



3. DRIVING BUSINESS FOR SUSTAINABILITY

AssetWise Public Company Limited and its subsidiaries (the “Company”) disclose sustainability information in accordance with the SET Sustainability Reporting Guidelines of the Stock Exchange of Thailand.

3.1 Sustainability Management Policy and Goals

Sustainable development policy

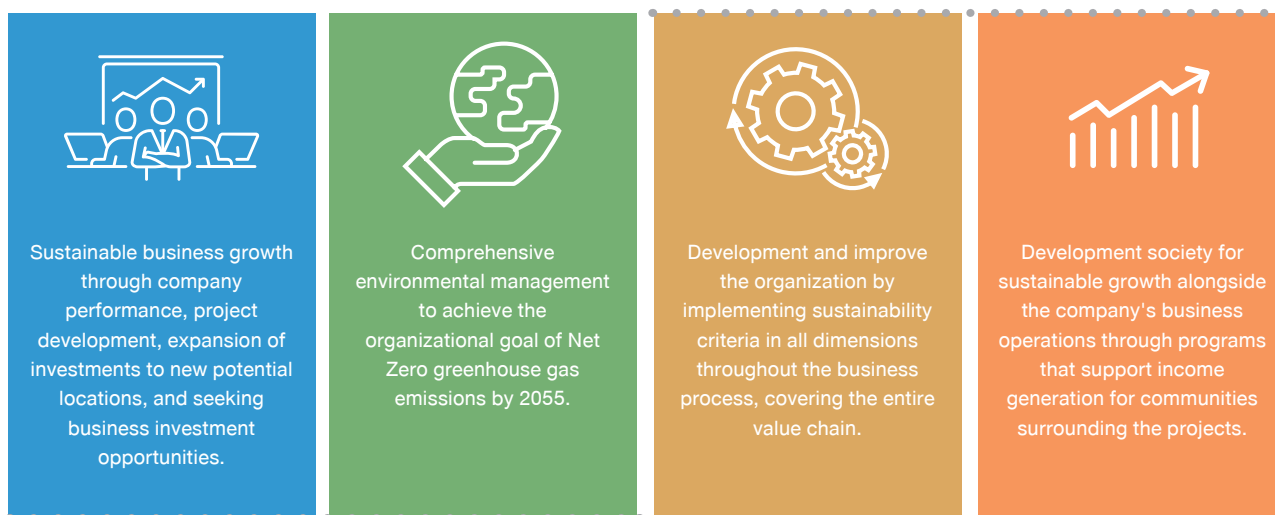
AssetWise (Public) Company Limited and companies within the group (“Company”) is aware of the importance of operating business pursuant to sustainable development principles through building values in 3 aspects, namely, economic, social, and environmental on the basis of good corporate governance to foster a secure and sustainable growth for the Company pursuant to the following operational guidelines.

1. The Company attaches importance to fostering sustainability in respect of all procedures in the business chain. It also promotes and supports interested parties through the business chain to operate in accordance with sustainable development principles to create value and growth for the Company in the long term.
2. The Company has established an effective, transparent, and concise management system through business ethics, anti-corruption policy, and standardized internal control and audit procedures to gain confidence from interested parties of the Company.
3. The Company conducts business in a fair manner. It is committed to compliance with laws, trade rules, and fair competition without any regard to other benefits arising from non-compliance with laws, regulations, and morals.
4. The Company promotes observance of human rights principles recognized and protected under the Constitution of the Kingdom of Thailand, taking into regard human dignity, rights, liberties, equality, and non-discrimination on the basis of gender, age, nationality, religious, ethnicity, or belief.
5. The Company treats employees with fairness, as it considers employees a key factor in creating value for and driving the business. The Company therefore has to ensure a work environment which promotes happiness, a good quality of life and focus on increasing the potential of staff, provide training to increase professional skills, as well as provide an equal opportunity for all to progress in their profession.
6. The Company underscores the importance of interested persons. Interested persons are grouped in accordance with their respective needs. The Company can therefore meet the needs of all groups of interested persons comprehensively. There are also channels of communication through which interested persons can voice their opinions and make recommendations.
7. The Company develops products which meet the needs of consumers, focusing on quality and standardized services to achieve customer satisfaction.
8. The Company promotes participation in community and social development for resilience and sustainability, by being involved in various educational, religious, and athletic activities, human resource development, promotion of recruitment, and various community development projects.
9. The Company attaches great importance to the management of environmental quality. It promotes the prevention and mitigation of environmental impact as a result of Company operation, such as by construction management, waste management, greenhouse gases. The Company collaborates with other sectors in society to organize events to conserve and improve the quality of the environment.
10. The Company gives importance and promotes efficient use of resources and energy. It has established measures and procedures to reduce resource and energy use.
11. The Company places importance on biodiversity by researching the topic holistically, analyzing its environmental impact, and continuously monitoring results. The initiative includes protecting, preserving, restoring, and reducing environmental impact in order to maintain biodiversity in the area and communities surrounding the projects.
12. The Company has established guidelines for greenhouse gas management, starting from the process of a carbon footprint preparation, the process of direct and indirect greenhouse gas emission reduction, to the process of carbon offsetting and carbon credit trading.
13. The Company places importance on managing safety, occupational health and work environment of its employees as well as the Company’s stakeholders.

14. The Company develops and promotes innovation, both from products and work processes. It also supports innovation in collaboration with interested persons of the Company, to create value to the Company, society, and the environment.
15. The Company attaches importance to risk management which covers all work processes. It established guidelines in managing and monitoring risk management continuously to maximize opportunities and mitigate losses in business operation.

Sustainable development Targets:

The company establishes sustainable business objectives to be a leader in the country's real estate development. This aligns with the company's strategy for sustainable growth, encompassing environmental, social, and governance (ESG) aspects throughout the company's value chain as follows:



In addition, the Company has set operational targets that must be in line with the criteria, regulations, and laws related to the environment, society, and governance (ESG). In 2024, the Company had no record of violation of the rules, regulations, and laws related to ESG, including no fines and payments for resolving ESG issues in the audited accounting items.

Measurement	Targets	Result
ESG violations	0	0
Fines and settlements specified for ESG issues	0	0

Identifying key sustainability issues

The Company identifies key issues concerning sustainability development, together with those relevant to the business operation of the Company, to reflect sustainability work of the Company in various dimensions, whether from an economic, social, or environmental perspective.

Processes involved in identifying key sustainability issues

1. Identification of sustainability issues

The Company deliberates on the selection of sustainability issues related to the Company's business jointly with its interested persons in each business process together with the United Nations Sustainable Development Goals (UNSDGs).

In 2024, the Company reviewed material sustainability issues by considering the risks and opportunities in the Company's business in all dimensions, covering governance, social, environmental aspects and issues that may affect the Company's business in both the short and long term, as well as considering the expectations and concerns of stakeholders from internal and external factors throughout the value chain.

2. Order of priority of key issues

In prioritizing key sustainability issues, the Company takes into account the issues that affect its operations and the operations of its interested persons.

In 2024, the Company reviewed the results of the prioritization of material sustainability issues, with the support of the assessment and review from relevant agencies and parties.

3. Examine issues

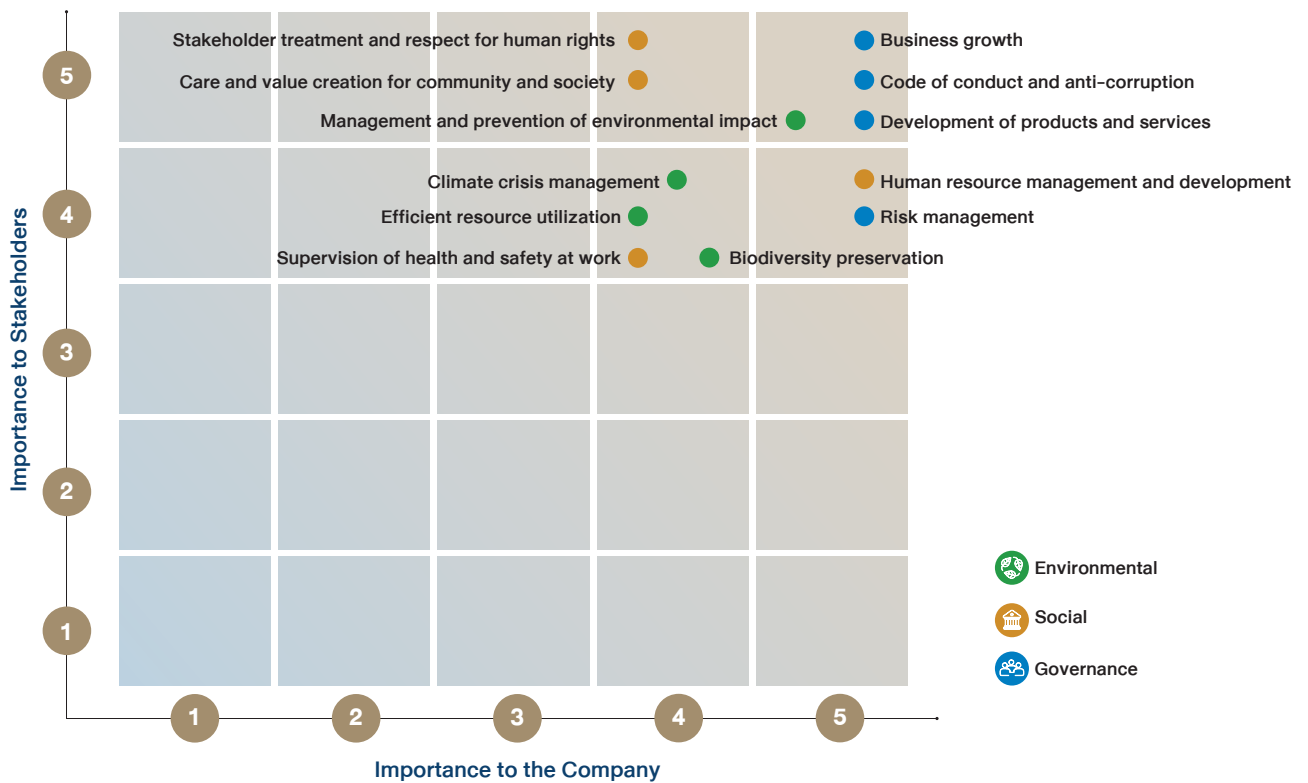
The Company presents key sustainability issues and their order of priority to the Corporate Governance Committee for approval of each key issue and to form a guidelines for the Company's sustainability efforts.

In 2024, the Company presented material sustainability issues to the Corporate Governance Committee Meeting No. 2/2024 on December 6, 2024.

4. Review

A review on key sustainability issues is conducted on a yearly basis to ensure suitability of the issues.

In 2024, the Company reviewed material sustainability issues and was able to identify a total of 12 material issues of the Company's sustainability, covering environmental, social and governance issues.

Assessment on the significance of key sustainability issues

Key sustainability issues (Materiality)

key sustainability issues	SDGs		
Environmental			
1. Efficient resource utilization	 Goal 6 Clean Water and Sanitation	 Goal 7 Affordable and Clean Energy	 Goal 13 Climate Action
2. Management and prevention of environmental impact	 Goal 6 Clean Water and Sanitation	 Goal 7 Affordable and Clean Energy	 Goal 13 Climate Action
3. Climate crisis management	 Goal 13 Climate Action	 Goal 15 Life on Land	
4. Biodiversity preservation	 Goal 11 Sustainable Cities and Communities	 Goal 15 Life on Land	
Social			
5. Stakeholder treatment and respect for human rights	 Goal 5 Gender Equality	 Goal 10 Reduced Inequalities	
6. Human resource management and development	 Goal 1 No Poverty	 Goal 3 Good Health and Well-Being	 Goal 4 Quality Education
7. Supervision of health and safety at work	 Goal 3 Good Health and Well-Being	 Goal 11 Sustainable Cities and Communities	
8. Care and value creation for community and society	 Goal 1 No Poverty	 Goal 17 Partnerships for the Goals	 Goal 16 Peace, Justice For the Goals
Governance			
9. Business growth	 Goal 8 Decent Work and Economic Growth		
10. Code of conduct and anti-corruption	 Goal 8 Decent Work and Economic Growth	 Goal 17 Partnerships for the Goals	
11. Risk management	 Goal 8 Decent Work and Economic Growth		
12. Development of products and services	 Goal 8 Decent Work and Economic Growth	 Goal 12 Responsible Consumption and Production	 Goal 9 Industry, Innovation and Infrastructure



Sustainability Issues Targets

Key sustainability issues	Measurement	Targets	Results
Environmental			
Effective resource management	Reduce electricity usage within the organization per employee	Reduce 5% (compared with 2024 base year)	Reduce 18.33 %
	Reduce water usage per employee	Reduce 5% (compared with 2024 base year)	Reduce 6.17%
Management and prevention of environmental impact	Environmental budget, expenses, and/or fines	0	0
	Violations of environmental laws	0	0
Greenhouse Gas Management	Net Zero Greenhouse Gas Emissions	By 2055	1,670 TCO ₂ e
	Greenhouse Gas Emissions from Scope 1, 2, and 3 (compared with 2020 base year)	Reduce 5%	Reduce 29.78%
Biodiversity Conservation	The new project in this year is located in a natural conservation area	0	0
Social			
Stakeholder treatment and respect for human rights	Violations against the stakeholders	0	0
	Human rights violation	0	0
	Employees have completed training on human rights policy	100%	100%
Human resource management and development	Employee Engagement	80%	78.60%
	Employee skills development training sessions	5 hours / Employee / year	5.60 hours / Employee / year
	Employee turnover rate	15%	13%
Supervision of health and safety at work	Accident at work of employee and related parties	0	0
Care and value creation for community and society	Violations of laws and regulations related to communities and society	0	0
	Fines incurred from mitigating damages to communities and society	0	0
	Community and social projects conducted in partnership with partners	12 Projects	18 Projects

Key sustainability issues	Measurement	Targets	Results
Governance			
Business growth	Performance growth	15%	17%
Code of conduct and anti-corruption	Violations concerning business ethics, corruption, and bribery	0	0
	Penalties or expenses related to business ethics violations, corruption, and bribery	0	0
	Employees who have completed training on business ethics, corruption, and bribery	100%	100%
Risk management	Risk assessment across supply chain	100%	100%
Development of products and services	Customer satisfaction of products	85%	88.85%
	Customer satisfaction of services	85%	92.75%
	Net promoter score (NPS)	17%	24.31%
	Complaints regarding customer personal data protection	0	0

Material Sustainability Issue Management

Material Sustainability Issues	Management Plan
Environmental	
Efficient resource utilization	<ul style="list-style-type: none"> Ensure efficient use of electricity Promote use of renewable or clean energy Promote efficient water management Treat wastewater from project construction according to standards and laws
Management and prevention of environmental impact	<ul style="list-style-type: none"> Announce environmental policies under the concept of “GrowGreen” and review them annually Carry out construction in accordance with environmental impact assessment report including requirements, related laws, regulations, and standards strictly Establish measures to remedy and respond to environmental impacts resulting from the Company’s operations
Climate crisis management	<ul style="list-style-type: none"> Set a goal to become a net zero organization for greenhouse gas emission by 2055 Manage waste and waste from the Company’s business operations and the “Separate, Pour, Dry” activity to reduce carbon footprint Increase green space to offset the emission of carbon dioxide (CO2), which is the cause of greenhouse gases Collaborate with networks and partners in both the public and private sectors to support greenhouse gas reduction activities

