



ESG Performance Report for Listed Companies in 2024

ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST

Fiscal Year End 31 December 2024

Published on 29 April 2025



ESG Performance

Company Name : ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST Symbol : ALLY

Market : SET Industry Group : Property & Construction Sector : Property Fund & REITs

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes
Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management

Identify key factors that are important for sustainability along with setting standards or guidelines related to the standards that are supported in the environmental policy, with the intention to implement the policy to enhance sustainability in management. This will reflect the operating results related to the company and the REIT under the company's management and will communicate and disclose policies, progress in operations and results of operations through the annual report of the REIT and the website www.allyreit.com.

Reference link for environmental policy and guidelines : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/environmental-policy-th.pdf>

Page number of the reference link : 2

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year : Yes
Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management

Promote policies on greenhouse gas and climate change management, waste and waste management, and sustainable water management approaches.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : BCG Model

Compliance with energy management principles and standards

Energy management principles and standards : Other : Energy Conservation Promotion Act, B.E. 2535 (1992)

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), ISO 14064 - Greenhouse gases

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases) ⁽¹⁾	0	0	0

Remark: ⁽¹⁾ Definition of Significant Negative Environmental Impact
A significant negative environmental impact occurs when an issue causes monetary damage that exceeds 5% of Total Asset Value (TAV).

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	14
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

Electricity Management , Fuel Management and Renewable Energy

Use Energy Management Standards:

Energy Conservation Promotion Act B.E. 2535

Reference link for company's energy management plan : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/environmental-policy-th.pdf>

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Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Increase of electricity consumption from renewable energy sources	2022 : electricity consumption from renewable sources 66,439,112.00 Kilowatt-Hours	2032 : Increased by 25% or 16,609,778.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

The certification of the MEA AWARD Standard level assessment for the Plearnary Mall project.

The MEA AWARD project, organized by the Metropolitan Electricity Authority, is responsible for the electricity distribution system in the areas of Bangkok, Nonthaburi, and Samut Prakan. It was organized as a project to promote energy efficiency improvements in buildings under the concept of "efficient energy use and standard air quality." Plearnary Mall has achieved the "Standard" level based on its success in developing energy efficiency and air quality in shopping mall buildings in 2024.

Diagram of performance and outcomes in energy management



MEA Award Plearnary Mall



ALLY Solar Roof : 10 Projects

Information on electricity management

Company's electricity consumption (*)

	2022	2023	2024

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	66,439,112.00	71,836,360.25	71,935,188.49
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	61,327,933.00	61,621,422.25	63,152,696.92
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	5,111,179.00	10,214,938.00	8,782,491.57
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	11,073,185.33	5,131,168.59	4,231,481.68

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	414.69000000	448.50000000	437.38000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	274,000,771.00	324,984,203.00	291,749,964.00
Percentage of total electricity expense to total expenses (%) ^(**)	28.17	30.82	28.45
Percentage of total electricity expense to total revenues (%) ^(**)	17.21	19.09	18.04
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	45,666,795.17	23,213,157.36	17,161,762.59

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	0.00	0.00
Percentage of total fuel expense to total expenses (%) ^(**)	0.00	0.00	0.00
Percentage of total fuel expense to total revenues (%) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	664,391.12	718,363.60	719,351.88

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.41726682	0.42193971	0.44491523
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.41000000	0.45000000	0.44000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	14
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Sustainable Water Management Practices

1. Ensure compliance with relevant environmental laws and regulations
2. Responsible water use, including monitoring water consumption with a focus on reducing water intensity per sales area
3. Systematic monitoring of water-related risks, especially those affecting companies, trusts, and local communities.
4. Review and analyze the total water costs in all operational areas annually, including incident reviews and technical corrective actions in water management.
5. The company supports the use of innovations in utilizing alternative natural water sources, such as rainwater or recycling water through the RO process, for sustainable water management.

Reference link for company's water management plan : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/sustainable-water-management-practice-and-guidelines-th.pdf>

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Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	721,173.98	741,186.00	765,612.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	120,195.66	52,941.86	45,036.00
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.45	0.44	0.47

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	721,173.98	741,186.00	765,612.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	11,866,417.16	12,195,701.09	12,737,211.28
Total water withdrawal expense from third-party water (Baht)	11,866,417.16	12,195,701.09	12,737,211.28
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	1.22	1.16	1.24
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.75	0.72	0.79
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,977,736.19	871,121.51	749,247.72

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	14
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

ALLY REIT joins as a partner in the "Care the Whale: Invisible Waste" project organised by the Stock Exchange of Thailand to promote the sorting of recyclable waste and its return to the recycling process. This aligns with the goal of reducing greenhouse gases through waste management using the 3 Rs principle (Reduce-Reuse-Recycle). Additionally, the project extends to entering the Low Emission Support Scheme (LESS) to confirm the assessment results of greenhouse gas reduction or sequestration certified by the Thailand Greenhouse Gas Management Organization (TGO).

Reference link for company's waste management plan : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/environmental-policy-th.pdf>

Page number of the reference link : 2

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2024 : non-hazardous waste 6,556.51 Kilograms	2035 : Increased by 10% or 290,400.00 Kilograms	• Other : Recycle

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

ALLY REIT is implementing the ALLY X Care The Whale project in partnership with Recycoex, a company specializing in recycling management. Recycoex purchases recyclable waste to recycle it into environmentally friendly construction materials. Additionally, Recycoex has issued a certificate of waste management certification to ALLY REIT.

Diagram of performance and outcomes of waste management

CERTIFICATE OF RECOGNITION

— • PROUDLY PRESENTED TO • —

The Crystal Raminda – Ekamai

To demonstrate that

The Crystal Ramindra-Ekamai

has been sorting waste and collecting by Recycoex from

February to December 2024

with a total weight of all types of recyclable waste amount of

1,473.91 kg.

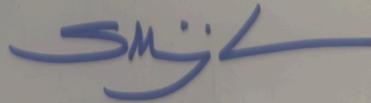
This has helped reduce carbon dioxide emissions (KgCO₂eq) by a total of

5,615.43 Kg. CO₂eq.

which is equivalent to planting approximately

255 trees

RECYCOEX
บริษัท รีไซเคิล จำกัด
Recycoex Co., Ltd.



Sompop Majiswala
Founder and CEO
Recycoex Co., Ltd.



Recycoex/2025/001

Recyclable Waste Management Certification of The Crystal Ekamai-Raminda



Recyclable Waste Management Certification of The Crystal SB Ratchapruek

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	2,613,600.00	2,904,000.00	2,897,444.00
Total non-hazardous waste (kilograms)	2,613,600.00	2,904,000.00	2,897,444.00
Total hazardous waste (kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	1.64	1.71	1.79
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	1.64	1.71	1.79
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	6,556.51
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	6,556.51
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	0.00	0.23
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	0.00	0.00	0.23

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	14
Actual number of disclosure boundaries	:	14
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Alliance Trust and the company have set targets to reduce greenhouse gases through the development of sustainable initiatives according to the standards of the Low Emission Support Scheme (LESS) as announced by the Greenhouse Gas Management Organization (TGO).

Reference link for company's greenhouse gas management plan : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/climate-change-policy-th.pdf>

Page number of the reference link : 2

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2023 : Greenhouse gas emissions 12,599.00 tCO ₂ e	2029 : Reduced by 20% in comparison to the base year	2050 : Reduced by 100% in comparison to the base year	<ul style="list-style-type: none">• Thailand Greenhouse Gas Management Organization (TGO) : None• Science-based Targets (SBTi) : None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

ALLY REIT implements greenhouse gas reduction through waste management using the 3 Rs principle (Reduce-Reuse-Recycle). Additionally, it has expanded its projects to enter the Low Emission Support Scheme (LESS) to confirm the assessment results of greenhouse gas reduction or sequestration certified by the Greenhouse Gas Management Organization (TGO).

Diagram of performance and outcomes in greenhouse gas management



ใบประกาศเกียรติคุณ

(Letter of Recognition: LOR)

โครงการสนับสนุนกิจกรรมลดก๊าซเรือนกระจก

(Low Emission Support Scheme: LESS)

กระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม

โดย องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)

เพื่อแสดงว่า

THE CRYSTAL SB RATCHAPRUEK

ดำเนินการ

กิจกรรม ALLY Care the Whale @ TCR

ได้รับการประเมินว่าสามารถลดก๊าซเรือนกระจกได้

11.439 ตันคาร์บอนไดออกไซด์เทียบเท่า

(1 กรกฎาคม 2567 – 15 ตุลาคม 2567)

นางณัฐริกา วายุภาพ นิติน

รองผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

รักษาการผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

ให้ไว้ ณ วันที่ 28 มกราคม พ.ศ. 2568

Low Emission Support Scheme : LESS @ TCR



ใบประกาศเกียรติคุณ

(Letter of Recognition: LOR)

โครงการสนับสนุนกิจกรรมลดก๊าซเรือนกระจก

(Low Emission Support Scheme: LESS)

กระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม

โดย องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)

เพื่อแสดงว่า

THE CRYSTAL EKAMAI - RAMINDRA

ดำเนินการ

กิจกรรม ALLY Care the Whale @ TC

ได้รับการประเมินว่าสามารถลดก๊าซเรือนกระจกได้

2.961 ตันคาร์บอนไดออกไซด์เทียบเท่า

(1 กรกฎาคม 2567 – 15 ตุลาคม 2567)

นางณัฐริกา วายุภาพ นิติน

รองผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

รักษาการผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

ให้ไว้ ณ วันที่ 28 มกราคม พ.ศ. 2568

Low Emission Support Scheme : LESS @ TC



ใบประกาศเกียรติคุณ

(Letter of Recognition: LOR)

โครงการสนับสนุนกิจกรรมลดก๊าซเรือนกระจก

(Low Emission Support Scheme: LESS)

กระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม

โดย องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)

เพื่อแสดงว่า

CRYSTAL DESIGN CENTER

ดำเนินการ

กิจกรรม ALLY Care the Whale @ CDC

ได้รับการประเมินว่าสามารถลดก๊าซเรือนกระจกได้

371 กิโลกรัมคาร์บอนไดออกไซด์เทียบเท่า

(1 กรกฎาคม 2567 – 15 ตุลาคม 2567)

นางณัฐริกา วายภาพ นิติน

รองผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

รักษาการผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

ให้ไว้ ณ วันที่ 28 มกราคม พ.ศ. 2568

Low Emission Support Scheme : LESS @ CDC



ใบประกาศเกียรติคุณ

(Letter of Recognition: LOR)

โครงการสนับสนุนกิจกรรมลดก๊าซเรือนกระจก

(Low Emission Support Scheme: LESS)

กระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม

โดย องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)

เพื่อแสดงว่า

THE PRIME HUA LAMPHONG

ดำเนินการ

กิจกรรม ALLY Care the Whale @ PHL

ได้รับการประเมินว่าสามารถลดก๊าซเรือนกระจกได้

1.251 ตันคาร์บอนไดออกไซด์เทียบเท่า

(1 กรกฎาคม 2567 – 15 ตุลาคม 2567)

นางณัฐริกา วายภาพ นิติน

รองผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

รักษาการผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

ให้ไว้ ณ วันที่ 28 มกราคม พ.ศ. 2568

Low Emission Support Scheme : LESS @ PHL

Certificate Number:
TGO CFO FY25-157



องค์กร
rganization

THAILAND GREENHOUSE GAS
MANAGEMENT ORGANIZATION
(Public Organization)



TGO

CERTIFICATE

Awarded to

ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST

Company address verified: 888 Pradit Manutham Rd, Khlong Chan, Bang Kapi District,
Bangkok 10240

Thailand Greenhouse Gas Management Organization certifies that
the quantity of Greenhouse Gas of the above organization has been verified
by BSI Group (Thailand) Co., Ltd.
and found to be in accordance with the requirements of the standard detailed below.

