

Annual Human Rights Due Diligence Report 2025

Asset Five Group Public Company Limited

This report provides a comprehensive overview of corporate governance and human resources management. It covers key issues such as compensation policy and structure, human rights compliance according to international standards, employee potential development, and engagement, as well as corporate governance structures and mechanisms aligned with the Corporate Governance Code (CG Code).

This report focuses on reflecting the organization's transparency, accountability, and traceability, while demonstrating the integration of Environmental, Social, and Governance (ESG) aspects into business strategies and operations to create long-term value, strengthen stakeholder confidence, and support sustainable growth.

Executive Compensation Policy

Evaluation Criteria

The Chief Executive Officer (CEO) determines compensation based on KPIs aligned with both short- and long-term organizational goals, taking into account profitability and growth.

Monetary Forms

- ✓ Salary and Annual Bonus
- ✓ Provident Fund Contribution (5%)

Other Benefits

- ✓ Mobile Phone / Company Car & Driver
- ✓ Medical Care / Sick Visit / Funeral Aid
- ✓ Marriage (Equal) / Maternity / Child Education
- ✓ Company Housing/Condo discounts / Parking
- ✓ Long-term Service Awards

Motivation Cycle



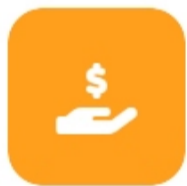
1. Define Organizational Goals

Revenue Targets, Growth, Sustainability (ESG)



2. Evaluate Individual Performance (KPIs)

Transparent measurement, Industry-competitive



3. Reward and Retain Talent

Build engagement and long-term mutual benefits

Executive Compensation Data (2022-2025)



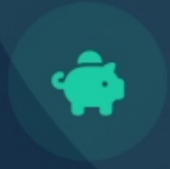
8 Persons

Top Executives (2025)



14,992,800 THB

Total Compensation (2025)



430,640 THB

Provident Fund

Historical Comparison Table (THB)

ITEM	2022	2023	2024	2025
Total Compensation	6,499,528	12,903,077	14,072,182	14,992,800
Provident Fund	222,469	346,453	434,980	430,640

Employee Compensation Statistics

Total Employee Compensation (2025)

41,934,396 THB

Growth from 2024 (34.01 Mil.)

+23.2%

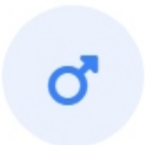
Provident Fund Participation Rate

29.58%

21 Employees (Increased from 17 in 2024)

Total Company Contribution: **757,432 THB**

Gender Pay Equality



51.95%

Male Employee Comp.

21,787,323 THB

Avg: 588,846 THB/person



48.05%

Female Employee Comp.

20,147,073 THB

Avg: 592,560 THB/person

Human Rights Due Diligence (HRDD)

The Company is committed to respecting and protecting human rights, treating all individuals equally, with no discrimination based on gender, age, or religion across the value chain.



1. Identify



2. Assess



3. Prevent



4. Mitigate

 **No complaints were reported.**

Based on the 360-degree HRDD assessment, there were no complaints regarding human rights violations or unfair labor practices in 2025.

Workforce Diversity

Gender Proportion



52.11%

Male (37 Persons)

47.89%

Female (34 Persons)

*The Company supports gender equality and inclusion, including LGBTQ+ individuals.

In-depth Personnel Data

Number of Employees by Gender and Age (Persons)

EMPLOYEE DATA	2023	2024	2025
Male < 30 Years	7	13	13
Male 30 - 50 Years	13	35	24
Male > 50 Years	0	0	0
Female < 30 Years	7	12	10
Female 30 - 50 Years	16	32	24
Female > 50 Years	1	3	0

Workplace Location

100% of employees during 2023-2025 operate in the **Bangkok Metropolitan Region**, with no employees working in other regions or abroad.

Disability Employment

The Company currently has a lower number of employees than the legal threshold requiring disability employment. However, we remain committed to equality and non-discrimination, ensuring equal application opportunities for all groups.

Organizational Structure

In 2025, the Company adjusted its organizational structure to enhance agility, reduce command redundancies, and emphasize rapid decision-making.