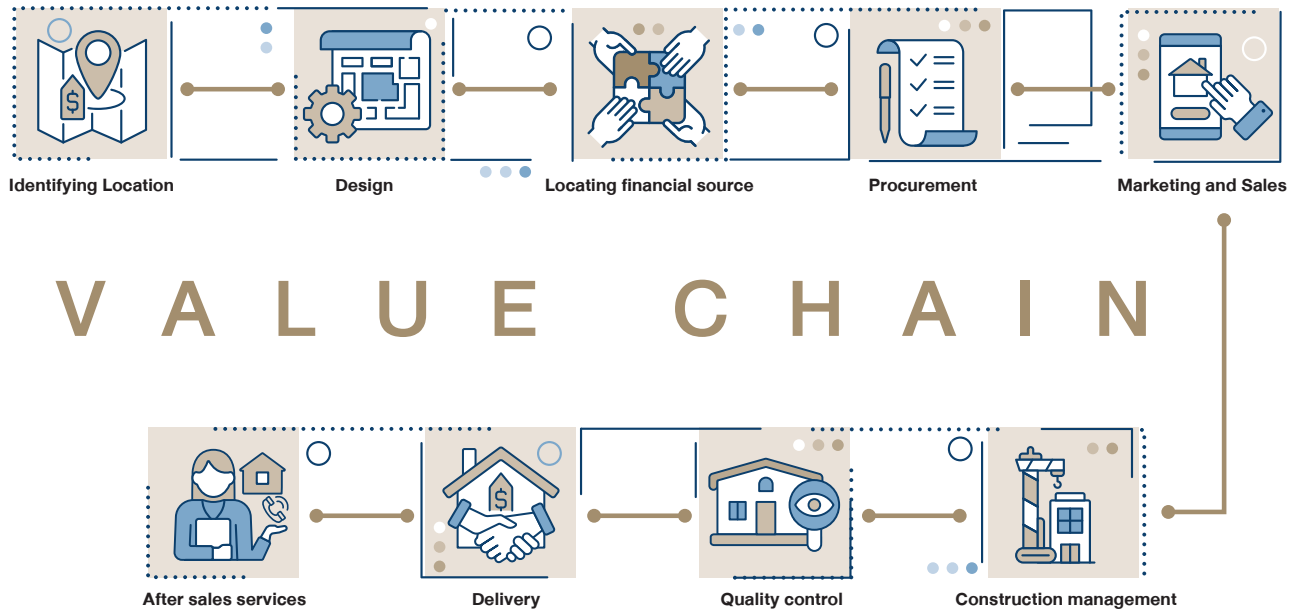


Material Sustainability Issues	Management Plan
Biodiversity preservation	<ul style="list-style-type: none"> • Maintain and create balance in the ecosystem and biodiversity of the project sites and surrounding areas • Avoid implementing projects that encroach on natural conservation areas or develop projects that are not in accordance with the law • Consider the creation of green spaces within the projects to create a balance in the ecosystem and society
Social	
Stakeholder treatment and respect for human rights	<ul style="list-style-type: none"> • Analyze and identify key stakeholders throughout the Company's value chain • Establish guidelines for all groups of stakeholders • Announce and review the Human Rights Policy annually • Provide whistleblowing channels in response to complaints, along with remedial measures in cases of human rights violations • Ensure comprehensive assessment of human rights risks
Human resource management and development	<ul style="list-style-type: none"> • Employee satisfaction promotion • Annual employee development plan • Employee knowledge and skill development
Supervision of health and safety at work	<ul style="list-style-type: none"> • Employee health, safety and work environment policy • Annual work safety training
Care and value creation for community and society	<ul style="list-style-type: none"> • Quality of life of community development project • Corporate Social Responsibility (CSR) activities
Governance	
Business growth	<ul style="list-style-type: none"> • Annual launch plan for new projects • Sales and business revenue target setting • Business expansion to potential locations • Search for new businesses and joint ventures with potential partners
Code of conduct and anti-corruption	<ul style="list-style-type: none"> • Organize annual risk assessment workshops • Prepare annual risk management plan • Monitor risk management results quarterly and annually • Review annual business continuity management plan
Risk management	<ul style="list-style-type: none"> • Organize annual risk assessment workshops • Prepare annual risk management plan • Monitor risk management results quarterly and annually • Review annual business continuity management plan
Development of products and services	<ul style="list-style-type: none"> • Evaluate customer satisfaction with products and service • Create a manual for product quality standards • Set service standards • Organize after-sales customer care activities

3.2 Managing the impact towards interested persons in the business value chain

Business value chain

The Company identifies the business value chain to ensure effectiveness in all procedures of key operations of the Company, which leads to sustainable development of the Company.



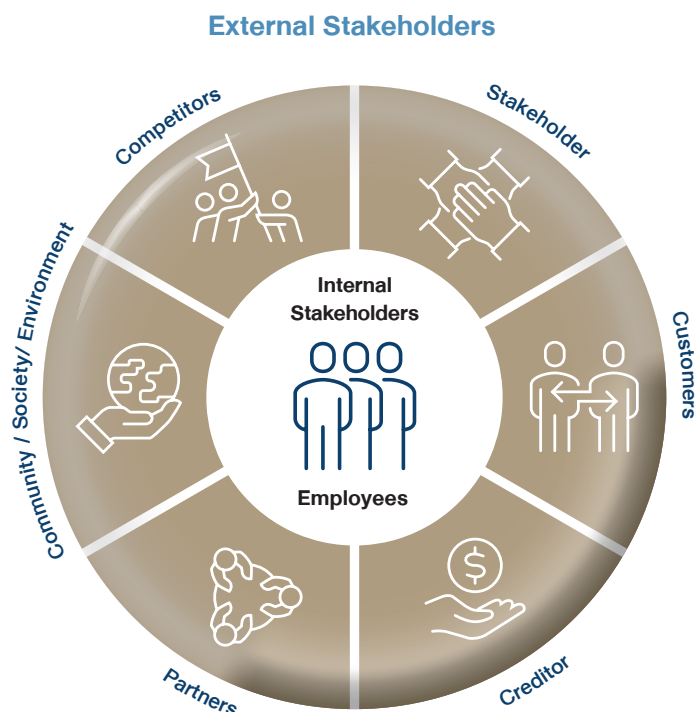
Value chain	Procedure	Relevant interested persons
Identifying location	<ul style="list-style-type: none"> Procurement of potential land Transparent land procurement Conduct a feasibility study on project development 	<ul style="list-style-type: none"> Employees Business partners (landowners) Creditor (financial institution) The community
Land purchase	<ul style="list-style-type: none"> Transparent land procurement procedure 	<ul style="list-style-type: none"> Employees Business partners (landowners) Creditors (Financial institutions)
Design	<ul style="list-style-type: none"> Planning and designing of project area which takes into consideration of the environment Building designs comply with laws and meets the needs of customers Design of facilities in the projects to be diverse Selection of construction materials with standardized quality 	<ul style="list-style-type: none"> Employees Business partners The environment The community / society



Value chain	Procedure	Relevant interested persons
Locating financial source	<ul style="list-style-type: none"> Locating financial source from financial institutions Determining fair terms and conditions of loan agreements 	<ul style="list-style-type: none"> Employees Creditors
Procurement	<ul style="list-style-type: none"> Transparent procedure in selecting service provider Providing equal opportunity for all service providers Procurement of environmentally friendly materials Fair assessment of service providers 	<ul style="list-style-type: none"> Employees Business partners
Marketing and sales	<ul style="list-style-type: none"> Providing clear and accurate advertising information Keeping confidential customer information Conducting customer satisfaction survey Holding promotional and sales events for customers Determining fair terms and conditions for sales and purchase agreements 	<ul style="list-style-type: none"> Employees Customers Business partners Financial institutions
Construction management	<ul style="list-style-type: none"> Construction according to plan and agreement with customers Control and inspection of construction works to be per standards Monitor environmental impact of construction on nearby communities Monitor occupational safety and health with respect to construction projects Taking care of construction labour 	<ul style="list-style-type: none"> Employees Business partners The community / Society The environment
Quality control	<ul style="list-style-type: none"> Inspect the quality of construction works to be in accordance with plans and agreements with customers Inspection of units before delivery to customers Inspection of the project's common area and facilities Reworking the construction work to be complete 	<ul style="list-style-type: none"> Employees Business partners Customers
Delivery	<ul style="list-style-type: none"> Facilitate customers application for loans Deliver completed units as agreed with customers Facilitate ownership transfer to customers Procedures for inspection and acceptance of units and rework for completeness 	<ul style="list-style-type: none"> Employees Customers
After sales services	<ul style="list-style-type: none"> Management of condominium juristic persons Customer complaint procedures Customer satisfaction survey Privillage and organizing events for customers AssetWise Club 	<ul style="list-style-type: none"> Employees Customers

3.2.1 Analysis of interested persons in the business value chain

The Company categorizes interested persons into internal interested persons and external interested persons, to ensure that all procedures in the business value chain are covered. The following is the Company’s guidelines for meeting the expectations and participation of interested persons.



Interested person	Expectation of interested person	Communication channel	Response of the Company
Employees	<ul style="list-style-type: none"> Fair and proportionate remuneration and welfare benefits Skill and knowledge development Professional stability and advancement Fair and equal treatment in accordance with human rights principles Occupational health and safety and a good working environment Equal access to news, communications, and policies of the organization 	<ul style="list-style-type: none"> ASW Intranet www.assetwise.co.th Line: Assetwise Family Town Hall Activities Facebook: Assetwise Careers Annual internal training for employees New employee training 	<ul style="list-style-type: none"> Remuneration and welfare benefits which is proportionate to the work of each employee Annual employee training and development plan Various activities to strengthen body of knowledge and happiness in working Criteria for annual performance assessment Business ethics Safety, Occupational and work environment Policy Channels and procedures for raising complaints, voicing opinions, and whistleblowing. Annual survey of employee satisfaction



Interested person	Expectation of interested person	Communication channel	Response of the Company
Shareholders	<ul style="list-style-type: none"> • Continuous growth in performance • Growth in asset value • Dividend payment • Transparent disclosure of information • Equal treatment of shareholders • Channels for voicing opinions and communicating 	<ul style="list-style-type: none"> • www.assetwise.co.th • Shareholder meeting • Meeting with analysts and investors • Opportunity Day Activities • Facebook: Assetwise • Annual report (56-1 One Report Form) 	<ul style="list-style-type: none"> • Transparency in its operation under Good Governance principles • Dividend payment policy • Corporate governance policy • Complete and transparent disclosure of business and financial information • Providing equal rights and opportunities to shareholders • Investor relations and Company newsletter subscription channels
Customers	<ul style="list-style-type: none"> • Quality products and services • Fair and appropriate product price • Delivery of products in accordance with agreements • After sales services • Providing complete and accurate advertising information • Keeping confidential personal data of customers • Channels for voicing opinions and complaints • Personal data protection 	<ul style="list-style-type: none"> • www.assetwise.co.th • Facebook: Assetwise • Facebook: Assetwise Club • Instagram: AssetWise Thailand • Youtube: AssetWise Channel • Call Center • App: AssetWise • Customer relation activities 	<ul style="list-style-type: none"> • Determining agreement terms and conditions which are fair and in accordance with the law • Providing complete, accurate advertising information in compliance with the law • Conducting quality control prior to delivery • Training sales and customer relations employees • Continuous design and development of products • Providing financial advice to customers before they decide to make a reservation • Juristic Management • Organizing events for customers • Assetwise Club and Assetwise Privilege with various benefits for customers • System for notification of repairs and receipt of complaints • After sales service procedures • Customer satisfaction survey • Data security system for customers' personal data in compliance with personal data protection law

Interested person	Expectation of interested person	Communication channel	Response of the Company
Creditors	<ul style="list-style-type: none"> Fair agreement terms and conditions Complete observance of agreed terms and conditions Complete and timely payment of debts 	<ul style="list-style-type: none"> www.assetwise.co.th Facebook: Assetwise Call Center Customer satisfaction survey 	<ul style="list-style-type: none"> Determining fair agreement terms and conditions Strict compliance with terms and conditions of debt repayment Procedure to ensure debt repayment is correct and timely
Business partners	<ul style="list-style-type: none"> Equal opportunities for all business partners Fair process for the selection of business partners Fair agreements Appropriate and equal compensation Respect for the human rights of business partners Communication channel 	<ul style="list-style-type: none"> www.assetwise.co.th www.procurement.assetwise.co.th Call Center Meetings with business partners 	<ul style="list-style-type: none"> Determining a fair criteria and procedure for the selection of business partners Establishing a procurement committee Determining fair agreement terms and conditions with and compensation to business partners Knowledge development and sharing with business partners Effectuation an evaluation of business partners
The community / Society and the environment	<ul style="list-style-type: none"> Protection of environmental impacts to the environment from project construction Construction work safety Joint development of surrounding communities 	<ul style="list-style-type: none"> www.assetwise.co.th Call Center Facebook: Assetwise Facebook: Punn by Assetwise Facebook: Growgreen Activities to develop and assist nearby communities 	<ul style="list-style-type: none"> Prepare an Environmental Impact Assessment report. Monitor safety of project construction in accordance with the law Organizing joint activities which develop and assist nearby communities The Grow Green project Providing a channel through which complaints can be filed
Competitors	<ul style="list-style-type: none"> Fair competition 	<ul style="list-style-type: none"> www.assetwise.co.th Facebook: Assetwise Call Center 	<ul style="list-style-type: none"> Uphold fair competition and refrain from taking unfair advantage of business competitors

3.3 Sustainability management in the environmental aspect

Environmental policy and practice

The Company operates its business taking the environment into consideration in every process of the business value chain. This is to ensure that the Company contributes to the mitigation of environmental impacts, and is able to strike a balance between business operation and the environment.

The company has established climate change targets that support the country's goals. These include reducing greenhouse gas emissions by 40% by 2030, achieving Carbon Neutrality by 2035, and Net Zero by 2055



Way of Living, Way of AssetWise

The Company has established an environmental policy and guidelines through its Grow Green project in which the Company has resolved that
 “Because we believe everyone’s actions affect the world, ASW will continue to operate our business to better the lives and the world simultaneously.”



The Grow Green adheres to the following guidelines

1. **Green Space: Giving importance to green space within the project**

- Preserve existing trees and create new spaces
 - Shaded common area, creating various functions of use
- The details of which are as follows.
- Tree Protection: Preserving trees existing on the original land in the project and make use of the shade they provide

- More Trees & Greenery: Conducting landscaping work which gives importance to green space with an atmosphere of large shade trees
- Vegetable Garden: Increasing a “Shade Garden” facility to allow residents to grow homegrown vegetables
- Plant for the Planet: Plant More to Reduce Temperature" project encourages each person to plant 433 perennial trees to help absorb carbon throughout their lifetime

2. Energy Efficiency: Efficient energy use design

- Designing which takes wind direction and lighting into account, helping to decrease the use of electrical appliances
- Maximizing efficiency in energy use through design tools and technology
- Use of clean energy

The details of which are as follows.

- Solar Energy: Installation of a solar rooftop system to promote the use of clean energy
- EV Station: Design projects by providing parking spaces for charging electric vehicles (EV Station)

3. Waste Management: Sustainable waste management

- Decrease the volume of waste as from the headwaters
- Support the promotion of waste separation campaign activities using the "Separate-Pour-Turn Upside Down" concept to move toward Zero Waste to Landfill
- Collaborate with partners to achieve effective waste management to the greatest extent possible

The details of which are as follows.

