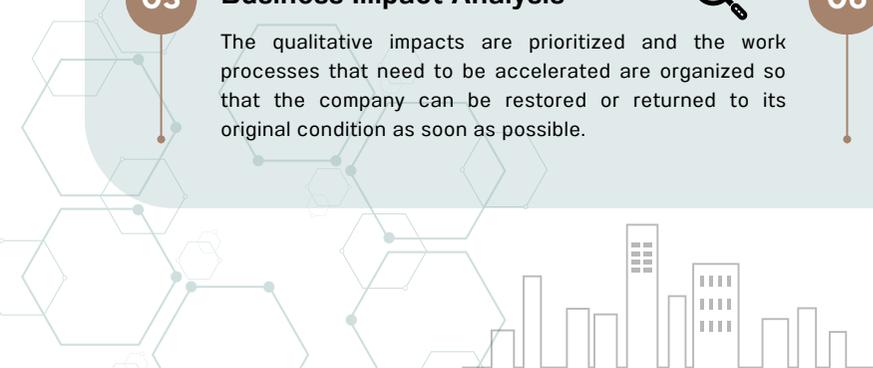
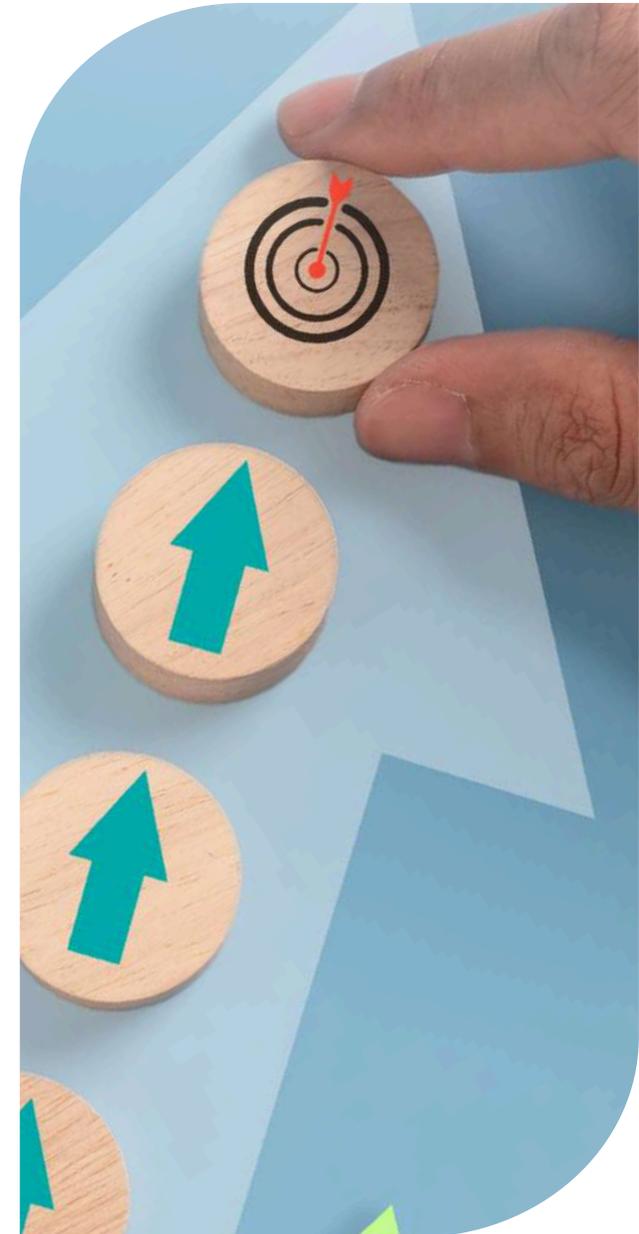
The qualitative impacts are prioritized and the work processes that need to be accelerated are organized so that the company can be restored or returned to its original condition as soon as possible.

06

Review and improve business continuity management plans



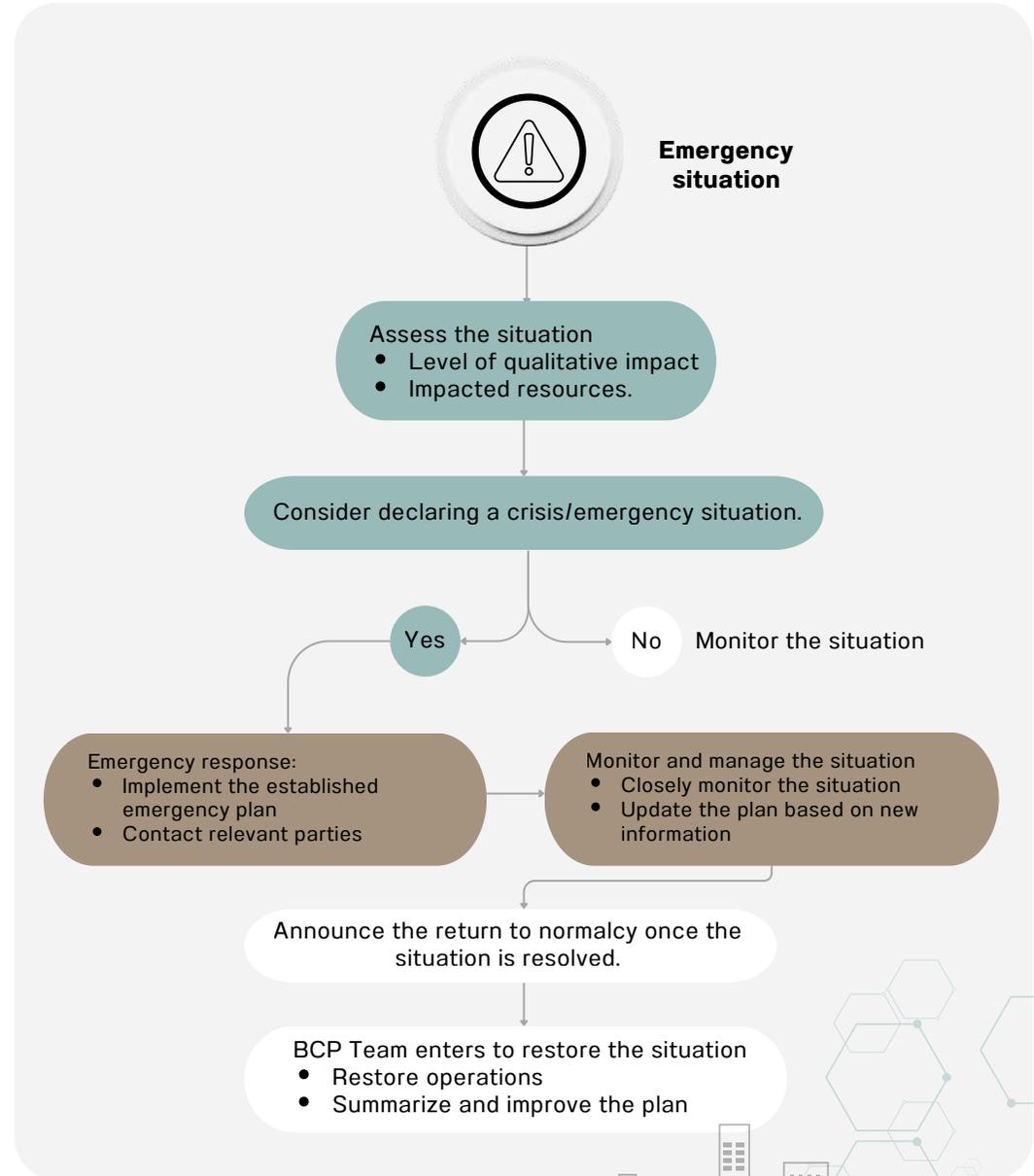
Assign the management to update the information in the "Business Continuity Plan (BCP)" to be more efficient and up to date with the current situation every year.



Crisis or emergency administration

The Business Continuity Plan (BCP) is used to address situations in the event of a crisis or emergency at the office premises or within departments — requiring the Company to always prepare plans in advance and be ready to handle any situation that may arise — to enable departments to continue business operations without interruption. The Company has therefore considered the following potential impacts:

- Flooding incidents
- Fire incidents
- Power outage incidents
- Protest / riot incidents
- Terrorism incidents
- Epidemic / severe infectious disease incidents
- Earthquake incidents





Driving Environmental Business

Our Commitment

JAS Asset Public Company Limited places importance on environmental care and protection in every business process. With awareness of social and environmental responsibility, the Company has established a clear environmental policy to integrate environmental principles into all aspects of its operations, with a focus on reducing greenhouse gas impacts and preventing pollution that may arise from the Company’s business operations.

The Company emphasizes the management of energy and natural resources with maximum efficiency so that the Company’s operations are conducted in a direction that promotes environmental conservation and sustainable resource use, which will be reflected in environmental practices within the organization and the creation of good awareness among employees at all levels.

In addition, JAS Asset Public Company Limited is committed to supporting sustainable development by continuously integrating environmental principles into its operational processes to ensure that the organization will grow steadily and be able to take responsibility for the environment in the long term, while creating sustainability in all aspects, both economically and socially.

Performance Results 2025

- Number of incidents of legal violations or environmental impacts caused by the Company 0 incidents



- Incidents resulting in environmental fines paid by the Company 0 incidents



Environmental Policy (GRI 2-23, 2-24)

JAS Asset conducts its business with consideration for environmental responsibility alongside prudent and efficient business management. Under the nature of its business, which involves the development and management of real estate projects and rental spaces, and is associated with the use of energy, resources, and waste management, the Company has therefore established environmental policies and practices as a framework for its operations to comply with relevant laws, regulations, and requirements, as well as those of regulatory authorities, with the aim of appropriately reducing negative impacts from its business operations across key issues. The Company places importance on efficient resource utilization through the establishment of targets and indicators for controlling and reducing energy consumption, appropriate water and waste management, as well as the prevention and reduction of pollution from operations, while regularly monitoring and reviewing compliance with environmental requirements to manage risks and build confidence among stakeholders. With regard to climate change, the Company operates in alignment with the direction of the Group in striving toward Net Zero Emissions by 2050 (B.E. 2593). It has established guidelines to develop systems for collecting data on energy consumption and greenhouse gas emissions to serve as a database for determining appropriate emission reduction approaches in line with its business context. The Company aims to enhance energy efficiency, reduce resource intensity, and continuously improve waste management, with such targets aligned with its sustainable growth strategy and enterprise risk management framework. Environmental governance is overseen by the Nomination, Remuneration, Corporate Governance, and Sustainability Development Committee, with designated senior executives responsible for driving and monitoring performance and reporting to the Committee at least twice a year to ensure that operations are in accordance with the Company’s policies, targets, and operational framework. The Company discloses environmental information transparently through its annual report, sustainability report, website, and appropriate communication channels.



Environmental Management Guidelines

- 01 The Company strictly complies with regulations prescribed by law, including local laws related to environmental matters — with regular audits and assessments of compliance with these regulations to ensure adherence to the defined standards.
- 02 The Company conducts business with environmental and social responsibility through the management of natural resources and waste, guided by Circular Economy principles — to improve resource efficiency, reduce waste, and maximize material reuse — while leveraging technology and innovation to improve production and management processes, in order to minimize impacts on the environment and surrounding communities.
- 03 The Company implements measures to prevent and reduce negative impacts from the Company's operations and those of its business partners — which may arise from production, procurement, and service activities — to protect the environment, communities, and public health, by establishing environmentally friendly operational standards and supporting the use of sustainable technology.
- 04 The Company promotes environmental conservation awareness through organizing training, public relations activities, and environmental education for employees and stakeholders — to prevent potential negative environmental impacts and build a sustainable society.
- 05 The environmental policy is applicable to the Company and is publicly disclosed to ensure that stakeholders are informed. Compliance with this policy will be measured and verified by internal departments and/or independent external bodies. The Company regards compliance with this policy as the duty and responsibility of employees at all levels, as well as key business partners, who must strictly adhere to it — in order to create sustainability at both the organizational level and for society at large.



[Environmental Policy](#)



Promoting Environmental Knowledge and Capacity Building for Employees

Cultivating an Environmental Organizational Culture

The Company is committed to cultivating environmental responsibility by requiring employees at all levels to sign and acknowledge compliance with the environmental policy — to ensure that business operations move in a unified direction, reduce environmental impacts, and support the organization's sustainable growth.

Promoting Environmental Knowledge and Participation

The Company promotes the creation of knowledge and environmental participation among employees and stakeholders on a continuous basis through various communication channels such as email, the Company's website, and the ESG Newsletter in order to raise awareness, enhance understanding, and support participation in reducing environmental impacts, leading to sustainable business operations and society in the long term.



Environmental Disclosure Channels

- ESG Newsletter : <https://www.jasasset.co.th/th/investor-relations/document/esg-newsletters>
- Website : <https://www.jasasset.co.th/th/sustainability-development>
- Sustainability Report : <https://www.jasasset.co.th/en/investor-relations/document/sustainability-reports>

Environmental capacity building for employees

The Company is committed to supporting and promoting environmental awareness through training, public relations, and the provision of environmental knowledge to employees and stakeholders on a continuous basis.

In 2025, the Company continuously participated in the ESG DNA Project, a sustainability knowledge program for personnel at all levels in the organization, organized by the Stock Exchange of Thailand.

The Company encouraged employees to attend two mandatory training courses, namely:

- ESG 101: Fundamental Knowledge of Sustainability
- P01: Basic Course on Business Sustainability

To enhance knowledge and understanding of operations in accordance with ESG (Environmental, Social, Governance) principles, along with cultivating sustainability DNA among personnel in the organization.

Participation in this project aims to enable employees to apply the knowledge in their actual work and extend the results toward stable and sustainable organizational development.

Target

- Employees who enrolled and completed both courses out of the total number of participants Not less than 50%



Performance Result

- Employees who enrolled and completed both courses out of the total number of participants: **100%**



Water Management (GRI 3-3 , 303-1 , 303-2)

Water Management Plan

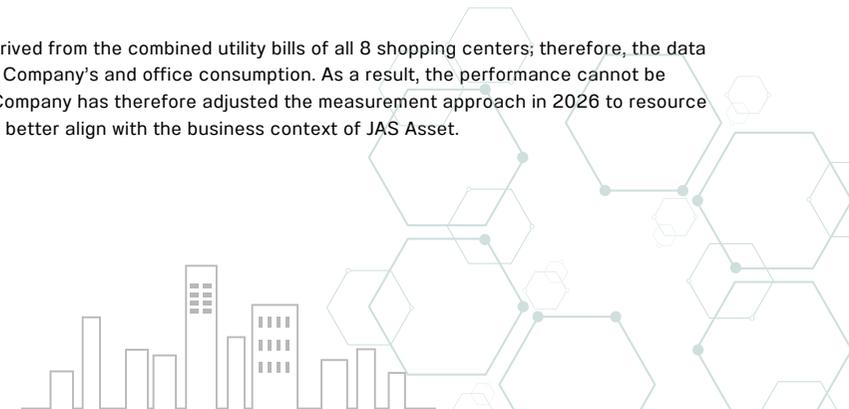
JAS Asset Public Company Limited is committed to promoting efficient and responsible water use among employees within the organization and tenants within shopping centers, in order to reduce water loss from unnecessary usage and ensure that available water resources are utilized to their maximum benefit. The Company conducts regular inspection and maintenance of water-related equipment to ensure that such equipment is in proper working condition, reduce the risk of leakage or water loss from damaged equipment, and monitor and control the quality of wastewater generated from business operations to comply with legally required standards before discharging it outside the buildings, ensuring that the discharged wastewater does not cause impacts on the environment, communities, and society.

This includes communication and building understanding of efficient water usage among operators, as well as the continuous development and improvement of water management systems. The Company also promotes awareness of water conservation among employees through regular campaigns and internal communication activities.

Targets and Performance Results

- **Target:** Reduce water consumption by 3% compared to the previous year.
- **Performance:** In 2025, the total water consumption was 409,545 cubic meters.

Note: The water consumption data is derived from the combined utility bills of all 8 shopping centers; therefore, the data cannot be separated to reflect only the Company's and office consumption. As a result, the performance cannot be compared with the original target. The Company has therefore adjusted the measurement approach in 2026 to resource consumption per area (square meter) to better align with the business context of JAS Asset.



Organizational Water consumption

The Company's business operations, which focus on the development and management of community shopping centers, result in the organization's water consumption being primarily associated with service activities within the shopping center areas, such as sanitary systems, restaurant areas, building cleaning systems, and green space maintenance. The Company recognizes that water is an important resource for the economy, communities, and the environment, and therefore places importance on efficient and sustainable water resource management.

Water Impacts and Risks in the Value Chain

The water-related impacts and risks in the value chain of JAS Asset are associated from upstream processes, including water use by contractors and construction material manufacturers, to water use in operational processes within shopping centers, which cover sanitary systems, building cleaning, restaurants, and green space maintenance, and extend to downstream water use by tenants. The key risks include physical risks from droughts and floods that may affect business continuity, regulatory risks from stricter water use control and wastewater treatment measures, cost risks from increasing water prices and treatment costs, and reputational risks in the event of improper water management. The Company therefore focuses on efficient water management, along with wastewater quality control and the promotion of water conservation throughout the value chain to support sustainable business operations in the long term.