Standard

TGO Guidance of the Carbon Footprint for Organization

Verification Period: [01/01/2023 - 31/12/2023]

Total Greenhouse Gas Emission (Scope 1&2): 12,599 tonCO₂e/year

Direct GHG emissions	59 tonCO ₂ e/year
Energy Indirect GHG emissions	12,540 tonCO ₂ e/year
Other Indirect GHG emissions	20,731 tonCO ₂ e/year

The agreed level of assurance is: Limited, at materiality of 5%

Registration Date: 26 November 2024

Mrs. Natarika Wayuparb Nitiphon

Acting Executive Director

Thailand Greenhouse Gas Management Organization (Public Organization)

ALLY REIT CFO TGO 2024

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metric tonnes of carbon dioxide equivalents)	0.00	0.00	0.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ⁽¹⁾	0.000000	0.000000	0.000000
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.00

Additional explanation : ⁽¹⁾ Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year⁽²⁾

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : BSI Group (Thailand) Co., Ltd.

Remark : ⁽²⁾ based year 2023 by BSI Group (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	16,020.05
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	16,020.05

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST Symbol : ALLY

Market : SET Industry Group : Property & Construction Sector : Property Fund & REITs

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes
Social and human rights guidelines : Employee Rights, Consumer/customer rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

ALLY REIT realises the value and dignity of human beings equally and supports and respects human rights as stated in national and international human rights laws, regulations and standards. Therefore, we give importance to promoting and protecting the human rights of all employees and stakeholders, which are the basic morals of working and living together. We have defined morality as part of desirable behavior in the organization.

Reference link for social and human rights policy and guidelines : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/human-rights-policy-th.pdf>

Page number of the reference link : 2

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes
Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

To promote respect for human rights throughout the organization and ensure that all employees and stakeholders are treated, protected, and have their basic rights respected equally and fairly, the company has established policies and management principles in various important areas. Therefore, a human rights policy has been formulated with the following guidelines:

Context: To promote respect for human rights throughout the organization and ensure that all employees and stakeholders are treated, protected, and respected equally and fairly, the company has established policies and management principles in various important areas. Therefore, a human rights policy has been formulated with the following guidelines: Labor rights Text to translate:

Labor rights

The company treats employees fairly, embraces diversity, acknowledges and values differences, does not discriminate, and prohibits discrimination against employees or job applicants based on age, physical or mental disabilities, ethnicity, gender, skin color, religion, beliefs, country of origin, citizenship status, sexual orientation, and marital status. It treats everyone with dignity and respect for their private lives and supports various measures to eliminate forced or involuntary labor and child labor.

The company treats employees fairly, embraces diversity, acknowledges and values differences without discrimination, and prohibits discrimination against employees or job applicants based on age, physical or mental disabilities, ethnicity, gender, skin color, religion, belief, country of origin, citizenship status, sexual orientation, and marital status. It treats everyone with dignity and respect for their privacy, supports various measures to eliminate forced or involuntary labor and child labor, and upholds customer rights.

Customer rights

The company places great importance on strictly maintaining customer privacy. The company is committed to developing specific standards of care to protect customer data and communication as effectively as possible. There are internal data usage and internal control policies, as well as data security policies, which serve as guidelines for implementation.

The company places great importance on strictly maintaining customer privacy. The company is committed to developing specific standards for care to protect customer data and communication as effectively as possible, with policies for internal data use and internal control. The data security policy serves as a guideline for implementation, ensuring the rights of partners and business allies.

Rights of business partners and allies

The company will provide services and sell products that comply with international standards and promote transparency. As a business partner, the company will uphold the highest standards of business ethics, personal dignity, and conduct business in accordance with various regulations, both with partners and business allies. The company has a sustainable procurement policy that is implemented and passed on to partners and business allies as a management guideline to prevent involvement in operations that may lead to or be related to human rights violations. It also promotes respect for human rights by strictly adhering to laws and regulations on human rights and ensuring compliance with these laws and regulations throughout the supply chain. Additionally, the company encourages partners and business allies to engage in ethical business practices and social responsibility to foster a culture of mutual respect and continuously develop competitive capabilities.

The company will provide services and sell products that comply with international standards and promote transparency. As a business partner, the company will uphold the highest standards of business ethics, personal dignity, and conduct business in accordance with various regulations with both partners and business allies. It has a sustainable procurement policy that is implemented and passed on to partners and business allies as a management guideline to prevent involvement in operations that may lead to or be related to human rights violations. Additionally, it promotes respect for human rights by strictly adhering to various human rights laws and regulations and ensuring their compliance throughout the supply chain. Furthermore, it encourages partners and business allies to engage in ethical and socially responsible business practices to foster a culture of mutual respect and continuously enhance competitive capabilities. Community and environmental rights.

Community and environmental rights

The company prioritizes conducting business responsibly towards the community, society, and the environment. It has an environmental policy as a guideline to ensure that the company's business operations have minimal impact on the community, society, and the environment. The company strictly and continuously complies with laws, regulations, and environmental requirements in its various activities. Additionally, it has a stakeholder engagement policy that emphasizes the rights of all stakeholder groups, treating them fairly and respectfully to protect against actions that may violate their human rights appropriately.

The company prioritizes responsible business operations towards the community, society, and the environment. It has an environmental policy as a guideline to ensure that the company's business activities have minimal impact on the community, society, and the environment. The company strictly adheres to laws, regulations, and environmental requirements in its various activities. Additionally, there is a stakeholder engagement policy that emphasizes the rights of all stakeholder groups, treating them fairly and respectfully to protect against actions that may violate their human rights. The company regularly conducts human rights due diligence (HRDD) to monitor, assess risks, and impacts on human rights, establishing appropriate management measures. Each department is responsible for overseeing and managing the risks within their purview. The company has developed two-way communication channels to promote understanding and adherence to human rights, allowing employees and stakeholders to express their opinions, reflect on issues, report tips, or lodge complaints in cases of potential human rights violations.

The company will conduct regular monitoring, inspection, and assessment of human rights risks and impacts (HRDD) and establish appropriate guidelines or measures for risk management. Each department is responsible for overseeing and managing the risks within their purview. The company has developed two-way communication channels to promote understanding and adherence to human rights, as well as to provide opportunities for employees and stakeholders to express their opinions, reflect on issues, report tips, or file complaints in cases of incidents or actions that may constitute human rights violations.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The company and the trust ALLY REIT manages a business that encompasses investment and management of properties such as shopping centers, office buildings, and other commercial real estate. There are several stakeholders involved, including tenants, service users, contracted labor, surrounding communities, employees, and suppliers. Understanding and being aware of human rights risks is therefore crucial and must be systematically integrated into business operations.

When considering the aforementioned context, it can be seen that ALLY REIT has the potential to impact human rights both directly and indirectly, such as through the use of labor that may lack safety during site renovations or neglecting the environmental and health impacts on the community.

HRDD is therefore a tool

Necessary to identify these risks from the outset and design appropriate measures to manage them.

Implementation HRDD is also part of complying with the BHR (Business and Human Rights) principles.

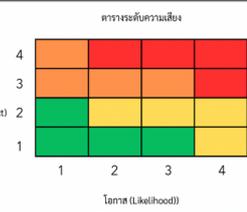
Which has been internationally recognized, with the UN Guiding Principles on Business and Human Rights (UNGPs) as the main guideline.

Reference link for the information and an HRDD process : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/human-rights-policy-framework-th.pdf>

Page number of the reference link : 2-10

HRDD process diagram

ความเสี่ยงสิทธิมนุษยชน	รายละเอียดที่เกี่ยวข้องกับความเสี่ยง	โอกาสเกิด	ความรุนแรง	ผลลัพธ์
สภาพการทำงานและการปฏิบัติงาน	ไม่ได้รับการฝึกอบรมด้านความปลอดภัยและความปลอดภัย	3	3	9
สภาพการทำงานและการปฏิบัติงาน	ไม่มีการฝึกอบรมเกี่ยวกับสิทธิแรงงานหรือสิทธิมนุษยชนในทุกระดับของการใช้งาน	3	3	9
ประเด็นอื่นๆ	เก็บรวบรวมข้อมูลส่วนบุคคลโดยไม่ได้รับความยินยอม	3	3	9
สภาพการทำงานและการปฏิบัติงาน	มีส่วนเกี่ยวข้องโดยตรงหรือโดยอ้อมกับทรัพย์สินของโครงการ	1	3	3
สภาพการทำงานและการปฏิบัติงาน	เสรีภาพในการเคลื่อนไหวของงานถูกจำกัดอย่างไม่เหมาะสม	1	3	3
สภาพการทำงานและการปฏิบัติงาน	ไม่ได้รับสิทธิในฐานะเป็นอาสาสมัคร	1	3	3
การเข้าถึงการเยียวยา	ผู้บังคับใช้ของโครงการไม่ทราบหรือไม่เคยได้รับการฝึกอบรมเกี่ยวกับวิธีการแก้ไขปัญหาหรือจัดการข้อร้องเรียน	3	1	3
สภาพการทำงานและการปฏิบัติงาน	ทำงานในสภาพการทำงานที่ไม่ปลอดภัยและเป็นอันตรายต่อร่างกายและจิตใจ	1	2	2
สภาพการทำงานและการปฏิบัติงาน	สภาพการทำงานแตกต่างกันไปในสัญญาจ้าง	1	2	2
สภาพการทำงานและการปฏิบัติงาน	ไม่จ้างงานคนด้อยและชนชั้นของสัญญาจ้าง และไม่ช่วยความแตกต่างให้ทำงานเข้าใช้ประโยชน์ของสัญญาจ้าง	1	2	2
สภาพการทำงานและการปฏิบัติงาน	ไม่ได้จัดข้อมูลที่เกี่ยวข้องกับการทำงาน สภามหากรรมการจ้างงาน หรือสภาพการทำงาน ก่อนรับงาน	1	2	2
สภาพการทำงานและการปฏิบัติงาน	การจ้างงานผิดกฎหมายหรือแรงงานที่ไม่เป็นธรรม เช่น มีเป้าหมายของ KPI ที่ไม่สนใจคุณภาพและระยะเวลาในการทำงานสัมพันธ์	1	2	2
สภาพการทำงานและการปฏิบัติงาน	การจ้างงานที่ไม่เป็นธรรม ซึ่งรวมถึงการกดขี่สัญญาจ้างงานโดยไม่ปฏิบัติตามสัญญาและไม่ปฏิบัติตามข้อกำหนดกฎหมายที่เกี่ยวข้อง	1	2	2
เสรีภาพในการแสดงออก	ขาดความเป็นประชาธิปไตยเนื่องจากแสดงความคิดเห็นอย่างรุนแรงต่อโครงการดำเนินงานของบริษัท	1	2	2
กลุ่มประชากร	การคุกคามทางเพศในที่ทำงาน	2	1	2
สภาพการทำงานและการปฏิบัติงาน	ไม่สามารถเข้าถึงพื้นที่ส่วนกลางได้ เช่น โรงอาหารหรือห้องน้ำที่ไม่สะอาด	1	1	1
สภาพการทำงานและการปฏิบัติงาน	เวลาในการทำงานและเวลาทำงานไม่เป็นที่แน่นอนหรือมีความเครียด รวมทั้งเวลาพักและช่วงเวลาพัก	1	1	1
สภาพการทำงานและการปฏิบัติงาน	การทำงานล่วงเวลามากกว่ากฎหมายหรือมาตรฐานกำหนด	1	1	1
สภาพการทำงานและการปฏิบัติงาน	ค่าตอบแทน เช่น ค่าจ้าง และค่าล่วงเวลาต่ำกว่ากฎหมายกำหนด	1	1	1
สภาพการทำงานและการปฏิบัติงาน	การลาและวันหยุด เช่น ลาพักผ่อนประจำปี ลาป่วย ลาก่อนหยุด ไม่เป็นที่แน่นอนตามกฎหมาย	1	1	1
สภาพการทำงานและการปฏิบัติงาน	การถูกบังคับให้ทำงานล่วงเวลา	1	1	1
สภาพการทำงานและการปฏิบัติงาน	การจ้างงานโดยผิดกฎหมาย บริษัทค่าจ้างต่ำกว่าค่าจ้าง เช่น ค่าจ้างต่ำกว่ากฎหมายกำหนด	1	1	1
สภาพการทำงานและการปฏิบัติงาน	พฤติกรรมในการใช้ความรุนแรงหรือรังแกและจิตใจโดยหัวหน้างานหรือนายจ้าง	1	1	1
เสรีภาพในการแสดงออก	ใช้ข้อมูลส่วนตัวที่แตกต่างตามความเชื่อทางศาสนาหรือวัฒนธรรมของตน	1	1	1
กลุ่มประชากร	การละเมิดสิทธิ รวมถึงการเลือกปฏิบัติ การจ้างงาน และผลประโยชน์อื่นๆ ดังผู้ด้อย/LGBTQAI+ / ผู้พิการ/คนกลุ่มน้อย/แรงงานข้ามชาติ	1	1	1
กลุ่มประชากร	การละเมิดสิทธิในระหว่างกระบวนการสรรหา / นโยบายต่อกลุ่มประชากร	1	1	1
การเข้าถึงการเยียวยา	ไม่มีช่องทางในการแจ้งปัญหา / ข้อร้องเรียน (กลไกหรือช่องทางร้องเรียน) ในบริษัท	1	1	1
การเข้าถึงการเยียวยา	กลไกหรือช่องทางร้องเรียนของหน่วยงานไม่ชัดเจนหรือไม่ใช้งานได้	1	1	1
การเข้าถึงการเยียวยา	ไม่มีนโยบายการร้องเรียนที่ชัดเจนหรือบุคคลที่แจ้งปัญหาหรือข้อร้องเรียน	1	1	1
การเข้าถึงการเยียวยา	ผู้ที่แจ้งปัญหาหรือข้อร้องเรียนเป็นปัจเจกบุคคลหรือหัวหน้างาน	1	1	1
การเข้าถึงการเยียวยา	มีการฟ้องร้องหรือไม่สนับสนุนให้ผู้ร้องเรียนหรือผู้ถูกรบกวนการเยียวยา	1	1	1
การเข้าถึงการเยียวยา	ไม่มีหรือสื่อสารกับผู้ถูกรบกวนเกี่ยวกับวิธีการแก้ไขปัญหา	1	1	1
การเข้าถึงการเยียวยา	ไม่มีหรือสื่อสารกับผู้ถูกรบกวนเกี่ยวกับกลไกการแจ้งปัญหา	1	1	1
ประเด็นอื่นๆ	ข้อมูลส่วนบุคคล จิวโพลไปข้อมูลลูกค้า	1	1	1
ประเด็นอื่นๆ	ไม่มีกระบวนการขั้นตอนในการจัดการข้อมูลส่วนบุคคล	1	1	1
ประเด็นอื่นๆ	สิทธิในความเป็นส่วนตัว ไม่ได้รับความเคารพ	1	1	1