- Collaboration with partners: Sort waste through joint efforts with other organizations such as Corsair N15 Gepp, Bang Khen District Office and the Pollution Control Department
- Zero Waste Event: Waste management at various company events with the 'Separate, Tip, and Transfer' concept, and conveying this approach to partners, such as at events like homeowner welcome parties, concerts, annual running events, blood donation activities, football competitions, BG Stadium football matches, and more
- In-process Reduction: Use prefabricated walls instead of bricks to reduce construction waste and reduce the use of plastic bottles by adding cold water dispenser with water filters in the common area of the project for residents and in construction areas for workers, contractors and partners.

4. Clean Air: Pay attention to having clean air

- Incentivize residents to use the rooftop space
- Use construction materials which do not create air pollution
- Take into account the wind direction when designing to allow natural air circulation

The details of which are as follows.

- Design for nature care: designing in accordance with wind direction, wind streams, light streams, to reduce use of air conditioners
- Trees to prevent Pollution: Increase green space in the project with a focus on planting air-filtering trees

5. Water saving: Maximize benefits from water usage

- Design the water system in the project to be the most effective
- Design a landscape which accommodates the ability to recycle rainwater
- Install a water treatment system to reduce pollution before discharge
- Reduce water consumption within the organization

The details of which are as follows.

- Water system Utilization: design the landscape to allow rainwater to be reused for maximum efficiency and put in place an efficient water usage system in the building
- Ozone Room: An ozone water treatment room to treat wastewater for maximum benefits
- Water saving: Water conservation measures within the organization, such as promoting the practice of turning off taps properly and using water only when necessary

Policy or commitment on biodiversity

The company prioritizes biodiversity issues by conducting comprehensive biodiversity studies as part of thorough environmental impact assessments and regular monitoring. It commits to actively protecting, conserving, restoring, and mitigating any potential negative impacts on biodiversity, including taking proactive steps to avoid actions that could harm biodiversity. The overarching goal is to maintain biodiversity in the operational areas and surrounding communities.

The company is committed to preventing any loss of biodiversity within manageable limits. Therefore, it has set goals for its commitment and practices in biodiversity management, with the following details:

1. Commit to comprehensively managing, restoring, and addressing biodiversity and ecosystem issues across all operational areas of the company.
2. Implement targeted strategies to reduce, mitigate, and avoid any adverse impacts on biodiversity.
3. Conduct detailed biodiversity risk assessments within company operations to strictly control and manage high-risk areas or activities that could significantly impact biodiversity.
4. Regularly monitor biodiversity within company operational areas by conducting thorough environmental impact studies and producing detailed biodiversity evaluation reports.

5. Conduct business responsibly, explicitly avoiding operations within protected natural conservation areas and locations impacting endangered or locally specific species.
6. Proactively engage in positive biodiversity conservation initiatives.
7. Collaborate with communities and key stakeholders by building partnerships, consulting, and encouraging participation in biodiversity management activities.
8. Partner with regulatory agencies, government organizations, private sector entities, and international organizations to conserve, restore, and reduce biodiversity loss.

Sustainable development and environment training

The Company provides training and encourages executives and employees to enhance their knowledge on sustainable development and environmental management through courses and activities internally and externally as follows:

- Basic course on Business Sustainability P01 for all employees
- Overview course on sustainable business development, ESG 101 for all employees
- Business Sustainability Strategy course S01 – S02 for employees at management levels (Level 19 - 25)
- Training new employees on environmental issues, the commitment to Net Zero+, and sustainability within the organization

To ensure that all employees have a basic understanding of sustainability, enabling them to apply this knowledge in their work and develop projects based on sustainability principles.

มาร่วมสร้างองค์กรที่มี ESG DNA
พนักงานเข้าเรียน e-learning ชุดความรู้ด้านความยั่งยืน หลักสูตรภาคบังคับของพนักงานทั้งหมด

วัตถุประสงค์
สร้างความรู้ความเข้าใจถึงความสำคัญ การดำเนินงานอย่างยั่งยืน และแนวทางการดำเนินงานด้านความยั่งยืน สู่การบริหารจัดการองค์กร รวมถึงความสำคัญของการเปิดเผยข้อมูลด้านความยั่งยืน ให้ผู้มีส่วนได้เสียรับรู้

สังคม SOCIETY
ผลกำไรของบริษัท
สิ่งแวดล้อม ENVIRONMENT **บริษัทที่โปร่งใสและซื่อสัตย์ GOOD GOVERNANCE**

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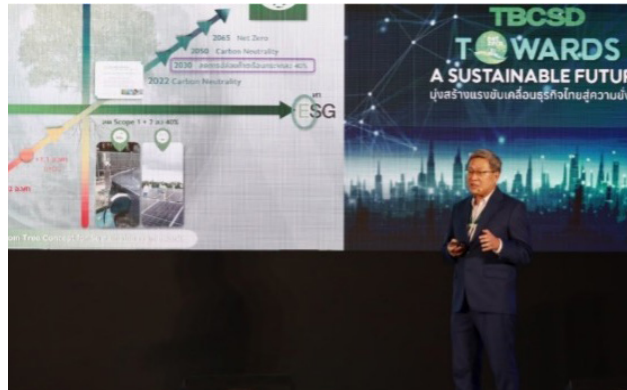
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Sustainability Communication

The company actively communicates its sustainability commitments. Senior management participated in forums such as the "TBCSD Towards a Sustainable Future," organized by the Thailand Business Council for Sustainable Development (TBCSD) in collaboration with the Thailand Environment Institute (TEI). Mr. Wutt Wiphanpong, representing the company, highlighted the company's commitment to low-carbon and sustainable business practices. This forum aims to raise awareness among governmental bodies and private sector entities about sustainable development practices, emphasizing the role of Thai businesses in addressing major national environmental issues. It also supports elevating Thai business standards to become



models for low-carbon and sustainable operations, ultimately helping Thailand transition to an environmentally friendly economy and society aligned with the national net-zero greenhouse gas emission target.

Additionally, the company participated in the "BV Thailand Sustainability Forum: The Leap towards Sustainability and Society," sharing knowledge and insights on transitioning businesses towards sustainable practices and the future Net Zero society, including the perspective of building a sustainable society under AssetWise and Green Society initiatives.

Environment Management Targets

Issues	Measurement	Units	Targets	Results
Energy Management	Reduce electricity usage within the organization per employee	MWh / Employee	Reduce 5% (compared with 2024 base year)	Reduce 18.33%
Water Management	Reduce water usage per employee	Liter / Employee	Reduce 5% (compared with 2024 base year)	Reduce 6.17%
Waste and Pollution Management	Reduction of General Waste Quantity	Kilogram	Reduce 50% (compared with 2024 base year)	Reduce 93.17%
Climate crisis management	Net Zero Greenhouse Gas Emissions		By 2055	1,670 TCO2e
	Greenhouse Gas Emissions from Scope 1, 2, and 3 (compared with 2020 as year)	TCO2e	Reduce 5% (compared with 2020 base year)	Reduce 29.78%
Biodiversity Conservation	The new project in this year is located in a natural conservation area	Project	0	0
Environmental violations	Total costs of environmental fines and penalties	Bath	0	0
	Violation of environmental laws	Case	0	0



Environmental performance

The Company conducts environmental management in every process of its value chain, with a comprehensive consideration of all stakeholders and an awareness of strict compliance with relevant laws, regulations and standards with the purpose to minimize the risk of environmental impacts from the Company's operations as much as possible, together with restoring and developing the environment along with promoting the Company's business for sustainable growth.

During 2024, the Company has not committed any acts that violate or are against environmental laws or regulations while there were no financial expenses or fines arising from environmental offenses that damage natural resources, the environment, living things, and quality of life of the people.

Targets	Units	Results
Total cost of environmental fines and penalties	Bath	0
Violation of environmental laws	Case	0

Energy management

The Company emphasizes and promotes the efficient use of electricity and the comprehensive reduction of electricity consumption in every process of the Company's business value chain by setting a plan for managing electricity in the design, construction, and development of real estate projects, energy management within the head office and project sales offices, as well as considering the use of clean or renewable energy in

conjunction with the Company's business operations. This is to maximize the efficiency of electricity use, promote the conservation of electricity and control the use of electricity for the Company's operations. Therefore, the electricity consumption target in 2024 has been set to enhance the efficiency of electricity management in line with the Company's environmental policies and practices or GrowGreen.

Tagets	Units	Results
Reduce electricity usage within the organization by 5% (compared with 2024 base year)	MWh / Employee	Reduce 18.33 %

Energy management within construction projects

Electric system

Electrical power is needed during construction. The Company installed temporary power meters to monitor and provide sufficient electricity to be used during the construction period and ensured that the surrounding communities were not affected.

Environmental impact preventive and corrective measures

- Promote efficient energy consumption through PR campaigns within the projects
- Ensure electrical system surveillance by safety staffs during operation

Environmental impact assessment measures

- Maintain electrical wires and appliances in good working condition and repair immediately throughout the construction period

Energy management within Projects

• Electrical system installment

The Company conducted installations of electrical systems for projects in the normal electrical systems are to supply electricity to the condominium units and common areas of the projects while the Light Emitting Dode (LED) bulbs are used in the light systems to save electricity within the projects. In this regard, inspections of the operation of the electrical systems are arranged on a monthly basis including the maintenance of the electrical systems and electrical equipment in the projects. In case that any damage is found, corrective actions will be taken immediately.

• Energy preservation

Energy conservation within the project - the Company has designed the buildings in accordance with the requirements of the Ministerial Regulation Prescribing Type or Size of Building and Standard, Criteria and Procedure in Designing Building for Energy Conservation B.E. 2563 (2020) and in accordance with the Notification of the Ministry of Energy on Determination of Building Design Standards for Energy Conservation B.E. 2564 (2021) as follows:

- 1) Overall Transfer Value (OTTV) which must meet the criteria for considering the overall energy use of the building according to the Ministerial Regulation Prescribing Type or Size of Building and Standard, Criteria and Procedure in Designing Building for Energy Conservation B.E. 2563 (2020).
- 2) Roof Thermal Transfer Value (RTTV) from the calculation of the total heat transfer value of the building roof.
- 3) Use of electrical lighting within buildings of usable area per building.
- 4) Total energy value considering the design of the building, the overall energy use of the building. The total energy value of each building is lower than the total energy value of the reference building.

Note that the projects have specified energy conservation measures within each project which can be classified into 2 parts as follows:

- 1) The project design to be in accordance with the Ministerial Regulation Prescribing Type or Size of Building and Standard, Criteria and Procedure in Designing Building for Energy Conservation B.E. 2563 (2020) and in accordance with the Notification of the Ministry of Energy on Determination of Building Design Standards for Energy Conservation B.E. 2564 (2021).
- 2) The project design to take into account energy saving such as
 - Setting of proper positions of the light bulbs without having a larger number than necessary but not so too less with inadequate lighting.
 - Installations of energy-saving Light Emitting Diode (LED) bulbs to save energy and reduce the expense burdens on residents.
 - Setting of a timer for elevator doors to close automatically after 10 seconds which will reduce the need to use electrical energy to drive the motor to open and close the door.
- 3) Public relations for residents in the project to clean air conditioners regularly along with offering contact numbers of technicians to repair/clean air conditioners to accommodate residents within the project.
- 4) Public relations for residents in the project to set the air conditioning temperature appropriately, approximately 25 - 26 degrees of Celsius.
- 5) Arrange staff to clean lights and lamps at least every 6 months.

The Company developed an electrical energy conservation manual to distribute to every residential unit to encourage residents to follow energy conservation measures and put up PR boards to ensure compliance with the energy conservation manual.

Furthermore, energy-efficiency certification, maintenance of electrical systems, air ventilation in common areas, and machines are regularly arranged.

- **Solar rooftop installation to promote the use of clean energy**

The Group puts emphasis on the use of clean and renewable energy and began its solar rooftop installation in the following projects:

- Mingle Mall Kave TU – 724 square meters of solar rooftop, generating approximately 150 kilowatts of solar energy

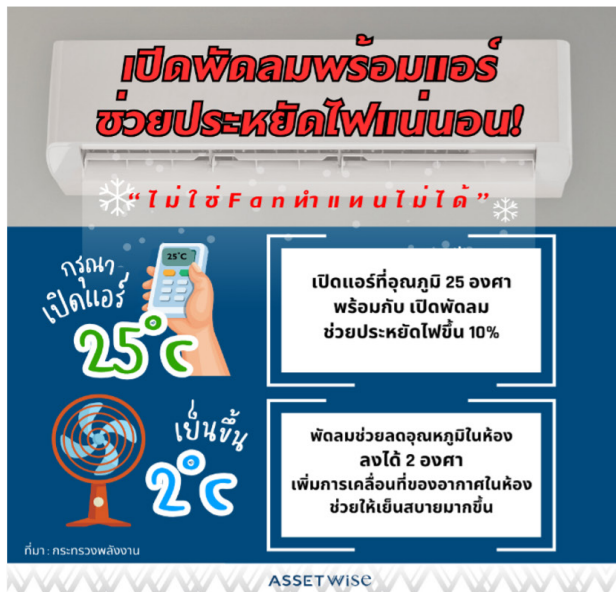


In addition, lighting powered by solar cells has been installed in the walkways and gardens of the common areas of the project, substituting the use of electrical energy. The reason is that solar cells have a longer lifespan than electric bulbs and can help reduce electricity costs and costs of installing various electrical wiring systems including maintenance of electrical wires. Besides, the system offers more convenience as it can be turned on and off automatically which helps reduce the risk of accidents from electrical short circuits or other dangers caused by electricity use.

Energy management at the headquarters

- Reduction of electrical energy consumption

Energy-saving campaigns at the headquarter include internal communications to promote eco-conscience for its employees, control of lighting and air-conditioning based on timing and necessity in certain areas, LED bulbs replacement throughout the offices, installation and maintenance of electrical systems to ensure its maximum energy-saving efficiency.



In addition, 153.9 square meters of solar rooftop systems were installed, generating approximately 32 kilowatts of solar energy to be used at the headquarters instead of the usual energy consumption.



Electricity Energy Management Consumption

Electricity Energy	Units	2022	2023	2024
Electricity Energy usage				
Electrical energy at the headquarters	MWh	495,608	624,467	634,528
Electricity usage rate per unit area	MWh / Square meters	104.49	131.66	133.78
Renewable Energy usage				
Renewable energy usage within the organization (Solar energy)	MWh	152,900	198,100	207,400
Electricity Costs				
Electricity Costs	Bath	2,105,276.81	2,935,00387	2,841,122.51

• Fuel Consumption

The Company promotes and supports the reduction of fuel consumption and the importance of using clean energy to replace fuel consumption as part of energy management under the Company's environmental policy or GrowGreen.

• Electric Vehicle Charger (EV Station) Installation

The Company has installed electric vehicle chargers (EV Stations) for the convenience of electric vehicle users residing in the Company's projects to promote the use of clean electricity to replace fuel consumption which is the cause of environmental problems. The Company aims to install electric vehicle chargers (EV Stations) in all of the Company's projects starting from 2023 onwards.

The Company has joined forces with the Metropolitan Electricity Authority (MEA) to install the intelligent innovation PLUG ME EV to embrace the electric vehicle trend and improve the living standards of residents. The pilot project is the "Atmoz Oasis Onnut" project, highlighting convenience and reduced costs. Up to 12 parking spaces offer EV stations.



