

- 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	refer to	Any employee of the Company and its subsidiaries, including probationary employees, permanent employees, and employees engaged under fixed-term employment contracts.

Asset Five Group Public Company Limited and its subsidiaries (the “Group”) recognize and place importance on respecting human rights based on the principles of equality and equal treatment. Accordingly, the Group has established policies and practices concerning the fundamental rights to which employees are entitled, including other rights and support that the Company should provide, as well as remuneration aligned with the Company’s performance in both the short and long term, as appropriate and fair. In addition, the Company promotes and instills awareness among all employees to strictly comply with rules, regulations, applicable standards, and laws relating to anti-corruption.

Practices

1. The Company provides appropriate and fair remuneration and welfare benefits based on each employee’s capabilities, responsibilities, and performance, and ensures that remuneration is paid within the prescribed timeframe. In addition, the Company provides special remuneration based on the Company’s performance in both the short and long term, such as annual performance evaluations and the development of job-related knowledge and capabilities in accordance with the Company’s three-year and five-year strategic plans, as applicable.

2. The Company provides employees with the fundamental rights to which they are entitled under the Company’s rules and regulations and applicable laws. The Company treats employees with respect for their individual rights and dignity, does not violate human rights, and does not discriminate based on gender, age, race, religion, social status, or illness.

3. The Company provides a good working environment, including designated relaxation areas and activity spaces, as well as safety systems and equipment in accordance with applicable requirements and laws, in order to prevent occupational hazards and promote workplace safety.

4. The Company promotes and supports regular and comprehensive training for employees, both internally and externally, to enable them to acquire new techniques, develop professional expertise, and enhance their capabilities and work efficiency. The Company also provides opportunities for employees to develop various work-related skills to support their career growth in areas suited to their individual capabilities.

5. The Company encourages employees to apply their capabilities in research and development to invent and develop tools, equipment, and new innovations that are modern, comply with international standards, and can be practically implemented.

6. The Company carries out employee appointments, transfers, rewards, and disciplinary actions fairly and equitably, based on the knowledge, capabilities, suitability, and conduct of each employee.

7. The Company promotes employees' understanding of business ethics and their respective roles and responsibilities in order to encourage conduct in accordance with the Company's ethical standards throughout the organization.

8. The Company encourages employees to participate in determining work directions and resolving issues concerning their respective functions together with the Company. All employees are required to perform their duties and responsibilities to the best of their abilities with honesty, integrity, morality, ethics, and professional conduct. Employees shall not avoid their responsibilities or assign their duties to other employees, except where necessary or where such assignment facilitates the timely performance of work requiring specific expertise.

9. The Company provides opportunities for employees at all levels to submit grievances or suggestions arising from their work through various channels, including e-mail, postal mail, the Human Resources Department, and the Company's questionnaires. The identity and information of employees submitting grievances shall be kept confidential, and the Company shall give due consideration to all suggestions that may be beneficial to the organization.

In Case of Questions

If any director, executive, or employee has any questions or concerns regarding this Policy or is uncertain whether any material inside information has already been disclosed or whether securities may be traded under any circumstances, he or she shall consult the Company Secretary.

Policy Review and Revision

To achieve the objectives of this Policy and ensure effective implementation, the Company shall review the Respect for Human Rights and Fair Labour Practice Policy at least once a year or whenever there is a significant change.

This Respect for Human Rights and Fair Labour Practice Policy was considered and reviewed at the Board of Directors' Meeting No. 5/2025 held on 12 November 2025 and shall be effective from 12 November 2025 onwards.

Announced on 12 November 2025

-Manop Bongsadadt-

.....

(Associate Professor Manop Pongsadadt)

Chairman of the Board of Directors