Targets and Monitoring

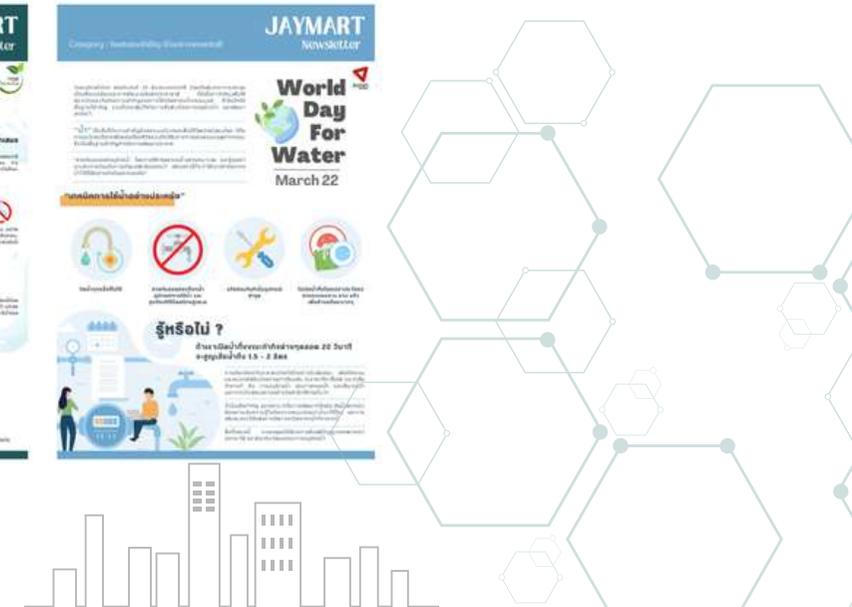
To ensure that water resource management is concrete, the organization has set a target for reducing water consumption at the organizational level, with a focus on reducing water consumption per employee, namely a 3% reduction in water consumption compared to the previous year. However, since the water consumption data of JAS Asset is derived from the combined water bills of all 8 shopping center branches, the Company is unable to separate water consumption data specifically for the Company's operations and office use. As a result, the data cannot be effectively compared with the original target.

Therefore, the Company has adjusted the measurement and monitoring approach from 2026 onwards by defining the indicator as water resource consumption per area (square meter) to be consistent with the business context of community shopping center operations and to better reflect resource use efficiency. In this regard, the performance on water consumption and the progress toward achieving the targets will be reported to the Nomination and Remuneration Committee, Corporate Governance, and Sustainable Development Committee for oversight, monitoring, and consideration of guidelines to continuously improve water resource management in alignment with the organization's sustainability policy.

Water Management Operations

Raise awareness of water resource conservation within the organization

The Company places importance on promoting and instilling awareness of water resource conservation among employees, with a focus on efficient water use and maximizing benefits. The Company has conducted public relations through various channels within the shopping centers, along with installing campaign signs to encourage and raise awareness about water conservation, especially in areas with frequent water use such as restrooms, sinks, and dishwashing areas, in order to encourage employees to participate in reducing water consumption and conserving water resources sustainably.



Waste Management

(GRI 3-3 , 306-1 , 306-2)

Waste Management Plan

The organization has established a systematic approach to waste and waste management throughout the value chain, focusing on waste reduction at the source, promoting waste segregation within shopping center and office areas, increasing the proportion of reuse and recycling, as well as proper waste disposal through cooperation with tenants, waste collection and disposal service providers, and raising awareness among employees and stakeholders in order to enhance resource use efficiency, reduce environmental impacts, and support the organization's long-term sustainable business goals.

Targets and Performance Results

Target: Reduce the amount of waste generated from internal operations by 5% by 2026 compared to the base year 2025.

Performance: In 2025, the shopping centers had a total waste and waste volume of 1,811.40 tons.

Note: The waste and waste volume data is derived from the total waste of all 8 shopping center branches; therefore, the data cannot be separated to reflect only the Company's and office operations. As a result, the performance cannot be compared with the original target. The Company has therefore adjusted the measurement approach in 2026 to resource consumption per area (square meter) to better align with the business context of JAS Asset.



Organizational context and waste management approach

Based on the nature of the business in developing and managing community shopping centers, most of the waste generated consists of waste from activities within shopping center buildings and service areas, such as general waste, organic waste from restaurants, recyclable waste from shops and offices, as well as waste from building maintenance. The organization recognizes the impacts of waste on the environment and surrounding communities and has therefore established waste management approaches focusing on waste reduction at the source, promoting waste segregation by category, increasing the rate of reuse and recycling, as well as controlling waste collection and disposal to comply with legal requirements and sanitary principles.

This includes placing importance on working with tenants, waste collection and disposal service providers, as well as raising awareness among employees and stakeholders in order to enhance resource use efficiency, reduce environmental impacts, and support the organization's long-term sustainable business goals.

Targets and Monitoring

The Company has set a target to reduce the volume of waste generated from internal operations by 5% by 2026 compared to the base year of 2023. Since the waste and refuse volume data of JAS Asset for the 2025 fiscal year is aggregated data from all 8 mall branches, it is not possible to separate the data specific to the company's and office operations. As a result, the data cannot be effectively compared against the original targets.

Therefore, the company has adjusted its measurement and monitoring approach starting from 2026 onwards, by setting the indicator as the rate of resource consumption and waste generation per area (square meters), in order to align with the context of community mall business operations and to more appropriately reflect resource use efficiency and waste management.

Waste Management Operations

Waste segregation points within the shopping center area



To promote waste segregation within The JAS shopping centers in accordance with the environmental policy, the Company has provided separate bins for different types of waste and garbage, located in shopping center areas and employee working areas, along with continuous public relations to provide knowledge about waste types and proper waste segregation methods. This is to promote waste segregation from the source and ensure that each type of waste and garbage can be managed efficiently. The Company has placed waste segregation bins covering all areas across a total of 8 branches.

Campaigns Through Education and Awareness Building Both Inside and Outside the Organization

JAS Asset continuously promotes environmental management through educational campaigns and awareness building both inside and outside the organization, by carrying out various activities and projects to encourage efficient resource use behaviors, proper waste segregation, and the participation of employees, tenants, and stakeholders in sustainably reducing environmental impacts.

- **Implementation of the "Dispose Old Bras, Transform Bras into Clean Energy" Project**

JAS Asset, in collaboration with Sabina, under the "New Life BRA CYCLE — Dispose and Where Does It Go?" project, promotes the proper management of old and deteriorated undergarments by putting them through a process of conversion into clean energy, helping to reduce waste volume and support sustainable environmental conservation, while also creating social value. Every single disposal of undergarments is equivalent to donating one new undergarment to foundations and charitable organizations to support those in need. The company has set up disposal points at 3 branches, namely JAS Green Village Khu Bon, JAS Green Village Ramkhamhaeng, and The JAS Ram Inthra, to provide convenience for customers and the public to participate in reducing waste and promoting a circular economy in society.

ผลลัพธ์จากโครงการ

- JAS Asset has collected and sent

39.2 kilograms



of old undergarments into the clean energy production process.





Energy Management

(GRI 3-3, 302-4)

Energy Management Plan

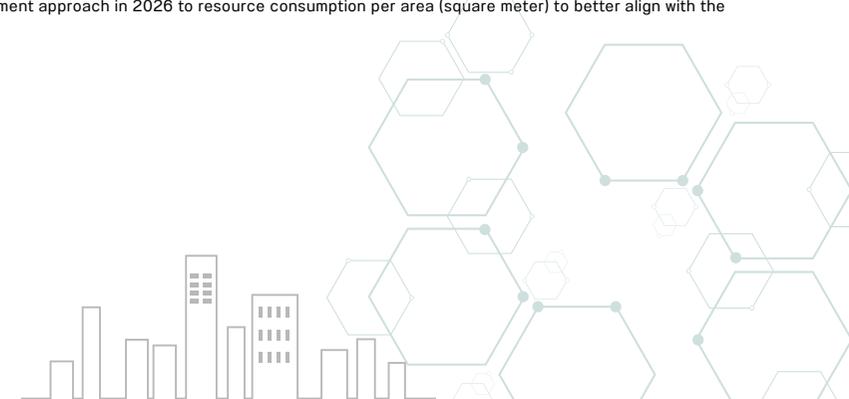
To address the energy crisis and potential impacts, the Company places importance on efficient and sustainable energy management, with a focus on reducing energy consumption and reducing dependence on external energy sources. The Company has therefore established energy approaches and measures under the United Nations Framework Convention on Climate Change (UNFCCC), covering the improvement of energy efficiency within the organization, the promotion of renewable energy use, the implementation of greenhouse gas emission reduction projects, as well as raising environmental awareness among employees and stakeholders in order to strengthen long-term energy security and drive growth alongside genuine environmental and social responsibility.

Targets and Performance

- **Target:** Reduce purchased electricity consumption from external sources by 3% compared to the previous year.
- **Performance:** In 2025, the total electricity consumption was 34,715,108.7 kWh,
- Consisting of 31,553,445.2 kWh of purchased electricity from external sources, for 90.89%,
- And 3,161,663.5 kWh of clean energy electricity from Solar Rooftop, for 9.11%.

The data includes all tenants across 8 branches.

Note: The energy consumption data is derived from the combined utility bills of all 8 shopping center branches; therefore, the data cannot be separated to reflect only the Company's and office consumption. As a result, the performance cannot be compared with the original target. The Company has therefore adjusted the measurement approach in 2026 to resource consumption per area (square meter) to better align with the business context of JAS Asset.



Organizational Context and Energy Management Approach

Based on the nature of the business in developing and managing community shopping centers, most energy consumption occurs from operations within buildings, such as lighting systems, air conditioning systems, elevator and escalator systems, as well as energy consumption by tenants within the shopping centers. The organization recognizes the importance of efficient energy use in order to reduce operating costs, reduce greenhouse gas emissions, and reduce environmental impacts in the long term.

The Company has therefore established energy management approaches focusing on improving energy efficiency in buildings and utility systems, adopting energy-saving technologies and equipment, managing energy consumption in accordance with actual usage periods, promoting the use of clean energy and environmentally friendly energy, as well as raising awareness of energy conservation among employees, tenants, and stakeholders to support sustainable business operations and align with the organization's long-term environmental development direction.

Targets and Monitoring

The organization has set a target to reduce purchased electricity consumption from external sources by 3% compared to the previous year. Since the energy consumption data of JAS Asset in 2025 is consolidated data from all 8 shopping center branches, the Company is unable to separate the data specifically for the Company's operations and tenants. As a result, the data cannot be effectively compared with the original target.

Therefore, the Company has adjusted the measurement and monitoring approach from 2026 onwards by defining the indicator as energy consumption per area (square meter) to be consistent with the business context of community shopping center operations and to better reflect energy efficiency and resource consumption efficiency.

Energy Management Operations

Installation of Solar Rooftop to reduce electricity costs and greenhouse gas emissions

To achieve the goal of reducing greenhouse gas emissions, the Company has installed solar cell systems under a Private PPA or "Private Power Purchase Agreement," which is an agreement for purchasing electricity generated from solar energy. The installation and power purchase agreement are carried out by JGS Synergy Power Company Limited, a company within the Jaymart Group that operates in renewable energy with comprehensive services. In 2025, solar cell systems under the Private PPA model have been installed in a total of 6 branches out of 8 branches, namely:

- The Jas Wanghin
- Jas Village Amata
- Jas Green Village Kubon
- Jas Green Village Bang Bua Thong
- Jas Green Village Prawet
- Jas Green Village Ramkhamhaeng

In 2025, the Company purchased electricity from JGS Synergy Power Company Limited totaling 3,161,663.50 kWh, amounting to 9,747,651.44 Baht, which helped reduce greenhouse gas emissions by 1,480.29 tCO₂eq.

*The greenhouse gas emission reduction data is based on the calculation file of the Thailand Greenhouse Gas Management Organization (TGO).



Energy Management Operations

Energy Consumption Management

The Company has a policy focusing on efficient energy use to reduce environmental impacts and climate change. The operational approach includes increasing the use of electricity from renewable natural sources and improving energy efficiency. In 2025, the Company’s energy consumption covered the headquarters building area, with energy sourced from 2 types: non-renewable energy sources and renewable natural energy sources, as follows:

From non-renewable energy sources

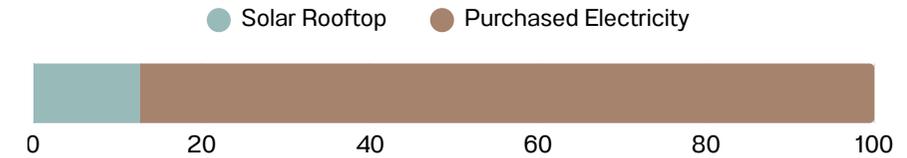
- The electricity used by the Company from direct sources in 2025 was purchased from the Metropolitan Electricity Authority, totaling 31,553,445.2 kilowatt-hours, or accounting for 90.89 percent of the total energy used by the Company at the headquarters. This energy was used for core operations such as air conditioning systems, lighting systems, and activities within the shopping centers including tenants.

From renewable natural energy sources

- The Company is committed to utilizing renewable energy for electricity generation, starting with the installation of Solar Rooftop panels on shopping center rooftops under the Private PPA or “Private Power Purchase Agreement” model, installed by JGS Synergy Power Company Limited, a Jaymart Group company engaged in renewable energy and comprehensive services.
- In 2025, electricity generated from renewable natural energy sources, or Solar Rooftop systems, from 6 shopping centers totaled 3,161,663.5 kilowatt-hours, accounting for 9.11 percent of the total electricity consumption of the Company. This reflects the Company’s intention to increase the share of clean energy, reduce reliance on external energy sources, and continuously support the organization’s sustainability goals.

Energy Consumption Proportion in 2025 (%)

Total Energy Consumption: 34,715,108.7 kWh



Biodiversity (GRI 3-3 , 304-1 , 304-2 , 304-3)

Biodiversity Management Plan

JAS Asset Public Company Limited is committed to enhancing its environmental role by concretely conserving biodiversity through the promotion of internal activities and collaboration with external organizations, communities, and partners to raise awareness and expand positive impacts on ecosystems. The Company has established targets to reduce impacts on ecosystems from business activities, particularly in waste management and pollution reduction, which are key factors affecting habitats and the balance of nature. The Company integrates these approaches into its operational processes to strengthen long-term sustainability in a concrete manner.

Target and Performance

- **Target** : Environmental and biodiversity promotion 1 project per year
- **Performance Results** : In 2025, the Environmental and Biodiversity Promotion 3 Projects/Year



Assessment of Biodiversity Impacts from Operational Areas

Due to the nature of the business in developing and managing community shopping centers, most of the organization's operational areas are located in urban and already developed community areas, resulting in a limited level of risk to biodiversity impacts. Nevertheless, the organization continues to place importance on assessing and managing potential impacts that may arise from project development, construction, and shopping center operations, such as impacts on green areas, surrounding ecosystems, soil, water, and air quality, as well as impacts on living organisms in the area.

Biodiversity Impacts and Risks

The organization's business operations are mostly located in commercial development areas or urban areas. Based on the assessment, it was found that the organization's operational areas are not located in or near protected areas or areas of high biodiversity value, both nationally and internationally. As a result, the organization's activities, products, and services have a low level of impact on biodiversity.

However, the organization recognizes that its business operations may cause indirect impacts on biodiversity, such as resource consumption, energy consumption, waste generation, and greenhouse gas emissions. Without proper management, these may increase environmental risks, risks of non-compliance with relevant laws and regulations, as well as stakeholder expectations regarding environmental conservation and biodiversity in the long term.

The organization acknowledges the potential indirect impacts and therefore aims to reduce waste generation and use resources efficiently through various measures, including reducing paper usage and using electronic documents, waste segregation for recycling, reducing the use of single-use packaging, and encouraging employees to use personal containers within the office. These measures help reduce the use of natural resources and overall pressure on ecosystems.

Protection and Restoration of Habitats

During the reporting year, the organization did not conduct activities related to the protection or restoration of natural habitats, as the characteristics and locations of most operational areas are in commercial development zones or urban areas.

However, the organization continues to monitor and assess environmental and biodiversity contexts regularly to ensure that its business operations do not cause impacts on ecosystems and natural habitats in the future.





Management Approach

JAS Asset places importance on biodiversity conservation, which is the foundation of ecosystems and human quality of life. The company conducts its business responsibly while taking into account the impacts on nature and surrounding living organisms. The company has clearly established a Biodiversity Policy, with the objective of reducing biodiversity loss by adhering to the Mitigation Hierarchy principle.

- Avoidance: Refrain from conducting activities in important natural areas.
- Reduction: Improve processes to minimize environmental impacts.
- Restoration: Restore areas affected by operations.
- Offsetting: If impacts cannot be avoided, the company will implement offsets in other suitable areas.

The company's Biodiversity Policy is integrated into the organization's waste management approach to help reduce impacts on ecosystems both within and outside the business operation areas. This includes waste segregation, resource consumption reduction, proper disposal of electronic waste, and the promotion of awareness within the organization.