In addition, the Company installed EV stations at the head office to offer more convenience for employees with electric cars and promote the use of clean and environmentally-friendly energy. EV stations were installed at 2 locations for employees and they can use the electric charging through an application that can be downloaded on both Google Play and the App Store.

- Location 1: "EV Station" application can be connected while the electric charging fees will be displayed on the application screen.
- Location 2: Juice box EV charger can be connected to the "One Charge" application without any electric charging fees.



• Carpool: Same Way, Same Car

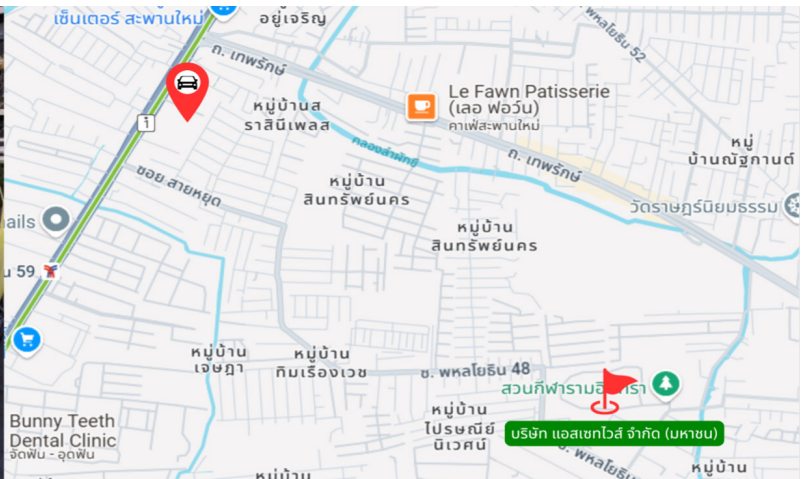
The GrowGreen policy is based on the environmental principle of AssetWise that we adhere to as a practical guideline in every aspect of the Company. Carpool was launched as an initiative for car sharing to reduce overall energy use. In addition, it is offered as a benefit for employees to cut down their travel expenses as the head office is located in an alley, employees can use the shuttle service provided by the Company in the morning for employees who use public transportation. Moreover, a GPS tracking application is used to track the shuttle bus to accommodate employees by informing real-time locations of the shuttle bus.

This initiative has been in operation since 2021 and has set targets to reduce overall energy consumption, gasoline and greenhouse gas emissions. The target is to reduce the overall use of gasoline by 100 liter per year. In 2024, there was only 1 service route, which is from the PTT gas station before Soi Phahon Yothin 48 (Soi Sai Yut) to the destination of AssetWise office (round-trip distance of 4.9 km)

In 2024, there were 7 actual users per day on average. For a period of 12 months, the total distance traveled by the shuttle was 5,350.8 km, using a total of 486.43 liters of gasoline, equivalent to greenhouse gas emissions rate of 11,971.20 kg.CO2e.

Gasoline for carpool passengers in the case of not using the carpool totaled 5,350.8 km or a total of 486.43 liters of gasoline would be used (calculated in the case of taking a taxi). Greenhouse gas emissions rate is 11,971.20 kg.CO2e.

Therefore, the Carpool: Same Way, Same Car initiative can reduce gasoline consumption by 347.45 liters and reduce greenhouse gas emissions by 8,540.86 kg.CO2e.



Fuel consumption

Gasoline and Fuel Consumption

Gasoline and Fuel usage	Units	2022	2023	2024
Diesel	Liter	46,196.73	49,041.11	52,173.17
Gasoline	Liter	10,826.34	11,472.60	11,719.85
Gasoline and Fuel Cost	Bath	1,458.969	1,440,253	1,515,400

Energy Management Consumption

Energy usage	Units	2022	2023	2024
Total energy usage within the organization	MWh	648,508	822,567	841,928
Renewable Energy	MWh	152,900	198,100	207,400
- Solar Energy	MWh	152,900	198,100	207,400
Non-Renewable Energy	MWh	495,608	624,467	634,528
- Purchased Electricity Energy	MWh	495,608	624,467	634,528
- Purchased steam or fuel	MWh	0	0	0
Non-Renewable Energy for sale	MWh	0	0	0
- Traded electricity	MWh	0	0	0
- Traded steam or fuel	MWh	0	0	0
Energy usage per area	MWh / Square meters	136.73	173.43	177.51

Water Saving

The Company focuses on the efficient use of water resources for maximum benefit, as well as giving importance to the sustainable reduction of water usage within the organization, starting from the design of projects to facilitate the most efficient use of water, planning the efficient water usage system in the buildings, including the procurement process of materials and equipment for projects and condominiums. The Company has purchased materials and equipment that help save water, such as faucets, sanitary ware, water pipes, etc., and continuously inspects and maintains the water supply system both within the head office, project offices and during the construction process. In addition, the Company takes into account the wastewater generated from the work process by arranging for the quality of wastewater, controlling the amount before releasing it into

external water sources, and building wastewater treatment ponds. The Company strictly adheres to and operates in accordance with the criteria for wastewater management specified in the Environmental Impact Assessment Report (EIA).

AssetWise is committed to cutting water usage within the organization by setting a target or water usage reduction by 2024 as well as a long-term target to reduce water usage by 2028 to attain efficient water management, cost-effective use of water and maximum benefit generation to mitigate the risk of water shortages, including the discharge of untreated wastewater from the construction process into water sources, which may cause legal disputes.

Tagets	Unit	Results
Reduce water consumption within the organization by 5% (compared with 2024 base year) and reduce 30% in 2028 (compared with 2024 base year)	Liters / Employee	Reduce 6.17 %



Water management within Construction Projects

During the construction of a project, risks and problems may arise from water use and water management. Therefore, the Company has collaborated with contractors, who are considered important stakeholders during the construction of the project, to assess the risks and determine guidelines and measures to prevent, solve and alleviate problems that may happen from water use and water management.

In 2024, during the construction of the Company's projects, no projects were found to have high risks or significant problems related to water use or water management.

Water quality

The Company must treat wastewater from construction projects according to the BOD standard before releasing it outside of the project area and puts preventive measures in place should a hazard occur

Measures to prevent or mitigate environmental impact

- Wastewater treatment system designed to be able to treat sufficient amounts of wastewater generated during the project is in place. The system treats wastewater according to BOD standards before releasing it outside of the project area
- Staffs assigned to maintain the wastewater treatment system in its best condition
- Coordinate with private sewage pumping trucks to pump out excess sediment once a month throughout the construction period.

Measures to evaluate environmental impact

- Samples from each wastewater treatment system, taken both before and after the construction project, are regularly tested
- Structure of wastewater pipes of the wastewater treatment system is examined.
- Check for water leaks from bathrooms on a daily basis throughout the construction period.

Water Consumption

Water is used during the construction project in 2 ways: 1) water consumed by construction workers and 2) water used for construction work. The Company must put measures in place to prevent any water impact to its surrounding communities

Measures to prevent or mitigate environmental impact

- Arrange a water reserve for consumption to be able to store water for at least 1 day of use
- Promote efficient water usage amongst workers
- Once the project is completed, the unused water in the tank will be used in watering plants, washing debris off the streets, etc.

Measures to evaluate environmental impact

- Test pipes and valves for leakage for immediate maintenance
- Test water tanks for signs of breakage and erosion for immediate maintenance
- Arrange water tank maintenance and cleaning throughout the project period

Wastewater

Wastewater from workers during the construction projects are treated according to the BOD standards before being released outside of the project areas. The company must put measures to prevent any environmental impact

Measures to prevent or mitigate environmental impact

- Restrooms are regularly cleaned and maintained throughout the project period
- Restrooms are tested for leakage
- Once the project is completed, the installed wastewater treatment system must be removed by pumping out debris and cleaning the tanks multiple times.

Measures to evaluate environmental impact

- Conform to the measures to test water quality to evaluate environmental impact.

Water management within projects

The Group manages water for all projects with an emphasis on treating wastewater generated from water use within each project, which must be maintained to have a BOD value as required by law before being released outside the project. In each project, a wastewater treatment system provided to treat wastewater from the use within the project must be adequate for the amount of wastewater generated. In this regard, skilled personnel have been arranged to maintain and control the project's wastewater treatment system to ensure continuous and efficient operations. Furthermore, maintenance plan must be in place with an arrangement for the pumping of sewage and grease from the wastewater treatment pond on a monthly basis. The wastewater treatment pond must be regularly inspected to ensure that the wastewater treatment system can be operated throughout the project period while supporting measures must be issued in the event that the wastewater treatment pond fails to operate properly. Additionally, the Company provided a wastewater treatment system that is disinfected with ozone in case of pandemic while treated wastewater is reused for watering plants within the project.



Water management at the headquarters

The Company manages water usage at its headquarters by monitoring water consumption, using water-saving sanitary wares, and continuously testing plumbing systems. Internally, the Company organized water-saving campaigns to encourage eco-friendly mindset for its employees.

Study of Using Water from Air Conditioners to Water Plants



From collecting data on the amount of water used for 1 hour of a 9000 BTU air conditioner, it was found that the amount of water flowing out of the air conditioner is 1.5 liters/unit. Therefore, it can be inferred that during the Company's 8 working hours, there will be up to 12 liters of water from an air conditioner, which is enough to water the plants using the rope system.

Watering with the Rope System

The vegetable plot around the parking lot use rope watering, which can save up to 68.12% of water (96 meters long vegetable plot, total of 66 plants).



Collaboration with Partners and Agencies to Reduce Water Usage

Water Saving: The Company designed water management in the project under the GrowGreen policy, focusing on recycling water for maximum benefit, such as designing the use of wastewater from air conditioners, a system for bringing water from outdoor showers and swimming pools to water nearby plants, and using water-saving sanitary wares.



KAVE
KAVE 111

SPEC : TOILET & ACCESERRY

- ชักโครก BEN COTTO : CT C-13440
- อ่างล้างหน้า COTTO C-0156 ทรง
- ตู้ใต้อ่าง ปกติ PVC
- ก๊อกน้ำอ่างล้างหน้าแบบก้านโยก COTTO CT1160A(HH)
- ฝักบัว : AMERICAN STANDARD A-6014-HS
- ก๊อกฝักบัว PREMA : PM157Q58 สีโครเมียม
- ราวแขวนผ้า VICTOR : VT PQ1 / ของรวมผ้าแห้ง MODA 62054
- สายฉีดชำระ-ชุดกรรพ STD สีโครเมียม สแตนเลส
- ที่ใส่กระดาษชำระ VICTOR : VT9207A
- ชุดกรรพชักโครก VT CP028 สีโครเมียม
- กระดาษ 5 มม สีชมพู

*รายละเอียด : ให้นำไปใส่ตามการวัดจริงของสถานที่จริง

Water management consumption

Water usage	Units	2022	2023	2024
Water usage within headquarters	Cubic metre	3,384	4,233	4,942
Water usage in water-scarce areas	Cubic metre	0	0	0

Amount of Water Withdrawal from Water Sources

The Company does not obtain water from water sources in various areas of its locations, nor water from water sources in areas at risk of water shortages for the Company's operations.

Amount of Water Drawn from Water Sources	Unit	2022	2023	2024
Amount of Water Withdrawal from Water Sources categorized by source type	Cubic metre	0	0	0
Surface Water	Cubic metre	0	0	0
Ground Water	Cubic metre	0	0	0
Process Water	Cubic metre	0	0	0
Sea water	Cubic metre	0	0	0
Water from external organizations	Cubic metre	0	0	0
Amount of Water Drawn from water-scarce areas	Cubic metre	0	0	0
Surface Water	Cubic metre	0	0	0
Groundwater	Cubic metre	0	0	0
Process Water	Cubic metre	0	0	0
Sea water	Cubic metre	0	0	0
Water from external organizations	Cubic metre	0	0	0

Water usage costs

Water usage costs	Unit	2022	2023	2024
Total water usage costs	Bath	42,981	54,241	72,272
Costs water supply	Bath	42,981	54,241	72,272
Costs other water usage	Bath	0	0	0



Impact on the Company from Water-Related Incidents

In 2024, the Company did not experience any impact from water-related incidents and there was no financial quantification or opportunities incurred from violations related to the Company's water management.

Impact	Unit	2022	2023	2024
Costs associated with water-related risks	Bath	0	0	0

Garbage, Waste and Pollution Management

The Company attaches importance to waste management particularly those arising from the Company's operations. The Company strictly observes the criteria stipulated in the Environmental Impact Assessment Report (EIA) with respect to every project of the Company. It also assesses air pollution quality, namely, smell, sound, and dust. It is found that legal standards have been met, and that there are no leakages of toxins from the business operation of the Company.

Target	Unit	Results
Reduction of General Waste Quantity 50% (compared with 2024 base year)	Kilogram	Reduce 93.17%

Garbage, waste and pollution management within Construction Projects

- **Garbage and waste management:**

Waste management

The 2 types of waste from construction sites are:

- 1) Waste from construction such as concrete, metal, bricks, tiles, etc.
- 2) Waste from construction workers such as paper, plastic bags, etc.

Measures to prevent or mitigate environmental impact

1) Waste from construction materials:

- Prohibit the construction scraps from being dumped in public areas or places that may affect residents in those areas.
- Organize an area for stacking construction materials away from neighboring areas.
- Use canvas to cover trucks used to transport construction scraps to prevent them from falling onto the roads.

2) Waste from construction workers:

- Prepare garbage containers with covers at the construction areas with the separation of the types of waste bins, including general waste, biodegradable waste, recycled waste, hazardous waste and infectious waste. The waste is to be collected at various points to the waste collection point on a daily basis and to be arranged for proper waste storage according to the type of waste.
- Communicate and encourage workers to put waste in containers according to waste type
- Maintain cleanliness of waste container area

Measures to evaluate environmental impact:

- Maintain waste areas across construction period
- Maintain waste containers' conditions to prevent habitation and feeding of insects and animals. If waste containers are not in good working conditions, they are to be replaced immediately during the construction period

• **Pollution management:**

Dust

Construction projects typically cause air dust. The Company has issued measures to prevent and evaluate environmental impact caused by dust from construction projects

Measures to prevent or mitigate environmental impact

- 1) Public relations measures
 - Prepare posters to publicize the project and channels for complaints in case of being affected by the project and find solutions to problems that arise immediately.
- 2) Construction area management measures
 - Record dust-generating events with details on the causes and timing
 - Follow the measures strictly and appoint responsible persons to take charges of matters affected by the construction of the project.
- 3) Measures on the use of construction tools
 - Take care and maintain machinery regularly during construction.
 - Check the exhaust emission condition of machinery that uses diesel engines, maintain/repair/change engine oil to increase engine efficiency and reduce dust and smoke generated from the engine.
- 4) Waste management measures
 - Prohibit the burning of waste materials in the construction areas.
- 5) Area preparation measures by opening the soil surface
 - Avoid construction activities that expose the soil during the dry season or when the air is closed.
 - Arrange for stacking of materials in the construction area by piling materials as necessary and when the soil surface is opened, the soil surface will be closed with concrete or asphalt once there is no need to work on the surface.
- 6) Construction measures
 - Install construction mesh sheets from the ground floor to the highest floor surrounding each building to prevent dust from spreading to neighboring buildings and always maintain them in good conditions.
 - Provide water spray nozzles and install temporary restraints along the land boundaries surrounding the project and on buildings and move them along the floors where there is construction work to prevent dust from construction sites from spreading to neighboring buildings.
 - Increase frequency of spraying water on those days with a lot of dust as appropriate depending on the conditions at the construction site.
 - Pack cement powder in sealed containers when it is brought into the construction area as well as storing leftover cement powder in sealed bags after use.
 - For the dusty piles of materials or leftover materials, they must be completely closed or covered with mesh sheets.
 - Provide a closed area for carrying out work that generates dust to prevent the spread of dust.