Total Employees (Including Executives)

71 Persons

JOB LEVEL	2024	2025	PROPORTION
Top Executives	8	8	11.26%
Middle Management	17	8	11.27%
First-line Management	17	8	11.27%
Operational Staff	70	55	77.46%

Performance Evaluation & Turnover

360-Degree Evaluation

- 1** Achievement
Success against targets (KPIs)
- 2** Competency
Skills, Behavior, Teamwork

Turnover Rate

2024
29.47%
(28 Resignations)

2025
36.62%
(26 Resignations)

Action Plan: HR utilized data from Exit Interviews to adjust the compensation structure to be more competitive and organized more Engagement activities.

Employee Engagement Survey

Employee Participation **100%** Online Assessment (Anonymous)

Overall Score: 75.5% (4.53 / 6)

81.2%

Ethics & Values

Excellent understanding of the Code of Conduct

80.1%

Top Leadership

Confidence in C-Level executives' vision

79.7%

Direct Supervisors

High satisfaction with supervisor support

Employee Engagement Survey

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Overall Score: 75.5% (4.53 / 6)

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Ethics & Values

Excellent understanding of the Code of Conduct

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Top Leadership

Confidence in C-Level executives' vision

79.7%

Direct Supervisors

High satisfaction with supervisor support

Training & Development Statistics

Leap in Potential Development

The Company requires all employees to complete at least 16 training hours per person per year. In 2025, the Company achieved 178% higher than the target, reflecting a commitment to Upskill and Reskill.

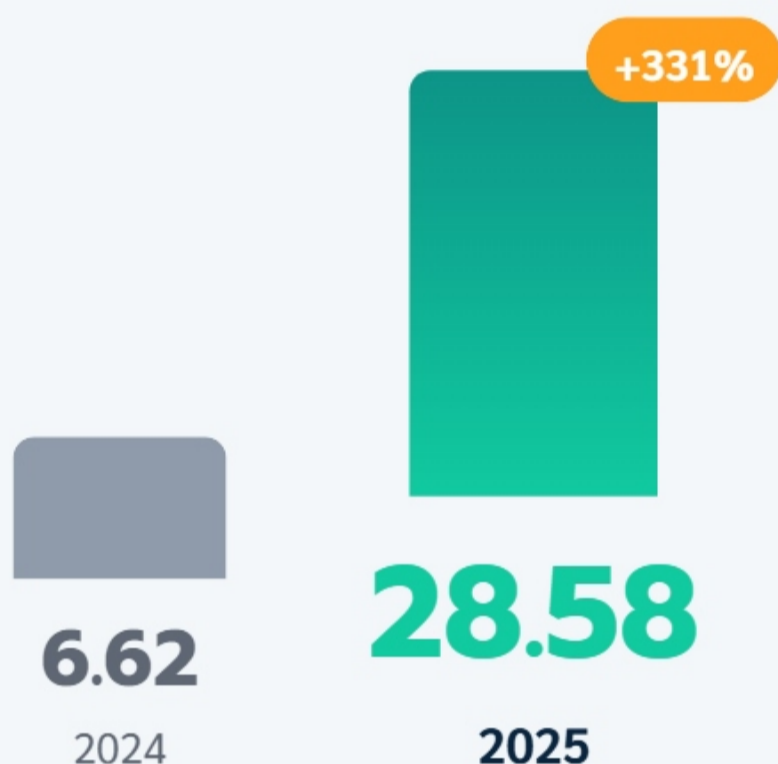
Total Training Budget (2025)

822,712.50 THB

Key Courses:

- ESG & Sustainability Report
- Generative AI & Data Analytics
- Cyber Security Awareness

Average Training Hours (hours/person/year)



EMPLOYEE LEVEL	NO. OF COURSES	TOTAL HOURS
Top Executives	31	279.00
Middle Management	63	521.50
First-line Management	17	265.00
Operational Staff	18	1,050.00

Occupational Health and Safety (OHS)

The Company is committed to creating a safe and healthy working environment at both headquarters and construction sites.



228

Total Safety Training Hours



0

Severe Accidents & Disputes

OHS Officer Training Structure 2025

Executive Level OHS (3 Persons)

36 Hrs.

Supervisor Level OHS (16 Persons)

192 Hrs.

Anti-Corruption & Whistleblowing Policy

The Company declares a "Zero Tolerance" policy against all forms of corruption and provides safe and confidential whistleblowing channels.

