

- 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 and human dignity. The Group promotes and encourages employees to conduct themselves in accordance with ethical and moral principles, uphold professional ethics, and serve as good role models for others. Employees are also expected to treat their colleagues with courtesy and respect, communicate politely, demonstrate kindness and good interpersonal relations, and provide mutual support and assistance. Employees are encouraged to work together to contribute to the development and advancement of the Company for the collective benefit of the organization.

Practices

1. Employees shall perform their duties with commitment and dedication, and with honesty, integrity, transparency, and trustworthiness.
2. Employees shall conduct themselves in accordance with ethical principles and professional standards in the performance of their duties, while taking into consideration the safety of themselves and their colleagues.
3. Employees shall respect the rights and duties of their colleagues, subordinates, and supervisors.
4. Employees shall maintain discipline and comply with the Company’s rules and regulations, as well as generally accepted good practices and customs, whether such requirements are prescribed in writing.
5. Supervisors shall conduct themselves in a manner worthy of respect and shall serve as good role models for employees. Employees shall refrain from any conduct that demonstrates disrespect toward their supervisors.
6. Employees shall jointly foster and maintain an atmosphere of harmony and unity among employees and shall avoid any conduct that may adversely affect the reputation or image of the Company or may subsequently cause problems for the Company.
7. Employees shall refrain from disclosing or criticizing information or matters concerning other employees, whether related to their work or personal matters, in any manner that may cause damage to such employees or to the overall image of the Company.

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 Employees' Conduct and Treatment of Other Employees Policy at least once a year or whenever there is a significant change.

This Employees' Conduct and Treatment of Other Employees 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

Asset Five Group Public Company Limited