ALLY REIT HRDD Risk Assessment 2024

Information on other social management

Plans, performance, and outcomes related to other social management

The HRDD Action Plan for 2024 has been reviewed and completed.

Overall HRDD Risk

The highest risk level is at Medium-High level.

The top 3 risks to be implemented to reduce risks by enhancing training are:

1. Training on occupational health and safety
2. Training on labor rights or human rights at all levels of employment
3. Personal data record & protection

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	14
Data disclosure coverage (%)	:	0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace, Others : Diversity, Equity, and Inclusion: DEI Policy

ALLY REIT and the company are committed to creating a work environment that promotes equality, respects diversity, and embraces mutual differences. This approach helps attract and retain potential executives and employees, fosters engagement and unity, enhances work efficiency, drives innovation, and enables the delivery of diverse and high-quality products and services, leading to sustainable business growth in accordance with international standards, including 1. The United Nations Business Conduct Standards to reduce discrimination and inequality among people with diverse sexual orientations (Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People Standards of Conduct for Business) 2. Women's Empowerment Principles – WEPs UN Women 3. Convention on the Rights of Persons with Disabilities to promote equality, diversity, and coexistence, ensuring that all personnel have equal opportunities from the recruitment, selection, and hiring processes, through the development of knowledge and skills, performance evaluation, provision of benefits and access to benefits. Promotion, transfer, and termination, including listening to feedback, complaints, and providing remedies.

Reference link for employee and labor management plan	:	https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/dei-policy-th.pdf
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Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	No
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Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	6	14	17

	2022	2023	2024
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	6	14	17
Male employees (persons)	4	9	11
Percentage of male employees (%)	66.67	64.29	64.71
Female employees (persons)	2	5	6
Percentage of female employees (%)	33.33	35.71	35.29
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	1	4	7
Percentage of employees under 30 years old (%)	16.67	28.57	41.18
Total number of employees 30-50 years old (Persons)	5	10	10
Percentage of employees 30-50 years old (%)	83.33	71.43	58.82
Total number of employees over 50 years old (Persons)	0	0	0
Percentage of employees over 50 years old (%)	0.00	0.00	0.00

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	1	3	4
Percentage of male employees under 30 years old (%)	25.00	33.33	36.36
Total number of male employees 30-50 years old (Persons)	3	6	7
Percentage of male employees 30-50 years old (%)	75.00	66.67	63.64

	2022	2023	2024
Total number of male employees over 50 years old (Persons)	0	0	0
Percentage of male employees over 50 years old (%)	0.00	0.00	0.00

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	0	1	3
Percentage of female employees under 30 years old (%)	0.00	20.00	50.00
Total number of female employees 30-50 years old (Persons)	2	4	3
Percentage of female employees 30-50 years old (%)	100.00	80.00	50.00
Total number of female employees over 50 years old (Persons)	0	0	0
Percentage of female employees over 50 years old (%)	0.00	0.00	0.00

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	2	7	9
Percentage of employees in operational level (%)	33.33	50.00	52.94
Total number of employees in management level (Persons)	2	4	5
Percentage of employees in management level (%)	33.33	28.57	29.41
Total number of employees in executive level (Persons)	2	3	3
Percentage of employees in executive level (%)	33.33	21.43	17.65

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	1	3	4
Percentage of male employees in operational level (%)	25.00	33.33	36.36
Total number of male employees in management level (Persons)	1	3	4

	2022	2023	2024
Percentage of male employees in management level (%)	25.00	33.33	36.36
Total number of male employees in executive level (Persons)	2	3	3
Percentage of male employees in executive level (%)	50.00	33.33	27.27

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	1	4	5
Percentage of female employees in operational level (%)	50.00	80.00	83.33
Total number of female employees in management level (Persons)	1	1	1
Percentage of female employees in management level (%)	50.00	20.00	16.67
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	4	9	11
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	2	5	6

	2022	2023	2024
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
Total number of employees with disabilities (Persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Total number of workers who are not employees with disabilities (persons)	0	0	N/A
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	N/A
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	0.00	0.00	0.00
Average remuneration of employees (Baht / Person)	0.00	0.00	0.00

Provident fund management policy

Provident fund management policy : Have

The company supports financial future planning and retirement planning for the board of directors, executives, and all employees by providing the option to voluntarily enroll in the Provident Fund (PVD).

The provident fund selected by the company for the board of directors, executives, and employees is the "Bualuang Prosperity Fund"

Reference link for provident fund management policy : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/agreement-appointment-of-provident-fund-management-th.pdf>

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	6	14	17
Proportion of employees who are PVD members (%)	100.00	100.00	100.00
Total amount of provident fund contributed by the company (baht)	585,633.00	562,556.00	603,201.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.00	0.00	0.00

Information on employee development**Employee training and development**

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	2.00	4.00	11.00
Total amount spent on employee training and development (Baht)	100,000.00	100,000.00	100,000.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000103	0.000095	0.000098
Percentage of training and development expenses to total revenue (%) ^(*)	0.000063	0.000059	0.000062

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment**Number of working hours**

	2022	2023	2024
Total number of hours work (Hours)	12,096.00	28,224.00	28,224.00
Total number of hours worked by employees (Hours)	12,096.00	28,224.00	28,224.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	3	1	4
Total number of male employee turnover leaving the company voluntarily (persons)	0	0	2
Total number of female employee turnover leaving the company voluntarily (persons)	3	1	2
Proportion of voluntary resignations (%)	50.00	7.14	23.53
Percentage of male employee turnover leaving the Company voluntarily (%)	0.00	0.00	11.76
Percentage of female employee turnover leaving the Company voluntarily (%)	50.00	7.14	11.76
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
Reference link to consumer data privacy and protection policy and guidelines	:	https://www.allyreit.com/en/privacy-policy
Page number of the reference link	:	1

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
Reference link for responsible sales and marketing policy and guidelines	:	https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/ethic-of-branding-marketing-management-practice-and-guidelines-th.pdf
Page number of the reference link	:	2

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels
Reference link to policy and guidelines on communicating the impact of products and services to customers / consumers	:	https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/ethic-of-branding-marketing-management-practice-and-guidelines-th.pdf
Page number of the reference link	:	2

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Consumer data privacy and protection

The security of personal data.

To ensure that personal data is properly protected and effectively in compliance with data protection laws, the group of companies has taken the following actions:

Establish a process to ensure the security of personal data under your care by using information technology systems and

work processes appropriate to the risks, including standards for storing, using, or disclosing personal data to prevent incidents of personal data breaches.

Establish standards for accessing and supervising information technology systems to prevent unauthorized individuals from accessing or misusing personal data.

Establish standards for monitoring and tracking the impact of personal data breach incidents, including guidelines for problem resolution and notifying relevant parties when a personal data breach occurs.

Reference link for company's customer management plan : <https://www.allyreit.com/en/privacy-policy>

Page number of the reference link : 1

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	No	No	No

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : +662-101-5888

Fax : 02-101-5750

Email : ir.allyreit@allyglobal.com

Company's website : <https://www.allyreit.com/en/about/corporate-overvi>

Address : 888 Crystal Design Center, E Building, Praditmanutham Road, Klongjan, Bangkok, Thailand 10240

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/sustainable-initiative-policy-th.pdf>

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Occupational health, safety, health, and quality of life, Others : -

The Allianz Trust and the company promote the allocation of funds to projects or activities that benefit Society and the environment on an annual basis, with sustainable social projects or activities needing to demonstrate The intention to drive business and society to grow together in order to enhance the quality of life of people in The surrounding society and promote sustainable coexistence between business and community.

Reference link for company's community and social management plan : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/sustainable-initiative-policy-th.pdf>

Page number of the reference link : 2

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Others : Reward of encouragement for the ALLY X Care The Whale project to the project's housekeepers	The grant amount as a reward of encouragement for the ALLY X Care The Whale project to the project's housekeepers, who are partners providing services to the REIT.	2024: Year the project started.	2029: 5-Year Plans.
• Others : Center of blood donation	Volume of blood donation	2021: Start Based Year.	2031: Target 10 Years

