- Translation -

Definitions

Company / Organization	refer to	Asset Five Group Public Company Limited.
Subsidiary	refer to	Any company or legal entity in which Asset Five Group Public Company Limited holds, directly or indirectly, more than fifty percent (50%) of the voting rights.
Asset Five Group or the Group	refer to	1. Asset Five Group Public Company Limited; and 2. its subsidiaries.
The Board of Directors	refer to	The directors of Asset Five Group Public Company Limited.
Executives	refer to	The Chief Executive Officer (CEO) and the next four highest-ranking executives following the CEO, including all persons holding equivalent positions to the fourth-ranking executive, as well as executives in accounting or finance functions at the level of department head or higher, or equivalent.
Business Continuity Management (BCM)	refer to	An organization-wide framework for establishing policies, standards, and processes for establishing policies, standards, and organization-wide processes to ensure that, in the event of a disruption to normal operations, critical business functions can continue operating or be restored within an appropriate timeframe.
Business Continuity Plan (BCP)	refer to	A documented plan that sets out the procedures and processes for responding to disruptions and restoring business operations to normal, enabling the Company to continue its critical business functions during and after a business disruption.

Objective

Asset Five Group Public Company Limited (the "Company") and its subsidiaries (collectively, the "Group") recognize that **Business Continuity Management (BCM)** is an essential risk management tool for addressing certain risks that cannot be completely prevented, including accidents, natural disasters, fires, floods, acts of terrorism, disease outbreaks, and cyber threats. Such events are becoming increasingly frequent and may have a significant impact on the Group's business operations.

Accordingly, the Group has established this Business Continuity Management (BCM) Policy to ensure a common understanding among personnel responsible for restoring operations to normal conditions and to provide clear guidance for responding to business disruptions. The Policy is intended to ensure that employees of the Company and its subsidiaries can perform their responsibilities effectively during a business disruption, enabling critical business functions to continue or be restored within an appropriate timeframe.

Part 1 Business Continuity Management Policy

1.1 Scope of the Business Continuity Management Policy

This Business Continuity Management (BCM) Policy of Asset Five Group Public Company Limited (the "Company") and its subsidiaries applies to crisis and emergency situations or emergency incidents affecting the offices and project sites under the responsibility of the Company and its subsidiaries, including, but not limited to, floods, fires, public demonstrations or civil unrest, and disease outbreaks. The Policy considers the potential impacts on the critical resources required for business operations, which are categorized into the following four areas:

1) **Impact on Buildings or Primary Work Premises:** Events that result in damage to, or render the primary workplace unusable, thereby preventing employees from accessing the premises either temporarily or permanently.

2) **Impact on Critical Equipment, Materials, or Their Procurement and Supply:** Events that prevent the use, procurement, or delivery of critical equipment or materials, resulting in the inability to carry out normal business operations.

3) **Impact on Critical Information Technology Systems and Information:** Events that render information technology systems, information systems, or critical information unavailable for normal operations due to physical or environmental damage to equipment, network failures, or cyber threats.

4) **Impact on Key Personnel:** Events that prevent key personnel from performing their duties under normal circumstances or that threaten human life, including explosions, building collapses, bomb or chemical attacks, and disease outbreaks, which may result in the loss or unavailability of some or all personnel.

1.2 Business Continuity Management Structure

To ensure that this Business Continuity Management Policy is implemented effectively and achieves its intended objectives, the roles, duties, and responsibilities are defined as follows:

Responsible Party	Responsibilities
1. Board of Directors	1. Establish the Group's Business Continuity Management (BCM) strategy and policy and ensure that adequate resources are allocated to support their effective implementation. 2. Review and approve the Business Continuity Management (BCM) Policy and the Business Continuity Plan (BCP). 3. Oversee business continuity risks and controls as part of the Group's enterprise risk management framework and monitor compliance with the Business Continuity Plan (BCP). 4. Delegate authority and assign responsibilities to relevant functions to ensure the effective implementation of the Business Continuity Management (BCM) Policy across the Company and its subsidiaries.
2. Executive Committee	1. Establish the strategy and implementation framework for Business Continuity Management (BCM) in alignment with the Group's corporate strategy and policies, and oversee the assessment, monitoring, and management of business continuity risks at an appropriate level. 2. Report significant business continuity risks and related matters to the Board of Directors, as appropriate.