In addition, JAS Asset places importance on listening to the voices of communities and all stakeholders who may be affected by the company's activities. The company has established grievance mechanisms and communication channels with communities and stakeholders to ensure that the perspectives and concerns of nearby communities are appropriately considered, particularly regarding biodiversity conservation and sustainability.

BIODIVERSITY



Practices for Ecosystem and Biodiversity Conservation

JAS Asset recognizes the connection between efficient waste management and the preservation of ecosystems and biodiversity, particularly in reducing pollution that may affect habitats and the balance of nature. Therefore, the company implements a waste management policy under the sustainable development approach and supports the Sustainable Development Goals (SDGs), specifically Goal 12: Responsible Consumption and Production, and Goal 15: Life on Land, through the following practices.



- **Reduction and Proper Disposal of Electronic Waste**

Prevent contamination of heavy metals and toxic substances in soil and water sources, which serve as habitats for various living organisms.



- **Reduction of Resource and Paper Consumption**

Helps reduce deforestation and the destruction of wildlife habitats.



- **Waste Segregation and Recycling System**

Reduce the amount of waste sent to landfill, which may encroach upon natural areas and cause damage to biodiversity-rich habitats.



- **Raising Awareness within the Organization**

Promote employees' awareness of the connection between waste generated in daily life and its impacts on the environment and living organisms.



[Biodiversity Policy](#)

Biodiversity Performance

Eco-friendly Loy Krathong.

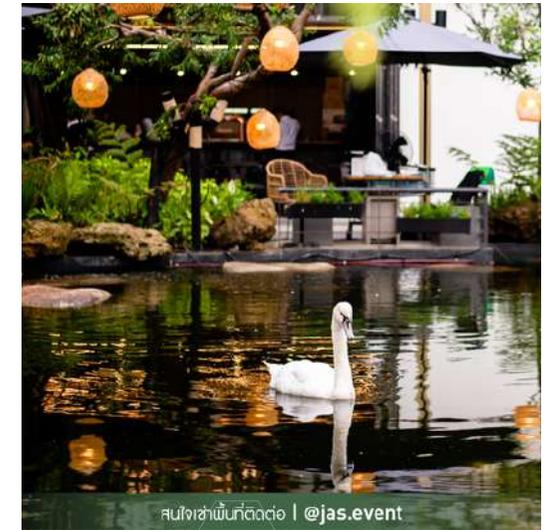
The Eco-friendly Loy Krathong activity organized by JAS Green Village Kubon was held to promote environmental conservation alongside the preservation of Thai culture. The campaign encouraged participants to use natural and easily biodegradable materials such as banana leaves and flowers instead of foam or synthetic materials. A designated floating area was provided within the shopping center to help reduce waste being released into public water sources, minimize impacts on aquatic ecosystems, and support proper waste management. This initiative forms part of promoting environmentally friendly behavior and supporting sustainable business practices in the long term, while also creating a meaningful activity space that strengthens the relationship between the shopping center and the surrounding community.

In addition, the activity also helped reduce impacts on biodiversity by decreasing the amount of waste that may affect aquatic life, such as fish, small aquatic animals, and aquatic plants, which are important components of the food chain and ecosystem balance. Reducing the use of synthetic materials also helps lower the risk of microplastics accumulating in ecosystems and affecting living organisms in the long term.



Green Space Community Mall

JAS Asset Public Company Limited operates its business under the concept of a “Green Space Community Mall,” placing importance on environmentally friendly design and space management at every stage, from improving building energy efficiency and promoting the use of renewable energy to increasing green areas within the shopping centers. These efforts help absorb carbon dioxide, reduce the surrounding temperature, and create a pleasant atmosphere for visitors and the surrounding community. In addition, green areas also help support urban biodiversity by providing natural habitats for small living organisms.





Greenhouse Gas Emissions Management

Greenhouse Gas Emissions Management Plan

The company places importance on managing greenhouse gas emissions from mall business operations, which primarily involve the use of electrical energy in common areas, air conditioning systems, lighting systems, and service support systems. The company's sources of greenhouse gas emissions are therefore related to electrical energy consumption and certain supporting activities, with no direct emissions from industrial production processes. In 2025, the company is in the process of developing a system for collecting and compiling energy data and related activities, to serve as a database for preparing a corporate-level greenhouse gas inventory, and will designate a base year when the organization has sufficient data readiness, completeness, and reliability of the management system at an appropriate level, so that monitoring and evaluation can be conducted transparently and verifiably. In parallel, the company has continuously implemented energy efficiency improvement measures, such as upgrading electrical and air conditioning systems in mall areas, controlling energy consumption in common areas, and installing solar power generation systems in certain projects, in order to increase the proportion of clean energy use and reduce reliance on conventional energy sources. To support systematic greenhouse gas emissions management, the company operates in alignment with the group's direction toward achieving Net Zero Emissions by 2050, prioritizing the reduction of emissions from operations first, and continuously developing approaches appropriate to the company's business characteristics, in order to support long-term sustainable growth.

Targets and Performance

Long-term:

- Achieve Net Zero Greenhouse Gas Emissions by 2050 (Base Year: 2025).

Note: JAS Asset Public Company Limited has adjusted its greenhouse gas emission reduction targets in alignment with Thailand's revised targets in 2025 and is in the process of planning data collection for base year verification.



Organizational Context and Greenhouse Gas Management Approach.

JAS Asset Public Company Limited places great importance on managing greenhouse gas emissions from its shopping center business operations, which primarily involve electricity consumption in common areas, air conditioning systems, lighting systems, and service support systems. The company's greenhouse gas emission sources are therefore related to electricity usage and certain supporting activities, without direct emissions from industrial production processes.

In terms of greenhouse gas management, the company focuses on controlling and reducing greenhouse gas emissions from operational activities by continuously implementing environmental projects and activities, such as the installation of Solar Rooftops to reduce electricity consumption and decrease greenhouse gas emissions, the promotion of waste sorting and recycling activities, as well as various environmental projects, all of which concretely contribute to reducing greenhouse gas emissions from organizational activities.

Targets and Performance Monitoring

These are set to align with the direction of sustainability operations and approaches to mitigating climate change impacts, within the company's business operational framework and the sustainability policy of the Jaymart Group.

In 2025, the company is in the process of developing a system for collecting and compiling energy data and related activities, to serve as a database for preparing a corporate-level greenhouse gas inventory, and will designate a base year when the organization has sufficient data readiness, completeness, and reliability of the management system at an appropriate level, so that monitoring and evaluation can be conducted transparently and verifiably. In parallel, the company has continuously implemented energy efficiency improvement measures, such as upgrading electrical and air conditioning systems in mall areas, controlling energy consumption in common areas, and installing solar power generation systems in certain projects, in order to increase the proportion of clean energy use and reduce reliance on conventional energy sources. To support systematic greenhouse gas emissions management, the company operates in alignment with the group's direction toward achieving Net Zero Emissions by 2050, prioritizing the reduction of emissions from operations first, and continuously developing approaches appropriate to the company's business characteristics, in order to support long-term sustainable growth.

Impacts, Risks, and Opportunities from Climate Change

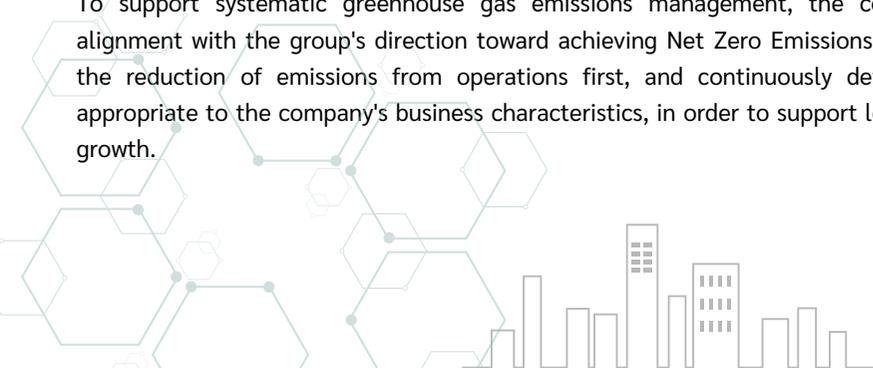
Although the company does not operate a business that directly generates high levels of greenhouse gas emissions, the operation of shopping centers and commercial spaces requires a large and continuous amount of electricity and relies on area infrastructure such as electricity systems, water systems, and accessibility for customers. Therefore, climate change, such as extreme weather events or increasingly stringent environmental regulations, may directly affect project operations, business continuity, and the company's revenue in the short, medium, and long term.

- **Physical Impact Dimension**

Extreme weather events such as floods, storms, or heatwaves may affect shopping centers, rental areas, and building infrastructure, resulting in the inability to operate as usual and causing additional expenses from repairing assets or utility systems. In addition, if projects are located in repeatedly high-risk areas, this may affect the confidence of tenants, customers, and the long-term attractiveness of the location, impacting rental income, cash flow, and the company's asset value. Designing and developing projects with consideration of climate risks, such as implementing efficient drainage systems, installing backup power systems, and preparing business continuity management plans, helps enhance project resilience, reduce potential damage, and support the company's financial stability in the long term.

- **Transition Impact Dimension**

The enactment of stricter climate-related laws or measures, including energy efficiency requirements and disclosure obligations in accordance with international standards, may increase costs related to asset improvements, data collection, and risk management. In addition, if shopping centers are unable to improve energy efficiency in line with the expectations of tenants and consumers, this may affect competitiveness and occupancy rates. However, improving energy efficiency, installing renewable energy in projects, and integrating climate issues into the enterprise risk management system can help reduce long-term energy costs, increase project attractiveness to tenants and investors who prioritize ESG, and support asset value preservation in a low-carbon economy context.



Climate Change Performance Results

Increasing the Share of Clean Energy within Shopping Centers

AS Asset Public Company Limited places great importance on increasing the proportion of renewable energy within the organization by installing solar rooftop power generation systems on shopping center rooftops through the installation of solar cell systems under Private Power Purchase Agreements (Private PPA) in various shopping centers, in order to help reduce greenhouse gas emissions and increase the proportion of clean energy usage.

In 2025, the company expanded its solar cell installation to one additional shopping center, namely JAS Green Village Prawet, with an installed capacity of 599.40 kilowatt-peak.

This reflects the company's commitment to driving the organization toward becoming an environmentally friendly shopping center and supporting greenhouse gas emission reduction goals.

Clean Energy Consumption within the Shopping Centers.

JAS Community Malls	Capacity (kWp)	Energy Generated in 2025 (kW)
The Jas Wanghin	178.48	256,468.86
Jas Village Amata	58.86	84,409.91
Jas Green Village Kubon	1,123.03	1,321,952.53
Jas Green Village Bang Bua Thong	436.70	586,853.95
Jas Green Village Prawet	599.40	249,003.38
Jas Green Village Ramkhamhaeng	188.48	662,974.87
Total	2,584.95	3,161,663.50



Greenhouse Gas Emissions Reduced
1,480.29 tCO2eq



Or equivalent to planting trees
164,475 trees

The value of 9 kgCO2eq/tree/year is used for the calculation. Therefore, 1,000 kgCO2eq or 1 tCO2eq is equivalent to planting 111.11 trees. This is based on the greenhouse gas reduction data referenced from the Thailand Greenhouse Gas Management Organization (Public Organization).

Electric Vehicle Charging Stations (EV Charger)

JAS Asset Public Company Limited places great importance on developing infrastructure that supports sustainable living within communities by installing electric vehicle charging stations (EV Chargers) within the company's shopping center projects to provide convenience for the general public, visitors, and project tenants, while also supporting the transition toward a low-carbon society.

Currently, the company has installed EV Charger stations at a total of 3 branches, namely:

- JAS Green Village Kubon
- JAS Green Village Bang Bua Thong
- JAS Urban Srinakarin

These actions reflect the company's commitment to promoting access to clean technology, increasing environmentally friendly energy options, and supporting low-greenhouse-gas-emission travel behaviors at the community level, as part of building a business ecosystem that grows alongside long-term social and environmental responsibility.

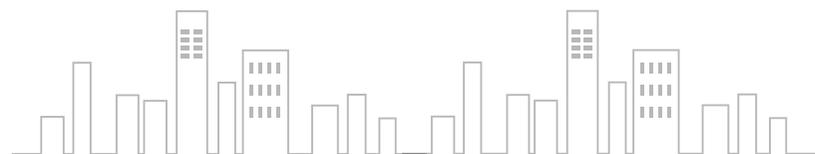
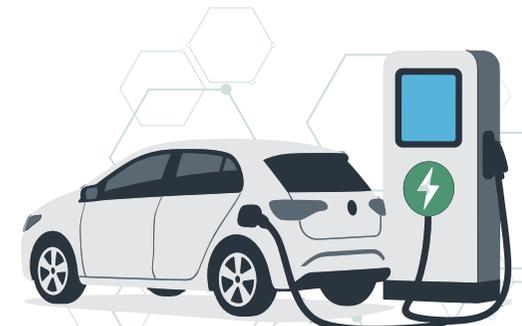
Jas Green Village Kubon



JAS Urban Srinakarin



Jas Green Village Bang Bua Thong





Driving Social Business

As a part of society, JAS Asset Public Company Limited places importance on its responsibility to communities surrounding the shopping centers, the company's locations, and all stakeholder groups. The company focuses on promoting, supporting, and driving activities that contribute to improving the quality of life and well-being of communities. The company also emphasizes building collaboration with external organizations and partner networks to strengthen the capacity of communities to develop themselves in a strong and sustainable manner.

In addition, the company remains committed to considering the potential impacts of its business operations on communities, which is a key principle in creating business value in alignment with respect for human rights and operating on the basis of genuine responsibility to communities and society.





Fair Labor and Employee Practices

(GRI 401)

Our Commitment

JAS Asset Public Company Limited places importance on human resource management and development as a key factor in driving the organization toward sustainable growth. The company has established policies and practices covering recruitment, employment, employee development, and workplace well-being under the principles of fairness, transparency, and respect for human rights.

The company conducts recruitment and selection by considering knowledge, abilities, experience, and suitability for the position, while providing fair and competitive compensation and benefits that comply with or exceed legal requirements. In addition, the company continuously promotes employee development at all levels through orientation programs, training, and various skill development programs to support career advancement and enhance the organization's long-term capabilities.

The company is committed to creating a good, safe, and hygienic working environment in accordance with occupational health and safety principles and labor laws. The company also implements compensation management processes that motivate employees, reflect the value of performance, and support work-life balance.

Furthermore, the company treats all employees fairly and equally, respects fundamental labor rights, does not engage in forced labor, and does not support child labor. The company also promotes youth and student participation by providing opportunities to join internship programs and dual education programs to develop skills and prepare for future employment. This reflects the company's commitment to human resource development alongside the creation of sustainable social value.



Fair Labor and Employee Practices

(GRI 401)

Fair Employment and Equal Opportunity

JAS Asset is committed to promoting human rights and conducting business ethically, based on key principles of fair employment, non-discrimination, and respect for the human dignity of all employees. Therefore, the company has established a Human Resource Management and Development Policy to serve as a guideline for relevant parties to implement, ensuring that compensation and benefits are provided in compliance with or not less than those required by law.

Human Resource Development Policy

JAS Asset Public Company Limited has established a Human Resource Management and Development Policy to serve as a principle and guideline for relevant parties. The company places importance on recruiting and selecting personnel based on appropriate knowledge, abilities, and experience, as well as providing wages, compensation, and benefits that are not less than those required by law and are competitive within the same industry.

The company treats all employees with equality and transparency, respects fundamental labor rights, does not engage in forced labor, does not support child labor, and manages working hours in compliance with labor laws and work-life balance. In addition, the company promotes learning opportunities for youth and students through internship programs and dual education programs to develop skills in an appropriate real working environment.

Employee Recruitment and Retention Guidelines

The company conducts recruitment and selection by prioritizing job suitability, considering knowledge, abilities, experience, and qualifications that align with job requirements. Background and behavioral checks are also conducted in accordance with the company's regulations to ensure that qualified and ethical personnel are recruited. The company provides wages and compensation that are not less than those required by law and are competitive within the same industry, taking into account employees' knowledge, abilities, and experience. In addition, the company aims to promote a fair working environment that supports development and career advancement in order to retain talented employees with the organization in the long term.

In 2025 the total employees 326 persons

Female: 57.00%

Male: 43.00%



Protection of Fundamental Labor Rights and Employee Welfare

The company places importance on respecting and protecting the fundamental labor rights of all employees equally by complying with relevant labor laws and international human rights practices. The company ensures that employees receive wages, compensation, and benefits in full compliance with the law, including the establishment of working hours, rest periods, and holidays in accordance with legal requirements. The company also ensures proper employee registration and contributions to the social security fund. In addition, the company supports employees' rights to express opinions, communicate, and participate through appropriate and safe channels in order to promote good relationships between employees and the organization.

The company has policies and measures to prevent child labor, forced labor, and all forms of harassment, including discrimination in the workplace. The company also provides grievance and whistleblowing mechanisms that are fair, transparent, and protect complainants, allowing employees to exercise their rights with confidence and supporting responsible and sustainable business operations.

