

- 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 providing **fair and competitive remuneration**, as well as promoting career stability and providing employees with fair opportunities for career advancement. The Company also provides various employee welfare benefits as required by law, such as medical benefits, together with other forms of financial assistance and allowances, including travel expenses, fuel expenses, telephone expenses, financial assistance in the event of the death of an employee or an employee's family member, and gift baskets for employees in the event of illness. In addition, the Company promotes exercise and recreational activities to foster unity and teamwork among employees.

Practices

1. Employee remuneration shall be appropriate to the Company's business expansion and growth, taking into consideration the Company's ability to provide such remuneration, including considerations based on annual performance evaluations and performance assessments against the Company's three-year or five-year strategic plans, as applicable.

2. Monetary remuneration provided to employees includes salaries, other monetary payments, bonuses, and provident fund benefits.

3. The Company has established a Provident Fund (the “Fund”) for employees who have completed one year of service. Employees may contribute to the Fund at the rate of 5% of their salary from the date they become members of the Fund, while the Company shall make contributions to the Fund at the rate of 5% of the employee's salary, subject to the applicable conditions relating to length of service. Employees may select an investment plan appropriate to their individual preferences.

4. The Company has established a Welfare Committee to provide employees with a channel through which they may submit proposals and recommendations concerning employee welfare.

5. The Company provides employees with welfare benefits as required by applicable laws.

6. The Company also provides additional welfare benefits, including uniforms and personal protective equipment (PPE), group life and accident insurance, annual health check-ups, per diem allowances, accommodation expenses, travel expenses, and other forms of assistance, such as funeral assistance in the event of the death of an employee or an employee's father, mother, child, or lawful spouse, as well as financial assistance in the event of an employee's marriage or ordination.

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, he or she shall consult the Human Resources Manager.

Policy Review and Revision

To achieve the objectives of this Policy and ensure effective implementation, the Company shall review the **Employee Remuneration and Welfare Policy** at least once a year or whenever there is a significant change.

This **Employee Remuneration and Welfare 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