Responsible Party	Responsibilities
2. Executive Committee (Cont.)	3. Serve as the advisory body for business continuity risk assessments and the determination of the scope of the Business Continuity Management (BCM) framework. 4. Monitor the management of business continuity risks. 5. Perform duties and exercise authority as delegated by the Board of Directors. 6. Report on the progress and outcomes of delegated responsibilities, together with other relevant business continuity matters, to the Board of Directors. 7. The Executive Committee may appoint a risk management team or other appropriate working groups to assess, analyze, and report business continuity risks, and to provide recommendations for the Executive Committee's consideration before submitting proposals to the Board of Directors regarding appropriate Business Continuity Management policies.
3. Executives	1. Ensure the implementation of the approved Business Continuity Management (BCM) Policy and allocate adequate resources to achieve the business continuity objectives of the Company and its subsidiaries. 2. Ensure that the Business Continuity Plan (BCP) of the Company and its subsidiaries is established and maintained. 3. Ensure the effective implementation of the Business Continuity Plan (BCP). 4. Participate in assessing critical business disruptions, evaluating potential impacts arising from such incidents, and determining appropriate recovery periods and recovery priorities to enable business operations to resume within an acceptable timeframe. 5. Authorize emergency expenditures or approve budgets, where appropriate, within delegated authority. 6. Monitor BCP testing and exercises, evaluate the results, and report the outcomes to the Executive Committee.

Responsible Party	Responsibilities
3. Executives (Cont.)	7. Review and update the Business Continuity Plan (BCP) whenever significant changes occur and ensure that the revised plan is communicated to all relevant employees. 8. Review and announce the activation of the Business Continuity Plan (BCP) for the Company and its subsidiaries, including activating the Call Tree or other designated emergency communication channels to notify relevant personnel to respond promptly. 9. Assess and monitor crises, conduct preliminary impact assessments, and regularly report on the situation to the Board of Directors and the Executive Committee. 10. Determine appropriate recovery measures and implementation approaches for responding to business disruptions.
4. Department Heads / Department Managers	1. Prepare, review, and test the Business Continuity Plan (BCP) of their respective departments to ensure readiness for business disruptions, clearly defining recovery procedures, recovery priorities, and recovery time objectives for critical business functions. 2. Communicate the BCP to relevant personnel and provide appropriate training to ensure effective implementation. 3. Assess, monitor, and manage business continuity risks and their potential impact within their respective departments. 4. Report on the results of BCP testing and the implementation status of the Business Continuity Plan (BCP) to the Executives and the Executive Committee.

Responsible Party	Responsibilities
5. Employees	1. Participate in business impact assessments and the preparation of the Business Continuity Plan (BCP), where assigned. 2. Support the implementation of the Business Continuity Plan (BCP) and ensure that employees understand and can perform their assigned responsibilities during a business disruption. 3. Participate in BCP reviews, testing, and exercises, including simulations or actual incidents, at least once a year or whenever significant changes occur, to ensure that the Business Continuity Plan remains effective, appropriate, and practical

Part 2 Business Continuity Plan Development

The Company and its subsidiaries have established guidelines for Business Continuity Management (BCM) and the development of a Business Continuity Plan (BCP) that are appropriate to the nature of the Group's business operations. The objective is to ensure that critical business functions can continue operating or be restored within an appropriate timeframe following a disruption. In developing the BCP, consideration is given to the critical resources required to support business operations, as outlined below.