7) Transportation measures

- Wash the wheels of trucks used to transport dirt using high pressure water to wash and clean the wheels and undercarriage of trucks at the entrances and exits of the project area to prevent dust and mud from sticking to the wheels. The water from washing the wheels will be stored in a sludge pond and flow into the wheel washing water pump pond to be reused again in washing the wheels of the next cars. The sediment must be scooped out every day.
- Sweep up dirt and sands falling in front of the project and nearby areas. In the event that wet soil is dropped, the floor must be cleaned and swept thoroughly immediately.

8) PM2.5 measures

- Spray water on construction areas or areas that cause dust every day (except rainy days).
- Inspect engines and machinery used in construction to reduce pollution.
- Avoid construction activities that involve opening the soil surface or adjusting the areas during seasons with high levels of dust in the air (December, January, February). However, when it is necessary to do such activities, water must be sprinkled throughout the activity and truck wheels are to be washed before leaving the construction areas.
- Measure black smoke of vehicles and machinery using diesel engines in accordance with certification standards and record measurement results throughout the construction period.
- Choose electric machines over fuel machines.
- For constructions during beginning or decoration phases with high dust level, it is required to maintain/repair/change engine oil to increase engine efficiency and reduce dust and smoke generated from the engine.
- Monitor the air quality situation from the Pollution Control Department. In case that the air quality in the project area is worse than the specified standard, construction activities that produce small dust particles (PM2.5) must be stopped immediately.

Measures to evaluate environmental impact:

- Assign representatives from the Company to meet with residents next to the project at least once a month throughout the construction period to inquire about the effects of construction and provide a channel for receiving complaints about construction impact as well as solving problems that arise in a timely manner.
- Measure the amount of dust in the project area and install measuring devices at various points with construction work.

Noise

Noise caused by construction activities such as piling, must be met with preventive environmental measures

Measures to prevent or mitigate environmental impact

- Specify construction times that cause noises, such as piling, foundation construction, and structural work as appropriate.
- Provide noise barriers according to standards in construction work during each phase of construction.
- Provide a noise level meter for the project which can measure the noise level produced during construction. In case that the noise level exceeds the standard, a signal will be sent to the project management office so that the activities can be improved instantly.
- Use lubricating oil to reduce frictions between machine parts.
- Control construction contractors from making loud noises that disturb nearby residents.
- In transporting construction materials to the project area, transportation must be carried out correctly according to transportation principles. Throwing of materials and construction equipment that makes loud noises must be prohibited.
- For the construction transportation during the night, it is only allowed for vehicles to be parked and carry out transportation activities in the morning to prevent loud noises from disturbing neighboring residents.
- Comply with the measures specified in the environmental impact report.
- Create PR posters for the project and provide channels for receiving complaints for those affected and in case that a problem arises, a solution must be provided immediately.

Measures to evaluate environmental impact:

- Assign representatives from the Company to meet with residents next to the project at least once a month throughout the construction period to inquire about the effects of construction and provide a channel for receiving complaints about construction impact as well as solving problems that arise in a timely manner.
- Arrange for measurement of average and maximum noise levels inside the project construction area on a daily basis during the construction of pillars and foundations as well as reporting measurements to the regulatory agencies throughout the construction period.



Construction material management to reduce waste generation from project construction

The Company places importance on the management of construction materials in its construction process. Starting with the designing that aims to use construction materials in the most cost-effective and efficient manner to reduce the loss of unnecessary materials and equipment that generates trash or waste as well as using materials and equipment that promote waste reduction. Moreover, waste materials are to be recycled or used again while avoiding activities that may generate more garbage or waste.

- **Effective arrangement of floor tiles in the project's guest room corridors to reduce waste generation**

The Company's construction projects in 2024 implemented a method of laying floor tiles for the walkways in the project to be as efficient as possible while loss of tiles was minimized to help reduce waste from tile scraps from flooring compared to traditional flooring according to the principles of sustainable waste management as well as reducing the amount of waste from the constructions of the Company's projects. The Company plans to provide such a method for laying floor tiles in every project of the Company in the future.

- **Texca Wall Waste Management Technology**

The Company gives importance to construction waste management and implemented Texca Wall technology – a readymade, eco-friendly wall and a certified green label product to use for its construction. Texca Wall helps reduce construction waste because its size can be tailor-made from the manufacturer, reducing typical cement waste from 10-20% of traditional way of plastering down to 5%. Additionally, the manufacturer also recycles the waste and uses it to make new Texca Walls.

- **Use of construction materials that promote waste reduction**

For walkways in common areas of projects, the Company promotes the use of materials that reduce waste by applying walkway flooring materials or sidewalk blocks from upcycled materials using plastic waste to produce walkway blocks. This is to help reduce the amount of plastic waste and add value to plastic waste as the production process is not complicated and can be done in the community. The Company purchases walkway flooring materials or sidewalk blocks from a community's recycling factory made from waste from pet food bags to be used as walkway flooring in the common area of the project. This can help eliminate up to 4.4 kilograms of plastic waste per 1 sidewalk block.

Garbage, waste and pollution management within project

- **Pollution management**

Regarding dust management for completed projects, the car traffic in the project is properly managed and controlled in order to prevent the spread of dust on the road surface. Cleaning of roads in the project is organized every day throughout the period of operation. In addition, for every residential room and common area such as the main garden hall, juristic office and fitness center, the Company installed air conditioners that have the ability to filter ultra-fine dust particles, or PM 2.5, to prevent small pollutants that can cause health problems to residents as well as using ready-made wooden floors with proper quality for the rooms.

With regard to air pollution management, the project provides a parking building that is open-air with wind blowing through it all the time which allows proper ventilation. Signs prohibiting leaving the engine on while parking were put in the parking area in order to prevent the accumulation of pollutants from the exhaust pipes of cars. In addition, speed control for cars in the project is also in place including providing clear traffic signs in the project to ensure efficient mobility of cars in the project including entrance-exit areas of the project with the objective to reduce pollution caused by the concentration of cars in on the driveways and unnecessary movements.

Furthermore, the Company arranged green areas for each project by planting trees that have properties to filter dust or purify the air in the areas around the project so that such trees help absorb dust in the air and/or carbon dioxide (CO2) generated in the project.

- **Garbage and waste Management**

For completed construction projects, the Company allocated waste rooms for all residential floors. The waste is separated into general waste, composable waste, recyclable waste, and toxic waste bins for the residents. Each bin is color-coded according to the type of waste and residents are encouraged to sort their waste and recycle plastic or paper bags when possible to reduce waste within the property. The property management then labels each bag according to the type of waste before handing them to the service authority.

Furthermore, the property management regularly maintains the waste bins in good working condition, immediately replaces them when needed, sorts the waste left outside of the bins, and keeps the waste rooms clean. The property management or juristic office shall strictly follow the waste management measures.

Garbage, Waste and Pollution Management at the Head Office

- **Waste Management with the Concept of Separate-Pour-Dry**

The initiative is one of the ongoing projects in the core of waste management under the GrowGreen Policy. During 2024, the Company has a common goal for the entire organization to reduce the amount of general waste by 50% compared to the base year by further developing waste separation with the concept of Separate-Pour-Dry to be more effective.

The Company encourages and educates employees at all levels to understand the culture of waste separation with the concept of Separate-Pour-Dry, the routes for managing each type of waste, and testing the use of "Separate-Pour-Dry Stations", starting from training new employees and continuously promoting to employees to help reduce the organization's general waste.

Separate-Pour-Dry Stations were implemented both at the head office and in various events of the Company. For the head office during 2024, 9,304.10 kilograms of waste was collected, divided into general waste 145.28 kilograms, hazardous waste 47.46 kilograms, recycled waste 3,605.7 kilograms, energy waste 3,951.46 kilograms, food waste 1,554.2 kilograms, helping to reduce the amount of carbon footprint by 22,288.31 kgCo2e, which is equivalent to planting 2,476 trees. The Company aims



to reduce general waste by 50% from the base year. For the summary of operating results in 2024, general waste decreased from the base year by 93.17%.



In addition, various events organized by the Company was able to collect and properly disposed of 945.27 kilograms of waste, reducing the amount of carbon footprint by 2,321.04 kgCo2e or equivalent to planting 258 trees.

In 2024, waste management activities with the concept Separate-Pour-Dry can help reduce the amount of carbon footprint by 24,609.35 kgCo2e or equivalent to planting 2,734 trees, an increase of 211% compared to 2023.



• **Waste Management Prototype Competition Project, 50 Districts, 2024 (Private Office Building Category)**

The Company participated in the Waste Management Prototype Competition, 50 Districts (Private Office Building Category) under 5 criteria:

1. Waste and Environmental Management Policy
2. Measures, Criteria and Operational Guidelines
3. Measures to promote knowledge and understanding, creating habits in waste management at the source
4. Guidelines to promote cooperation
5. Waste management and operational results



The Company has implemented a general waste management process to be well managed, changing from waste to materials with the concept of Separate-Pour-Dry, which the recipients of waste can immediately manage and reduce waste from the source according to the 7R principle, allowing the Company to truly reduce general waste and extend the concept of Separate-Pour-Dry to our partners. This process earned the Company the 1st runner-up award for comprehensive waste management (office building category).

- **Hazardous waste**

Hazardous waste is another type of waste that the Company pays attention to by joining the project of the Pollution Control Department as a member of “Cooperation between the Government and the Private Sector in Collecting Hazardous Waste from Communities” with the objective to make people aware of the serious dangers of this type of waste so that people properly separate the waste without disposing them together with other types of waste. The Company set up 4 locations to receive hazardous waste (light bulbs, flashlights, aerosol cans, mobile phones, and peripherals): the head office, the Mingle Mall shopping center., Atmoz Flow sales office in Minburi and Atmoz Season sales office in Lat Prabang.



In 2024, the Company encouraged employees to separate hazardous waste through the campaign “Hazardous Waste for Donuts or ESG Coins” by joining the activity via Line OA: aswGrowGreen. You can exchange it for donuts to eat or coins to spend in shops around the head office or exchange for other souvenirs from the Company's hazardous waste activities. Under this campaign, 47.46 kilograms of waste was collected, an increase of 58.2% from 2023.



- **Refill Station**

Refill station is an activity held continuously every quarter at the head office to promote the reduction of single-use packaging with the intention to encourage employees to change their behavior by bringing bottles to fill with various liquids used in daily life, including dishwashing liquid, fabric softener, laundry detergent, and hand washing liquid.

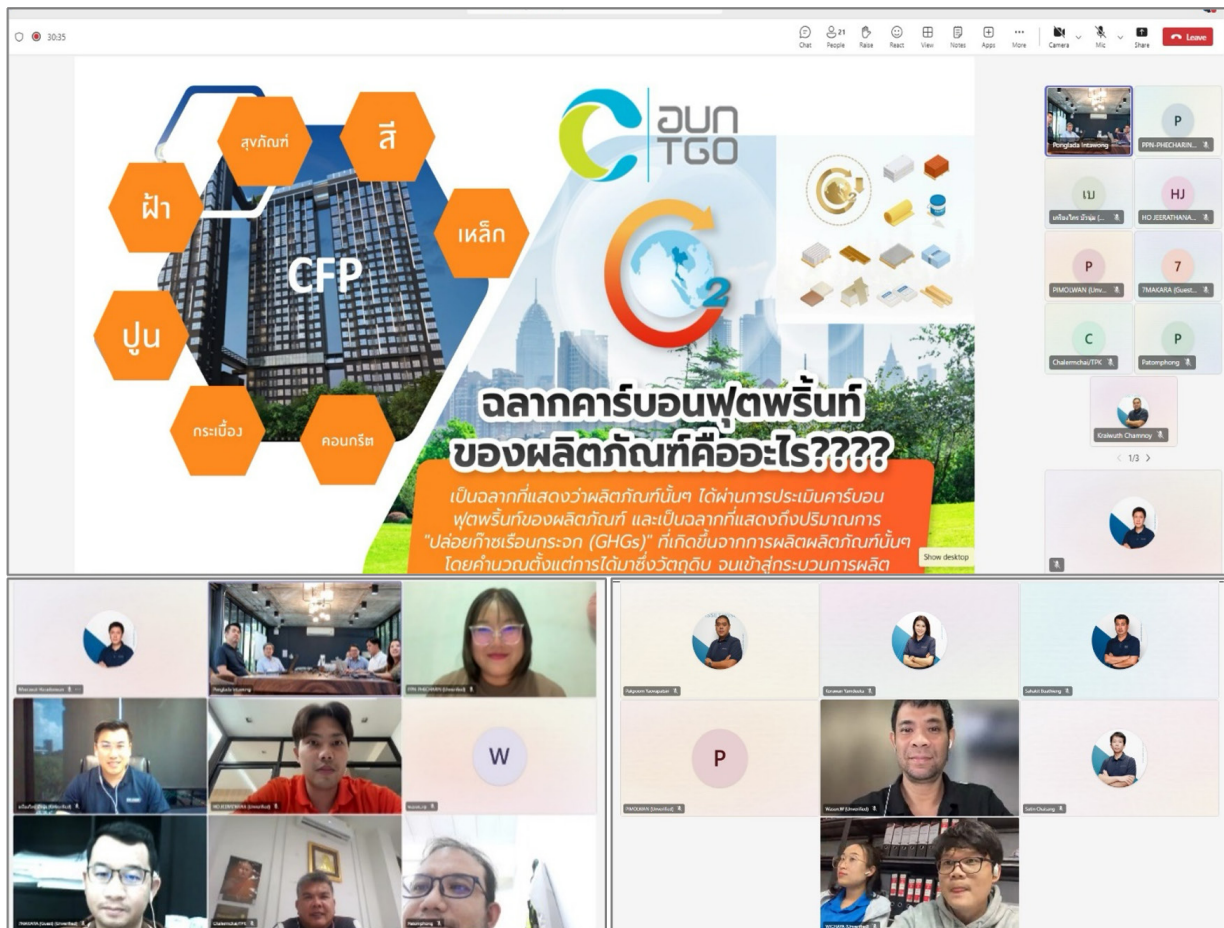
For 2024, the total amount of liquid used for activities stood at 26,000 milliliters, equivalent to the reduction of 52 plastic bottles of 500ml size.



Collaboration with partners, agencies or stakeholders in waste, waste and pollution management

The Company organized a meeting with construction contractors to jointly determine the direction of the use of low carbon products in line with the country's policy towards net zero and the GrowGreen concept. The Company undertakes environmental management across value chain, from design, material selection, construction, to residents' living conditions, The

meeting was attended by 8 main contractors: Well Graded Engineering Public Company Limited, Visavapat Company Limited, T. Peeragrach Company Limited, 3 Phon Company Limited, 7 Makara Company Limited, Jeerathana Korsrang Company Limited, Porn Phanakorn Company Limited, and Construction Lines Company Limited.