Significant Labor Disputes	2023	2024	2025
Target Number of Significant Labor Disputes (Cases)	0	0	0
Number of Significant Labor Disputes (Cases)	0	0	0



[Human Resource Development Policy](#)



• **Maternity Leave and Parental Leave** (GRI 401-3)

JAS Asset Public Company Limited places importance on promoting work-life balance for employees by providing maternity leave and parental leave in accordance with legal entitlements, to support employees in taking care of their families during important periods, while also promoting job security and quality of working life.

Guidelines on the Protection of Rights of Pregnant Female Employees

- The Company provides a suitable and safe work environment that does not adversely affect the health of the mother or the unborn child.
- Maternity leave is granted in accordance with legal requirements, with all entitled benefits and welfare maintained fairly.
- The Company supports female employees in adapting appropriately to their role as mothers and in returning to work without facing discrimination or career disadvantage.



[Women's Rights Policy](#)



[Compensation and Living Wage Policy and Commitment](#)

• **Employee Compensation and Benefits**

Guidelines on Employee Compensation and Benefits

The company establishes a fair and appropriate compensation structure by providing compensation not lower than the legal requirements and implementing a salary structure based on job levels and job evaluation in the form of a range structure, which consists of a minimum rate, a midpoint, and a maximum rate. This structure is used as a guideline for effective wage and salary administration.

In addition, the company provides additional benefits to support employees' quality of life in all aspects, such as cost of living allowance, position allowance, transportation allowance, language allowance, experience allowance, provident fund, mobile phone allowance, health insurance, annual health check-ups, gifts for illness or childbirth, funeral assistance, and other benefits in accordance with the company's policy.

In addition, the company places importance on employee welfare and rights, recognizing that employees are valuable resources for the organization's success and sustainable growth. Therefore, the company provides comprehensive welfare covering health, financial well-being, safety, and work-life balance in order to promote a good quality of life, stability, and job satisfaction for employees.

Key benefits include:

- Health insurance and annual health check-ups
- Provident fund
- Holidays and annual leave in accordance with the company's policy
- Occupational safety measures and an appropriate working environment
- Activities to strengthen relationships and unity within the organization

The company is committed to creating a fair working environment that supports efficient work and employee growth alongside the organization's sustainable development.

- In 2025, the total compensation paid by the Company to employees

91,728,899.54 Baht

- Female-to-Male Employee Compensation Ratio

Female Employee
53.27%

Male Employee
46.73%



Employee Care (GRI 2-30, 401-2)

Welfare Committee in the Establishment

The Company has established a Welfare Committee in the Establishment in accordance with Section 96 of the Labor Protection Act B.E. 2541 (1998), to serve as a mechanism for promoting positive labor relations and providing employees with the opportunity to express opinions and suggest approaches regarding the Company's welfare arrangements.

The Welfare Committee in the Establishment has the authority and responsibility to jointly discuss, advise, and provide recommendations to the Company on the provision of employee welfare, as well as to inspect, oversee, and monitor the welfare activities provided by the Company. It also submits opinions and development proposals for employee-beneficial welfare improvements to the Labor Welfare Committee.

The Welfare Committee serves as a key mechanism in overseeing that the Company's welfare provisions are appropriate, fair, and aligned with the needs of employees, with the aim of enhancing the quality of working life and supporting the Company's long-term sustainable business operations.



Promoting Savings and Financial Security for Employees

Provident Fund: PVD

The Company recognizes the importance of building long-term financial security and stability for its employees, and has therefore established a Provident Fund (PVD) to promote savings discipline and support employees in preparing financially for retirement.

The program is open for voluntary participation, allowing employees to choose their contribution rate at a level that suits them, while the Company makes matching contributions in accordance with the stipulated conditions, helping to further incentivize consistent saving.

In addition, the Company regularly communicates and educates employees on financial management, financial planning, and the benefits of the provident fund, enabling employees to make informed investment plan decisions appropriate to their life stage and acceptable risk level. This serves to promote employee well-being, job security, and the long-term sustainable growth of the organization.

Provident Fund	2025
Employees Who Are Provident Fund Members (%)	11.96%
Amount Contributed by the Company to the Provident Fund (Baht)	481,442.00

Employee Joint Investment Program (EJIP)

The Company has established an Employee Joint Investment Program (EJIP) to encourage employees to participate in long-term savings and investment, while simultaneously strengthening the bond between employees and the organization, by providing opportunities for employees to co-invest with the Company under stipulated conditions.

The EJIP aims to support employees in building future financial security and to enhance their understanding of investment in an appropriate manner. The Company co-invests or provides additional benefits in accordance with the program's criteria, serving as an incentive for continued saving and investment.

This program reflects the Company's commitment to caring for and improving the long-term quality of life of its employees, as well as aligning the goals of both employees and the organization — forming an important foundation for stable and sustainable growth.

Employee Joint Investment Program (EJIP)	2025
Employees Participating in the EJIP (%)	2.76%
Amount Contributed by the Company to the EJIP (Baht)	282,929.00



Child Labor Rights Protection

(GRI 3-3, 408)

Management of Child Labor Rights Protection Issues

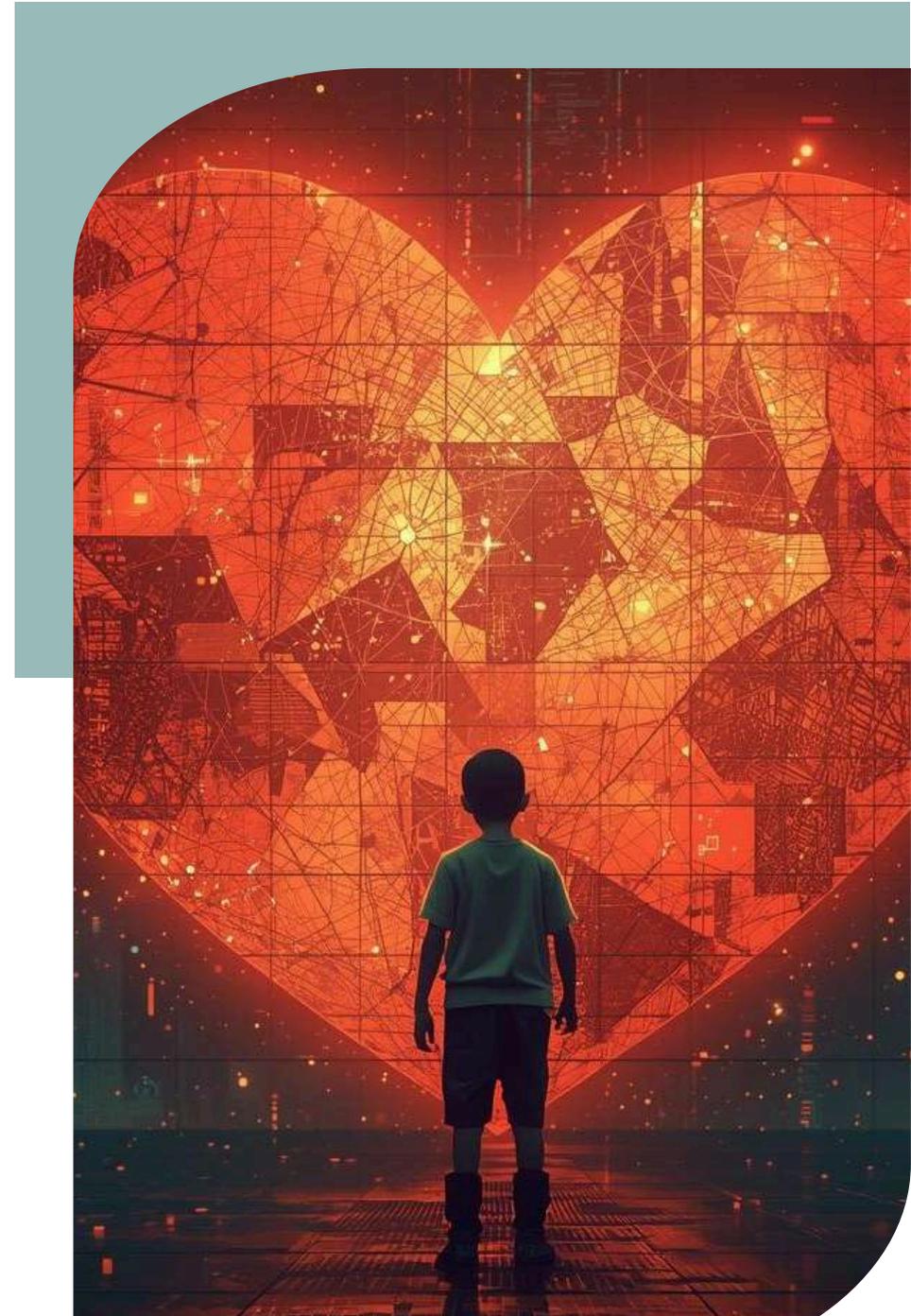
JAS Asset Public Company Limited is committed to respecting, promoting, and protecting children’s rights in all aspects of its business operations. The company recognizes that children and youth are a vulnerable group that may be affected by the organization’s operations both directly and indirectly. Although children and youth may not be directly part of the business value chain, they are considered current and future consumers, as well as youth who join the organization for internships and skill development, and therefore play an important role in the group’s sustainable growth in the long term.

The company places importance on conducting business responsibly by adhering to the principles of not violating children’s rights, not using child labor, and not supporting any activities that may negatively impact the development, well-being, safety, and dignity of children and youth. The company aims to integrate children’s rights issues into its policies, work processes, and corporate culture in order to create a safe, fair, and supportive environment for appropriate learning and development.

The company adopts the UNICEF Child Rights and Business Principles as a framework for its operations and promotes awareness, knowledge, and participation among employees at all levels in respecting and protecting children’s rights on a continuous basis, so that children’s rights implementation becomes part of driving the organization toward sustainable growth in all dimensions.



[Children Rights Policy](#)



Organizational Policies and Practices on Child Labor Rights Protection

JAS Asset recognizes the importance of protecting children’s rights and is committed to conducting business without supporting child labor in any form. Therefore, the company has established clear policies and practices regarding child labor to ensure that employment and activities involving children and youth are conducted appropriately, properly, and in compliance with labor laws, international human rights principles, and sustainable business practices.

JAS Asset also provides opportunities for students and youth to participate in internship programs and skill development programs under a framework that prioritizes safety, development, and the rights of children and youth. The company has established clear guidelines to prevent all forms of child labor through the following support and promotion measures.

Compliance with Labor Laws and Human Rights Standards in Employment

The Company requires that all job applicants and employees across all employment types — including permanent employees, contract employees, and temporary employees — must be no less than 20 years of age, to ensure that employment is appropriate to the level of maturity and responsibility required by the role. The Company conducts thorough age verification of all job applicants prior to employment on every occasion, to prevent the concealment of information and the hiring of individuals below the Company’s stipulated minimum age requirement.

Scope of Operations Covering All Processes

The Company designates the protection and respect of children’s rights as an integral part of responsible business conduct. The scope of child rights operations covers all levels of personnel within the organization — from the Board of Directors, executives, and managerial-level employees, to operational-level employees — as well as business partners, allies, contractors, and external parties involved in the Company’s activities throughout the value chain.

The Company places importance on activities, work processes, and business decisions that may directly or indirectly impact the rights of children and youth, with a focus on preventing violations of children’s rights in all forms, supporting a safe and appropriate environment that respects the dignity of children and youth, and encouraging all relevant stakeholders to be aware of and strictly adhere to the principles of child rights protection.

Internship and Dual Education Student Program

The Company places great importance on human resource development and support for the education sector, by providing opportunities for students to participate in internship programs in order to build real-world work experience, develop skills aligned with labor market demands, and prepare for future employment — as part of the organization’s corporate social responsibility and sustainable development efforts.

In implementing these programs, the Company ensures they operate within a supervisory framework that prioritizes the safety, development, and rights of children and youth, with clear guidelines established to prevent child labor in all forms, through the following supportive and promotional approaches:

- **Minimum Age Requirement for Intern or Youth from Dual Education Programs**

The Company establishes minimum employment age requirements in compliance with labor laws and international human rights principles, and conducts thorough age verification of all job applicants prior to employment, to ensure that no individuals below the stipulated minimum age are hired.

- **Defining the Scope and Nature of Work Appropriate to Age and Capability**

Intern students will be assigned appropriate tasks, with mentoring employees available to provide guidance, monitor work performance, and evaluate internship results according to established criteria. In addition, the Human Resources department oversees welfare, allowances, and the creation of a safe and fair work experience, in order to build skills, knowledge, and a positive work attitude suited to working within the organization.

- **Providing Opportunities for Children and Youth to Express Opinions or Raise Concerns Appropriately**

The company provides opportunities for children and youth to express their opinions or report any concerns appropriately and places importance on providing assistance in the event of accidents or unexpected incidents during their work to ensure that they receive fair basic protection.

Performance Results for 2025	Total Internship Duration	Number of Students Participating in the Program
Cooperative Education	300-400 hours	5 persons

 Program Promotion Expenses
37,194 Baht

 Employment Offer Rate
50%

This may depend on the company’s workforce requirements or available positions, as well as the students’ own preferences.



Diversity and Equal Opportunity

(GRI 405)

Our Commitment

JAS Asset Public Company Limited is committed to promoting diversity and creating equal opportunities for all employees by upholding the principles of respect for human dignity, differences, and equality, without discrimination based on gender, age, race, religion, disability, family status, or any other personal characteristics.

The company places importance on fair human resource management in all processes, from recruitment, hiring, development, performance evaluation, promotion, and compensation, including providing a safe, inclusive, and open working environment that encourages participation from employees at all levels so that everyone can fully demonstrate their potential.

The company believes that diversity and equal opportunity are key foundations for building a strong corporate culture, fostering innovation, enabling effective collaboration, and supporting the organization's sustainable growth in the long term.



Diversity and Equal Opportunity Management

Non-Discrimination Policy and Practices

JAS Asset Public Company Limited conducts its business with respect for human rights and is committed to equality and non-discrimination in all human resource management processes, from recruitment and selection, compensation and benefits determination, training and development, performance evaluation, and promotion, using fair, transparent, and equitable criteria for employees at all levels.

The company promotes equal access for all employees to opportunities, activities, and support from supervisors without discrimination. The company also requires employees to treat all stakeholder groups fairly and not provide improper advantages. The company believes that equality in working together is a key foundation for building unity, cooperation, and a positive corporate culture, under strict adherence to the company's code of business conduct.

Equal Opportunity in Employment and Career Development (GRI 405-2)

JAS Asset Public Company Limited places importance on promoting diversity and equal opportunity within the organization, recognizing that all employees are valuable resources and key drivers of the Jaymart Group's sustainable growth. The company aims to create a corporate culture that respects human dignity, embraces differences, and provides opportunities for all employees to fully demonstrate their potential.

Human resource management at JAS Asset is conducted based on fairness, transparency, and non-discrimination, covering recruitment, hiring, appointment, development, performance evaluation, and promotion. Consideration is primarily based on knowledge, abilities, and job suitability, without discrimination based on gender, age, race, religion, domicile, sexual orientation, or disability.



Guidelines for Promoting Diversity within the Organization

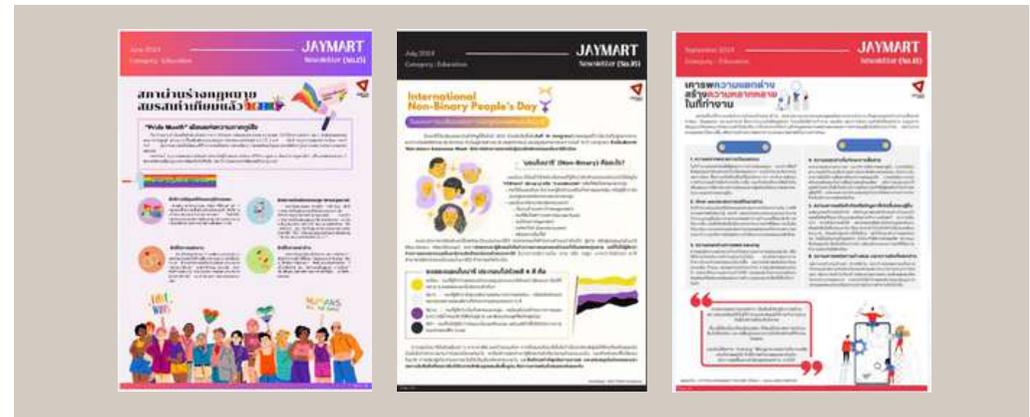
JAS Asset promotes and supports employees in treating one another with respect and equality under the company's strict code of business conduct. The company has established guidelines to promote diversity within the organization, emphasizing acceptance of differences in all dimensions and non-discrimination in all human resource management processes, from recruitment and selection, performance development and evaluation, to career advancement.

The company also aims to create an open, safe, and inclusive working environment that encourages participation from all employee groups. Employees are supported in expressing their opinions, working collaboratively in a constructive manner, and having equal access to opportunities, activities, and organizational resources. This is to promote a corporate culture that respects diversity and supports the company's sustainable growth in the long term.

In 2025, JAS Asset Public Company Limited continuously promoted and supported activities related to diversity, equality, and inclusion within the organization. Key initiatives are as follows.