2.1 Analysis and Assessment of Major Operational Disruptions

2.1.1 Risk Assessment

1) Assess risks by identifying emergency events that may disrupt critical business functions, considering their potential short-, medium-, and long-term impacts on the Company and its subsidiaries, as well as the likelihood of occurrence. Risk assessments shall be conducted at least annually or whenever significant internal or external changes may affect the Group's operations.

2) Analyze existing risk controls and enhance the processes and resources necessary to mitigate risks that may cause business disruptions, including the establishment of appropriate monitoring and control mechanisms.

2.2 Establishment of Recovery Objectives

2.2.1 Recovery Time Objectives: RTO

The Company and its subsidiaries shall establish Recovery Time Objectives (RTOs) for each critical business function, prioritize critical business activities, and define recovery timeframes within the Business Continuity Plan (BCP). All Recovery Time Objectives shall be subject to the approval of the Board of Directors.

In addition, each Business Unit shall establish Recovery Point Objectives (RPOs), specifying the maximum tolerable amount of data loss that may occur during a disruption. Recovery Point Objectives shall be approved by the Chief Executive Officer (or the highest executive) of the Company and its subsidiaries.

2.2.2 Recovery Strategy

The results of the Business Impact Analysis (BIA) shall be used to determine appropriate recovery strategies to achieve the established recovery objectives. Adequate resources and budgets shall be allocated to relevant functions to support the implementation of such strategies.

The Company and its subsidiaries may also consider obtaining insurance coverage to mitigate losses arising from business disruptions. However, insurance shall not be regarded as a substitute for Business Continuity Management, as its primary purpose is not to restore business operations.

2.3 Business Continuity Plan: BCP

The Business Continuity Plan (BCP) shall establish procedures for responding to and recovering from business disruptions to restore normal operations. The Plan may include the repair or reconstruction of damaged systems, buildings, facilities, or utilities necessary to resume normal business activities. All relevant departments of the Company and its subsidiaries shall participate in the preparation of the Business Continuity Plan. At least one copy of each BCP shall be maintained by the responsible function and at least one additional copy shall be maintained at an alternate secure location.

The Business Continuity Plan shall cover all critical business functions and key service providers and shall be kept up to date to ensure its effectiveness when activated. At a minimum, the Plan shall include the following:

1) Detailed procedures for responding to and recovering from business disruptions to ensure that critical business functions can be resumed within the established recovery timeframe.

2) Resources required for business recovery, including Minimum Operating Requirements (MOR), covering minimum personnel requirements, equipment, tools, facilities, information technology systems, and other essential operational resources for each critical product or business function.

3) Communication plans for internal and external stakeholders.

4) Plans for establishing Alternate Sites, where appropriate. Alternate Sites should be sufficiently distant from the primary workplace to avoid being affected by the same incident and should not rely on the same utility infrastructure. Such sites should always remain operational and be capable of supporting long-term recovery.

5) Disaster Recovery Plan (DRP) Development: The Company and its subsidiaries shall establish an Information Technology Disaster Recovery Plan (DRP) to ensure that critical IT systems can be recovered and continue supporting business operations. The Disaster Recovery Plan shall be aligned with the Business Impact Analysis and the overall business recovery strategy. Responsibility for the development and maintenance of the Disaster Recovery Plan rests with the Information Technology Department.

2.4 Communications and Training

2.4.1 Communication plans shall be established for both internal and external stakeholders to ensure timely notification of incidents and to minimize unnecessary public concern.

2.4.2 A communication framework, including a Call Tree, shall be maintained to identify responsible persons, communication authorities, communication procedures, communication channels, levels of information disclosure, and up-to-date contact details of employees and relevant external parties.

2.4.3 Regular training, awareness programs, and communication activities relating to the Business Continuity Plan (BCP) shall be conducted for employees and all personnel involved in business continuity activities. Training programs should cover all critical business functions and the organization as a whole to ensure that employees clearly understand their roles and responsibilities during a business disruption.

