 Jaymart <small>GROUP</small>	Innovation Development and Promotion of Access to Digital Technology Policy	
	Document No. : PD-IR-029	Revision No. : REV00
	Effective Date : May 14,2025	Page : 1/7

Innovation Development and Promotion of Access to Digital Technology Policy



 Jaymart <small>GROUP</small>	Innovation Development and Promotion of Access to Digital Technology Policy	
	Document No. : PD-IR-029	Revision No. : REV00
	Effective Date : May 14,2025	Page : 2/7

Table of Contents

Topic	Page
Introduction	3
Objectives	3
Scope	4
Guidelines on Organizational Innovation Development	4
Guidelines on Promoting Access to Digital Technology	5
Records of Revision	7

 Jaymart <small>GROUP</small>	Innovation Development and Promotion of Access to Digital Technology Policy	
	Document No. : PD-IR-029	Revision No. : REV00
	Effective Date : May 14,2025	Page : 3/7

Introduction


Jaymart Group Holdings Public Company Limited recognizes the critical role of innovation and digital technology as key drivers in advancing the organization toward sustainable growth, with a strong commitment to social responsibility, environmental stewardship, and national economic development. The Company is dedicated to systematically and continuously developing organizational innovation, while simultaneously empowering employees at all levels to think creatively, adapt to change, and contribute to driving the organization forward in the digital economy era.

The Company places high importance on investing in modern technologies, fostering a culture of innovation within the organization, and developing products and services that meet the evolving needs of today's consumers. This is aimed at enhancing competitiveness in a rapidly changing market and delivering meaningful experiences to customers. At the same time, the Company actively promotes equitable and inclusive access to digital technology among all stakeholders, based on the principle of creating shared value—generating benefits for the organization, communities, and society at large. This approach serves as a vital foundation for long-term stable and sustainable growth.

Objectives

To establish a strategic framework for driving the organization toward stable and sustainable growth by creating shared value among business, society, and the environment through the effective and inclusive application of technology and innovation, as follows:

1. To promote the systematic integration of technology and innovation into the organization's operations, including organizational management, efficient resource utilization, enhanced service delivery, and the formulation of business strategies. This aims to improve competitiveness while minimizing negative environmental impacts.
2. To support inclusive, equitable, and secure access to digital technology for all stakeholders—including employees, customers, communities, and business partners—in order to improve quality of life, reduce the digital divide, and enhance society's capacity to adapt to the modern world.


 Jaymart <small>GROUP</small>	Innovation Development and Promotion of Access to Digital Technology Policy	
	Document No. : PD-IR-029	Revision No. : REV00
	Effective Date : May 14,2025	Page : 4/7

Scope of Work

This policy applies to Jaymart Group Holdings Public Company Limited and all of its subsidiaries. It encompasses the guidelines and practices related to innovation development and the promotion of digital technology accessibility in alignment with the policy framework.


Guidelines on Organizational Innovation Development

- 1. Integrating Innovation at the Organizational Strategic:** Emphasize and oversee the incorporation of innovation as a key component in shaping the organization's direction. This includes integrating innovation into strategic reviews, organizational development planning, operational process improvements, and implementing systematic and continuous monitoring and evaluation systems.
- 2. Promoting the Application of External Technology and Knowledge:** Encourage the appropriate adoption of external knowledge, technologies, and innovations to enhance operational efficiency, develop products, services, and customer experiences that meet evolving needs, and create value for all stakeholders.
- 3. Enhancing Employee Capabilities and Fostering an Innovation Culture:** Promote and develop the skills, knowledge, and mindset of employees at all levels to embrace change by cultivating a culture of creative thinking, openness to learning, and continuous experimentation with new innovations. This enables employees to actively participate in creating valuable innovations for both the organization and society.
- 4. Building Collaborative Networks to Drive Sustainable Innovation:** Establish networks and promote collaboration with external partners, including businesses, government agencies, academic institutions, and startups, to jointly develop new ideas, innovations, and digital technologies that can be applied in business operations. This aims to create added value and foster balanced and sustainable growth in the economy, society, and the environment.
- 5. Sourcing Innovations that Support Greenhouse Gas Reduction:** The Company promotes the sourcing and application of innovations that support the goal of achieving net-zero greenhouse gas emissions. This includes a focus on developing environmentally friendly technologies and services, such as the use of renewable energy, the reduction of natural resource consumption, and the promotion of recycling. The Company also evaluates the environmental impact of adopted innovations to continuously improve its operations.