- **Public Relations and Education on Respect and Non-Discrimination**

JAS Asset Public Company Limited places importance on raising awareness of mutual respect and non-discrimination in the workplace. The company has communicated and provided knowledge to employees regarding respect for human dignity, equality, and acceptance of differences through internal communication channels such as internal communications, email, and various public relations media. This is to foster proper understanding and encourage employees to treat one another with respect, fairness, and in accordance with the company's code of business conduct.



• **Activities to Promote Diversity Within the Organization and Community malls**

The company organized internal activities that provided opportunities for employees from diverse backgrounds to participate, exchange ideas, and collaborate creatively. These initiatives foster an open, friendly, and inclusive work environment that respects differences, contributing to a strong corporate culture and supporting long-term sustainable growth.



"Pride in The Rain Contest"



JAS Asset Public Company Limited organized the “Pride in The Rain Contest” at JAS Green Village Kubon to promote diversity, equality, and acceptance of differences among all genders and groups, within a celebration of pride under the rain.

The activity provided everyone with the opportunity to express their “pride in being themselves” through creative attire and presentations reflecting each individual’s identity.

This initiative reflects JAS Asset’s commitment to being a space of equality and inclusion for all, regardless of gender, age, race, or beliefs. The company believes that diversity is a key driving force for sustainable organizational growth and for fostering an open, respectful corporate culture that values every voice in society.

JAS Pride Month Party

JAS Asset Public Company Limited supports diversity and equality in society by organizing the JAS Pride Month Party within its shopping centers to celebrate Pride Month and create an open space for all sexual and gender diversity.

This activity reflects the company’s commitment to promoting a corporate and social culture that respects human dignity, upholds principles of equality and non-discrimination, and fosters an environment where everyone can express their identity confidently and safely.



Support for the Employment of Persons with Disabilities



JAS Asset recognizes the potential of persons with disabilities as valuable members of the workforce and therefore places importance on promoting equal employment opportunities and non-discrimination. The company supports the hiring of persons with disabilities in positions suited to their individual abilities, enabling them to work effectively and take pride in their roles.

The company provides a safe and accessible work environment and promotes equality among all employees to foster an open-minded attitude toward diversity and differences, encouraging harmonious coexistence within the organization. JAS Asset aims for employees with disabilities to have meaningful work opportunities, earn a livelihood to support themselves and their families, and enjoy an improved quality of life in the long term—an essential aspect of sustainable organizational development that truly respects the dignity of every individual.

In 2025, the company employed three persons with disabilities, fully meeting the legally required quota, and provided a suitable, safe, and inclusive work environment that supports the development and potential of all employees equally.

Number of Employees with Disabilities



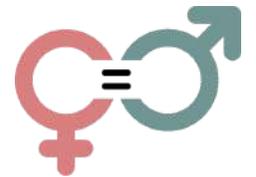
Ratio of Basic Salary and Remuneration of Women to Men

JAS Asset Public Company Limited places great importance on equality in employment and compensation, aiming to ensure that all employees receive remuneration appropriate to their roles, responsibilities, and abilities without discrimination based on gender, age, or social status.

The company establishes basic salary and compensation structures according to job position, job level, and performance, without regard to gender, to promote gender equality and equal opportunities in the workplace. Furthermore, the company regularly monitors and reviews the salary and basic compensation ratios between female and male employees to ensure that its compensation policies and practices comply with non-discrimination principles and support a corporate culture that respects diversity—an essential foundation for the sustainable growth of the organization.

From the analysis of the salary and basic compensation ratios between female and male employees in 2025, the results are as follows:

0.87 : 1



From the analysis of the salary and basic compensation ratios between female and male employees, it was found to be at 0.87:1, indicating that the average salary of female employees is approximately 87% of that of male employees. The company emphasizes determining compensation based on knowledge, skills, experience, job characteristics, and performance, without discrimination based on gender.



Employee Development and Career Advancement (GRI 3-3, 404)

Our Commitment

JAS Asset Public Company Limited places great importance on the continuous development and career advancement of its employees. The company aims to create learning opportunities and skill development aligned with evolving business and technological needs through training programs, leadership development, and enhancement of future-critical skills. It fosters a fair, equitable, and inclusive work environment, enabling employees at all levels to realize their full potential, while supporting transparent performance evaluation and career progression systems. These efforts strengthen employee engagement and contribute to the long-term sustainable growth of the organization.

Targets and Performance Results

- **Target**
Employee training and development with an average of no less than 6 training hours/person/year
- **Performance Results**
In 2025, Training and Employee Development Average training hours of 15.57 hours/person/year



Management of Employee Capability Development and Career Advancement

- JAS Asset Public Company Limited places importance on organizational human resource management, with the Human Resources Department responsible for setting policies, planning, and driving personnel development strategies systematically to enhance employee capabilities in alignment with the business direction and the company's sustainable growth objectives.
- The company recognizes that investment in employee training and development is a key factor in enhancing organizational capabilities in the long term. Therefore, it implements skill development programs covering position-specific skills, management skills, and future skills, starting with a Skill Gap Analysis to assess development needs in each function.
- Subsequently, the company develops capabilities through processes of upskilling to enhance existing expertise and reskilling to acquire new skills necessary for changes in the business context, including digital technology, relevant laws and regulations, as well as rapidly evolving industry trends.
- In addition, the company supports clear career advancement paths to provide opportunities for employees to grow according to their potential and to prepare for future changes. The company believes that continuous personnel development not only improves operational efficiency but also forms a fundamental basis for building competitiveness, sustainable growth, and long-term business leadership.

Target knowledge and skills to be developed

- The company places great importance on continuously preparing and developing the skills of its personnel to enhance their adaptability in line with business objectives and the organization's operational direction, within a context of rapidly and constantly changing environmental factors. These include rapid and complex technological changes, evolving consumer behaviors that are diverse and constantly shifting, as well as increased market competition that heightens the challenges of conducting business.
- To respond to these factors, the company places special emphasis on training and developing the potential of its personnel, focusing on building a solid and sustainable foundation for learning and acquiring new skills, so that all employees are prepared to handle changes that occur, whether in work related to new technologies, improving service approaches to meet evolving customer needs, or enhancing the organization's competitiveness in the market.
- This type of personnel development not only helps increase the capabilities of employees in the present but also prepares them for the future, reduces risks arising from changes in the industry, and strengthens a solid foundation for the organization, enabling it to move forward steadily and sustainably in the long term.



Training Courses Conducted in 2025

(GRI 404-1)

Employee Skill Development - Foundational Category

- New Employee Orientation Training
- Regulations and Employee Benefits

Good Corporate Governance Category

- The Roles of Management and Employees in Combating Corruption
- Personal Data Protection Act

Information Technology and Organizational Innovation Category

- Talent Business
- AI Bootcamp

Career Path Category

- Food Hygiene Standards for Food Handlers
- Finance for Non-Accounting and Non-Finance Managers
- Preventive Maintenance and Maintenance Management
- Time Management Techniques to Improve Work Efficiency
- Design Thinking Process for Creating Innovation at Work
- Professional Sales Techniques to Increase Sales

Competency and Soft Skills Category

- ESG 101: Understanding Fundamental Knowledge Related to Sustainability
- P01: Business Sustainability Fundamentals Course

Training Evaluation Results for Courses Completed in 2025

Courses	Number of trainees	Assessment of understanding
มาตรฐานการสุขาภิบาลอาหาร สำหรับผู้สัมผัสอาหาร	19	100.00%
การเงินสำหรับผู้บริหารที่ไม่ใช่สายบัญชี และการเงิน	32	81.50%
การบำรุงรักษาเชิงป้องกัน และ การจัดการงานบำรุงรักษา	25	79.56%
เทคนิคการบริหารเวลาเพื่อเพิ่มประสิทธิภาพในการทำงาน	37	88.20%
กระบวนการออกแบบความคิดเพื่อสรรสร้างนวัตกรรมในงาน	35	70.00%
เทคนิคการจ่ายอย่างมืออาชีพเพื่อเพิ่มยอดขาย	24	87.50%
ESG 101 เข้าใจความรู้พื้นฐานที่เกี่ยวข้องกับความยั่งยืน	206	100.00%
P01 หลักสูตรพื้นฐานด้านความยั่งยืนของธุรกิจ	206	100.00%



Average training hours
15.57 hours/person/year



Jaymart Group Talent Business Workshop 2025

On August 28–29, 2025, Jaymart Group organized the “Talent Business Workshop” for mid-level executives (Talent & Successor) to collectively drive the organization’s vision, explore strategic perspectives, analyze overall business challenges, and create opportunities for executives from group companies to get to know each other better.

The workshop focused on developing new skills through learning to apply AI tools relevant to real work scenarios, including meeting summarization, information retrieval, document preparation, slide creation, and even illustration design, with demonstrations and hands-on practice to enable executives to effectively apply them in their work.

In addition, the event conveyed the future growth vision of Jaymart Group, exchanged perspectives on emerging business opportunities, and highlighted the role of new-generation executives in enhancing the group’s modern and dynamic image.



- ✔ Trainees >> 44 people
- ✔ Received satisfaction evaluation results from training participants

Consists of 4 topics:

- Appropriateness of content
- Consistency of content with objectives
- Application of content
- Duration of the training

76.39%

Received the Certificate of Recognition for the ESG DNA Program.



On 26 August 2025, JAS Asset Public Company Limited received a certificate from the ESG DNA Program: a sustainability knowledge series for personnel at all levels within the organization, organized by the Stock Exchange of Thailand.

The ESG DNA Program aims to enhance knowledge and understanding of conducting business according to ESG (Environmental, Social, Governance) principles, while instilling sustainability concepts as part of the organizational culture. This enables employees at all levels to apply these principles in their work and collectively drive the organization toward stable and sustainable growth.

Through participation in this program, the company achieved its set objectives, with 100% of employees completing the ESG DNA training courses. This reflects the company’s commitment to integrating ESG principles into all aspects of its business operations.



Promoting Relationships and Employee Engagement

Our Commitment

JAS Asset Public Company Limited places great importance on human resource development, aiming to cultivate employees with expertise in various fields while ensuring their happiness and job satisfaction within the organization. Believing that employees are a critical driving force for sustainable organizational success, the company has developed comprehensive plans encompassing skill enhancement, specialized capability development, and the creation of a corporate culture that supports effective collaboration.

One of the key strategies of JAS Asset Public Company Limited is to care for employees in all dimensions, from developing knowledge and skills through academic training to promoting continuous learning opportunities. Additionally, the company organizes activities to strengthen relationships, including communication and collaboration-focused events, annual parties, recreational activities, and social projects that allow employees to work together to create value for both the organization and the community. These diverse activities help foster a friendly working environment, enhance employee happiness, and cultivate a sense of belonging within the organization.

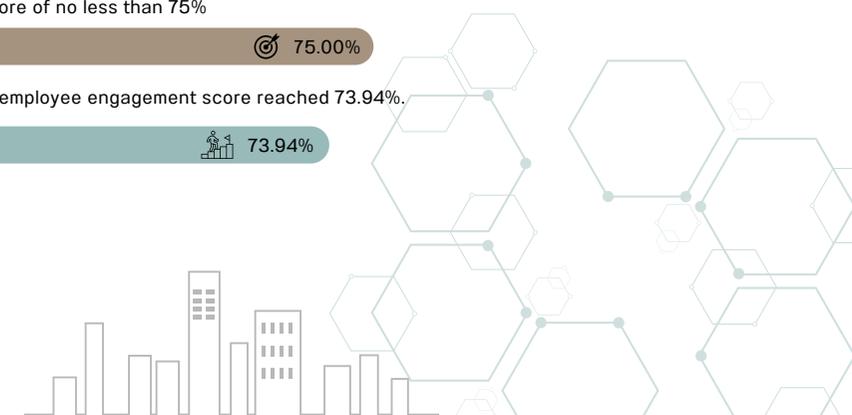
Retaining and nurturing talented employees is a core mission of JAS Asset Public Company Limited. By creating a work environment that encourages personal development, values employee input, and provides opportunities for all employees to participate in driving the organization forward, the company believes that fostering strong employee engagement is essential to retaining and attracting skilled personnel and collectively achieving greater organizational goals.

Targets and Performance Results

- Targets : Employee engagement score of no less than 75%



- Performance Results : In 2025, the employee engagement score reached 73.94%.



Employee Engagement Development and Retention Plan

JAS Asset Public Company Limited places great importance on developing employee engagement and retaining high-potential personnel in the long term, believing that employees are a key driving force in advancing the organization towards sustainable growth. The company has therefore established an operational plan that covers creating a work environment conducive to happiness, developing personnel potential, and promoting employee participation at all levels.

The company promotes employee engagement through open internal communication, listening to employee opinions and suggestions, as well as organizing activities that strengthen relationships and effective collaboration. These include recreational activities, team-building activities, and social responsibility activities to foster a sense of belonging to the organization and pride in being a company employee.

The company believes that long-term employee retention must be accompanied by building strong engagement and relationships between employees and the organization through clear strategies aligned with the corporate culture, by communicating the company's mission and vision clearly so that employees understand and feel the importance of their role in driving the organization toward future success. In addition, the company has planned career development that supports continuous growth in career paths, enabling employees to see their progression within the organization clearly, which helps reinforce their confidence that they are an integral part of creating success and sustainable growth for the company in the long term.

Employee Engagement Score Survey Results

In 2025, JAS Asset Public Company Limited conducted an Employee Engagement Survey, with employees participating in the questionnaire and achieving an average engagement score of 73.94%.

Consisting of a total of 5 evaluation categories as follows:

- Category 1: Duties, Responsibilities, and Welfare
- Category 2: Organizational Relationships
- Category 3: Safety, Occupational Health, and Work Environment
- Category 4: Potential Development and Career Advancement
- Category 5: Leadership and Communication

Although the operational results have not yet met the established targets, the score levels still reflect a fairly good level of employee engagement. The company has therefore conducted an in-depth analysis of the survey results, focusing on areas where scores fell below average, and has established improvement and development plans accordingly.



Employee Engagement Development and Retention Performance Results

Staff Party 2025

JAS Asset Public Company Limited held its annual employee dinner party to bid farewell to the old year and welcome the New Year 2025, with the purpose of expressing gratitude and recognizing all employees who have dedicated themselves to performing their duties to the fullest throughout the past year.

The event featured a variety of recreational activities to boost morale and spirit, as well as activities to strengthen relationships among employees and colleagues, which helped foster a friendly working atmosphere, unity, and a sense of belonging within the organization. The company would like to express its sincere appreciation to all employees and stakeholders who have been part of its success and is delighted to have driven the organization forward together throughout the past year, toward achieving sustainable growth together.



Long Service Awards 2025

JAS Asset Public Company Limited presented Long Service Awards to express gratitude and recognize employees who have continuously and dedicatedly worked with the company over the years. This year, the company presented Long Service Awards to employees who have completed 10, 15, and 20 years of service, in honor of their commitment, dedication, and integrity in performing their duties.

This activity serves as a symbol of recognition and a source of encouragement for employees who have devoted both their physical efforts and intellectual contributions with diligence and perseverance, playing a vital role in supporting the company's growth, stability, and competitiveness to this day.



JAS Asset Sports Day Activity

JAS Asset Public Company Limited organized an 'Internal Sports Day' activity to encourage all employees to spend time together creatively, foster positive relationships among colleagues across different departments, and strengthen the organizational culture with a spirit of collaboration, unity, and sportsmanship, in an atmosphere filled with fun and friendliness.

The event featured a variety of sports competitions, both individual and team-based, as well as recreational bonding games that gave employees the opportunity to showcase their abilities, creativity, and potential for effective teamwork. In addition to promoting both physical and mental well-being, the activity also served as a platform for friendship, creating smiles, laughter, and cherished memories for everyone in the organization.



Occupational Health and Safety

(GRI 403)

Our Commitment

Well-being, safety, and the working environment are key factors that enable employees to perform their duties effectively. JAS Asset Public Company Limited is committed to reducing workplace accidents and injury rates to zero by managing and implementing safety and occupational health measures in compliance with relevant laws, regulations, and requirements.

The company places great importance on creating an appropriate working environment, alongside regularly assessing and reviewing safety and occupational health risks in its operations, in order to prevent and reduce the risk of accidents, injuries, and work-related illnesses. This also includes a continuous drive to identify opportunities for improving and developing the organization's safety systems and measures, so as to promote the well-being and confidence of employees in performing their duties, as well as to enhance preparedness for unexpected situations.

Targets and Performance Results

- Number of employee fatalities from work (persons): 0 cases



Occupational Health, Safety, and Work Environment Policy

The company has established policies and practices on safety, occupational health, and working environment, which fall under its Human Rights Policy, to serve as comprehensive preventive measures for protecting employees from potential workplace hazards. This is achieved through the improvement and maintenance of a safe workplace, along with the development of a hygienic working environment. Workplace management is carried out in accordance with established standards to ensure that the workplace and working environment are free from hazards.

In addition, the company has set quantitative targets, such as reducing both lost-time and non-lost-time accidents, as one of its key strategies to ensure that employees work in a safe and healthy environment. The implementation of these measures not only helps reduce occupational risks, but also instills confidence in employees and encourages them to perform their duties to the fullest potential.

The company firmly believes that creating a safe and hygienic working environment will help reduce the risk of accidents and enable employees to work more effectively, while also fostering a sense of confidence in their own safety and well-being, which is a crucial factor in the sustainable development and growth of the company.