Environmental Collaboration with Educational Institution Partners

• ASW x Arch KU Project

ASW x Arch KU Project is a collaboration between AssetWise and the Faculty of Architecture, Kasetsart University, providing real-world learning opportunities to enhance the potential of architecture students to meet the demands of the modern market. Throughout the 4-month project, students practiced their design skills through various activities, including special lectures, visits to the actual site at the WisePark Minburi project, and design work under the guidance of experts, leading to the creation of outstanding competition works that meet the needs of modern residents in line with AssetWise's Wisecology and GrowGreen concepts.

In addition, teams of students competed in building designs based on lifestyle-friendly living concept and a competition to design waste management areas in residential units in AssetWise's style under the concept of 'Separate-Pour-Dry' to aim for zero waste to landfill, allowing students to apply their knowledge to create works, as well as the Company to apply the concepts designed by the students to future projects.



Garbage and Waste Management

Garbage and Waste Management	Unit	2022	2023	2024
Non hazardous waste	Kilogram	1,318.00	1,182.00	145.28
Hazardous waste	Kilogram	28.00	30.00	47.46
Total garbage and waste	Kilogram	1,346.00	1,212.00	192.74
Total Recycled waste	Kilogram	1,577.82	2,748.23	9,415.76
Recycled non hazardous waste	Kilogram	1,577.82	2,748.23	9,415.76
Recycled hazardous waste	Kilogram	0	0	0
Non-recycled waste	Kilogram	1,318.00	1,182.00	145.28



The impact on the company from the management of garbage, Waste and Pollution

Impact	Unit	2022	2023	2024
Financial quantification of pollution, waste and garbage	Bath	0	0	0

Greenhouse gas management

The Group is aware of the need to limit greenhouse gas emission in its operation – most of which come from employees' use of personal vehicles, headquarters' air conditioning systems, and construction projects. It aims to operate strictly according to Environmental Impact Assessment (EIA) policies in every project and corporate activity

Targets on GHG emissions	Unit	Results
Net Zero Greenhouse Gas: GHG Emissions	TCo2e	1,670 TCo2e
Greenhouse Gas: GHG Emissions from Scope 1, 2, and 3 (compared with 2020 as year)	TCo2e	Reduce 29.78%

Greenhouse gas management within construction projects

Air pollution

Air pollution caused during construction typically comes from exhaust pipes of trucks that deliver soil or construction materials and of construction machines. The emitted gas causes air pollution to the surrounding areas. The gas emitted by construction machines are:

- Carbon Monoxide (CO)
- Hydrocarbon (HC)
- Nitrogen Dioxide (NO2)
- Sulfur Dioxide (SO2)

The amount of emitted gas must not exceed the limit by law and the project must put up measures to prevent and evaluate environmental impact from its construction activities

Measures to prevent and mitigate environmental impact

- Turn off engines while not in use
- Maintain vehicles that deliver soil or construction materials and other machines in good working condition
- Supervise construction work to ensure that dust indicators from construction work do not exceed the standard values.

Measures to evaluate environmental impact:

- Monitor and measure air pollution caused by Carbon Monoxide (CO), Hydrocarbon (HC), Nitrogen Dioxide (NO2), Sulfur Dioxide (SO2) in the construction areas
- Assign representatives from the Company to meet with residents next to the project at least once a month throughout the construction period to inquire about the effects of construction and provide a channel for receiving complaints about construction impact as well as solving problems that arise in a timely manner.
- Ensure that construction site controllers manage contractors to operate according to Environmental Impact Assessment (EIA) policies

Greenhouse gas management within projects

Impacts on air quality from greenhouse gases are mostly caused by traffic in the project, especially the parking lots and driveways due to the vehicles' exhaust pipes. The emissions from traffic include nitrogen dioxide (NO₂), hydrocarbon compounds (HC), and carbon monoxide (CO). The project must provide preventive measures and alleviate the effects by arranging parking areas that are open-air with wind blowing through it all the time which allows proper ventilation. Signs prohibiting leaving the engine on while parking were put in the parking area in order to prevent the accumulation of pollutants from the exhaust pipes of cars. In addition, speed control for cars in the project is also in place including providing clear traffic signs in the project to ensure efficient mobility of cars in the project including entrance-exit areas of the project with the objective to reduce pollution caused by the concentration of cars in on the driveways and unnecessary movements. At the same time, green spaces are provided within the project by planting trees that can help absorb carbon monoxide (CO) in the area around the project to absorb pollution generated in the project.

Greenhouse gas management in headquarters

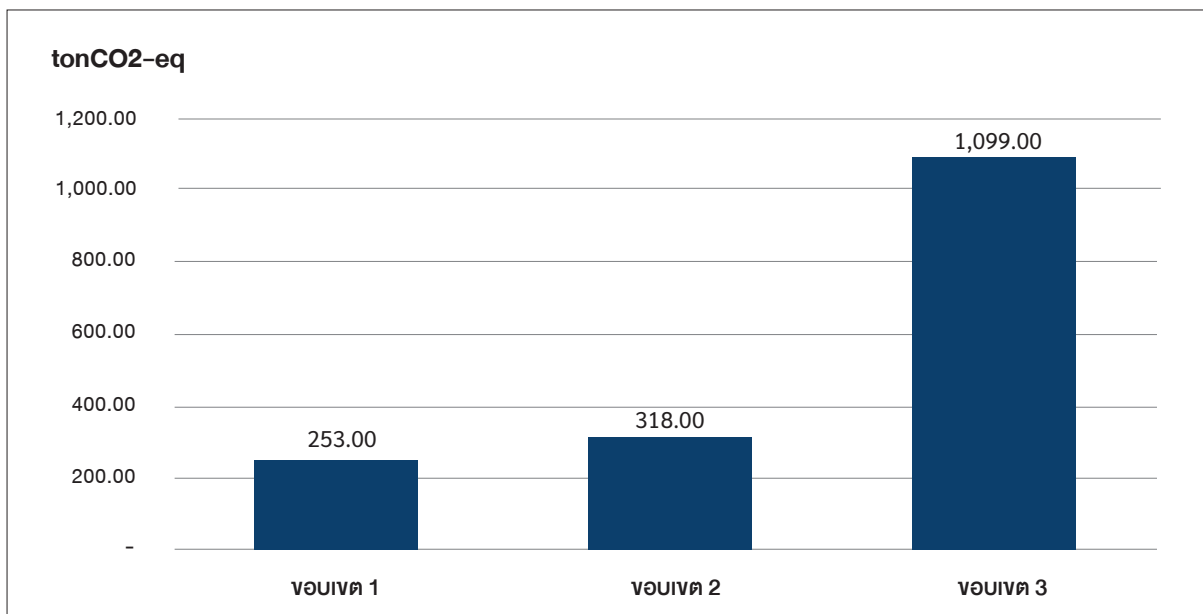
• Carbon footprint evaluation (headquarters)

The Company is highly aware and seeks to relieve the global warming effect. For this reason, the Company collects its data from every activity that emits greenhouse gas both directly and indirectly to evaluate and calculate its carbon equivalent at the headquarters. This evaluation leads to effective measures to reduce greenhouse gas emission.

The scopes used in evaluating greenhouse gas emission are as follows:

- Scope 1: Direct greenhouse gas emission, in which the sources belong to or are managed by the organization
- Scope 2: Indirect greenhouse gas emission relating to electricity generation
- Scope 3: Other indirect greenhouse gas emission

In 2024, the company's total greenhouse gas emissions were 1,670 tons of carbon dioxide equivalent. which is a direct greenhouse gas emission (scope 1) of 253 tons of carbon dioxide equivalent Indirect GHG Emission (Scope 2) 318 tons of carbon dioxide equivalent and other indirect greenhouse gas emissions (scope 3) 1,099 tons of carbon dioxide equivalent.



Greenhouse gas management

GHG emissions	Unit	2022	2023	2024
Direct GHG emissions (scope 1)	TCo2e	204.00	226.00	253.00
Indirect GHG Emission (Scope 2)	TCo2e	248.00	313.00	318.00
Other indirect GHG Emission (scope 3)	TCo2e	658.00	869.00	1,099.00
Total GHG emissions	TCo2e	1,100.00	1,408.00	1,670.00

The Company has measures to reduce greenhouse gas emissions in accordance with the GrowGreen policy in 5 areas, such as launching a campaign to save water by turning on only when necessary, watering with a rope system, drinking water from a water filter to reduce plastic bottle waste, separating all types of waste using the concept of Separate-Pour-Dry and sending them for further use, adjusting the air conditioner to 25 degrees Celsius, turning off the lights for 1 hour during lunch break, and turning off the lights every time there is no one in the room, including some common areas in the head office using solar power, and installing EV stations, promoting carpooling for same routes. Regarding building design, trees were also planted to cover the buildings and large trees were planted around the buildings while the buildings were designed to have façades to prevent heat from entering the buildings. There are also openings for ventilation that reduce the work of air conditioners.

• LESS (Low Emission Support Scheme)

The Company places importance on reducing greenhouse gas emissions by organizing the activity to sort waste for recycling which is also the activity that we applied for certification. The steps for carrying out this activity are as follows:

1. Encourage and educate all employees about types of waste, waste management routes, and waste separation using the concept of Separate-Pour-Dry
2. Set up waste separation points, Separate-Pour-Dry stations, to be located across different floors of the buildings

Separate = types of material

Pour = food scraps, water or ice

Dry = to dry materials to be managed further

In addition, color signs are used to indicate the management routes of each type of waste, such as gray sign for energy waste/orphan waste to be sent to make RDF fuel, yellow sign for recycled waste to be sent to the recycling process, green sign for food waste to be sent to make animal feed or fertilizer, etc.



3. Housekeepers collect recyclable waste every day and store it in prepared rooms.
4. When the amount of recyclable waste is sufficient, a truck will pick up the recyclable waste at the head office. The responsible officer will record the weight of each type of recyclable waste and keep the sales receipt as evidence.
5. Prepare a report to submit for certification of greenhouse gas reduction activities or LESS.

In 2024, the Company applied to be certified and received a certificate of honor from Thailand Greenhouse Gas Management Organization (Public Organization) from waste separation activities for recycling while the Company managed collect the amount of greenhouse gas emissions at the head office which helped reduce the carbon footprint emissions by 11.454 tCo2e, equivalent to planting 1,273 trees.

- The company has continuously been a member of the environmental program of the Stock Exchange of Thailand, including all three Climate Care Collaboration Platforms

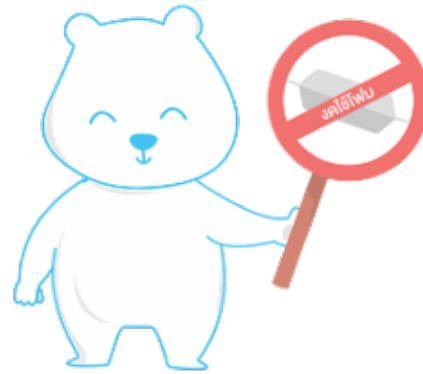


Climate Care Collaboration Platform

Care the Bear

The Company participated in the "Care the Bear" project of the Stock Exchange of Thailand. This is another project where the Company took part in mitigating the problems of global warming. The activities organized by the Company are both online and offline, taking into account the principles of 6 Cares, namely:

1. Encourage people to use public transportation or travel together.
2. Reduce the use of paper and plastic from various documents and packaging.
3. Refrain from using foam for packaging or foam for decoration.
4. Reduce energy use from electrical equipment or switch to energy-saving equipment.
5. Design using decorative materials that can be recycled.
6. Reduce food waste at events.



In 2024, there were 13 activities and 1 project recorded through the Care the Bear project, both online and offline; for example, blood donation activity, tree planting activity under "Plant for the Planet" to reduce temperatures, the 2024 Annual General Meeting of Shareholders, and Sharing Love Project through Braille #Year 3, etc. These activities helped reduce carbon footprint emissions by 2,093.01 kgCo2e, equivalent to planting 233 trees

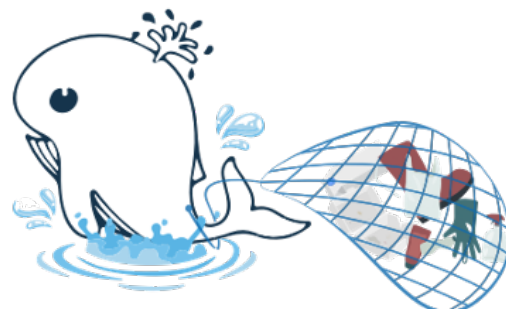
Summary of the Reduction of Greenhouse Gas Emissions and Tree-Planting Equivalence

Reduction of Greenhouse Gas Emissions 2,093.01 kgCo2e

Equivalent to the planting of 233 trees

Care the Whale

The Company joined "Care the Whale" project with the aligned concept of "invisible waste" - eliminating the waste and find the ways to maximize the usage. This is in line with the Company's concept of waste management under "GrowGreen Policy" that manages waste right from the origins and gets rid of waste the right way with a common goal of Zero Waste to Landfill. The Company uses the Care the Whale platform to record the amount of various types of waste



Care the Wild

The Plant & Protect activity under Care The Wild project is another activity that is a collaboration in planting new forests and supplementary forests to promote forest care through reforestation network of partners. Planted trees will grow up perfectly with 100% survival rate, creating a balanced ecosystem and helping with the expansion of the forest area in a concrete manner. People can come and utilize the forests as well as joining forces in mitigating the global problem from the origin.

In 2024, the Company has increased green areas under the Plant for the Planet project in Bangkok and other provinces by planting carefully so that 100% of the trees survive, covering a total of 2,900 trees in 3 areas, which is equivalent to the absorption of up to 26,100 kgCo2e of carbon.



Environmentally friendly procurement (Green Procurement)

The Company supports eco-friendly products and materials. It aims to purchase certified eco-friendly products for its construction and headquarters operation to help reduce greenhouse gas emission.

The Company plans to continue increasing purchasing value for eco-friendly products and materials with the following plan.

- Increase the amount of eco-friendly business partners, products, and services while continuously updating our green procurement database
- Partner with businesses that are aware and consider eco-friendly materials and services such as businesses using energy-saving electrical appliances, recyclable or renewable materials, etc.
- Communicate with business and trading partners that the Company will be procuring and purchasing eco-friendly products and services.

