

- 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.

The Group is committed to conducting its business with respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), embracing the principles of Protect, Respect and Remedy, together with adherence to the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Core Labour Standards, as well as applicable Thai labour laws and other relevant laws and regulations. The Company upholds the principles of equality, equity, human dignity, and non-discrimination in all forms. It is committed to preventing and mitigating adverse human rights impacts, and to providing appropriate, transparent, and fair remediation to individuals who may be affected by its business operations, to create shared value and promote sustainable growth throughout the value chain.

Guidelines

1. Treat all employees fairly and without discrimination on the grounds of place of origin, race, nationality, skin colour, gender, age, language, religion, culture, disability, or political opinion.
2. Comply with applicable labour laws and relevant regulations fairly, covering remuneration, working hours, leave entitlements, employee benefits, occupational health, and workplace safety.
3. Prohibit all forms of human rights abuse, harassment, and violence, whether verbal, physical, or sexual.
4. Prohibit the use of forced labour and child labour involving persons under the age of 18 throughout the Company's operations and value chain.
5. Promote employee participation and freedom of association, including through employee committees, welfare committees, or labour unions, in accordance with applicable laws.
6. Provide appropriate, transparent, and fair compensation and employee benefits based on employees' competencies and performance.
7. Maintain a safe, healthy, and supportive working environment that promotes employees' well-being and quality of life.
8. Encourage employee learning, development, and training to enhance capabilities and support career advancement.
9. Treat customers fairly by respecting their rights, protecting personal data, and honoring commitments made to them.

10. Treat business partners and stakeholders fairly and transparently by supporting fair competition and encouraging suppliers to respect internationally recognized human rights principles.

11. Respect the rights of communities, listen to their views, and support meaningful community participation in development processes.

Human Rights Due Diligence (HRDD)

To ensure that the Group's business operations are conducted in accordance with internationally recognized human rights standards, the Group has established a Human Rights Due Diligence (HRDD) process covering the following key steps:

1. Scope Identification: Identify human rights issues relevant to the Group's business activities, value chain, and stakeholders.

2. Risk Assessment: Assess human rights risks and potential impacts by considering their severity, likelihood of occurrence, and scope of impact.

3. Prevention & Mitigation: Establish appropriate measures and internal and external control mechanisms to prevent and mitigate human rights risks to an acceptable level.

4. Monitoring & Review: Monitor and review the effectiveness of human rights management regularly and disclose relevant information through the Company's annual reporting.

5. Remediation: Where human rights impacts or violations occur, appropriate mechanisms shall be in place to ensure that such cases are assessed, addressed, and remediated transparently and fairly.

Disclosure and Reporting

1. Disclose human rights risks relevant to the Group's operations and value chain, including, but not limited to, discrimination against workers or employees of business partners, occupational health and safety, working conditions, remuneration of workers or employees of business partners that does not comply with applicable laws, the use of child labour or forced labour within the operations of business partners, and violations of community rights arising from the activities of business partners.

2. Disclose incidents of human rights violations (if any), together with the corrective actions undertaken and/or measures adopted to remedy the impacts arising from such human rights violations.

3. Disclose workforce-related information, such as the number of employees by gender, persons with disabilities, and disadvantaged groups, in a transparent and verifiable manner.

Promoting Respect for Human Rights among Suppliers and Contractors

The Group encourages its suppliers, contractors, vendors, service providers, and other business partners to conduct their business with respect for human rights, comply with applicable laws and regulations, and refrain from the use of child labour, forced labour, discrimination, or any practices that may contribute to human rights violations throughout the value chain.

The Group will communicate its Human Rights Policy to suppliers and contractors, as appropriate, and encourage suppliers, contractors, and business partners to conduct their operations in a manner consistent with this Policy and the Group's human rights expectations, as appropriate.

Fair Labour Practices

1. Employee Representation for Collective Consultation: The Group provides employees with the opportunity to appoint employee representatives to act on their behalf in consultations and discussions with the Company regarding employment conditions, employee welfare, or any changes that may affect employees. Such representation may be carried out through a welfare committee in the workplace, a labour union, or an employee committee, together with the respective roles and responsibilities of such bodies. This is in accordance with Section 96 of the Labour Protection Act B.E. 2541 (1998), which requires employers with 50 or more employees to establish a welfare committee in the workplace.

2. Employee Consultation and Participation: The Group promotes ongoing dialogue between employee representatives and the Company. Minutes of meetings or written records shall be maintained to confirm that duly appointed employee representatives have participated in consultations or meetings concerning employee welfare, benefits, amendments to internal regulations, or any other matters that may affect employees. This process aims to ensure transparency, accountability, and due consideration of the interests and rights of all employees.

