

- 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.
Employee	refers to	Employees of the Company and its subsidiaries, including probationary employees, permanent employees, and fixed-term employees.

วัตถุประสงค์

Asset Five Group Public Company Limited (the “Company”) recognizes that human resources are a fundamental foundation of business operations and that human resource development is therefore essential and represents a continuous long-term investment. Accordingly, the Company and its subsidiaries aim to develop employees’ skills, knowledge, and capabilities, foster positive working relationships, and promote teamwork, enabling employees to apply their knowledge effectively in the performance of their duties, particularly in product development and the delivery of quality services and products that exceed customer expectations. This will strengthen the Company and its subsidiaries and support sustainable business growth.

Guidelines

The Company and its subsidiaries have established employee development programs covering employees at all levels, as follows:

1. High Potential Development

The Company and its subsidiaries recognize the importance of developing and preparing personnel to support business expansion. Accordingly, guidelines have been established for High Potential Development, together with appropriate Individual Development Plans (IDPs). Selected employees are provided with opportunities to learn and further develop their potential.

2. Key Person Development

The Company and its subsidiaries are committed to developing and preparing employees who are key personnel within their respective functions. Employees are selected based on appropriate qualifications, knowledge and expertise in their areas of responsibility, personality, commitment and dedication to their work, as well as a positive attitude toward work. Development is provided through various learning approaches, such as coaching, knowledge sharing, project assignments, and internal and external training.

3. Training

To support the continuous growth of the Company and its subsidiaries, employee development, as an important organizational resource, is regarded as one of the Company’s key policies. This process is designed to enhance employees’ skills, knowledge, and capabilities to achieve maximum effectiveness. Employee development

focuses on four areas: leadership readiness (Leadership Program), general workplace knowledge and skills (Soft Skills), specialized knowledge and competencies (Core Competency Program), and new employee training (Orientation Program). A key element of employee training and development is the monitoring and evaluation of the knowledge acquired, including the transfer of such knowledge to relevant persons, to ensure that employees apply what they have learned to maximize its benefits in their work and continuously improve work efficiency.

Policy Review

The Company shall review the **Employee Development Policy** of the Company and its subsidiaries at least once annually, or whenever there are significant changes in risk factors that may materially affect the businesses of the Company and its subsidiaries.

This **Employee Development Policy** was considered and reviewed at the Board of Directors Meeting No. 5/2025, held on **12 November 2025**, and shall become effective from **12 November 2025** onwards.

Announced on 12 November 2025

-Manop Bongsadadt-

.....

(Associate Professor Manop Bongsadadt)

Chairman of the Board of Directors