In 2024, the Group put in place a process to purchase environmentally friendly construction materials by selecting suppliers who sell products and/or provide certified environmentally-friendly services and/or with certified labels for environmentally-friendly products. The Company has a number of suppliers that sell products and/or provide environmentally friendly services, totaling 18 companies, with a list of products and/or environmentally friendly services with a total of 23 items, including:

Item	Type of Product	Certification of Environmentally-Friendly Product
1	Texca Wall	- Green Label - US Green Building Label
2	Door surface covering material	- Singapore Green Label Scheme (SGLS) - Green Industry - GREENGUARD
3	Ready-made cement for plastering work	- Green Label - Zero VOC Label - Carbon Footprint Reduction Label
4	Waterproofing cement	- Green Label - Zero VOC Label - Carbon Footprint Reduction Label
5	Cement glue	- Green Label - Zero VOC Label - Carbon Footprint Reduction Label
6	Grout	- Green Label - Zero VOC Label - Carbon Footprint Reduction Label
7	Primer color	- Green Label - US Green Building Label

Item	Type of Product	Certification of Environmentally-Friendly Product
8	Interior-exterior paint	- Green Label - US Green Building Label
9	Rustproof paint	- Green Label - US Green Building Label
10	Ceiling paint	- Green Label - US Green Building Label
11	Insulation	- Green Label - Energy Saving No.5 Label
12	Concrete	- Green Label - Carbon Footprint Reduction Label or Global Warming Reduction Label - Green Industry
13	Ready-made cement	- Green Label - Carbon Footprint Reduction Label or Global Warming Reduction Label - Green Industry
14	Lightweight brick	- Green Label - Carbon Footprint Reduction Label or Global Warming Reduction Label - Green Industry
15	Roof tiles	- Green Label - Carbon Footprint Reduction Label or Global Warming Reduction Label - Green Industry
16	Floor and wall tiles	- Green Label - Carbon Footprint Reduction Label or Global Warming Reduction Label - Green Industry
17	Sanitary ware	- Green Label - SCG Green Choice
18	Ceiling	- EPD Label (Environment Product Declaration)
19	Air conditioner	- Energy Saving No.5 Label
20	Treatment Tank	- Green Label - ISCC PLUS
21	Lightweight brick Q-CON	- Green Label - Q-CON Block Class G2 - Q-CON Block Class G4 - Carbon label - SCG Green Choice
22	Power Wall	- Green Label - Forest Stewardship Council (FSC) - Carbon label - Energy Saving No.5 Label
23	Electric appliances	- Green Label - Green Industry - Forest Stewardship Council (FSC) - Carbon label - Energy Saving No.5 Label

Expanding green spaces

AssetWise company Public Company Limited aims to operate its businesses under sustainable, socially-responsible, and environmental-friendly principles. The Company issued the “Grow Green” policy – consisting of 5 key areas: Green Space, Water Management, Waste Management, Clean Air, and Energy Efficiency.

CO2 emission is common in many business operations. Expanding “Green Space” is one of the targets the Company aims to be socially and environmentally responsible in Bangkok as well as supporting community forestation.

- **Plant for the Planet Project**

CO2 emission is common in many business operations. As a responsible initiative for the environment and organisms living in it, AssetWise company and its partners have planted trees to help absorb CO2 under the project “Plant for the Planet”. The project aims to raise awareness to reduce CO2 emission in the future, both in business and personal activities, by inviting participants to plant 433 trees/person* to offset the CO2 an

individual emits during everyday activities and prevent the global temperature from rising more than 1.5C degrees.

*An average Thai person emits greenhouse gasses 3,900 kilograms/year, a 10-year-old tree absorbs 9 kilograms of CO2/year

The “Plant for the Planet” project aligns with the Grow Green policy – namely, Green Space and Clean Air, as well as the “Green Bangkok 2030” project by the Bangkok Metropolitan Administration.

Objectives:

1. Build cooperation between AssetWise and partners in raising environmental awareness and reduce CO2 through trees-planting activities by its employees
2. Achieve the target to plant 433 trees planted per person.

In 2024, the Company has increased green areas under the Plant for the Planet project in Bangkok and other provinces by planting carefully so that 100% of the trees survive, covering a total of 2,900 trees in 3 areas, which is equivalent to the absorption of up to 26,100 kgCo2e of carbon.

Areas	Number (trees)
1. Arogadham, Sikhiu District, Nakhon Ratchasima	500
2. Benjamabophit Dhammasathan Meditation Center, Session 1	200
3. The Parallel Park at the Klong Pak Lak Ring Road, Prawet District	1,600
4. Benjamabophit Dhammasathan Meditation Center, Session 2	200
5. Benjamabophit Dhammasathan Meditation Center, Session 3	400
Total	2,900



• **Planting Seedlings...Save the World Project**

The Company has collaborated with the Prawet District Office, Bangkok, the Reforestation Promotion Office, the Royal Forest Department, and 5 schools in Prawet District: Surao Charakhe Khop School (Kulangkur Uppatham), Khlong Makhamthet School, Mathayom Suwit Seree Anusorn School, Suwit Seree Anusorn School, and Kaenthong Upatham School, by starting the Planting Seedlings...Save the World project since the end of 2023 with the objectives per following:

1. Support scholarships for students in 5 schools under Prawet District through planting seedlings and seedling care activities.

2. Increase green areas and serve as carbon sinks in Bangkok.
3. Raise awareness among youths on environmental issues.
4. Learn through the project approach to jointly create a livable and sustainable society

With lecturers from the Office of Reforestation Promotion, Royal Forest Department, providing knowledge on seedling planting and seedling transplanting, along with care methods for further planting.

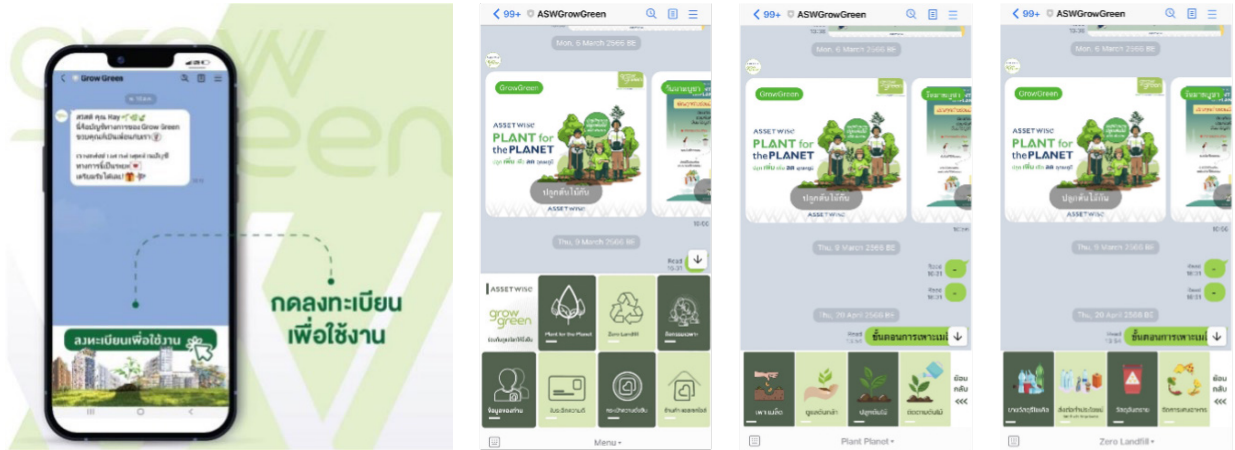


• Innovation in recording environmental information

AssetWise is committed to supporting solutions for reducing environmental impacts for everyone. Therefore, an Official Line called ASWGrowGreen was developed and launched as a tool for creating experiences and recording environmental information with preliminary calculation of carbon dioxide emission reduction included. Currently, the tool focuses on increasing green spaces/planting trees as well as waste management.

Plant for the Planet: is a function to record information related tree planting, starting from planting seeds, taking care of seedlings to planting trees and tracking trees growth while details in each step can be recorded.

Zero Landfill : is a function to record information related to waste management with a classification of waste into recyclable materials, materials sent for further use (unrecyclable waste), hazardous materials, and food scraps.



Biodiversity Management

The Company is aware that its business operations, especially the development of real estate projects in various areas, may cause both direct and indirect impacts on ecosystems and biodiversity. The Company therefore considers the impacts on biodiversity and ecosystems in its business decision-making process, while also focusing on creating positive impacts in areas where the Company operates projects to enhance the quality of life of people in the community and create awareness of the

value of preserving the ecosystem and environment to coexist with communities and society in a sustainable manner.

The Company has set targets for its commitment to not cause any loss of biodiversity within manageable limits and undertake comprehensive biodiversity operations throughout the Company's value chain.

Target	Unit	Results
The new project in this year is located in a natural conservation area	Project	1 โครงการ

Biodiversity Risk Assessment

In 2024, the Company conducted a biodiversity risk assessment for its projects from the land procurement process for development, design, project construction to careful

management, including a comprehensive risk management and control plan per following details:

1. Define assessment scope	Identify the Company's projects for risk assessment <ul style="list-style-type: none"> • New projects in 2024 • Projects in progress
2. Prioritize projects	Analyze and prioritize projects <ul style="list-style-type: none"> • Low-rise residential projects • Condominium projects with more than 1,000 units • Condominium projects with less than 1,000 units
3. Assess biodiversity risks	Assess potential biodiversity risks in each project. It was found that <ul style="list-style-type: none"> • Projects have medium to low biodiversity risks • No projects have very high biodiversity risks
4. Manage biodiversity risks	Manage biodiversity risks, which will be included in the annual corporate risk management in line with the Company's sustainability strategy <ul style="list-style-type: none"> • Establish a plan to effectively manage and control risks • Assign people responsible for risk management • Monitor risk management results

Biodiversity Risk

The Company's operations, especially in the development of real estate projects in various areas, may have an impact on the biodiversity and ecosystems of the project sites and surrounding areas. Therefore, the Company has taken measures to mitigate the risk of such impacts, starting from the establishment of a clear biodiversity management policy and comprehensive management of biodiversity impacts in each project.

The development of the Company's projects, both new projects in 2024 and projects in progress, starts from the selection of land for project development. The Company strictly complies with the city planning laws of each area without encroaching or developing areas that are not in accordance with the city planning laws. In addition, the Company has conducted an environmental impact assessment to ensure that none of the Company's projects encroach on or are near natural areas. The environmental impact assessment found that there are no

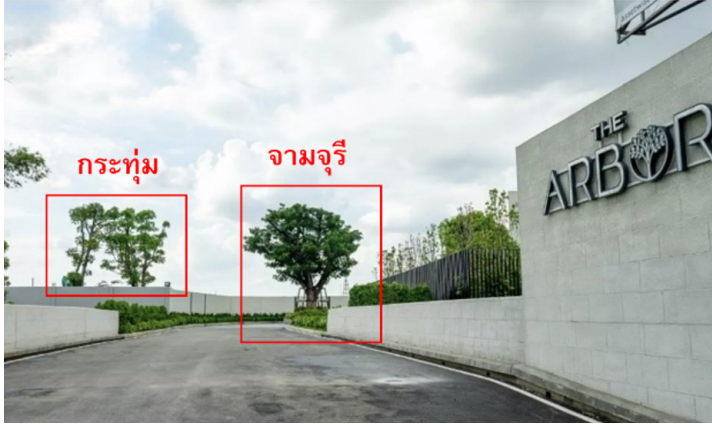
biological resources and rare animals that are economically important and need to be conserved in the project areas or areas near the projects. In addition, such assessment helps prevent the risk of impacts on biodiversity in project development, which is in accordance with the legal measures of the Ministry of Natural Resources and Environment, which require the Company to have strict and comprehensive measures to prevent and mitigate environmental impacts in all aspects.

The Company also focuses on developing projects by taking into account the creation of green spaces within the projects, both in common areas and in designing residential areas that utilize the shades of trees, selecting tree species that are suitable for the conditions of each project area, as well as preserving existing trees in the project areas. In every project of the Company, there are more green spaces than what is required by the law.

Biodiversity Action in the Project Areas

The Company places importance on biodiversity and has formulated a tangible sustainability policy. The Arbor Ramintra-Watcharapol project has conserved trees in the original area, namely 3 rain trees which helped maintain the original species of local trees by transplanting them carefully to the master

plan. They were moved to the front of the project to be a landmark at the entrance to the project and the other 2 trees were moved to the Park 2 area. This is considered a conservation of trees to maintain biodiversity.



3.4 Sustainable management in the societal aspect

3.4.1 Social policy and practice

The Company operates its business with due regard to social values. The Company is committed to develop its business for sustainable growth, by offering quality products, being honest in its profession, and being responsible for the development of society at large through the following societal policy and guidelines.

Human Rights

The Company is aware of the importance of the respect for human rights, human dignity, and fundamental rights. The Company is committed to fair and equal treatment of all. It has also mandated that treatment between employees be so in a respectful manner. Moreover, the Company gives importance to labour issues. Fair and equal treatment is observed throughout the entire procurement process. There is no discrimination from selection, remuneration, performance assessment, among others. The Company also promotes human rights. It will not engage in any act that violates human rights. It will not use forced labour, irrespective of its form, or labour from human trafficking, or illegal child labor.

The Company has human rights policy and operational guidelines details as follows:

- **Human Rights Policy**

Directors, executives and employees at all levels must be aware of the importance of and respect human rights in all aspects of every person as well as the society and communities according to the laws of each country and according to the treaties that each country has obligations to fulfil per following.

1. Treat everyone according to the principles of human rights and human dignity with equality and non-discrimination.
2. Avoid actions that violate human rights.
3. Support and promote human rights.
4. Communicate, disseminate, share knowledge, promote understanding, set guidelines, monitor and provide support to related parties.

Guidelines for Human Rights Policy

1. Respect human rights by treating each other with respect, honor each other and treat all stakeholders and vulnerable groups equally without discriminating against differences in physique, mind, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other matter.
2. Perform duties with prudence to prevent the risk of human rights violations in business operations.
3. Treat each other without engaging in any action to be considered threats or harassment whether it is sexual harassment and other forms of harassment or an inappropriate verbal action, gesture or act.
4. Develop and implement a due diligence process for human rights on a continuous basis covering every process along the business value chain, including investment or mergers and partnerships, in order to identify issues and assess risks and impacts of rights violations. Affected groups or individuals must be identified covering all stakeholder groups. Planning, solutions and prevention measures must also be in place to manage, resolve and prevent human rights violations to be consistent with the organization's risk management guidelines, covering risks in the relevant industries and countries while reviewing and monitoring the results. Appropriate remedies and mitigation processes in cases of human rights violations are to be ensured.
5. Communicate, disseminate policies, share knowledge, promote understanding, set guidelines, and provide any other support to employees, suppliers and contractors in the business value chain. as well as joint ventures to participate in conducting business with ethics. Respect human rights and treat everyone according to human rights principles in line with this policy while checking understanding regularly and providing training on human rights including discrimination and harassment in the workplace for all employees and related parties.
6. The Company is committed to creating and maintaining an organizational culture that adheres to respect for human rights in accordance with this human rights policy.
7. Oversee and monitor respect for human rights and refrain from ignoring or being negligent when there is an action that is considered a violation of human rights that is related to the Company. The action must be reported through the Company's whistleblowing channels and it is required to cooperate in the investigation. In case of doubts or inquiries, please consult with your supervisor or the Company Secretary Department at telephone number 02 – 521-9533 extension 341 or email at 81co@assetwise.co.th.