Core Policies

- ✓ The Company strictly prohibits all forms of bribery, including offering, soliciting, or accepting bribes.
- ✓ Gifts and entertainment must be transparent.

Whistleblowing Channels

1. Website: www.assetfive.co.th

- <https://www.assetfive.co.th/contact-us/>
- <https://investor.assetfive.co.th/th/corporate-governance/whistleblowing-channel>

2. Mail:

Audit and Risk Management Committee
Asset Five Group Public Company Limited
199 S Oasis Building, 12th Floor, Room 1210, 1211, 1212
Vibhavadi Rangsit Road, Chom Phon, Chatuchak
Bangkok 10900

3. Email: ac@assetfive.co.th

(Directly to the Chairman of the Audit Committee and Secretary)

4. Telephone: 02-026-3512

Protection Measures

- ✓ **Anonymous Reporting:** Highest level of confidentiality.
- ✓ **Non-retaliation:** Guarantees protection against unfair treatment or demotion.

Succession Planning

The Audit and Risk Management Committee oversees and drives the formulation of Succession Planning for directors, top executives, and Key Jobs essential to business operations. This ensures management continuity and mitigates risks from talent shortages. A Succession Planning Policy is in place and advancing toward a systematic Succession Matrix.

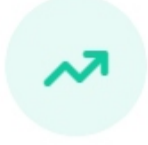
Planning considers corporate strategy, business situations, and short/long-term personnel readiness, categorizing successors as Ready Now / Ready in 1-3 Years / Ready Later. This pairs with Individual Development Plans (IDP) covering knowledge, skills, experience, and leadership. Emergency Succession plans are also prepared.

The Succession Matrix progress is monitored by the Audit and Risk Management Committee and reported significantly to the Board of Directors at least annually, allowing for appropriate advice and effectiveness tracking, in line with the CG Code and the Thai Institute of Directors (IOD) CGR evaluation guidelines.

Successor readiness assessments support personnel development, workforce planning, and Board policy decisions to sustain business continuity and reduce Key Person Risk. Overall summaries are reviewed by the Board annually.

Human Resources Development

The Company prioritizes continuous employee potential development to support business expansion and long-term growth through 4 main approaches:



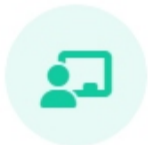
1. High Potential

Create Individual Development Plans (IDP) to enhance potential for career growth. **In 2025, 5 employees were promoted.**



2. Key Person

Prepare experts through coaching, knowledge sharing, project assignments, and internal/external training.



3. Training

Focus on 4 core areas: Leadership Program, Team Building Program, Core Competency Program, and Orientation Program.



4. Scholarship

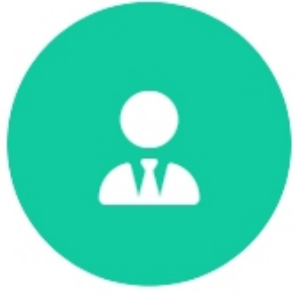
The Company has a policy to consider providing scholarships for bachelor's and master's degrees to all levels of employees.



Key Personnel Information

Core executive structure overseeing accounting standards, internal controls,
and investor relations.

Finance and Accounting



Ms. Nichaorn Trithiprat

Chief Financial Officer (CFO)

Oversees top-level accounting operations, financial liquidity management, and proper tax planning.

Training (16 Courses)

54.00 Hrs.



Ms. Wannisa Ploypet

Accounting Manager

Responsible for preparing financial statements in accordance with Thai Financial Reporting Standards (TFRS).

Training (15 Courses)

71.00 Hrs.

Corporate Governance & Internal Audit



Ms. Sasiprapha Saengchai

Company Secretary

- ✓ Arranges Board of Directors and Annual General Meetings (AGM).
- ✓ Prepares and maintains the annual report (56-1 One Report).

Training (40 Courses)

136.30 Hrs.



Mr. Nakorn Jongmontri

Internal Audit Manager

- ✓ Reports directly to the Audit Committee to ensure independence.
- ✓ Prepares the annual Risk-based Audit Plan.

Training (11 Courses)

102.00 Hrs.

Investor Relations (IR)



The central hub for communicating and publishing corporate information and earnings performance "accurately, transparently, and equally" led by Ms. Sasiprapha Saengchai.



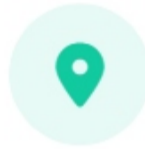
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