Occupational Health and Safety Management Plan

Setting Quantitative Targets

Setting quantitative development targets in occupational health and safety related to employees and workers, such as targets for reducing workplace accidents and controlling the Lost Time Injury Frequency Rate (LTIFR) to an appropriate level or zero.



Promoting and Enhancing Safety Knowledge

Continuously conducting activities to promote knowledge, awareness, and safety and occupational health skills among employees, such as fire prevention and suppression training, fire evacuation drills, and occupational health, safety, and work environment training, as well as providing knowledge through the posting of informational signs or announcements via email to keep employees informed.



Monitoring, Evaluation, and Disclosure

Monitoring and collecting workplace safety statistics, such as the number and rate of accidents, absenteeism rates, and occupational illness rates, as well as disclosing the Lost Time Injury Frequency Rate (LTIFR), while identifying preventive and risk mitigation measures and a continuous improvement plan for the occupational health and safety system.



Compliance with Labor Laws and Occupational Safety Regulations

The company strictly complies with labor laws, safety laws, occupational health and working environment laws, as well as all relevant laws and requirements, in order to protect the fundamental rights of employees and create a safe working environment. The company regularly monitors, reviews, and evaluates legal compliance to ensure that its operations are conducted correctly, transparently, and in accordance with established standards, while also appointing responsible personnel and relevant parties to oversee safety operations for effective implementation.

In 2025, the total working hours of all employees (hours)

2,765,633.72 hours



Occupational Health and Safety Management Practices

The company has established guidelines for occupational health and workplace safety management, focusing on creating a working environment that is safe, hygienic, and conducive to the well-being of employees, as follows:

Building and Workplace Safety Management



Regularly inspecting the safety and operational readiness of buildings, premises, and related equipment, such as elevators, lighting systems, electrical appliances, and electronic devices, while recording inspection results and immediately carrying out repairs upon discovering any defects, with warning signs placed during the repair process.



Accident and Damage Prevention

Prohibiting the placement of obstructions in walkways or on staircases, and requiring that the use of vehicles within the company premises be conducted with care. Any actions that may cause harm to lives, property, and the company's buildings and premises are strictly prohibited.



Employee Surveillance and Participation

Requiring employees to immediately report any safety incidents or risks directly to the responsible department upon discovery, in order to prevent and reduce the risk of accidents.



Promotion of Workplace Hygiene and a Healthy Working Environment

Promoting the practice of the 5S principles in the workplace, providing clean drinking water, sufficient and hygienic restroom facilities, as well as maintaining cleanliness and regular waste collection in all areas.



Safety Preparedness

Providing fire evacuation training and drills for employees at all levels at least once a year, in order to enhance preparedness for emergency situations.

Promotion of Safety, Occupational Health, and Working Environment

(GRI 403-3, 403-4)

Safety Communication and Awareness



So that the various departments within the group of companies are able to respond and operate effectively during crises or various emergency situations — whether arising from natural disasters, accidents, or malicious acts against the organization — without allowing such crises or emergency situations to cause business disruption or prevent the continuous operation of the business.

Welfare Support for Occupational Health and Safety

(GRI 403-6)

2025 Annual Health Check-up

JAS Asset Public Company Limited has consistently placed great importance on the health and well-being of its employees, as good health is the foundation of efficient and safe work performance, enabling employees to work to their fullest potential while maintaining a good quality of life.

In 2025, the company has continued its annual health check-up program, entrusting Kasemrad Ramkhamhaeng Hospital, which holds recognized standards and expertise in health examinations, to conduct health screenings for employees through a comprehensive program covering all dimensions, such as:

- Body mass index, blood pressure, and vital signs measurement
- Vision examination and physical check-up by specialist physicians
- Chest X-ray and cardiac examination
- Detailed blood and urine tests, including complete blood count, blood sugar, lipid profile, cholesterol, liver and kidney function, uric acid, and hepatitis B virus screening

This program aims to ensure that all employees, including those within the group of companies, receive a comprehensive health assessment, enabling them to plan their personal health care appropriately and sustainably, which will truly enhance both their quality of life and work performance.

JAS Healthy Zone

JAS Asset Public Company Limited places great importance on promoting occupational health and workplace safety, alongside fostering the well-being of employees and all stakeholder groups. The company has established a health zone at JAS Green Village Ramkhamhaeng to serve as a dedicated space for ongoing health promotion activities, such as aerobic exercise and yoga classes, for employees, customers, and visitors.

The implementation of this program aims to support the physical and mental health care of employees, reduce the risk of health issues and work-related stress, and create a working environment conducive to a good quality of life, which is a key factor in reducing rates of illness, sick leave, and accidents that may result from accumulated fatigue.

Furthermore, the company places emphasis on cultivating a safety-oriented organizational culture by encouraging employees to recognize the importance of preventive health care and to participate in activities that strengthen both physical and mental well-being, in alignment with a systematic approach to occupational health and safety management and long-term sustainable organizational development.







Customer / Consumer Responsibility

Our Commitment

JAS Asset Public Company Limited, as a developer and operator of community malls and commercial spaces, recognizes its responsibility toward customers, service users, tenants, and all stakeholders. The Company is committed to conducting its business with transparency, fairness, and a strong emphasis on consumer rights.

The Company establishes guidelines and policies to build confidence in the quality of products and services within its projects. These include the selection and management of tenants to ensure quality and safety standards, maintaining a clean, safe, and user-friendly environment within the shopping centers, and strictly complying with relevant laws and regulations.

In addition, the Company places great importance on the protection of customers' and users' personal data. It provides systematic channels for receiving complaints and feedback, along with transparent, fair, and timely complaint management processes to safeguard consumer rights and interests.

The Company is committed to communicating accurate, clear, and verifiable information regarding its projects, promotional activities, and service conditions. This enables customers to make informed decisions with confidence. These practices reflect the Company's dedication to building long-term trust and achieving sustainable growth alongside the surrounding communities and society.



Responsible Marketing and Advertising

(GRI 417)

JAS Asset Public Company Limited operates a commercial real estate development and community mall management business, with a focus on developing spaces that can balanced and sustainably meet the needs of customers, tenants, and surrounding communities.

The company places great importance on its sales and marketing processes at every stage, from analyzing market demand, designing and planning spaces to suit consumer behavior, establishing fair and transparent lease conditions, to communicating accurate, complete, and verifiable information, in order to deliver value and a positive experience to customers, tenants, and business partners.

Furthermore, the company emphasizes conducting its operations with integrity, taking into account the rights and interests of all stakeholders, while developing marketing strategies that align with the principles of good governance and social responsibility, so as to build trust, satisfaction, and long-term relationships, which form the essential foundation for stable and sustainable growth.



[sales-and-marketing Policy](#)



Responsible Marketing and Advertising Practices

JAS Asset Public Company Limited is committed to operating its community mall development and management business with responsibility, transparency, and fairness, by establishing sales and marketing policies that align with the principles of good governance and sustainable development, in order to create value and build trust among customers, tenants, business partners, and all stakeholder groups, as follows:

- 1. Quality and Service Standards:** The company is committed to continuously improving its sales processes, rental space management, and service delivery, adhering to the principles of quality, accuracy, and timeliness, in order to create a positive experience and maximum satisfaction for customers and tenants, while consistently raising service standards.
- 2. Transparency in Pricing and Contracting:** The company requires that the determination of sale prices or rental rates be conducted transparently, appropriately, and fairly, taking into account economic conditions, operating costs, and market competition. All pricing must go through the company's established review and approval process to prevent conflicts of interest and uphold governance standards.
- 3. Ethical Marketing Communications:** The company conducts its marketing communications responsibly, presenting information about projects, benefits, and terms accurately, completely, and verifiably, without distorting facts or using statements that may cause misunderstanding, in order to protect consumer rights and build long-term trust.
- 4. Creating Shared Value with Communities and Business Partners:** The company promotes collaboration with tenants, business partners, and surrounding communities to develop commercial projects that genuinely respond to local needs, alongside supporting environmental and social activities, in alignment with the company's sustainable business practices.
- 5. Customer Complaint and Feedback Management:** The company provides systematic, transparent, and verifiable channels for receiving complaints and feedback from customers and tenants, with defined follow-up and continuous improvement processes, in order to elevate service quality and strengthen positive relationships with customers.
- 6. Legal and Regulatory Compliance:** The company conducts its sales and marketing activities in strict adherence to all relevant laws and regulations, such as the Consumer Protection Act, the Building Control Act, and laws or requirements of relevant government agencies, to ensure that its business operations are conducted correctly, transparently, and with social responsibility.



Customer Data Protection and Privacy

(GRI 3-3, 418)

Customer Data Protection and Privacy Policy

JAS Asset Public Company Limited places the highest importance on safeguarding the security and privacy of customers' personal data. The Company recognizes the importance of proper and secure data management to ensure that customers' information is protected at the highest level in accordance with international standards.

The Company's data protection policy aims to protect customer data throughout all processes—from collection, storage, processing, to usage—to prevent unauthorized access, use, or disclosure. The Company strictly complies with all applicable laws and regulations.

Furthermore, the Company adheres to personal data protection laws, including the Personal Data Protection Act (PDPA), as well as international data protection standards. This ensures customers' confidence in the security of their information and reinforces trust in all business operations.

With these stringent data protection measures in place, the Company is able to operate sustainably while maintaining long-term trust among customers and consumers. This also reflects the Company's commitment to responsible business practices and continuous service excellence.

Targets and Performance Results

- No incidents of customer data breaches, theft, or loss of stored customer information.
- Zero reported cases of personal data leakage.



Customer Personal Data Protection Practices



Transparent Data Collection

- The company collects customers' personal data only to the extent necessary and relevant to service provision, such as names, addresses, phone numbers, and transaction information, with explicit consent obtained from customers.

Secure Data Storage

- Jaymart employs high-standard technology systems, such as data encryption and servers equipped with cyber attack protection systems, to prevent data leakage or unauthorized access.

Appropriate Data Processing and Use

- The company uses personal data for clear purposes relevant to customer service, such as improving service quality, developing new products, and creating special offers, with strict control over data access.

Defining Rights and Responsibilities within the Organization

- Roles and responsibilities are assigned to officers responsible for personal data security, along with regular employee training to ensure knowledge and understanding of the PDPA law and international standards.

Data Risk Management

- Jaymart continuously conducts data risk assessments to identify and manage vulnerabilities that may pose risks to personal data.

Personal Data Protection Governance Structure of Jaymart Group

In accordance with the Personal Data Protection Act B.E. 2562 (2019), the Jaymart Group places great importance on operations related to the collection, use, or disclosure of personal data, adhering to the principles of accuracy, transparency, and fairness, while strictly complying with the requirements of relevant laws, in order to strengthen confidence among customers, business partners, and employees of the Jaymart Group.

To ensure that personal data protection operations are carried out effectively and in compliance with the law, the Jaymart Group has appointed a Personal Data Protection Committee and Working Group (Data Protection Officer: DPO Team) within the organization, with clearly defined roles, duties, and responsibilities as follows:

Roles and Responsibilities

Personal Data Protection Committee (DPO)

Responsible for supervising, establishing policies, measures, and guidelines for the processing of personal data within the group of companies in compliance with the Personal Data Protection Act B.E. 2562 (2019), covering the provision of advice and assessment of data protection risks, consideration and oversight of related policies, management of data subject rights requests, monitoring and auditing the operations of each company within the group, as well as overseeing the rectification and reporting of personal data breach incidents, and regularly reporting operational results to the Board of Directors.

Personal Data Protection Committee (DPO)

Personal Data Protection Working Group

Personal Data Protection Working Group

Serving as the central hub for receiving personal data subject rights requests and data breach notifications from each company within the group, including the collection and preliminary assessment of incident information for consideration, as well as acting as the Focal Point coordinator in reporting relevant information and issues to the Personal Data Protection Committee, in order to ensure that data protection management is carried out efficiently and in compliance with the law.



Personal Data Protection

JAS Asset Public Company Limited recognizes the importance of strictly maintaining the confidentiality of your personal data and is committed to complying with all relevant laws and regulations in every circumstance. However, in certain situations, the company may need to disclose your personal data to external third-party service providers, who have been carefully selected and are responsible for supporting or carrying out activities related to the company's services, such as information technology service providers, document delivery service providers, or legal service providers. The company will disclose or transfer your personal data only when necessary and within the scope of the purposes previously communicated to you, while guaranteeing that such third parties will handle your personal data securely and in accordance with established data protection standards. The company will take appropriate steps to ensure that your personal data will not be used beyond its intended purpose or disclosed without authorization in any circumstance.

In 2025, no personal data breach incidents or cybersecurity incidents occurred that had a significant impact on stakeholders, the company's financial position, or its business operations. Any incidents that may have occurred at the operational level were appropriately managed in accordance with the company's established internal control processes.

Data Subject Rights

The company respects your rights as a data subject under applicable laws. You may contact the company to exercise your rights, which include the right to withdraw consent, the right to request access to and receive a copy of personal data, the right to request rectification of personal data to ensure its accuracy, the right to receive personal data in cases where the company has made such personal data available in a format that is generally readable or usable by automated tools or devices, including the right to request the transmission or transfer of such data to another data controller, the right to object to the processing of personal data, the right to request the deletion, destruction, or anonymization of personal data when it is no longer necessary, the right to request the suspension of the use of personal data, or the right to lodge a complaint.



Data Security Measures

- Implement data security measures appropriate to the level of data sensitivity
- Prevent unauthorized access, use, alteration, or disclosure of personal data.
- Assess and manage personal data protection risks throughout the data processing lifecycle.
- Oversee the exercise of data subject rights and manage requests in a systematic manner.
- Regularly review and update security measures to ensure compliance with relevant laws.
- Strengthen employee awareness through PDPA and IT Awareness training.
- Appoint a PDPA consultant to elevate operational practices in alignment with international standards.

In 2025, the company organized training for employees in the "PDPA Awareness Training" course to strengthen understanding of the Personal Data Protection Act (PDPA) and appropriate practices for operations within the organization.

With 328 participants attending the training.

*IT , HR , Audit , Building , Purchase , Sales

Employee comprehension level: Excellent (86.6%)

Channels for Customer Data Complaints and Incident Reporting



Address : No. 87, The Jas Ram Inthra Building, Room A315, 3rd Floor,
Lat Pla Khao Road, Anusawari Subdistrict, Bang Khen District,
Bangkok 10220, Thailand