3. Compliance with Labour Laws and the Promotion of the Quality of Life of Persons with Disabilities: Where the Group employs 100 or more employees, it shall strictly comply with applicable labour laws and legislation relating to the employment of persons with disabilities, including the Empowerment of Persons with Disabilities Act B.E. 2550 (2007), as amended. The Group shall employ persons with disabilities in accordance with the

employment ratio prescribed by law to promote equal employment opportunities and support their ability to achieve self-reliance. Where the employment of persons with disabilities cannot be implemented, the Group shall comply with alternative measures prescribed by law, including:

- Contributing to the Empowerment of Persons with Disabilities Fund at the rate prescribed by law; or
- Providing concessions or subcontracting opportunities to persons with disabilities or organizations representing persons with disabilities.

These measures are intended to promote the quality of life of persons with disabilities, protect their fundamental rights, and support their ability to live with dignity and equality within society.

Commitment and Compliance

The Group is committed to the strict implementation of this Human Rights Policy and Human Rights Due Diligence (HRDD). Directors, executives, employees, business partners, and all stakeholders are expected to comply with this Policy to foster a transparent and sustainable working environment and business operations that are aligned with internationally recognized human rights principles.

Human Rights Governance

The Board of Directors is responsible for overseeing the Human Rights Policy and monitoring its implementation through the management to ensure that the Group's business operations are conducted in accordance with internationally recognized human rights principles and are consistent with this Policy.

Management is responsible for driving the integration of human rights principles into the Group's business operations, enterprise risk management, operational processes, and business decision-making, as well as ensuring that all business units implement this Policy effectively. All business units are responsible for applying human rights principles in accordance with their respective roles and responsibilities, while communicating, promoting, and raising awareness of human rights among employees, suppliers, contractors, vendors, business partners, and other relevant stakeholders, as appropriate.

The Group shall regularly monitor, review, and evaluate its human rights performance to ensure that its human rights management remains effective and is continuously improved.

The results of human rights risk assessments shall be taken into consideration as part of the Group's enterprise risk management process and in the consideration of business-related matters, as appropriate.

Enquiries and Reporting Concerns

The Group shall receive and review all reported concerns, investigate the relevant facts, and determine appropriate corrective actions or remediation measures based on the nature of each case, while ensuring fairness, impartiality, and the protection of whistleblowers.

Affected persons may report concerns through the Company's grievance channels. The Company will investigate the reported matter and provide appropriate and fair remediation, while ensuring the protection of whistleblowers and maintaining the confidentiality of information, as appropriate.

HRDD Framework

Step	Input	Process	Output
1. Scope Identification	- Company's Human Rights Policy - Business activities and projects - Suppliers and value chain information - Stakeholder groups	- Identify human rights issues relevant to business operations and the value chain - Analyze business activities and projects that may cause human rights impacts	- List of Salient Human Rights Issues - List of relevant stakeholders
2. Risk Assessment	- Labour, legal, and contractual information - Feedback from employees, suppliers, and communities - Occupational accident, health, and safety information	- Assess human rights risks by considering the likelihood, severity, and scope of impacts - Prioritize human rights risks	- Human Rights Risk Map - List of priority human rights risks requiring management

Step	Input	Process	Output
3. Prevention & Mitigation	- Human rights risk assessment results - Relevant policies (e.g., labour, environment, code of conduct)	- Establish policies and control measures - Develop Standard Operating Procedures (SOPs) and internal guidelines - Conduct training and communication for employees and business partners	- Human rights risk prevention measures - Internal and external control mechanisms - Training and communication records
4. Monitoring & Review	- Incident and grievance records - Internal audit results - Stakeholder feedback	- Monitor implementation of mitigation measures - Conduct periodic reviews and evaluations - Review the effectiveness and appropriateness of existing measures	- Monitoring reports - Annual ESG/Human Rights reports - Recommendations for improving mitigation measures
5. Remediation	- Complaints and supporting evidence - Investigation findings	- Assess and resolve issues - Determine appropriate remediation measures - Coordinate with relevant departments	- Fair remediation and compensation measures - Summary report on corrective actions and preventive measures - Improved stakeholder confidence

Policy Review and Revision

To ensure the effectiveness of this Policy and the achievement of its objectives, the Company shall review the Human Rights Policy & Human Rights Due Diligence (HRDD) at least once a year or whenever any material changes may affect its implementation.

This Human Rights Policy & Human Rights Due Diligence (HRDD) was reviewed and approved by the Board of Directors 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-
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(Associate Professor Manop Pongsadadt)

Chairman of the Board of Directors

Asset Five Group Public Company Limited

Appendix

To support the disclosure requirements under Section 3: Disclosure and Reporting and Guideline 4: Prohibition of Forced Labour and Child Labour (under 18 years of age) of this Policy, the Company discloses the following information:

Indicator	2023	2024	2025
Total number of employees (persons)	42	95	71
Number of voluntary employee resignations (persons)	16	28	26
Voluntary employee turnover rate (%)	38.10	29.79	36.62