 Jaymart <small>GROUP</small>	Innovation Development and Promotion of Access to Digital Technology Policy	
	Document No. : PD-IR-029	Revision No. : REV00
	Effective Date : May 14,2025	Page : 5/7

Guidelines on Promoting Access to Digital Technology

1. The Company promotes inclusive, equitable, and safe access to digital technology for all stakeholders, including employees, customers, communities, and business partners. This is achieved through the development of infrastructure, support systems, and mechanisms that facilitate widespread use of technology. The Company also focuses on bridging the digital divide caused by disparities in income, opportunity, or geography, to ensure fair access to information, knowledge, and digital services. These efforts aim to improve quality of life and enhance the overall capacity of society.
2. The Company supports the development and implementation of accessible digital systems that are designed with consideration for the diverse needs of users, including differences in technological skills and language. This approach aims to promote inclusive use of technology and ensure that everyone can truly benefit from digital innovation.
3. The Company provides education and promotes digital skills among employees and the broader community through training sessions, seminars, and the dissemination of relevant information, aiming to enhance the capacity to use technology safely and creatively.
4. The Company supports the development of platforms or initiatives that leverage digital technology to facilitate access to its services—whether in customer service, communication, or access to information—in order to enhance convenience, speed, and transparency in service delivery.
5. The Company is committed to leveraging digital technology as a tool for creating shared value between the organization and society. It emphasizes the use of technology to improve quality of life, promote equity, and support sustainable social development through initiatives that address inequality and enhance access to basic services such as education and finance. Additionally, the Company promotes digital literacy across society, thereby fostering equal opportunities and supporting inclusive and balanced community growth in the long term.

	Innovation Development and Promotion of Access to Digital Technology Policy	
	Document No. : PD-IR-029	Revision No. : REV00
	Effective Date : May 14,2025	Page : 6/7

This policy is part of the vision of Jaymart Group Holdings Public Company Limited to drive innovation and enhance equitable and inclusive access to digital technology. It is therefore the responsibility of executives and employees at all levels to play an active role in promoting, supporting, and creatively applying innovation, while cultivating a future-oriented organizational culture. Each company within the Group is encouraged to communicate and adapt this policy appropriately to align with its own business context and operational characteristics.

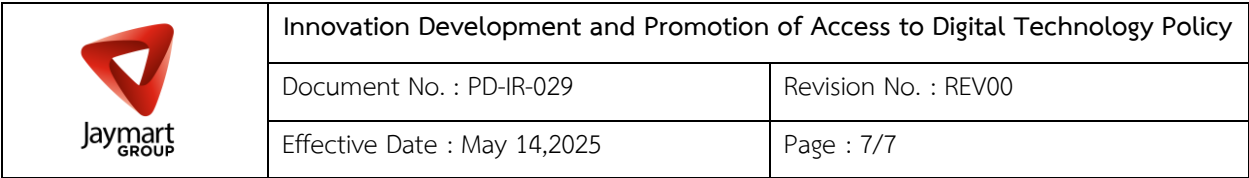
The policy shall be effective from May 14, 2025 onwards.



The approver of the Innovation Development
and Promotion of Access to Digital Technology Policy

Mr. Pisnu Pong-Acha

Chairman of the Board of Directors



Records of Revision

[illegible]