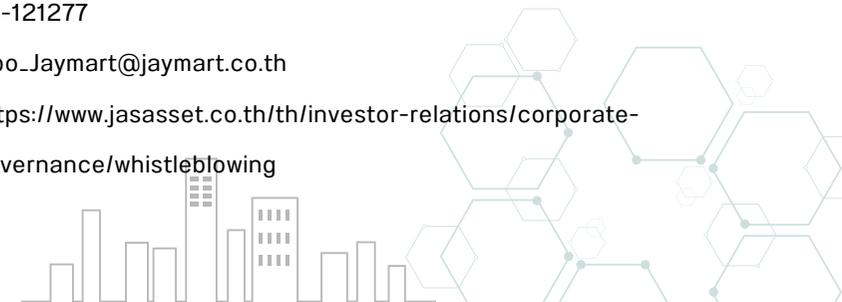
Tel : 02-121277



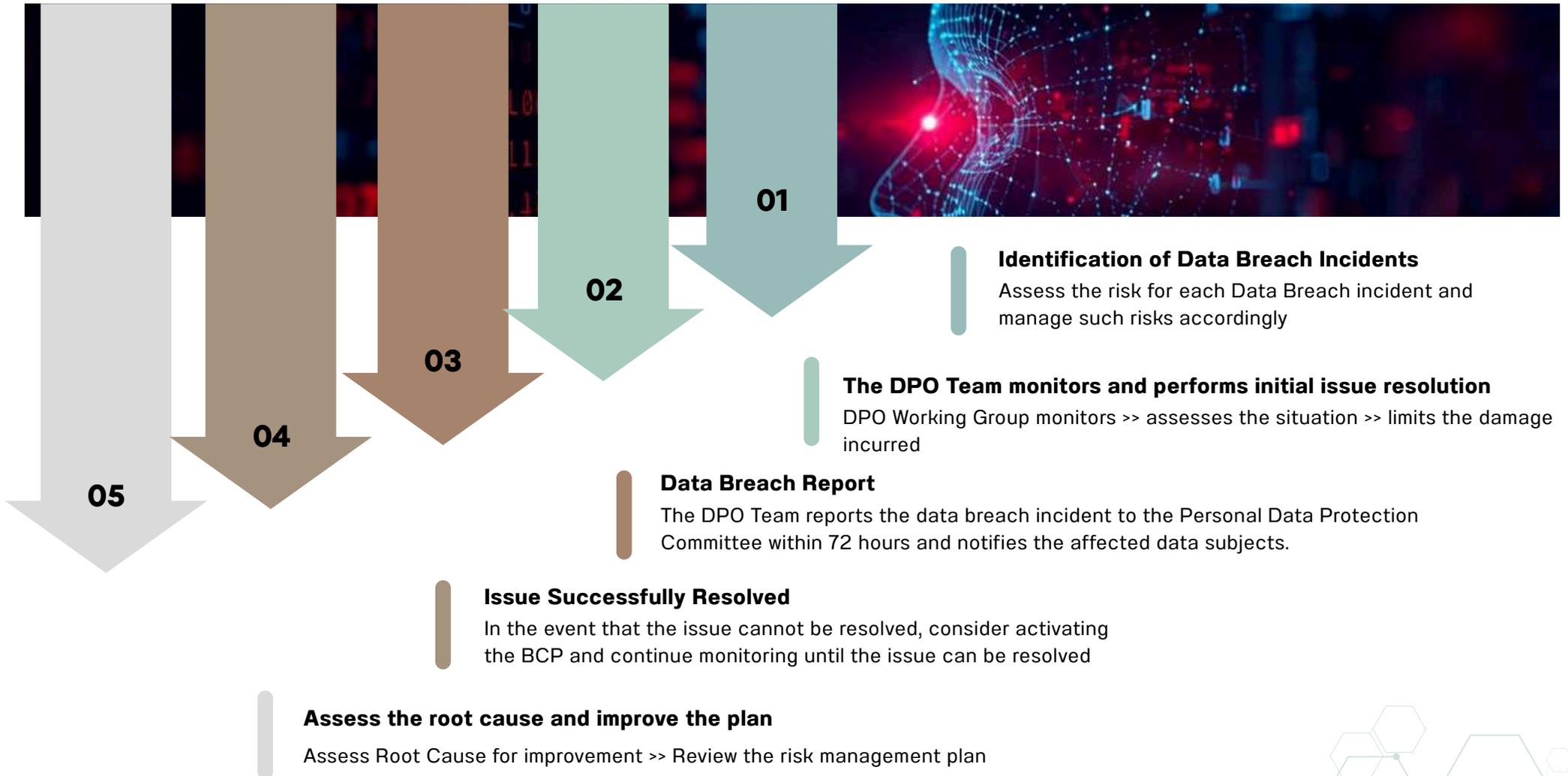
E-mail : Dpo_Jaymart@jaymart.co.th



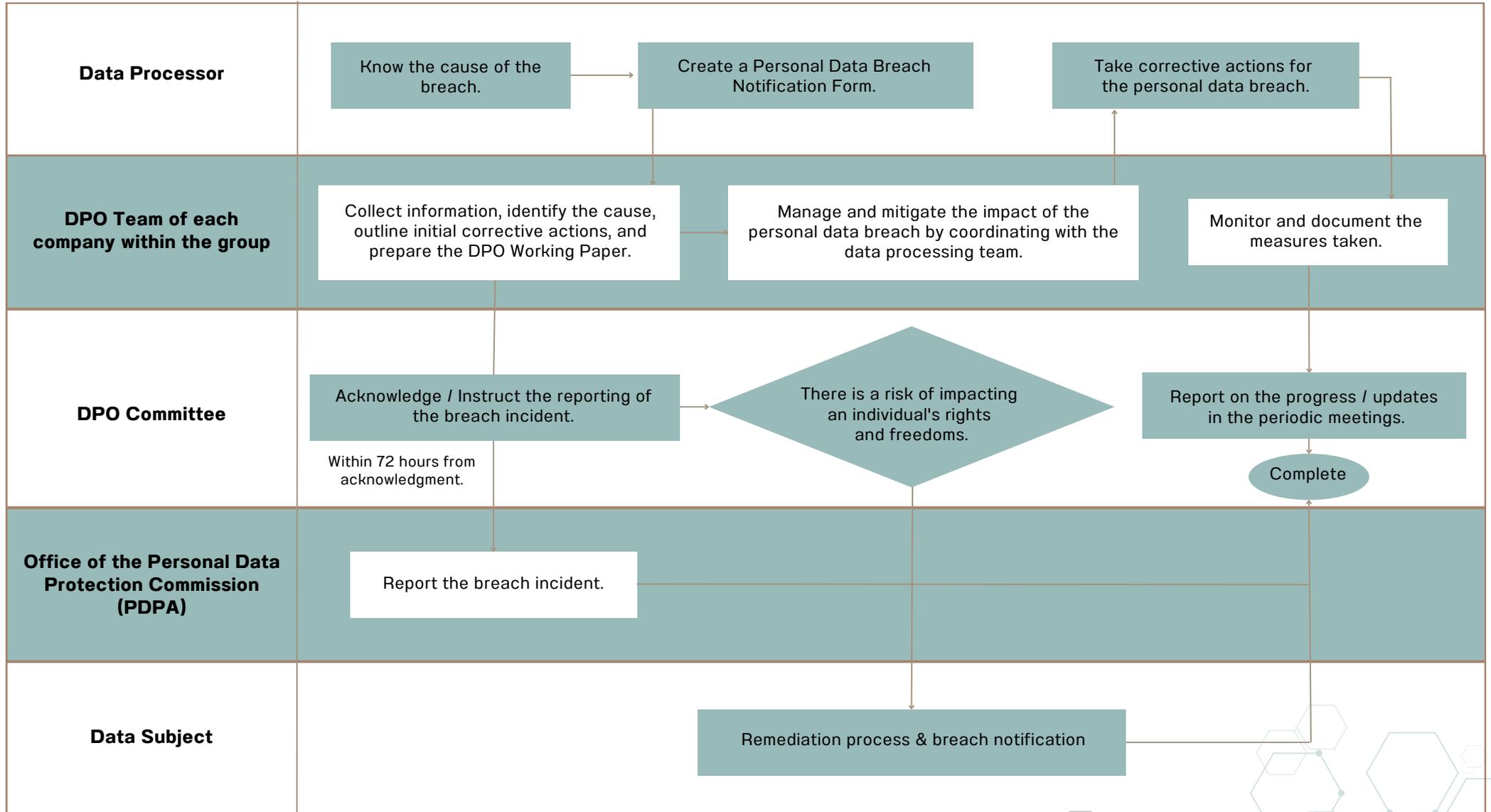
Website : <https://www.jasasset.co.th/th/investor-relations/corporate-governance/whistleblowing>



Data Breach Response Plan



Procedures for managing personal data breach incidents





Customer Relationship Management

(GRI 3-3, 416)

Our Commitment

Amid the rapidly changing consumer behavior and intensifying competition in the shopping center business, JAS Asset Public Company Limited recognizes the importance of Customer Relationship Management (CRM) as a key mechanism for creating business differentiation and sustainability.

The company places emphasis on developing a 'customer-responsive service experience' in a comprehensive manner, encompassing the quality of rental spaces, convenience, safety, and the diversity of shops and activities, under the concept of developing projects in the form of community shopping centers that align with the lifestyle of consumers in each area, in order to build long-term engagement with customers and visitors.

At the same time, the company places importance on elevating its service standards to be friendly, transparent, and in accordance with business ethics, as well as strictly protecting the personal data of tenants and service users, in order to strengthen long-term confidence and trust.

Targets and Performance Results

- Target
 - Achieve customer satisfaction of not less than 75%.



- Performance Results 2025
 - Customer satisfaction across all shopping center branches received an average score of 85.54%.



- Tenant satisfaction across all shopping center branches received an average score of 72.03%.



It consists of a total of 4 assessment areas, as follows:

- Image and Experience
- Shop Quality and Service
- Convenience and Safety
- Sustainability and Social Responsibility

The company will conduct an in-depth analysis of the assessment results in order to define approaches for continuously improving its services and developing relationships with tenants, which will ultimately lead to the achievement of its goals and the creation of long-term business sustainability.

Customer Relationship Management Approach

JAS Asset Public Company Limited places great importance on conducting its business with responsibility toward customers and tenants, with a focus on developing and elevating service standards in order to create a positive experience and comprehensively meet the needs of customers and tenants, under the following management approach:

Protection of the Security and Privacy of Customers' Personal Data

JAS Asset places great importance on the security and privacy of customers' personal data, recognizing the significance of storing and managing data correctly and securely, so that customers can be assured that their information will be protected to the highest level in accordance with international standards. JAS Asset's personal data protection policy aims to safeguard customer data throughout every process, from collection, storage, processing, and use of data, in order to prevent unauthorized access, use, or disclosure of information, as well as to ensure strict compliance with all relevant laws and regulations.

Creating Valuable Experiences for Customers, Tenants, and Close Engagement with the Community

JAS Asset aims to develop its shopping centers into 'Community Centers' that address the needs of everyday living, shopping, and leisure, by continuously organizing marketing promotion activities and social activities that foster relationships among customers, tenants, and the surrounding community within the shopping center areas, while also supporting small and medium-sized enterprises (SMEs) and local communities by providing opportunities to present their products and services within the shopping centers, creating a business ecosystem that grows together sustainably.



Tenant Relationship Management

JAS Asset places great importance on managing relationships with its shops as 'tenants' who grow together sustainably. The company focuses on developing and supporting tenants through its core products and services, which are as follows:

- **Quality rental spaces that are flexible to meet business needs**
The company manages rental spaces to suit the type of business and size of each tenant, in order to achieve maximum operational efficiency.
- **Joint Marketing Activities with Tenants**
The company continuously organizes sales promotion activities and marketing campaigns, such as product festivals, seasonal activities, and targeted events, in order to increase the number of visitors to the shopping centers and generate sales for the shops.
- **Diverse Public Relations Media and Communication Channels**
The company provides both internal and external communication channels within the shopping centers, such as advertising signage, LED screens, websites, and the centers' social media channels, in order to help promote shops and various activities to reach target audiences as broadly as possible.
- **Building Cooperation and Partnership Relationships**
The company promotes collaboration with shops in various aspects, such as jointly developing customer experiences, organizing activities within the shopping center premises, as well as collaborating on joint promotional campaigns between the shopping center and shops, in order to create incentives for spending, service usage, and continuously increasing customer footfall within the premises.



Community and Social Engagement

(GRI 413)

Our Commitment

JAS Asset Public Company Limited is committed to conducting its business alongside active participation in the sustainable development of communities and society, placing great importance on creating shared value with all stakeholder groups through supporting social activities, improving the quality of life of communities, promoting economic opportunities, and implementing projects that address the long-term needs of society.

The company operates with consideration for the impact on communities and society in every dimension, while encouraging the participation of employees, business partners, and allies in continuously driving social activities forward, in order to build a stronger society, reduce inequality, and support balanced and sustainable growth.

Targets and Performance Results

• Targets

- No disputes with communities and society
- At least 2 community engagement projects per year

100%

- Community satisfaction survey score of not less than 75%

75%

• Performance Results 2025

- No disputes with communities and society
- At 2 community engagement projects per year

100%

- The community satisfaction survey received an average assessment score of 86.51%

86.51%

It consists of a total of 3 assessment areas, namely: operational satisfaction with the company, community participation and relationship, and overall satisfaction.



Community and Social Engagement and Development Policy

The company focuses on strengthening the capacity of communities and society to grow robustly in the long term, by supporting the improvement of the quality of life of community members, with an emphasis on enhancing capabilities in various areas such as education, vocational skill development, and the creation of economic opportunities, so that communities can effectively and sustainably elevate their own quality of life.

In conducting its business, the company also takes into account the impact on communities and society at every level, emphasizing the participation of all relevant parties, whether employees, business partners, or allies, in order to collectively create a society that is balanced in terms of economy, society, and environment, in accordance with the following approaches:

- Promoting economic development and quality of life of communities
- Conserving the environment and natural resources
- Encouraging employee participation in community development
- Building cooperation with public and private sector organizations

The company is committed to being an organization that drives sustainable change through conducting its business with responsibility toward communities and society, while creating a better society for both present and future generations, adhering to the principles of sustainable development and the participation of all sectors, in order to create a livable and sustainable world for everyone in the long term.

Community and Social Development and Engagement Promotion Plan

JAS Asset Public Company Limited places great importance on conducting its business alongside the development and enhancement of the quality of life of communities and society, with a focus on building positive and sustainable relationships with communities in the areas where the company operates, while promoting the participation of all stakeholder groups, so that social development yields concrete and sustainable results.

- Promoting the Quality of Life and Well-being of Communities

The company conducts Corporate Social Responsibility (CSR) activities aimed at appropriately addressing community needs, such as supporting education, providing scholarships and learning materials, promoting health and physical exercise, as well as supplying essential consumer goods, in order to help elevate the quality of life and strengthen communities in the long term.

- Expanding Cooperation with Social Sector and Private Organizations

The company has plans to expand cooperation with social sector organizations, foundations, and private organizations to enhance the efficiency and diversity of social projects, covering groups such as children and youth, the elderly, persons with disabilities, and vulnerable groups, as well as supporting the development of projects that generate long-term social benefits.

- Monitoring, Evaluation, and Continuous Development

The company regularly monitors and evaluates the performance of its community development and engagement operations, while providing opportunities for communities and all stakeholder groups to participate in the company's activities or projects, including sharing opinions, suggestions, and complaints, in order to apply the evaluation results to further improve and develop projects for greater effectiveness and alignment with the organization's sustainable development guidelines.



[นโยบายการพัฒนาและมีส่วนร่วมกับชุมชน/สังคม](#)



Community Development and Engagement in 2025

Volunteer Spirit Toward the Foundation for Child Development

On August 29, 2025, JAS Asset Public Company Limited, Jay Mart Group Holdings Public Company Limited, Singer Thailand Public Company Limited, and their affiliated companies jointly organized a social activity by donating water filtration systems, household items, dry food, snacks, and good-condition second-hand goods to the Foundation for Child Development, which is an organization dedicated to providing assistance, protection, and development for children in difficult circumstances, so that children receive appropriate educational opportunities and potential development, operating in collaboration with all sectors to create better and equal opportunities for every child.

This activity is part of the commitment to 'building a society of sharing,' to pass on care, encouragement, and opportunities to children and the underprivileged in society. All donated items were the result of the goodwill and dedication of the executives and employees within the group of companies, who collectively shared their resources and generosity in order to bring smiles and happiness to the recipients.



JAS Variety Hall – A Space of Opportunity for the Community

JAS Asset Public Company Limited is committed to developing spaces within its shopping centers to meet the lifestyle needs of all groups of people. One of its key projects is 'JAS Variety Hall,' a multipurpose space within the shopping center, designed to accommodate a wide variety of activities. It is not merely a badminton court for exercise, but can also be transformed to suit various types of activities, such as school or organizational color sports days, concerts and entertainment events, general events, social gatherings, and company activities.

JAS Asset opens opportunities for entrepreneurs, government agencies, private organizations, and surrounding communities to utilize this space within the shopping center for activities that benefit the local society and economy, such as health promotion activities, youth sports competitions, community product markets, or creative organizational activities with employees.

The implementation of the JAS Variety Hall project reflects the company's approach to creative space management within shopping centers, in order to promote community participation and build sustainable relationships among customers, tenants, and the surrounding community.



JAS Badminton Smash Open Cup

JAS Asset Public Company Limited organized a badminton competition, the '1st JAS Badminton Smash Open Cup,' to promote good health and foster positive relationships among employees, tenants, customers, and the surrounding community, under the concept of supporting creative activities that enhance quality of life and unity.

The activity provided participants with the opportunity to demonstrate their sporting potential, develop sportsmanship, and build relationship networks in a friendly and warm atmosphere. It also reflects the company's commitment to promoting well-being and community participation, in alignment with its sustainable business practices in the social dimension.

The company firmly believes that continuously supporting sports and health activities will help build engagement, pride, and long-term relationships with all stakeholder groups, while also enhancing the corporate image as an organization that cares for society and sustainable development.



Maa Len Gun Ther Music Show

JAS Asset Public Company Limited is committed to developing its shopping center projects to be more than just commercial spaces, by serving as a 'Community Hub' that provides opportunities for people of all ages to participate, exchange knowledge, and express their potential creatively.

Under this approach, the company organized the 'Maa Len Gun Ther Music Show' activity to open a stage for students and youth in the area to fully showcase their musical talents in a safe and appropriate environment. The activity aims to support the development of youth potential, promote self-expression, and inspire both participants and audiences within the shopping center, while simultaneously creating a vibrant and community-friendly atmosphere for the surrounding community.



Kathin Samakkhi (Communal Robe Offering Ceremony)

The Jay Mart Group and its affiliated companies participated in upholding Buddhism through the organization of a Kathin Samakkhi (Communal Robe Offering Ceremony) at Wat Tham Phra Bamphen Bun, Pan District, Chiang Rai Province, in order to jointly preserve Buddhism and promote unity in society.

On this occasion, JAS Asset Public Company Limited contributed to the collection of Kathin offerings in the total amount of 20,000 baht to support the restoration and Buddhist activities, as part of its participation in sustainable community and social development.





Yeni vobeltare!