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : No

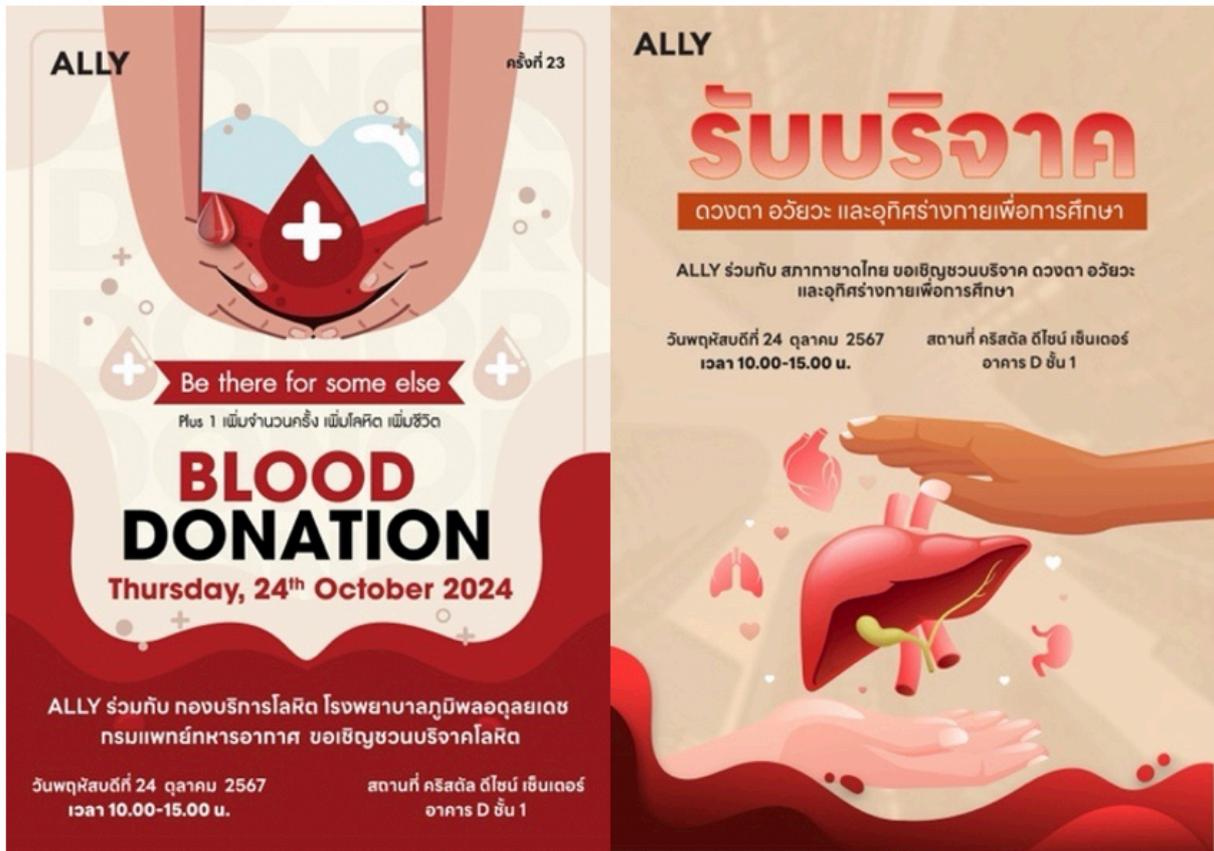
Diagram of performance and outcomes in community and social management

RECYCOEX

from waste to WOW



Training the housekeeping team of the ALLY X Care The Whale project



CSR Blood Donation 2024

Benefit from implementing social development project

Financial benefits⁽³⁾

Does the company measure the financial benefits from social development? : Yes

	2022	2023	2024
Donations / Grants (Baht)	0.00	0.00	4,063.00

Remark: ⁽³⁾ The amount of financial support was given for the grant as a morale booster.
 The ALLY X Care The Whale project gives to
 The project housekeeping team, which is a partner providing services to the REIT.
 By the year 2025, there will be financial support provided before April 30, 2025.
 Project The Crystal Ekamai-Ramindra (TC): 4,063.00 Baht.

Non-financial benefits

Does the company measure the non-financial benefits from : Yes
 social development?

	2022	2023	2024
Beneficiaries of the company's community development projects (Cubic Centimetre)	58,050.00	76,050.00	75,150.00

Expenses from social and environmental development project ⁽⁴⁾

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

Additional Explanation : ^(*) Total revenues and total expenses from total financial statement

Remark: ⁽⁴⁾ Not have additional costs for this initiative case, as the ESG partner subsidises costs for recycling waste disposal.

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST Symbol : ALLY

Market : SET Industry Group : Property & Construction Sector : Property Fund & REITs

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The company and the REIT shall establish ethics and business conduct guidelines to define the scope of conduct standards and

The behavior that the company's personnel, whether they are board members, executives, or employees, should engage in while conducting business and

Performing duties within the framework of ethics and integrity in a creative, orderly, and equitable manner to

Create sustainable growth for the company.

Reference link for the full version of corporate governance policy and guidelines : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 1-7

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Independence of the Board of Directors from the Management, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Independence of the Board of Directors from the Management

Charter of the Board of Directors

Roles, Duties and Responsibilities

The duties and responsibilities of the Board of Directors are divided into 2 parts:

(a). Duties and Responsibilities for the Company's Operations (ARM)

(b). Duties and Responsibilities for the REIT under Management

Reference link for Independence of the Board of Directors from the Management : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/board-of-directors-charter-th.pdf>

Page number of the reference link : 1-3

Board Performance Evaluation

The committee evaluates self-performance annually.

Reference link for Board Performance Evaluation : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/board-of-directors-charter-th.pdf>

Page number of the reference link : 1-5

Corporate Governance of Subsidiaries and Associated Companies

None

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Community and society

Shareholder

The company is committed to conducting business responsibly and to creating shareholder satisfaction, taking into account Sustainable growth can generate appropriate returns with transparency and reliability through good practices.

As follows

- 1.1 Company personnel must perform their duties with honesty and fairness towards all shareholders.
- 1.2 Company personnel will apply their knowledge and work skills to the fullest extent.
- 1.3 Company personnel will be careful to avoid any actions that may cause conflicts of interest.

Reference link for Shareholder : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 1

Employee

All company personnel are the most important part of the company's operations. The company values its employees. Everyone without discrimination promotes employee unity and creates a work environment that is safe and hygienic.

Safety and good hygiene, fair compensation, and good employee benefits, with the following best practices:

-The company must treat all its personnel equally, without discrimination based on origin, race, gender, age, skin color, religion, disability, status, educational background, or any other status unrelated to work.

perform their duties

-The company must provide opportunities for all employees to fully demonstrate their abilities by offering appropriate compensation.

Appropriate and create motivation for work in the form of salary, bonuses, and reasonable operational expenses, as well as providing opportunities for further education and both short-term and long-term training.

-All company personnel must perform their duties and responsibilities to the best of their abilities, with a good conscience, honesty, fairness, adherence to morals and ethics, and a sense of responsibility. They should not delegate their duties to anyone else, directly or indirectly, unless it is necessary or for the convenience and speed of tasks that do not require their specific skills.

- Company personnel must perform their duties according to the chain of command, taking orders and being directly responsible to their supervisors. They should not bypass the chain of command unless necessary. They should avoid criticizing supervisors and colleagues in a way that could harm those individuals or the company. Company personnel should be open-minded and receptive to the opinions of subordinates, supervisors, and colleagues, listening with reason and without bias.

-Company personnel can fully utilize the company's resources, labor, premises, and facilities in the performance of their duties. They are prohibited from using the company's resources, labor, premises, and facilities for any purpose other than the performance of their duties or benefits to which they are legitimately entitled.

-Company personnel must exhibit polite manners, dress appropriately for the occasion, and conduct themselves suitably. With their job duties and local customs, without damaging the company's image.

-Company personnel should cooperate in activities organized by the company to foster unity and mutual support, including social activities organized by the company.

- Company personnel are prohibited from engaging in actions that cause distress, undermine the morale of others, create hostility, or disrupt work with sexual harassment, whether towards company employees or external individuals conducting business. This includes sexual harassment, flirting, molestation, indecency, and possession of obscene materials.

-The company must promote the exercise of employees' rights under the Labor Protection Act.

Reference link for Employee : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 4

Customer

The company prioritizes customer satisfaction with the following best practices.

-The company is committed to developing its business with quality, offering reasonable compensation and fair conditions.

-Disclose information about products and services completely, accurately, timely, and without distortion.

Facts so that customers can make informed decisions.

- Set up contact channels so that customers can file complaints about the company's business, enabling prompt action.

Respond to customers and consider resolving issues quickly.

Reference link for Customer : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 2

Business competitor

The company treats its business competitors fairly, adhering to the following good practices.

-The company conducts business in a free market while considering fair competition, refraining from slander and attacking competitors.

Without reasonable factual information.

-Company employees must be cautious in their dealings with competitors and the personnel of competitors in all cases, not disclosing or

Neglect to let the company's secrets fall into the hands of competitors and do not seek confidential information from competitors through dishonest means.

Unethical methods such as bribing the employees of competitors, etc.

Reference link for Business competitor : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 3

Business partner

Under good corporate governance, the company also values its partners by treating them equally based on fairness.

Of fair, transparent, and equitable competition to move towards becoming partners, including promoting social responsibility.

To the trading partners, with the following good practices:

-The company supports transparent, fair, and non-discriminatory practices towards its partners and has criteria for Evaluate or select business partners

-Company personnel must not accept benefits from partners, remain neutral, and strictly adhere to the code of conduct regarding conflicts of interest.

Strictly adhere to the code of ethics regarding conflicts of interest and ensure the establishment of

Procurement processes to avoid negative impacts

-The company's personnel must keep documents related to partners as appropriate reference evidence.

-The company must strictly adhere to the terms of the contract. If it is found that the company or the partner has reasons that prevent them from fulfilling the contract..

If unable to fulfill the contract, report to the supervisor immediately for consultation and to find a solution.

-Support and collaborate with partners in producing new products and services to meet customer needs and

The situation is constantly changing.

- Maintain the confidentiality of partners and do not use the information for personal gain or for the benefit of related parties inappropriately.

Reference link for Business partner : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 3

Community and society

The company places importance on community activities, society, the environment, religious support, and the conservation of natural resources.

Including support for education and public welfare for the community, with the following best practices.

-The company will participate in social responsibility regarding safety quality, occupational health, and the environment.

Including the optimal use of natural resources, with an awareness of the importance of the environment and

The safety of the stakeholders involved

-The company will consider options for utilizing natural resources with minimal impact on damage.

of society, the environment, and the quality of life of the people as little as possible. Encourage the reduction of

energy and resource consumption.

-The company will support and instill awareness of social and environmental responsibility among its employees.

The company, including partners and customers, fully cooperates with government officials and relevant agencies.

Reference link for Community and society : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 3

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company's business ethics and code of conduct define the standards of behaviour and conduct that all personnel, including the board of directors, executives, and employees, should adhere to in their business operations.

The behavior that the company's personnel, whether they are board members, executives, or employees, should engage in while conducting business and

Performing duties within the framework of ethics and integrity in a creative, orderly, and equitable manner to

Create sustainable growth for the company.

Reference link for the full version of business code of conduct : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 1-7

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and assets usage and protection, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

Company personnel must perform their duties with consideration for the benefits of the company and stakeholders as a priority, following these best practices:

-Company personnel are prohibited from using their influence or authority to conduct transactions between the company and themselves, or entities in which they hold shares, or any related parties, except for the benefits that company employees should receive unless there is a disclosure of interests.

Disclose the interest and obtain specific permission or principle approval to do so.

-The company's personnel cannot issue orders that would benefit themselves.

- In attending a meeting to consider any agenda where a participant has a personal interest, that interested party should abstain from voting or temporarily leave the meeting to allow other participants to consider the matter without the influence of that interested party.

-The board of directors and executives must carefully consider conflicts of interest related to transactions between the company and its subsidiaries or affiliates, with honesty, reasonableness, and independence within a framework of good ethics, taking into account the best interests of the company.

- Directors and executives must report any interests related to the management of the company's affairs and the holding of securities of the trust managed by their company or related persons according to

The criteria specified in the Securities and Exchange Act.

-Company personnel must not accept external work that competes with the company's business operations or

Create a conflict of interest with the company, whether it is temporary or permanent work.

Reference link for Prevention of Conflicts of Interest : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 1

Anti-corruption

The company's board of directors is committed to conducting business with transparency, adhering to the framework of laws, ethical principles, and good corporate governance practices, as well as supporting anti-corruption efforts. The company has a policy to support anti-corruption efforts with the following best practices:

-The company must support the creation of awareness among employees to perform their duties with honesty, transparency, integrity, respect for the law, and to promote anti-corruption efforts, as well as to manage operations according to good corporate governance principles.

- Personnel must not engage in any actions that involve demanding or receiving property or other benefits from individuals whose duties or businesses are related to the company, except on occasions or festivals that are customary traditions. Such property must not be illegal and must not exploit their position or seek benefits for themselves and/or others improperly.

-The company must establish a process to review operational procedures, including assessing the risk of corruption and managing it with appropriate corrective measures.

-The company must establish an adequate and appropriate internal control system, as well as develop systems and mechanisms for monitoring, controlling, and balancing the use of power to be appropriate, clear, and effective in order to prevent and avoid corruption or involvement in corruption.

-The company must establish channels for receiving complaints or reporting suspicious activities, with a policy to protect the informant or whistleblower and keep their information confidential, as well as implement measures for investigation and impose penalties according to relevant regulations.