2.4.4 Procedures shall be established for communicating with customers during business disruptions to provide assurance that the Company and its subsidiaries are able to continue providing services.

2.5 Testing and Review

2.5.1 A formal testing program for the Business Continuity Plan (BCP) shall be established to reflect current operating conditions and remain aligned with the Group's policies and strategies. Personnel at all relevant levels shall participate in BCP testing.

2.5.2 Critical business functions shall be tested at least once a year, or whenever significant changes occur that may affect business continuity risks, to ensure that the Company and its subsidiaries can implement the Business Continuity Plan effectively and achieve the intended recovery objectives.

2.5.3 Testing results shall be documented and compared against established objectives through a Gap Analysis. Post-test evaluations shall be conducted to identify improvement opportunities, and the testing results shall be reported to the Executive Committee.

Part 3 Business Continuity Plan Implementation Guidelines

The Company and its subsidiaries have established Business Continuity Plan (BCP) implementation guidelines to ensure the availability and effective management of critical resources during crises. These guidelines include the following:

Critical Resources	Business Continuity Plan (BCP) Implementation Guidelines
Buildings or Primary Work Premises	● Establish alternate work locations for operations affected by an incident, taking into consideration the suitability and readiness of such locations.
Critical Equipment, Materials, or Supply of Critical Materials	● Provide temporary computers or workstations with specifications suitable for operational requirements, together with internet connectivity. ● Provide portable computers (Laptop or Notebook Computers) for personnel whose desktop computers cannot be restored immediately.
Information Technology and Critical Information	● Ensure that the Information Technology Department maintains backup systems and performs regular data backups to enable the continuous availability and recovery of critical information.

Critical Resources	Business Continuity Plan (BCP) Implementation Guidelines
Key Personnel	• Designate alternate personnel within the same department or work unit to perform critical duties when required. • Arrange for external personnel where internal resources are insufficient or unavailable.

Part 4 Reporting

4.1 In the event of a disruption affecting a critical business function, any employee who becomes aware of the incident shall promptly notify the relevant personnel in accordance with the Business Continuity Management (BCM) communication structure and the established Call Tree. Once all notifications have been acknowledged in accordance with the Call Tree, the Executives of the Company and its subsidiaries shall acknowledge the emergency and declare the activation of the Business Continuity Plan (BCP). The Human Resources Manager shall coordinate communications with all Department Managers regarding the emergency and the activation of the Business Continuity Plan.

4.2 The Executives of the Company and its subsidiaries shall report the incident to the Board of Directors, together with relevant details, including the affected department, the date and time of the incident, the nature of the incident, actions taken, the actual or estimated recovery period, areas temporarily closed for operations, and the number of employees who are ill or absent. Once the affected critical business functions have been fully restored to normal operations, the Executives shall report the recovery status to the Board of Directors.

4.3 The Company and its subsidiaries shall coordinate with relevant external authorities during significant incidents, including the local district office where the Company's offices are located, nearby hospitals, and the Department of Disease Control, Ministry of Public Health, as appropriate, to monitor the situation relating to serious infectious disease outbreaks.

4.4 The Company and its subsidiaries shall maintain records and supporting documentation relating to Business Continuity Plan (BCP) testing. Such records shall be made available for review by Internal Audit, external auditors, and other relevant authorities upon request.

Policy Review

The Company shall review the Business Continuity Management (BCM) Policy of the Company and its subsidiaries at least annually or whenever significant changes in risk factors may materially affect the Group's business operations.

This Business Continuity Management (BCM) Policy was reviewed and approved by the Board of Directors at Meeting No. 5/2025, held on 12 November 2025, and shall become effective on 12 November 2025.

Announced on 12 November 2025

-Manop Bongsadadt-

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(Associate Professor Manop Pongsadadt)

Chairman of the Board of Directors

Asset Five Group Public Company Limited