Sustainability Performance Data

Environmental Performance Data				
Indicator	Unit	2023	2024	2025
Number of Incidents of Legal Violations or Environmental Impacts Caused by the Company	Incidents	0	0	0
Amount of Fines Paid for Environmental Violations	Incidents	0	0	0
Water Management				
Total Water Consumption of the Organization	Cubic Meters (m ³)	N/A	N/A	409,545
Waste Management				
Total Waste Generated	Ton	10.95	194.38	1,811.40
Amount of Waste Disposed of by Landfill	Ton	10.8	191.95	N/A
Amount of Waste Disposed of by Recycling	Ton	0.15	3.19	N/A
Energy Management				
Total Electricity Consumption	Kilowatt-Hours (kWh)	N/A	N/A	34,715,108.70
Total Electricity Consumption	Terajoules (TJ)	N/A	N/A	124.97
Electricity Purchased from External Sources	Kilowatt-Hours (kWh)	N/A	N/A	31,553,445.20
Electricity Purchased from External Sources	Terajoules (TJ)	N/A	N/A	113.59
Electricity Generated (Solar Rooftop)	Kilowatt-Hours (kWh)	N/A	N/A	3,161,663.50
Electricity Generated (Solar Rooftop)	Terajoules (TJ)	N/A	N/A	11.38
Energy Consumption from Gasoline	Liters (L)	N/A	N/A	10,527.84
Energy Consumption from Diesel	Liters (L)	N/A	N/A	12,148.61
Total greenhouse gas emissions from all branches				
Total Direct and Indirect Greenhouse Gas Emissions (Scope 1-2)	Tonnes of Carbon Dioxide Equivalent (tCO ₂ e)	N/A	N/A	15,830.41
Direct Greenhouse Gas Emissions (Scope 1)	Tonnes of Carbon Dioxide Equivalent (tCO ₂ e)	N/A	N/A	56.84
Indirect Greenhouse Gas Emissions from Purchased Energy (Scope 2)	Tonnes of Carbon Dioxide Equivalent (tCO ₂ e)	N/A	N/A	15,773.57

Note:

- In 2025, the management improved the structure for collecting and managing resource-related data and is in the process of planning the data management system.
- Therefore, the Company has designated 2026 as the base year (Base Year), and data from previous years cannot be compared.
- The total greenhouse gas emissions figures include the main operations of the shopping centers and all tenants within all shopping center branches (8 branches).
- Methodology for calculating greenhouse gas emissions
 - Scope 1 : Carbon Emission=Activity Data×Emission Factor
 - Scope 2 : Carbon Emission=Electricity Consumption (kWh)×Grid Emission Factor (tCO₂e/kWh)

Social Performance Data					
Indicator	Unit	2023	2024	2025	
Number of Employees					
Total Number of Employees	Persons	269	334	326	
Total Number of Male Employees	Persons	145	144	141	
Percentage of Male Employees	(%)	53.90	43.11	43.00	
Total Number of Female Employees	Persons	124	190	185	
Percentage of Female Employees	(%)	46.10	56.89	57.00	
Number of Employees by Age Group					
Total Number of Employees Aged Under 30 Years	Persons	57	80	65	
Percentage of Employees Aged Under 30 Years	(%)	21.19	23.95	19.94	
Number of Male Employees Aged Under 30 Years	Persons	29	24	31	
Percentage of Male Employees Aged Under 30 Years	(%)	10.78	7.19	9.51	
Number of Female Employees Aged Under 30 Years	Persons	28	56	34	
Percentage of Female Employees Aged Under 30 Years	(%)	10.41	16.77	10.43	
Total Number of Employees Aged 30-50 Years	Persons	137	145	110	
Percentage of Employees Aged 30-50 Years	(%)	50.93	43.41	33.74	
Number of Male Employees Aged 30-50 Years	Persons	73	68	51	
Percentage of Male Employees Aged 30-50 Years	(%)	27.14	20.36	15.64	
Number of Female Employees Aged 30-50 Years	Persons	64	77	59	
Percentage of Female Employees Aged 30-50 Years	(%)	23.79	23.05	18.10	
Total Number of Employees Aged Over 50 Years	Persons	13	19	21	
Percentage of Employees Aged Over 50 Years	(%)	4.83	5.69	6.44	
Number of Male Employees Aged Over 50 Years	Persons	8	9	8	
Percentage of Male Employees Aged Over 50 Years	(%)	2.97	2.69	2.45	
Number of Female Employees Aged Over 50 Years	Persons	5	10	13	
Percentage of Female Employees Aged Over 50 Years	(%)	1.86	2.99	3.99	

Social Performance Data				
Indicator	Unit	2023	2024	2025
Number of Employees by Position				
Total Number of Operational-Level Employees	Persons	204	241	323
Percentage of Operational-Level Employees	(%)	75.84	72.16	99.08
Number of Male Operational-Level Employees				
Percentage of Male Operational-Level Employees	(%)	40.52	29.94	42.94
Number of Female Operational-Level Employees				
Percentage of Female Operational-Level Employees	(%)	35.32	42.22	56.13
Total Number of Management-Level Employees				
Percentage of Management-Level Employees	(%)	0.74	0.60	0.61
Number of Male Management-Level Employees				
Percentage of Male Management-Level Employees	(%)	0.00	0.00	0.00
Number of Female Management-Level Employees				
Percentage of Female Management-Level Employees	(%)	0.74	0.60	0.61
Total Number of Senior Management Employees (C-Level)				
Percentage of Senior Management Employees	(%)	0.37	0.30	0.31
Number of Male Senior Management Employees				
Percentage of Male Senior Management Employees	(%)	0.37	0.30	0.31
Number of Female Senior Management Employees				
Percentage of Female Senior Management Employees	(%)	0.00	0.00	0.00
Employee Compensation				
Total Employee Compensation	Baht	82,284,505.18	96,828,585.75	91,728,899.54
Total Compensation for Male Employees	Baht	41,926,359.74	50,212,506.67	42,862,155.51
Percentage of Total Compensation for Male Employees to Total Employee Compensation	(%)	50.95	51.86	46.73
Total Compensation for Female Employees	Baht	40,358,145.44	46,616,079.08	48,866,744.03
Percentage of Total Compensation for Female Employees to Total Employee Compensation	(%)	49.05	48.14	53.27
Ratio of Average Compensation of Female Employees to Male Employees	Times	1.13 : 1	0.70 : 1	0.87 : 1

Social Performance Data					
Indicator	Unit	2023	2024	2025	
Total Compensation of Operational-Level Employees	Baht	N/A	N/A	83,389,244.54	
Compensation of Male Operational-Level Employees	Baht	N/A	N/A	38,408,205.51	
Percentage of Compensation of Male Operational-Level Employees to Total Employee Compensation	(%)	N/A	N/A	41.87	
Total Compensation of Female Operational-Level Employees	Baht	N/A	N/A	44,990,039.03	
Percentage of Compensation of Female Operational-Level Employees to Total Employee Compensation	(%)	N/A	N/A	49.05	
Total Compensation of Management and Senior Management	Baht	N/A	N/A	8,330,655.00	
Total Compensation of Male Management and Senior Management	Baht	N/A	N/A	4,453,950.00	
Percentage of Total Compensation of Male Management and Senior Management to Total Employee Compensation	(%)	N/A	N/A	4.86	
Total Compensation of Female Management and Senior Management	Baht	N/A	N/A	3,876,705.00	
Percentage of Total Compensation of Female Management and Senior Management to Total Employee Compensation	(%)	N/A	N/A	4.22	
Employees Participating in the Provident Fund (PVD)					
Total Number of Employees Participating in the Provident Fund	Baht	50	43	39	
Percentage of Employees Participating in the Provident Fund to Total Employees	(%)	18.59	12.87	11.96	
Total Amount of the Company's Contribution to the Provident Fund	Baht	1,970,781.00	1,279,902	481,422.00	
Percentage of the Company's Contribution to the Provident Fund to Total Employee Compensation	(%)	2.40	1.32	0.52	
Employees Participating in the EJIP (Employee Joint Investment Program)					
Total Number of Employees Participating in the EJIP	Persons	N/A	N/A	9	
Percentage of Employees Participating in the EJIP to Total Employees	(%)	N/A	N/A	2.76	
Total Amount of the Company's Contribution to the EJIP	Baht	N/A	N/A	282,929	
Percentage of the Company's Contribution to the EJIP to Total Employee Compensation	(%)	N/A	N/A	0.31	
Employee Capability Development					
Total Training Hours for All Employees Throughout the Year	Hours	N/A	N/A	5,076.00	
Average Training Hours per Employee	Hours /person/ year	4.49	10.49	15.57	
Average Training Days per Employee	Days/person/year	N/A	N/A	6	
Training and Employee Development Expenses	Baht	97,300	239,400	220,140.00	

Social Performance Data					
Indicator	Unit	2023	2024	2025	
Occupational Health, Safety, and Working Environment					
Total Employee Working Hours	Hours	N/A	N/A	2,765,633.72	
Lost Time Injury Rate (LTIR) / Lost Time Injury Frequency Rate (LTIFR)	Cases	0	0	1	
Number of Lost Time Injuries	Cases	0	0	1	
Number of Work-Related Fatalities	Persons	0	0	0	
Maternity Leave and Spousal Leave for Childbirth					
Number of Employees Taking Maternity Leave and Spousal Leave for Childbirth	Persons	N/A	N/A	1	
Number of Employees Returning to Work	Persons	N/A	N/A	1	
Return-to-Work Rate	(%)	N/A	N/A	100.00	
Employee Turnover					
Total Number of Employees Who Resigned	(%)	57	87	104	
Percentage of Total Resignations to Total Employees	(%)	24.16	30.24	31.90	
Percentage of Voluntary Employee Turnover	(%)	100.00	100.00	100.00	
Annual Performance Evaluation (Data submitted for evaluation as of December)					
Total Number of Employees Receiving Performance Evaluations	Persons	N/A	N/A	176	
Percentage of Total Employees Receiving Performance Evaluations	(%)	N/A	N/A	53.99	
Number of Male Employees Receiving Performance Evaluations	Persons	N/A	N/A	78	
Percentage of Male Employees Receiving Performance Evaluations to Total Employees	(%)	N/A	N/A	23.93	
Number of Female Employees Receiving Performance Evaluations	Persons	N/A	N/A	98	
Percentage of Female Employees Receiving Performance Evaluations to Total Employees	(%)	N/A	N/A	30.06	

Social Performance Data					
Indicator	Unit	2023	2024	2025	
Employees with Disabilities					
Total Number of Employees with Disabilities	Persons	1	3	3	
Percentage of Employees with Disabilities to Total Employees	(%)	0.37	0.90	0.92	
Number of Male Employees with Disabilities					
Number of Male Employees with Disabilities	Persons	0	1	1	
Percentage of Male Employees with Disabilities to Total Employees	(%)	0.00	0.30	0.31	
Number of Female Employees with Disabilities					
Number of Female Employees with Disabilities	Persons	1	2	2	
Percentage of Female Employees with Disabilities to Total Employees	(%)	0.37	0.60	0.61	
Labor Disputes					
Number of Significant Labor Disputes	Cases	0	0	0	
Number of Disputes Related to Child and Women's Labor Rights	Cases	N/A	N/A	0	
Employee Engagement					
Employee Engagement Score	(%)	N/A	76.60	73.94	
Customer Relationship Management					
Customer satisfaction score within the shopping centers across all 8 branches	(%)	N/A	N/A	85.54	
Tenant customer satisfaction score across all 8 shopping center branches	(%)	N/A	N/A	72.03	
Community and Social Engagement					
Number of Community Disputes	Cases	0	0	0	
Community Satisfaction Survey - Community Engagement Score (% CES Score)	(%)	N/A	84.00	88.91	
Corporate Governance Performance Data					
Indicator	Unit	2023	2024	2025	
Number of Cases Related to Human Rights Violations	Cases	0	0	0	
Violations of the Code of Business Conduct and Ethics	Cases	0	0	0	
Number of Significant Corruption Cases	Cases	0	0	0	

About This Report

JAS Asset Public Company Limited has prepared its 2025 Sustainability Report with the objective of presenting and communicating key issues to all stakeholder groups of the company, including the strategic framework, operational approaches, and sustainability performance covering governance, economic, social, and environmental dimensions, as well as material sustainability issues to support the achievement of the United Nations Sustainable Development Goals (SDGs), for the awareness of both internal and external stakeholders.

The scope of the report covers JAS Asset Public Company Limited and its subsidiaries over which the company has management authority or control, with the summary of sustainability development performance for 2025 published in March 2026.

Reporting Framework

JAS Asset Public Company Limited has prepared its sustainability report based on international standard frameworks, to reflect its commitment to conducting business responsibly, transparently, and with consideration for all stakeholder groups. This report has prepared its content and disclosed performance information in alignment with and in response to:

- The United Nations Sustainable Development Goals (SDGs)
- The Global Reporting Initiative (GRI Standards)

The company has considered material sustainability issues that have an impact on the economy, society, and environment, as well as stakeholder expectations, in order to use these as a framework for determining the content, scope, and disclosure of information in a comprehensive and balanced manner.

Report Assurance

The main content and key information in this report have been reviewed and verified by the company's board of directors and senior executives of each division, to ensure that the reported content is accurate, complete, and consistent with the organization's material sustainability issues, as well as capable of appropriately responding to the expectations of all stakeholder groups.

In addition, JAS Asset Public Company Limited reviews the content and scope of reporting every year to ensure alignment with current situations and contexts.

Reporting Boundary

Reporting Period

- January 1, 2025 – December 31, 2025

Scope of Disclosure

- JAS Asset Public Company Limited

Content Scope

- Reported in accordance with the results of the material sustainability issue assessment that is consistent with the context and strategy of JAS Asset and the expectations of stakeholders throughout the JAS Asset value chain

Contact Information

Sustainability Development Department

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GRI Content Index

Advanced JAS Asset Public Company Limited has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.

GRI Standards	Disclosure	Location [AR/SD/Website]	SDGs
General Disclosure			
GRI 2: General Disclosures 2021	2-1 Organizational details	SD Page 7	16
	2-3 Reporting period, frequency and contact point	SD Page 122	12 , 16
	2-6 Activities, value chain and other business relationships	SD Page 12	16
	2-7 Employees	SD Page 80-83 , 117-120	8 , 12 , 17
	2-8 Workers who are not employees	SD Page 84-85	8
	2-9 Governance structure and composition	SD Page 10	8,10
	2-11 Chair of the highest governance body	SD Page 2	16
	2-12 Role of the highest governance body in overseeing the management of impacts	SD Page 10	16
	2-14 Role of the highest governance body in sustainability reporting	SD Page 10	16
	2-21 Annual total compensation ratio	SD Page 82 , 118	12 , 16
	2-22 Statement on sustainable development strategy	SD Page 2 , 8	8 , 10
	2-23 Policy commitments	SD Page 9	12 , 13 , 17
	2-24 Embedding policy commitments	SD Page 9 , 11	12 , 16
	2-25 Processes to remediate negative impacts	SD Page 18-21	16
	2-25 Mechanisms for seeking advice and raising concerns	SD Page 40-41	8 , 16
2-29 Approach to stakeholder engagement	SD Page 13-15	16 , 17	
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SD Page 16	12 , 16 , 17
	3-2 List of material topics	SD Page 17-21	12 , 16
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 33	8 , 9 , 12 , 16
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	SD Page 23	13 , 12 , 7 , 9

GRI Standards	Disclosure	Location [AR/SD/Website]	SDGs
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 44-45	16 , 8
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SD Page 45 , 47	16
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 68	7 , 13 , 12
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SD Page 68-70	7 , 13
	302-2 Energy consumption outside of the organization	SD Page 70	7 , 13 , 12
	302-3 Energy intensity	SD Page 116	7 , 13
	302-4 Reduction of energy consumption	SD Page 69	7 , 13 , 12
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 64	6 , 12 , 13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SD Page 65	6 , 12 , 13
	303-2 Management of water discharge-related impacts	SD Page 65	6
	303-5 Water consumption	SD Page 64-65 , 116	6 , 12
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 75-76	13 , 7 , 12
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SD Page 116	13 , 7
	305-2 Energy indirect (Scope 2) GHG emissions	SD Page 113	13 , 7
	305-5 Reduction of GHG emissions	SD Page 77	13 , 7 , 12
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 66	12 , 13 , 11
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SD Page 67	12 , 13
	306-3 Waste generated	SD Page 66	12
	306-4 Waste diverted from disposal	SD Page 116	12 , 13
	306-5 Waste directed to disposal	SD Page 116	12

GRI Standards	Disclosure	Location [AR/SD/Website]	SDGs
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 80-83	8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SD Page 120	8
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SD Page 82-83	8
	401-3 Parental leave	SD Page 82 , 120	5 , 8
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 97	8 , 3
GRI 306: Waste 2020	403-1 Occupational health and safety management system	SD Page 98	8 , 3
	403-3 Occupational health services	SD Page 99-100	8 , 3
	403-4 Worker participation, consultation, and communication on occupational health and safety	SD Page 98	8 , 3
	403-6 Promotion of worker health	SD Page 99-100	8 , 3
	403-9 Work-related injuries	SD Page 120	8 , 3
	403-10 Work-related ill health	SD Page 120	8 , 3
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 90-91	4 , 8
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SD Page 119	4 , 8
	404-2 Programs for upgrading employee skills and transition assistance programs	SD Page 92-93	4 , 8
	404-3 Percentage of employees receiving regular performance and career development reviews	SD Page 121	4 , 8
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 86-87	5 , 10
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	SD Page 89 , 118	5 , 10
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 84-85	8 , 16
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SD Page 84-85	8 , 16

GRI Standards	Disclosure	Location [AR/SD/Wedsite]	SDGs
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 111	11, 17
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SD Page 111-114	11, 17
Marketing and labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 103	12, 16
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SD Page 104-108	16, 19
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SD Page 106	16, 19

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