-The company should support various activities organized by agencies or organizations for the purpose of preventing and promoting the fight against corruption.

Reference link for Anti-corruption : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 5

Whistleblowing and Protection of Whistleblowers

The company must prioritize the safety and hygiene of its employees and the community, and support the proper use of resources.

Appropriately, with the following best practices:

-The company must promote safety as a priority by establishing quality, safety, occupational health, and environmental standards and regulations that are no less stringent than those required by law.

International standards. Company employees must study and strictly adhere to laws, policies, and regulations, and must undergo training in quality, security, safety, occupational health, and environmental standards as specified by the company.

-The company will take all necessary measures to control and prevent losses in various forms caused by accidents, fires, injuries, or illnesses related to work, loss or damage to property, and violations.

Security systems, improper work practices, and various errors that occur, as well as maintaining a safe working environment for company employees and regularly rehearsing safety plans.

Regularly

-If any work is found to be unsafe, or cannot comply with the requirements and standards of occupational health and safety, or if the work has an environmental impact, company employees must temporarily cease operations as much as possible to inform colleagues, supervisors, and the responsible department.

Responsible for taking corrective actions or planning further corrective measures. Absolutely do not continue working.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://www.allyreit.com/storage/content/contact-us/whistleblowing/whistleblowing-policy-th.pdf>

Page number of the reference link : 1-4

Prevention of Misuse of Inside Information

The company has the duty to keep important non-public information confidential, allowing only those who need to know it to be informed.

Only those with a necessity based on their duties, following these best practices:

- Internal information is data used in the operation and management of the company, which is confidential and has not yet been disclosed to the public. If disclosed, it would impact the company. Company personnel must keep internal information confidential and must not disclose internal information they learn through their duties to others or use internal information for improper gain.

-The company should establish levels of data access and procedures to maintain the company's confidentiality, with

personnel required to keep confidential the information they are responsible for.

-Company personnel, even after retirement, resignation, or termination of employment with the company, must still maintain and not disclose the company's secrets.

Disclose the company's secrets

-The company must keep customer information and trade secrets confidential. Company personnel must not disclose any secrets unless required by law or approved by the company's board of directors.

- Personnel who have access to important internal information that may affect the value of the securities of the trust managed

By the company, personnel who are privy to inside information are prohibited from buying, selling, or transferring securities of the trust managed by the company for at least 1 month before the inside information is disclosed to the public and until 24 hours have passed since the information has been fully disclosed to the public.

-The disclosure of information must be carried out by authorized personnel of the company. Personnel who are not authorized to disclose information, when asked to provide information, should direct the inquirer to ask the authorized personnel to ensure that the information provided is accurate and consistent.

-Company personnel who store information in the form of documents and/or electronic data as required by law must destroy the documents when the retention period expires.

Reference link for Prevention of Misuse of Inside Information : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 2

Gift giving or receiving, entertainment, or business hospitality

Policy on Receiving and Giving Gifts, Hospitality, or Other Expenses

-The company does not support suppliers, contractors, subcontractors, or anyone involved in the company's business from giving gifts, property, or any other benefits to employees, which may lead to biased decision-making or Embarrassment or creating a conflict of interest unless it is a customary gift.

There is a tradition of giving gifts, but if it is unavoidable and cannot be refused, employees who receive gifts or presents...

Property or any other benefits valued over 3,000 baht must be reported to the supervisor in the chain of command.

-Giving gifts, property, or any other benefits to any person on occasions according to customary practices, which involve the tradition of gift-giving, the company will exercise discretion in giving that must not exceed what is reasonable, extravagant, wasteful, or inappropriate.

Good customs and traditions

-Gifts, presents, property, or any other benefits given or received must not be in the form of cash or resemble cash.

Cash-like characteristics and must comply with the regulations set by the company.

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/anti-corruption-policy-th.pdf>

Page number of the reference link : 2

Information and assets usage and protection

The company has the duty to keep important non-public information confidential, allowing only those who need to know it to be informed.

Only those with a necessity based on their duties, following these best practices:

- Internal information is data used in the operation and management of the company, which is confidential and has not yet been disclosed to the public. If disclosed, it would impact the company. Company personnel must keep internal information confidential and must not disclose internal information they learn through their duties to others or use internal information for improper gain.

-The company should establish levels of data access and procedures to maintain the company's confidentiality, with personnel required to keep confidential the information they are responsible for.

-Company personnel, even after retirement, resignation, or termination of employment with the company, must still maintain and not disclose the company's secrets.

Disclose the company's secrets

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-Company personnel who store information in the form of documents and/or electronic data as required by law must destroy the documents when the retention period expires.

Reference link for Information and assets usage and protection : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 2

Information and IT system security

The company must promote research and development to ensure smooth operations that benefit the company.

And the company's employees must use the company's information and communication technology to enhance understanding towards

External parties for the benefit of the company, with careful and prudent use and respect for intellectual property rights.

Intellectual property owners, with the following best practices:

-The company's personnel responsible for maintaining trade secrets or business operations that are confidential must keep them secure.

Keep the secrets safe and prevent them from leaking.

-The company must encourage its personnel to use the internet for work-related purposes and must not engage in actions that disturb the computer and internet systems of others. The company's computer systems must not be used to disseminate information that is inappropriate in terms of morality, customs, traditions, or that violates the law, such as

-Damaging the reputation and property, possessing obscene materials, forwarding anything that is disruptive, annoying, or advertising businesses other than the company's, and sending spam mail, etc.

-Company personnel must perform their duties using properly licensed computer programs. The installation and use of improperly licensed computer programs are strictly prohibited.

-Company personnel must keep their passwords confidential to prevent unauthorized access by others.

Their passwords, as well as not using the internet to access inappropriate websites that may be harmful to the company's computer system.

-In the case where company personnel request permission for subcontractors or employees of contractors to use the company's information system

of the company, the requesting personnel must control the use of the information system by the subcontractors or employees of the contractor and must be responsible for any damage that may occur from the use of that information system.

Reference link for Information and IT system security : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 6

Environmental management

The company places importance on community activities, society, the environment, religious support, and the conservation of natural resources.

Including support for education and public welfare for the community, with the following best practices.

-The company will participate in social responsibility regarding safety quality, occupational health, and the environment.

Including the optimal use of natural resources, with an awareness of the importance of the environment and The safety of the stakeholders involved

-The company will consider options for utilizing natural resources with minimal impact on damage.

of society, the environment, and the quality of life of the people as little as possible. Encourage the reduction of energy and resource consumption.

-The company will support and instill awareness of social and environmental responsibility among its employees.

The company, including partners and customers, fully cooperates with government officials and relevant agencies.

Reference link for Environmental management : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Human rights

The company and all personnel must respect and comply with the laws and the different customs and traditions of each Local communities, including countries where the company invests or is involved, and adhere to international human rights principles while conducting business.

Correctly and fairly, with the following good practices

-Company personnel who need to travel for work outside the area should study the laws, customs, and traditions of each locality.

The culture of each local area.

-The company must adhere to international human rights principles and not support activities that violate international human rights principles.

Reference link for Human rights : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 1

Safety and occupational health at work

The company must prioritize the safety and hygiene of its employees and the community, and support the proper use of resources.

Appropriately, with the following best practices:

-The company must promote safety as a priority by establishing quality, safety, occupational health, and environmental standards and regulations that are no less stringent than those required by law.

International standards. Company employees must study and strictly adhere to laws, policies, and regulations, and must undergo training in quality, security, safety, occupational health, and environmental standards as specified by the company.

-The company will take all necessary measures to control and prevent losses in various forms caused by accidents, fires, injuries, or illnesses related to work, loss or damage to property, and violations.

Security systems, improper work practices, and various errors that occur, as well as maintaining a safe working environment for company employees and regularly rehearsing safety plans.

Regularly

-If any work is found to be unsafe, or cannot comply with the requirements and standards of occupational health and safety, or if the work has an environmental impact, company employees must temporarily cease operations as much as possible to inform colleagues, supervisors, and the responsible department.

Responsible for taking corrective actions or planning further corrective measures. Absolutely do not continue working.

Reference link for Safety and occupational health at work : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/code-of-conduct-th.pdf>

Page number of the reference link : 6

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

Training on anti-corruption and anti-bribery by CAC.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/human-resource-development-practice-and-guidelines-th.pdf>

Page number of the reference link : 1-2

Diagram of promotion of compliance with the business code of conduct



CERTIFICATE OF COMPLETION

แนวร่วมต่อต้านคอร์รัปชันของภาคเอกชนไทย ขอมอบประกาศนียบัตรฉบับนี้ให้แก่

BUTTRA THOBUREE

เพื่อแสดงว่าได้สำเร็จหลักสูตร

Introduction to Anti-Corruption

ให้ ณ วันที่ 24 กุมภาพันธ์ 2568

W. v.

นายพรหมินทร์ เบญจรงค์กิจ
ผู้อำนวยการแนวร่วมต่อต้านคอร์รัปชันของภาคเอกชนไทย

สนับสนุนโดย:  



FGNCAC0124022025917

Example CAC for Management Level



CERTIFICATE OF COMPLETION

แนวร่วมต่อต้านคอร์รัปชันของภาคเอกชนไทย ขอมอบประกาศนียบัตรฉบับนี้ให้แก่

Chenchira Wicheansan

เพื่อแสดงว่าได้สำเร็จหลักสูตร

Introduction to Anti-Corruption

ให้ ณ วันที่ 19 มีนาคม 2568

W. v.

นายพรหมินทร์ เบญจรงค์กิจ
ผู้อำนวยการแนวร่วมต่อต้านคอร์รัปชันของภาคเอกชนไทย

สนับสนุนโดย:  



FGNCAC01190320251379

Example CAC for Officer Level

Participation in anti-corruption networks

Corporate Governance Structure

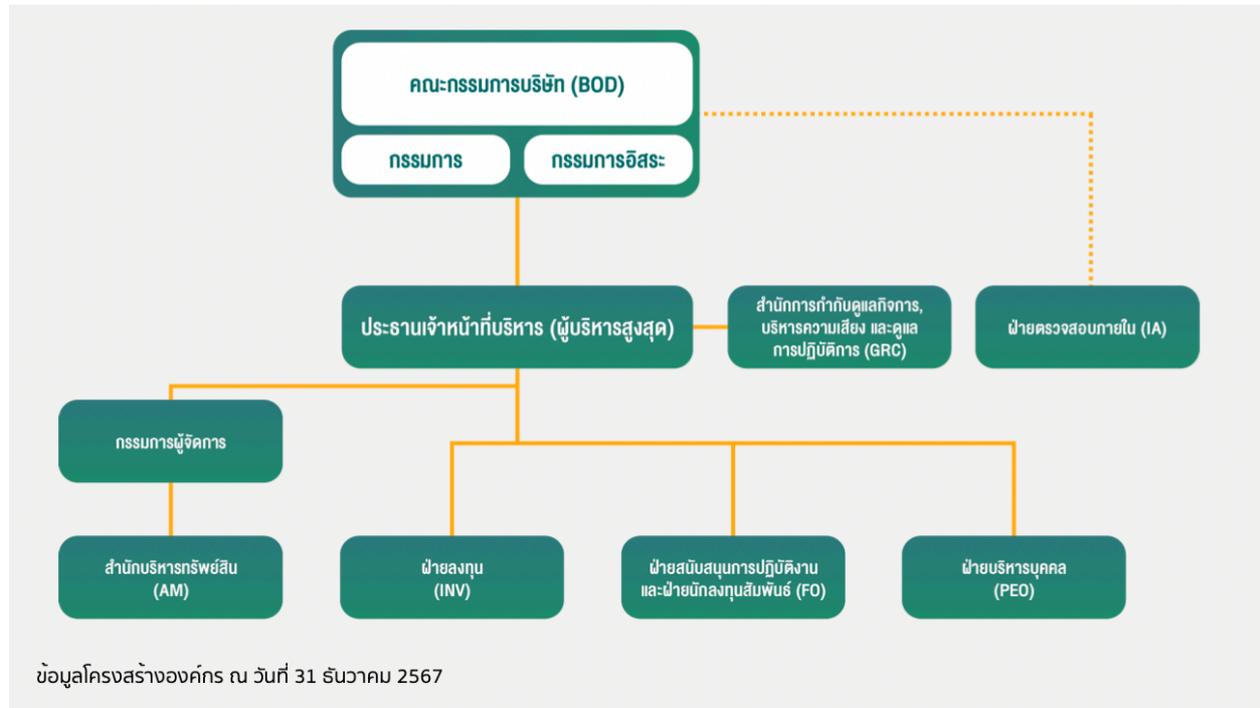
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



REIT Manager Governance Structure

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	4	
	4	0
Executive directors	2	
	2	0
Non-executive directors	2	
	2	0
Independent directors	2	
	2	0

	2024	
	Male (persons)	Female (persons)
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	100.00	0.00
Executive directors	50.00	
	50.00	0.00
Non-executive directors	50.00	
	50.00	0.00
Independent directors	50.00	
	50.00	0.00
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	51	
	51	0

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. TEERA PHUTRAKUL Gender: Male Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p>	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	29 May 2019	Finance, Sustainability, Information & Communication Technology, Economics, Finance & Securities
<p>2. Mr. VICHAI BENCHARONGKUL Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	27 Dec 2024	Information & Communication Technology, IT Management, Business Administration, Public Administration, Corporate Management
<p>3. Mr. KAVIN EIAMSAKULRAT Gender: Male Age : 30 years Highest level of education : Master's degree Study field of the highest level of education : Real Estate Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 219,200 Shares (0.025077 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	29 May 2019	Economics, Property Fund & REITs, Property Development, Sustainability, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
4. Mr. YUTTHANA PHUPRAKAI Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	29 May 2019	Property Development, Accounting, Risk Management, Finance, Property Fund & REITs

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. TEERA PHUTRAKUL	Chairman of the Board of Directors		✓	✓		
2. Mr. VICHAI BENCHARONGKUL	Director		✓	✓		
3. Mr. KAVIN EIAMSAKULRAT	Director	✓				✓
4. Mr. YUTTHANA PHUPRAKAI	Director	✓				✓
Total (persons)		2	2	2	0	2

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	50.00
2. Finance & Securities	1	25.00
3. Property Fund & REITs	2	50.00
4. Property Development	2	50.00
5. Information & Communication Technology	2	50.00
6. Accounting	1	25.00
7. Finance	2	50.00
8. Sustainability	2	50.00
9. IT Management	1	25.00
10. Corporate Management	1	25.00
11. Risk Management	2	50.00
12. Public Administration	1	25.00
13. Business Administration	1	25.00

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting ⁽⁵⁾	Yes

Additional explanation : ^(*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

^(**) If a remark is specified, the remark from the most recent year will be displayed

Remark: ⁽⁵⁾ The agenda of the board meeting is within the scope and rights of the chairman as an independent director to consider independently and is a standard according to the principles of good corporate governance.

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half

Currently, the proportion of independent directors is half of the total board of directors.

The chairman and the board of directors support and promote the proportion of independent directors to be more than half and are in the process of recruiting additional independent directors.

Reference link for the measures for balancing the power between the board of directors and the management : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/board-of-directors-charter-th.pdf>
Page number of the reference link : 1-5

Information on the roles and duties of the board of directors

Board charter : Have

Role, Duties and Responsibilities

The duties and responsibilities of the Board of Directors are divided into 2 parts:

- (a). Duties and responsibilities in the Company's operations (ARM)
- (b). Duties and responsibilities to the REIT under its management.

Reference link for the board charter : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/board-of-directors-charter-th.pdf>
Page number of the reference link : 1-5

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Audit of financial statements and internal controls
- Director and executive nomination
- Remuneration
- Corporate governance

Scope of authorities, role, and duties

Role, Duties and Responsibilities

The duties and responsibilities of the Board of Directors are divided into 2 parts:

- (a). Duties and responsibilities in the Company's operations (ARM)
- (b). Duties and responsibilities to the REIT under its management.

Reference link for the charter

<https://www.allyreit.com/storage/document/good-corporate-governance/board-of-directors-charter-th.pdf>

RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)

Role

- Risk management
- Sustainability development
- Climate-related risks and opportunities governance

Scope of authorities, role, and duties

The Board of Directors of the Trust Manager has resolved to appoint a Risk and Sustainability Management Committee to support the Board of Directors' implementation of risk management in accordance with the COSO ERM standards and Integrate sustainability risk issues in terms of environment, society and governance (ESG RISK) into risk management at both the trust manager and trusts under management, including the development of sustainability projects in line with the sustainability goals (SDGs).

Reference link for the charter

<https://www.allyreit.com/storage/document/good-corporate-governance/risk-management-sustainability-committee-charter-th.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. TEERA PHUTRAKUL Gender: Male Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	29 May 2019	<p>Finance, Sustainability, Information & Communication Technology, Economics, Finance & Securities</p>
<p>2. Mr. VICHAI BENCHARONGKUL Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Vice Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	27 Dec 2024	<p>Information & Communication Technology, IT Management, Business Administration, Public Administration, Corporate Management</p>

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. VORAPAK TANYAWONG Gender: Male Age : 60 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the executive committee	1 Oct 2024	Mr. VICHAI BENCHARONGKUL Appointment date of replacement committee member : 27 Dec 2024

Other Subcommittees

Subcommittee name	Name list	Position
RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)	Mr. KAVIN EIAMSAKULRAT	The chairman of the subcommittee
	Mr. YUTTHANA PHUPRAKAI	Member of the subcommittee
	Mr. BUTTRA THOBUREE	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. ATTAKORN NETNERAMITDEE Gender: Male Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Real Estate Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Managing Director of Asset Management	1 Nov 2023	Property Fund & REITs, Property Development, Business Administration, Architecture, Strategic Management
<p>2. Mr. BUTTRA THOBUREE Gender: Male Age : 35 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Director of Governance, Risk management, and Compliance	1 Nov 2019	Property Fund & REITs, Sustainability, Strategic Management, Risk Management, Governance/ Compliance
<p>3. Mr. CHARNYUD NATESUWON Gender: Male Age : 35 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Vice President of Investment	2 Dec 2019	Strategic Management, Property Fund & REITs, Property Development, Negotiation, Information & Communication Technology
<p>4. Ms. Arisara Kongsawang Gender: Female Age : 35 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Vice President of FO&IR	1 Feb 2022	Economics, Finance, Accounting, Property Fund & REITs, Human Resource Management

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

*(***) Appointed after the fiscal year end of the reporting year*

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 31 Dec 2024
next four executives as of date

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

นาย อรรถกร เนตรเนรมิตรดี Mr. Attakorn Netneramitdee	ไทย	กรรมการผู้จัดการ (Managing Director) สำนักบริหารทรัพย์สิน
นาย บุตรา โทบุรี Mr. Buttra Thoburee	ไทย	ผู้บริหาร (Director) สำนักการกำกับดูแลกิจการ , บริการความเสี่ยง และ ดูแลการปฏิบัติการ (GRC)
นาย ชาญญูร์ เนตรสุวรรณ Mr. Charnyud Natesuwon	ไทย	ผู้อำนวยการ (Vice President) ฝ่ายลงทุน (INV)
นางสาว อริศรา คงสว่าง Ms. Arisara Kongsawang	ไทย	ผู้อำนวยการ (Vice President) ฝ่ายสนับสนุนการปฏิบัติงาน และฝ่ายนักลงทุนสัมพันธ์ (FO)

Remuneration policy for executive directors and executives

The company's board of directors has established a fair and reasonable policy for the remuneration of directors in accordance with the principles of good corporate governance.

Consider the appropriateness, in line with the company's financial status, and compare it with companies or trusts in the same industry category and of similar business size, including considering the duties and responsibilities assigned.

Does the board of directors or the remuneration committee : Doesn't Have
have an opinion on the remuneration policy for executive
directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	26,058,465.00	21,137,168.00	22,194,026.00
Total remuneration of executives (baht)	26,058,465.00	21,137,168.00	22,194,026.00

Details of the total compensation for executive directors and management include the fee for managing the REIT (REIT Manager Fee) as per the trust deed.

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	0.00	0.00	0.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year
Estimated remuneration of executive directors and executives : 52,471,360.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. YUTTHANA PHUPRAKAI	yutthana.p@allyglobal.com	-

List of the company secretary

General information	Email	Telephone number
1. Ms. ARISARA KONGSAWANG	aris.k@allyglobal.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. THANINNAT SIRASUPPAYACHAI	thaninnat.s@allyglobal.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. BUTTRA THOBUREE	buttra.t@allyglobal.com	-

Head of investor relations

Does the Company have an appointed head of investor : Have
relations

List of the head of investor relations

General information	Email	Telephone number
1. Ms. ARISARA KONGSAWANG	aris.k@allyglobal.com	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone number 0 2677 2000	2,300,000.00	-	-

Assigned personnel in case of a foreign company

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Summary of duty performance of the board of directors over the past year

The evaluation results of the committee's duties in the past round were at a "good" level.

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

The company has selected independent directors, specifically those who are not involved in management and have no financial interests, meaning they are independent from major shareholders or groups of major shareholders and company executives. Currently, the SEC requires listed companies to have at least one-third of their directors be independent and to meet the qualifications set by the Capital Market Board.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : No
through the nomination committee

Method for selecting persons to be appointed as the highest- : No
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 0
over the past year (persons)

Rights of minority shareholders on director appointment

The appointment of directors is in accordance with the regulations of the SEC, as stipulated in the Trust for Transactions in the Capital Market Act of 2007.

Method of director appointment : Others : Appointed according to the trust
establishment agreement, with the trustee acting as
the representative of the unit trust holders.

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. TEERA PHUTRAKUL (Chairman of the Board of Directors)	Non-participating	-
2. Mr. VICHAI BENCHARONGKUL (Director)	Non-participating	-
3. Mr. KAVIN EIAMSAKULRAT (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
4. Mr. YUTTHANA PHUPRAKAI (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The company evaluates the Chief Executive Officer and Managing Director or equivalent positions based on the performance results from the annual Corporate KPI and the maintenance of good governance leadership. This serves as the principle for the annual evaluation by the Chairman and independent directors.

Evaluation of the duty performance of the board of directors over the past year

The evaluation results of the committee's duties in the past round were at a "good" level.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The company evaluates the Chief Executive Officer and Managing Director or equivalent positions based on the performance results from the annual Corporate KPI and the maintenance of good governance leadership. This serves as the principle for the annual evaluation by the Board of Directors.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 7
(times)

Date of AGM meeting : 19 Apr 2024

EGM meeting : Yes

Date of the EGM over the past year (1st time) : 30 Sep 2025

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. TEERA PHUTRAKUL (Chairman of the Board of Directors, Independent director)	7	/	7	1	/	1	1	/	1
2. Mr. VICHAI BENCHARONGKUL (Director, Independent director)	1	/	1	0	/	0	0	/	0
3. Mr. KAVIN EIAMSAKULRAT (Director)	7	/	7	1	/	1	1	/	1
4. Mr. YUTTHANA PHUPRAKAI (Director)	7	/	7	1	/	1	1	/	1

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

K. VICHAI BENCHARONGKUL (ID) Appointed in December 2024, during which there were no AGM/EGM meetings.

Remuneration of the board of directors

Types of remuneration of the board of directors

The compensation of the committee is in line with the trustee manager's fees, which are calculated based on a percentage of the total assets under management (TAV).

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. TEERA PHUTRAKUL (Chairman of the Board of Directors)			N/A		N/A
Board of Directors	N/A	N/A	N/A	No	
Audit Committee	N/A	N/A	N/A	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
2. Mr. VICHAI BENCHARONGKUL (Director)			N/A		N/A
Board of Directors	N/A	N/A	N/A	No	
Audit Committee	N/A	N/A	N/A	No	
3. Mr. KAVIN EIAMSAKULRAT (Director)			0.00		0.00
Board of Directors	N/A	N/A	N/A	-	
RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)	0.00	0.00	0.00	No	
4. Mr. YUTTHANA PHUPRAKAI (Director)			0.00		0.00
Board of Directors	N/A	N/A	N/A	-	
RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)	0.00	0.00	0.00	No	
5. Mr. BUTTRA THOBUREE (Member of the subcommittee)			0.00		0.00
RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)	0.00	0.00	0.00	No	
6. Mr. VORAPAK TANYAWONG (Member of the executive committee)			N/A		N/A
Executive Committee	N/A	N/A	N/A	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	0.00	0.00	0.00
2. Audit Committee	0.00	0.00	0.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
3. Executive Committee	0.00	0.00	0.00
4. RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	0.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	0.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : No

Mechanism for overseeing subsidiaries and associated companies : No / In progress

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

The company and the ALLY REIT operate according to the trust establishment contract, which includes provisions regarding transactions between the trust and the REIT manager or individuals related to the REIT manager as follows.

1) Transactions between the trust and the REIT manager or individuals related to the trust manager must be transactions that have the following characteristics.

1.1) In accordance with the trust establishment contract and relevant laws

1.2) For the best interest of the REIT

1.3) Reasonable and fair pricing

1.4) The transaction fees charged to the trust (if any) are at a fair and reasonable rate.

1.5) Those with a special interest in the transaction do not participate in the decision-making process for that transaction.

2) The approval of transactions between the trust and the REIT manager or individuals related to the trust manager must follow the procedures as outlined below.

2.1) Approved by the trustee as a transaction in accordance with the trust deed and relevant laws.

2.2) In the case of a transaction valued at more than 1,000,000 baht or at least 0.03% of the net asset value of the trust, whichever is higher, the matter must be presented to the company's board of directors for further approval.

2.3) In the case of a transaction valued at 20,000,000 baht or more, or exceeding 3.00% of the net asset value of the trust, whichever is higher, it must be approved by a resolution of the unitholders' meeting with no less than 3 out of 4 votes of the total votes of the unitholders present and entitled to vote.

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

The company and the ALLY REIT have a policy to prevent the misuse of insider information, with an announcement prohibiting the board of directors, management team, and employees in units related to financial statement information (including spouses and underage children of such individuals) of all related group companies from trading securities (unit trusts) of the trust under the management of ALLY REIT Management Co., Ltd.

No trading of securities (unit trusts) is allowed within 1 month before the disclosure of quarterly and annual financial statements and within 24 hours after the public disclosure of those financial statements (Blackout Period).

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Anti-corruption policy and whistleblowing on corruption

ALLY REIT Management Co., Ltd. ("the Company") is committed to conducting business with transparency, honesty, and ethics. The purpose of this anti-corruption policy is to create transparency within the organization, enabling the organization to operate efficiently and sustainably, build trust with customers, partners, and stakeholders, and foster an organizational culture that adheres to transparency.

Creating a culture that emphasizes transparency will help all employees in the organization adhere to ethical standards and relevant laws. Training and educating employees about policies and practices will enable them to comply with the policies correctly and effectively. Additionally, encouraging employees and stakeholders to report suspected fraudulent activities and supporting fair investigations will help foster a safe and trustworthy working environment for everyone in the organization.

Principle

1. Every work process must be transparent and verifiable to prevent corruption.
2. Directors, executives, and employees of the company must strictly adhere to the law and anti-corruption policies, as well as report any corruption-related whistleblower complaints.
3. Encourage directors, executives, and employees to participate in preventing corruption and reporting corruption whistleblowing, and promote an organizational culture that does not tolerate corruption in any form.
4. The company has established an effective internal control system to reduce the risk of corruption.
5. The company conducts regular reviews of operations to ensure compliance with anti-corruption policies and whistleblower reports of fraud at least once a year.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

Anti-corruption policy and whistleblowing on corruption

ALLY REIT Management Co., Ltd. ("the Company") is committed to conducting business with transparency, honesty, and ethics. The purpose of this anti-corruption policy is to create transparency within the organization, enabling the organization to operate efficiently and sustainably, build trust with customers, partners, and stakeholders, and foster a corporate culture that adheres to transparency.

whistleblowing channels

The company has channels for reporting tips so that employees and related parties can report cases of observed misconduct or suspicious activities related to corruption. In the reporting process, the tipster should provide details about the incident, including relevant information such as date, time, location, involved persons, and related documents or evidence (if any) through the company's channels as follows.

Send a letter by mail.

Contact: Independent Director

Address: Alliance REIT Management Co., Ltd.

888 Pradit Manutham Road, Khlong Chan Subdistrict, Bang Kapi District, Bangkok 10240

Electronic mail (E-mail)

Email: rmc.allyreit@allyglobal.com

On the website

Website: <https://www.allyreit.com/en/about/corporate-governance/whistleblowing-form>

Office of the National Anti-Corruption Commission (NACC)

Address: 361 Nonthaburi Road, Tha Sai Subdistrict, Mueang District, Nonthaburi Province 11000

Phone number 02-528 4800-49

Hotline 1205

Website: <https://wbs.nacc.go.th/>

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 0

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. TEERA PHUTRAKUL (Chairman of the audit committee)	0	/	0
2 Mr. VICHAI BENCHARONGKUL (Vice Chairman of the audit committee)	0	/	0

The results of duty performance of the audit committee

Review and supervision of policy compliance. The committee will monitor and oversee the compliance with the aforementioned policies to ensure operations are conducted in accordance with the relevant policies, regulations, requirements, or practices.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 0

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. VORAPAK TANYAWONG (Member of the executive committee)	0	/	0

The results of duty performance of Executive Committee

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Translate

Mr. Vorapak Thanyawong has resigned from his position as an independent director effective October 1, 2024.

Meeting attendance of RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)

Meeting RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC) (times) : 4

List of Directors	Meeting attendance of RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. KAVIN EIAMSAKULRAT (The chairman of the subcommittee)	4	/	4
2 Mr. YUTTHANA PHUPRAKAI (Member of the subcommittee)	4	/	4
3 Mr. BUTTRA THOBUREE (Member of the subcommittee)	4	/	4

The results of duty performance of RISK MANAGEMENT AND SUSTAINABILITY COMMITTEE (RMC)

Roles and responsibilities

Role and responsibilities of risk supervision

Risk governance.1.1 The board will act in accordance with the principles of COSO ERM to ensure that the company's operations comply with the established standards.1.2 The committee will conduct Assessment and Analysis to evaluate and analyze the company's expenditures in managing the trust fund business.

Promoting sustainability, the committee will focus on integrating a comprehensive real estate platform for sustainable

growth, with operations aligned with sustainability-related policies.

It seems that there is no text provided for translation. Please share the text you'd like me to translate, and I'll be happy to assist you!

ESG risk managementThe board will consider and approve important policies for managing environmental, social, and governance (ESG) risks to be implemented by the relevant departments.

Management of emerging risksThe committee will consider and approve the emerging risk management policy for the relevant departments to implement.

The committee will consider and approve the emerging risk management policy for the relevant departments to implement. The committee will monitor and oversee compliance with the aforementioned policy to ensure operations align with the policy, regulations, requirements, or practices related to risk and sustainability.

Oversight of policy compliance: The committee will monitor and oversee compliance with the aforementioned policies to ensure operations are conducted in accordance with policies, regulations, requirements, or practices related to risk and sustainability.

Performance reporting the performance report on risk and sustainability will be submitted at least once a year to monitor and oversee the implementation of policies.

The appointment and performance evaluation: The committee will consider and approve the appointment and performance evaluation of executives involved in risk management and sustainability.

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The annual review and update of the Risk and Sustainability Committee charter.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The company and REIT are considering sustainability for unit holders and other stakeholders. Currently, sustainability encompasses key factors that must be prioritized in risk management, including environmental, social, and organizational aspects as well as good governance (Environment, Social, and Governance). The ESG principles are elements that trust managers focus on and incorporate into their practices, even developing policies to enhance sustainability in REIT management and to advance sustainability initiatives.

Reference link for sustainability policy : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/ally-sd-report-2024-th.pdf>

Page number of the reference link : 2

Sustainability management goals

Does the company set sustainability management goals : Yes

The company and REIT have undertaken actions in the dimension of sustainability by adhering to sustainability indicators (ESG Metrics) in the property and construction industry sector, specifically in the property funds and real estate investment trusts (PF & REIT) category of the Stock Exchange of Thailand. Their reporting is in accordance with GRI Standards and the Sustainable Development Goals (SDGs).

United Nations SDGs that align with the organization's sustainability management goals : Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 11 Sustainable Cities and Communities, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

Climate change risk assessment

Disclosed under the subheading "Climate Risk and Financial Impact" and environmental policies, goals, plans, and measures to mitigate climate change risks, a policy has been issued to set targets, plans, and measures to mitigate climate change risks, supporting the implementation of Climate Action plans

Information on impacts on stakeholder management in business value chain

Business value chain

The company and the trust have established a framework for managing stakeholders of the ALLY REIT business with the following steps.

1. Identify stakeholders.

2. Stakeholder impact assessment

3. Categorize its stakeholders.

4. Prioritizing stakeholders.

5. Design guidelines and channels for engagement.

The ALLY REIT Trust can categorize its stakeholders into 10 groups, namely tenants, partners, creditors, unit holders, trustees, property managers, trust managers, communities, regulatory agencies, and government agencies.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Creditor • Suppliers • Tenants • Shareholders • Society • Government agencies and Regulators • Others <ul style="list-style-type: none"> • Property Manager • Trustee 	Manage REIT unit holders' returns while adhering to sustainability guidelines in a fair way towards other stakeholders.	Treat stakeholders equally according to commercial terms and conditions, have a transparent and fair procurement process, comply with relevant laws and regulations, disclose operational information transparently, share knowledge, and support the development of collaborative work processes.	<ul style="list-style-type: none"> • External Meeting • Annual General Meeting (AGM) • Complaint Reception • Training / Seminar • Others <ul style="list-style-type: none"> • Contact through the REIT manager and/or project property manager.

Diagram of the stakeholder analysis in the business value chain

กรอบการบริหารจัดการผู้มีส่วนได้เสียตามห่วงโซ่คุณค่า (Stakeholder management framework of value chain)

ผู้มีส่วนได้เสีย	ความคาดหวัง	แนวปฏิบัติ	ช่องทางการมีส่วนร่วม
(1).ผู้เช่า	การปฏิบัติตามการคำที่เป็นธรรม และการตอบสนองต่อข้อร้องเรียนอย่างมีประสิทธิภาพ	ปฏิบัติตามข้อกำหนดและเงื่อนไขทางการค้า รวมถึงการบริหารที่มีประสิทธิภาพ	<ul style="list-style-type: none"> การประชุมออนไลน์ / อีเมล / โทรศัพท์ ติดต่อผ่านทางผู้บริหารอสังหาริมทรัพย์ประจำโครงการ
(2).คู่ค้า	การปฏิบัติตามการคำที่เป็นธรรม และความร่วมมือนในการพัฒนาธุรกิจ เพื่อสร้างการเติบโตร่วมกัน	ปฏิบัติตามคู่ค้าอย่างเท่าเทียมตามข้อกำหนดและเงื่อนไขทางการค้า, มีกระบวนการจัดซื้อจัดจ้างที่โปร่งใสและเป็นธรรม และแบ่งปันความรู้ และสนับสนุนให้เกิดการพัฒนากระบวนการทำงานร่วมกัน	<ul style="list-style-type: none"> การประชุมออนไลน์ / อีเมล / โทรศัพท์ ติดต่อผ่านทางผู้จัดการกองทรัสต์ หรือผู้บริหารอสังหาริมทรัพย์ ประจำโครงการ
(3).เจ้าหนี้	การชำระหนี้ตรงต่อเวลาและปฏิบัติตามข้อกำหนดเกี่ยวกับสิทธิและหน้าที่ รวมถึงสัญญาที่เกี่ยวข้อง	จ่ายชำระหนี้ตามระยะเวลา และเงื่อนไขที่กำหนดรวมถึงรับผิดชอบในการรักษาอัตราส่วนทางการเงินที่สำคัญ ใ้ไม่เกินข้อกำหนดและปฏิบัติตามเงื่อนไขต่าง ๆ ในสัญญาที่เกี่ยวข้องการออกหุ้นกู้ และเงินกู้ยืมจากสถาบันการเงิน	<ul style="list-style-type: none"> การประชุมออนไลน์ / อีเมล / โทรศัพท์ ติดต่อผ่านทางผู้จัดการกองทรัสต์
(4).ผู้ถือหุ้นรายย่อย	ผลการดำเนินงาน อย่างมั่นคงและมี การกำกับดูแลของกองทรัสต์ที่ดีโดยมีผลตอบแทนที่เติบโตอย่างยั่งยืน	ลงทุนในทรัพย์สินที่มีคุณภาพ บริหารจัดการกองทรัสต์ เพื่อให้เกิดการเติบโตทางธุรกิจ อย่างมั่นคงและสร้างผลประโยชน์ตอบแทนอย่างยั่งยืน และดำเนินธุรกิจตามหลักธรรมาภิบาล ควบคู่กับการบริหารจัดการความเสี่ยงของกองทรัสต์ อย่างเหมาะสม	<ul style="list-style-type: none"> การประชุมผู้ถือหุ้นรายย่อย กิจกรรม Opportunity day จัดโดย ตลาดหลักทรัพย์แห่งประเทศไทย ติดต่อผ่านทางผู้จัดการกองทรัสต์ ฝ่ายนักลงทุนสัมพันธ์ <p>อีเมล : ir.allyreit@allyglobal.com เว็บไซต์ : www.allyreit.com</p>
(5).ทรัสต์	การบริหารจัดการกองทรัสต์ที่ดี ดำเนินการโดยผู้จัดการกองทรัสต์ เป็นไปตามสัญญาก่อตั้งทรัสต์ และกฎหมายที่เกี่ยวข้อง รวมถึงไม่ให้เกิดความเสียหายอย่างร้ายแรงต่อประโยชน์ของกองทรัสต์ หรือผู้ถือหุ้นรายย่อย	บริหารจัดการกองทรัสต์ตามข้อกำหนดในสัญญา ก่อตั้งทรัสต์ และกฎหมายที่เกี่ยวข้อง ควบคู่กับดำเนินธุรกิจตามหลักธรรมาภิบาลและการบริหารจัดการความเสี่ยงอย่างต่อเนื่อง	<ul style="list-style-type: none"> การประชุมออนไลน์ / อีเมล / โทรศัพท์ ติดต่อผ่านทางผู้จัดการกองทรัสต์
(6).ผู้จัดการกองทรัสต์	บริหารผลตอบแทนของผู้ถือหุ้นรายย่อยและยึดหลักการด้านความยั่งยืนในการรับผิดชอบต่อผู้มีส่วนได้เสียอื่นๆอย่างเป็นธรรม	บริหารจัดการกองทรัสต์อย่างมีจริยธรรมให้เป็นไปตามสัญญาก่อตั้งทรัสต์ สัญญาแต่งตั้งผู้จัดการกองทรัสต์ และกฎหมายที่เกี่ยวข้อง รวมถึงดำเนินการด้านความยั่งยืนด้วยการคำนึงถึง ESG	<ul style="list-style-type: none"> การประชุมออนไลน์ / อีเมล / โทรศัพท์ ติดต่อผ่านทางผู้จัดการกองทรัสต์ ช่องทางทางแจ้งเบาะแสการกระทำผิด <p>เว็บไซต์ : https://www.allyreit.com/th/about/corporate-governance/whistleblowing-form</p>
(7).ผู้บริหารอสังหาริมทรัพย์	การปฏิบัติตามการคำที่เป็นธรรม และความร่วมมือนในการพัฒนาธุรกิจ เพื่อสร้างการเติบโตร่วมกัน	ปฏิบัติตามข้อกำหนดในสัญญาแต่งตั้งผู้บริหารอสังหาริมทรัพย์ และเงื่อนไขทางการค้า, ดำเนินงานอย่างมีจริยธรรมและสนับสนุนให้เกิดการพัฒนากระบวนการทำงานร่วมกัน	ติดต่อผ่านทางผู้จัดการกองทรัสต์ อีเมล : pom-group@allyglobal.com เว็บไซต์ : www.allyreit.com
(8).ชุมชนและลูกค้า	ความสัมพันธ์ที่ดีต่อชุมชน, การปฏิบัติตามกฎหมายด้านสังคม และสิ่งแวดล้อมและการสร้างเครือข่ายความร่วมมือเพื่อร่วมกันพัฒนาชุมชน สังคมและลูกค้า (Shopper)	มีส่วนร่วมในชุมชนผ่านการสร้างสรรคกิจกรรมเพื่อสังคมและปฏิบัติตามกฎหมายที่เกี่ยวข้องเพื่อไม่ให้มีผลกระทบต่อชุมชนและลูกค้า (Shopper)	<ul style="list-style-type: none"> การจัดกิจกรรมร่วมกับชุมชน ติดต่อผ่านทางผู้จัดการกองทรัสต์ หรือผู้บริหารอสังหาริมทรัพย์ ประจำโครงการ <p>เว็บไซต์ : www.allyreit.com</p>
(9).หน่วยงานกำกับดูแล	การปฏิบัติตามกฎหมายและระเบียบที่เกี่ยวข้องและการเปิดเผยข้อมูลการดำเนินงานอย่างโปร่งใส	มีส่วนร่วมในการให้ความเห็นของภาคอุตสาหกรรม และกิจกรรมเพื่อสังคมร่วมกับหน่วยงานกำกับดูแลเช่น สำนักงาน ก.ล.ด. และ ตลาดหลักทรัพย์แห่งประเทศไทย เป็นต้นรวมถึงการปฏิบัติตามกฎหมายและระเบียบที่เกี่ยวข้องกับการกำกับดูแลกิจการที่ดี	<ul style="list-style-type: none"> การร่วมสนับสนุนโครงการที่จัดขึ้นโดยหน่วยงานกำกับดูแล อีเมล / โทรศัพท์ ติดต่อผ่านทางผู้จัดการกองทรัสต์ <p>อีเมล : rmc.allyreit@allyglobal.com เว็บไซต์ : www.allyreit.com</p>
(10).หน่วยงานภาครัฐ	การปฏิบัติตามกฎหมายและระเบียบที่เกี่ยวข้อง	มีส่วนร่วมในชุมชน และกิจกรรมเพื่อสังคมร่วมกับหน่วยงานราชการต่าง ๆ และปฏิบัติตามกฎหมายและระเบียบที่เกี่ยวข้อง การกำกับดูแลกิจการที่ดี รวมถึงดำเนินการธุรกิจ คอรัปชั่น	<ul style="list-style-type: none"> การร่วมสนับสนุนโครงการที่จัดขึ้นโดยภาครัฐ อีเมล / โทรศัพท์ ติดต่อผ่านทางผู้จัดการกองทรัสต์ หรือผู้บริหารอสังหาริมทรัพย์ ประจำโครงการ <p>เว็บไซต์ : www.allyreit.com</p>

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Climate Change Risk	<ul style="list-style-type: none"> • Sustainability Risk Management

Information on sustainability report

Corporate sustainability report⁽⁶⁾

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/ally-sd-report-2024-th.pdf>

Page number of the reference link : 2-31

Remark: ⁽⁶⁾The company plans to release an English translation soon.

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards, UN Global Compact

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The company and the ALLY REIT trust support the board of directors' practices in risk management according to the COSO ERM standard principles and integrate sustainability risk issues in environmental, social, and

Governance (ESG RISK) is used in risk management at both the REIT management company level and the trusts under management, as well as in the development of sustainability projects in line with the Sustainable Development Goals (SDGs).

Reference link to risk management policy and plan : <https://www.allyreit.com/storage/content/sustainability/cg/good-corporate-governance/risk-management-sustainability-committee-charter-th.pdf>

Page number of the reference link : 1-3

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 (Environmental Transition Risk)

Related risk factors : Strategic Risk

- Government policy
- Changes in technologies
- Competition risk
- Climate change and disasters

Operational Risk

- Climate change and disasters

Compliance Risk

- Violations of laws and regulations

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations

ESG risk factors : Yes

Risk characteristics

In the REIT industry, the demand from stakeholders for investment in projects that consider ESG sustainability is increasing, the development of technologies related to reducing greenhouse gases in all forms, and the shift in policies and regulations towards stricter ESG measures, such as the Carbon Tax, among others.

Risk-related consequences

Loss of confidence from unit holders and other stakeholders who adhere to ESG principles in investment, trade, or lending, as well as decreased interest in leasing space because tenants are concerned about the overall environmental management of the project they intend to rent. Additionally, there is a higher likelihood of needing to set aside capital expenditure (CAPEX) reserves to support investments in related technologies to enhance project management.

Risk management measures

Bringing projects under the trust to participate in the greenhouse gas reduction activities support program through the

Climate Care Platform of the Stock Exchange of Thailand (SET) and requiring departments that closely monitor new legal changes, such as the legal department, to plan their work in accordance with the law and reduce the risk of fines for legal violations.

Risk 2 Cyber Attack and AI Disruption Risk

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Economic risk

Operational Risk

- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations

ESG risk factors : Yes

Risk characteristics

The use of AI in work processes may lead to changes in the roles and responsibilities of personnel, as well as the improvement of work processes to align with new technologies. Additionally, the use of AI may result in violations of individual rights, such as Collecting personal data without permission, using data for inappropriate purposes, or making unfair decisions through the use of AI.

Risk-related consequences

The use of AI in work processes may lead to changes in the roles and responsibilities of personnel, as well as the improvement of work processes to align with new technologies. This could create uncertainty and operational risks, and the use of AI might result in violations of individual rights, such as collecting personal data without consent, consentUsing data for inappropriate purposes or making unfair decisions through AI, which may cause legal damage and loss of trust from stakeholders.

Risk management measures

Companies and trusts should invest in AI technology carefully, considering the cost-effectiveness and potential impacts, including upgrading systems and infrastructure to support AI usage. There is training and education for personnel on the use of AI technology and the improvement of work processes to align with new technology. There is incident management when changes occur due to the implementation of AI, such as notifying relevant parties, system upgrades, and damage assessment. Policies and measures are established to prevent violations of individual rights from the use of AI, such as the lawful collection of personal data, the appropriate use of data for intended purposes, and the review of AI decision-making to ensure fairness.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Various crises that occur, such as natural disasters, earthquakes, fires, or malicious acts against the organization, such as protests, riots, or even new pandemics, impact the operations of the company managing the real estate investment trust (REIT Manager), which necessitates the development of a preparedness plan.

Crisis situation (BCP) to prepare and respond to various potential crisis situations.

With the objective

- To provide the company with a framework for continuity management
- To prepare to handle crises and reduce the impact of operational disruptions
- To mitigate the damage to an acceptable level
- To build trust among stakeholders

Reference link to business continuity plan (BCP) : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/business-continuity-plan-th.pdf>

Page number of the reference link : 1-3

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines⁽⁷⁾

Company's sustainable supply chain management policy and guidelines : Yes

Link for company's sustainable supply chain management policy and guidelines : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/sustainable-supply-chain-practice-and-guidelines-th.pdf>

Page number of the reference link : 2

Remark: ⁽⁷⁾The company plans to release an English translation soon.

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/supplier-code-of-conduct-th.pdf>

Page number of the reference link : 3-4

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct⁽⁸⁾

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : No

Remark: ⁽⁸⁾The Company requires key partners to acknowledge the anti-corruption practices, which are the Company's main partners and trusts, such as property manager companies, etc.

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)⁽⁹⁾

Company's research and development (R&D) policy	:	Yes
Reference link to company's research and development (R&D) policy	:	https://www.allyreit.com/storage/content/sustainability/csr/corporate-social-responsibility-policy/innovation-in-organization-practice-and-guidelines-th.pdf
Page number of the reference link	:	2

Remark: ⁽⁹⁾The company plans to release an English translation soon.

Additional explanation for research and development (R&D) expenses over the past 3 years

Example Innovation Applications: <https://www.allyskyrewards.com>

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture : No

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from innovation development? : No

Non-financial benefits

Does the company measure the non-financial benefits from innovation development? : No

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