8. The Company adheres to this policy including non-discrimination and anti-harassment and does not tolerate harassment in any form (both sexual and non-sexual harassment). Any complaint that the Company receives related to the violation of this policy will be considered properly and accurately according to the Company's Whistleblowing Policy and such complaints will be kept confidential to provide fairness and protect individuals who report human rights violations related to the Company.
 9. For anyone who violates human rights including discriminatory behavior or harassment will be considered for the violation of this policy or the non-compliance with the Company's Code of Conduct, the Company must take corrective actions or consider taking disciplinary actions according to the regulations set by the Company. Legal action will be considered in case of the action is also against the law.
 10. The Company is committed to communicating, reporting and disclosing information on human rights undertakings, reliefs and remedies including incidents of discrimination and harassment to the public in a complete and transparent manner.
 11. The Company will review its human rights policy on a yearly basis and in case there are significant changes to the organization.
- 4) Provide equal opportunities in employment, appointment, and relocation, as well as award, compensate, or sanction with honesty and on the basis of their knowledge, skill, and capacity, as well as Company rules, without regard to age, gender, sexual orientation, race, nationality, ethnicity, religious, belief or disabilities.
 - 5) Fair remuneration of employees. Remunerate employees at the rate over that stipulated in the law and exceed minimum wage, both for long- and short-term employment, taking into consideration the Company's and the employee's performance. The Company will manage the remuneration, salary, and benefits so as to incentivize and retain knowledgeable and skillful employees with the Company.
 - 6) Ensure that the working conditions is always safe to the life and property of the employees. Ensure occupational health and provide employee welfare and benefits, such as provident funds, medical care, annual health checkups, marriage monetary gifts, funeral monetary contributions, provision of accident and health insurances. The Company also continuously communicates to employees to make use of the benefits, so as to maintain a good quality of life.
 - 7) Attaches importance to the development and increase of skill and potential to prepare readiness for professional growth, by continuously and comprehensively providing opportunities for employees to learn.
 - 8) Uphold strict compliance with laws and regulations relevant to employees and avoid engaging in any act that is unfair or that will adversely impact employees.
 - 9) Cultivate and create moral consciousness in sharing, giving, respect towards each other, and being a good citizen of society.
 - 10) Determine policies on safety, health, and the environment in employees' performance of work and ensure that employees strictly observe such policies.
 - 11) A Welfare Committee elected by employees is established to monitor and represent the employee body in negotiating benefits with the Company.
 - 12) Respect or support the rights and freedom of association of employees to voluntarily form groups in accordance with the law and respect or support employees to be able to negotiate with the Company or its representatives in accordance with the law.

Fair treatment to labour

Employees are considered the most valuable resource, and is a key success factor. As such, the Company is committed to develop and fortify a good corporate culture and working environment. It promotes teamwork and building of goodwill and unity within the Company. Employee treatment is merit-based. Moreover, the Company attaches importance to clear and tangible promotion of health, safety, and the environment with respect to employee work conditions. As such, it has adopted the following practice.

- 1) Treat employees with respect. Respect the honor, dignity, individuality, and human rights of employees.
- 2) Prevent all types of forced labor by providing appropriate working hours and overtime, reducing excessive working hours for employees, and strictly complying with labor laws on working hours or overtime.
- 3) Protect the personal data of employees by limiting the disclosure and use of personal data such as family history, salary, performance assessment results, and medical history to Company personnel on a need-to-know basis. Personal data of employees will not be disclosed to any third party without the prior consent from the employee, unless required by law.

Responsibility to customers

The Company is committed to achieve customer satisfaction, which has an impact towards the success of the Company's business. The Company therefore continuously seeks ways to efficiently and effectively meet the needs of customers. It has put into effect an after sales service system to maintain amicable relationships in the long term. The Company has thus established the following operational guidelines.

- 1) ๙1) Deliver products and services which are of quality, meets or exceeds the expectations of the customers at a fair price. The products and services must be safe, not dangerous to the health of the customers, and reliable. The Company does not limit the customers' right to access its products and services, and determines fair trade conditions for customers.
- 2) Provide accurate, sufficient, and up-to-date news and information to customers to prevent any misunderstandings in the quality, quantity, or any conditions of the products or services without distorting the truth.
- 3) Correspond with customers respectfully, effectively, and create reliability for customers. Respond to the customers need promptly to ensure maximum customer satisfaction.
- 4) Effectuate a data security system for customers. Take care to not allow any customer data or secrets to be used for the illegal benefit of any party. The Company will not disclose customer information without prior consent from the customer or the Company's authorized representative, unless required by law.
- 5) Prepare a document introducing the service team personnel to customers after transfer of ownership. Monitor and conduct a survey on customer satisfaction. Foster relations with residence and support customers; social responsibility activities as well as to the environment.
- 6) Make available a channel for customers to make recommendations and file complaints and report problems in connection with the Company, or to request assistance and advice on all matters relevant to the Company.

• Customers' personal data privacy

The Company is aware of the importance in keeping customers' data privacy. Any data collected through the Company's communication channels, business transactions, or services, will be treated carefully and reasonably. Any customers' personal data will be protected under the Personal Data Protection Act B.E.2562 and other related laws.

Customers' personal data privacy policy

The Company realizes that it is its responsibility by law to communicate its privacy policy – including storing, using, analyzing, processing, sharing, and customers' rights as owners of their own data. The personal data policy details as follows:

Sources of personal data

The Company receives personal data from 3 sources:

1. Directly from the customers
2. From the Company's operating system
3. From third parties

Sharing personal data

Any personal data received by the Company will not be shared externally, however, the Company may need to share and pass on the personal data to the following agents:

1. External service-providers: strictly necessary only, with appropriate measures to ensure secured transaction when sharing and passing on data under an agreed personal data processing that the Company prepared.
2. Related government authorities: in which the Company must comply by law, enforced judgement, or authoritative orders. Sharing personal data to the authorities will be done only as strictly ordered by the authorities.
3. Other parties: only when customers have agreed to have their personal data be shared to the specified party.

Protective measure for personal data privacy

The Company has issued policies and regulations to protect personal data privacy such as ensuring standards for technology security, data loss prevention, security breach, using or sharing data outside of agreed purposes, data misuse, data alteration without permission, and erasing data. Implemented security methods include setting passwords to protect data and limit access to data to make sure only permitted employees can access and are trained to protect personal data privacy.

Furthermore, the Company has put up data security measures to prevent loss, unpermitted access, usage, change, alteration, sharing by unpermitted employees and continuously revise policies as needed, or when technology evolves, to ensure the quality of security. Employees, personnel, representatives, and data collectors must keep customers' personal data private and secured at all times when processing the data.

Whistleblowing channels for violation of personal data:

- A sealed letter to the authorized recipient of complaints, namely Data Protection Officer, addressed as follows:
To: Data Protection Officer
No. 9, Soi Ramintra 5, Yaek 26, Anusawari Subdistrict, Bang Khen District, Bangkok 10220



- Data Protection Officer E-Mail: dpo@assetwise.co.th
- Customer service, Personal data protection section Tel: 02-168-0000 (everyday, 8.00 am. – 8.00 pm.)
- Website: assetwise.co.th

In the case of personal data breach complaints, the Company will immediately act to repair the situations, continuously prevent any impact, and report the breach to the related authorities and data owners as directed by law.

• Provision of Accurate and Complete Details of Products and Services

The Company places importance on communicating information on product details to customers to maintain fairness for consumers under the Consumer Protection Act. The Company's advertising on various channels such as the Company's websites, other websites or platforms, billboards, product brochures, etc. must specify essential details of the products that are correct and complete based on the facts of the Company's products and/or services without advertising that causes misunderstanding of the essence of products and/or services or propaganda and hype advertising including providing news and information about the Company that is accurate, adequate and timely.

Treatment to business partners are contractual parties

The Company adopts a policy to observe fair and equal treatment of business partners. In taking all actions, consideration must be given to reputation, and compliance with laws, rules, regulations, and significant customary practice, as well as the promise given to business partners. Consideration must be given to equality in business operation and the mutual benefits of business partners. As such, the following guidelines have been adopted.

- 1) The Company treats business partners with equality under the same conditions so as to be fair to all parties.
- 2) Provides an opportunity for new business partners to collaborate with the Company, to ensure skill development and the adoption of new technology. The business partner selection procedure is fair, transparent, and accountable.
- 3) Provide truthful information and reports to business partners.
- 4) Not request, accept, or pay any benefits which are not of honest trade practices to business partners. To prevent unfair practices, the Company prohibits the acceptance of any property or benefits from business partners or other persons with a duty or business related to the Company. Gifts received as part of general customs, such as in New Year's, shall be forwarded to the human resources division for common use in the Company.

- 5) Promote business partner cooperation in the prevention of corruption by not providing any form of bribery to governmental officers or to employees of the Company to provide any advantage in any case whatsoever.
- 6) Strictly comply with agreements and all agreed terms and conditions. In the case it is not able to do so, the business partners shall be notified so as to jointly resolve the matter on the basis of business relations.
- 7) Determine a clear and timely due date for payment of product price and service remuneration.
- 8) Take care and assist business partners to be able to operate its business simultaneously with the business of the Company, without taking unfair advantage thereof.
- 9) Provide channels through which business partners can raise complaints on unfair treatment, whereby complaints can be directed to the chief executive officer, the head of the audit committee, and the head of the internal audit team.
- 10) Put in place measures to keep confidential business partners' confidential information to prevent use of information of business partners for the benefit of any party illegally. Business partner information will not be disclosed without the consent of the business partner or from an authorized representative of the Company, unless required by law.
- 11) The Company promotes and develops the potential and abilities of suppliers by encouraging suppliers to enhance their potential, knowledge, skills, and expertise to enhance efficiency in working with the Company.

• Code of Conduct for Business Partners

The Group intends to ensure that the business operations of its suppliers are transparent, honest, and legal and according to corporate governance principles. The Company is also committed to promoting and supporting society and the environment according to sustainable development guidelines as well as developing the potential of suppliers who are important to the Company's business operations as a part of the supply chain.

Therefore, the Company has established the Code of Conduct for Suppliers to set guidelines for all suppliers who wish to do business with the Company to conduct business ethically according to the law, promote human rights, treat workers fairly and follow occupational health and safety and environmental protection standards. The Company also monitors its operations to ensure compliance with the Code of Conduct for Suppliers as appropriate.

Guidelines for the Code of Conduct for Suppliers

1) Business Ethics

Honesty and Fairness: Suppliers must conduct business on the basis of righteousness, transparency, honesty, integrity, ethics and in compliance with the law, rules and regulations related to business operations as well as adhering to business principles and fair competition without setting unfair prices or creating unfair competitive advantage while delivering products or service work to be accurate, complete, and on time. In case there is a mistake in the product or services that are already delivered, suppliers must cooperate with the Company to investigate and correct such a mistake to the best of our ability.

Conflict of interest: Suppliers must not be involved in any relationship with directors, executives, or employees of the Company to gain illegitimate benefits or be a person who has a conflict of interest with the Company. In addition, suppliers must not seek personal benefits or benefits of close

Anti-Corruption: Suppliers must cooperate with the Company in combating all forms of corruption and are prohibited from taking any action which is a solicitation or an acceptance of actions that are considered corruption and bribe by giving or promising to provide money, items or special benefits in any form, directly or indirectly to directors, executives, and employees of the Company to gain business benefits or advantages.

In addition, the Company also intends for suppliers to set measures or guidelines to prevent employees/contractors of suppliers from being involved in corruption and cooperate in complying with the Company's Anti-Corruption Policy and measures published in www.assetwise.com as well as refraining from offering gifts or rewards or any benefits in any festival to directors, executives, and employees of the Company.

Intellectual Property Rights: Suppliers conduct business according to the laws, rules or regulations regarding intellectual property rights with respect of intellectual properties of the Company and others while being careful not to allow employees or related persons of suppliers to violate any intellectual property rights of the Company or any other person.

Confidentiality: Suppliers protect the confidential information of the Company or those involved in the performance of duties of suppliers as agreed even when the process of hiring or doing business with the Company has ended, without disclosing or using confidential information of the Company and all related parties to illegally benefit oneself or others without written consent from the Company unless it is in accordance with legal requirements.

2) Human Rights and Labor Rights

Equitable Labor Treatment: Treat employees or employees of suppliers equally and fairly without discrimination against labor due to differences in race, ethnicity, gender, age, skin color, religion, place of origin, marital status, expression of thought, physical condition, or social status.

Labor Protection:

- Do not use child labor under the legal age limit. In case of using child labor, suppliers must provide protection against child labor as required by law. Female employees must not be allowed to work in a manner that may be harmful to health and safety providing protection and legal rights to pregnant female employees.
- Do not hire illegal workers and foreign workers must apply for permission and register with government officers correctly as required by law.
- Treat labors according to the law without engaging in any action that violates, intimidates, threatens, or detains labors in any form while refraining from taking or supporting any action against labors that is considered forced labor or human trafficking.
- No dismissal due to unfair reasons is allowed and termination of employment must follow the procedures as specified by labor law or other relevant laws only.
- Arrange working hours, overtimes and leaves as required by law. Overtime or working on holidays must be voluntary by employees.

Wages and Benefits: Pay wages, overtimes, holiday allowances that employees are entitled to receive according to the law to employees correctly, fairly, and appropriate to the nature of the work and working period. The wage rates must not be lower than the rate specified by law. Wages including statutory benefits must be paid in a timely manner.



3) Occupational Health and Safety

Suppliers maintain a safe working environment, workplace and good occupational health that facilitate effective work according to the law, rules, regulations, and other requirements, as well as ensuring the control of safe work procedures to prevent accidents and health impacts that may occur from performing work.

Suppliers provide measures or work plans that will effectively guarantee the safety of labors both in normal conditions and in emergency situations including organizing training to provide knowledge and understanding to employees or workers regarding safety and the implementation of the plans. Suppliers must be ready to handle emergency situations properly in the event of an accident or a unusual situation.

4) Environmental Management and Sustainable Development

Suppliers must perform their works in accordance with laws related to the environment or laws, rules and regulations on health and safety as specified.

In addition, suppliers must conduct business by taking into account the impact on communities, society and the

environment resulting from their operations while ensuring the control of environmental impacts that may occur from operations. Besides, suppliers must issue measures to prevent and reduce environmental impacts from the production and transportation processes, which cover the pre-operation period, operation period and after construction work as well as considering the use of energy and resources efficiently for the maximum benefit. Plans must be in place for the disposal of wastewater, garbage, and air pollution including the mitigation of the impact on the environment according to the 3R approach (Reduce, Reuse, Recycle).

Additionally, efficiency improvements and innovation development should be promoted to jointly think, take action, and exchange knowledge and experiences to achieve continuous improvement and development of work processes, leading to enhanced efficiency or innovation in business with the Company.

• Credit terms for business partners policy

The Company's credit terms are specified according to auditing standards, with emphasis on transparent credit terms management in its transactions with business partners.

Credit Term

Suppliers: Major Contractors or Subcontractors	Credit Terms 15-30 days
Suppliers: Vendors	Credit Terms 15-60 days

Credit terms with each supplier will be determined by the Company according to the type of work, process, partnership history, and other factors while maintaining standards and fairness for every business partner.

Anti-corruption and Bribery

The Company realizes that corruption and bribery are serious threats that cause damage to economic and social development as well as being obstacles to the Company's sustainable growth. The Company has therefore established a policy against corruption and bribery.

Corruption means bribery in any form, including offering or receiving, promising, giving, requesting or demanding in the form of money or assets, or other inappropriate benefits to government officials, government agencies, private sector agencies, business partners, customers and all stakeholders, whether directly or indirectly, in order for such persons to act, refrain from acting in any way in their positions or to use their

power in positions in order to obtain and maintain business benefits, competitive advantage as well as recommending business to a specific Company or to obtain or maintain any other inappropriate benefits for oneself or others, except in cases where laws, regulations, announcements, rules, local customs, or trade practices permit.

Bribes mean assets or any other benefits given or offered to be to a person in order for that person to act or refrain from acting as desired by the person offering the bribe.

The Board of Directors has established an Anti-corruption Policy that covers all forms of corruption and bribery, including giving items or other benefits, receiving items, benefits or entertainment, giving or receiving bribes, providing financial support, charitable donations or financial support, political assistance, facilitation payments, as well as business relationships or procurement, whereby any action of the Company must be free from corruption and bribery.

In addition, the Board of Directors promotes and supports various actions in accordance with the Anti-Corruption Policy and measures to achieve efficiency and ensure that the Management is aware of and places importance on anti-corruption and bribery, as well as complying with the anti-corruption and bribery measures. The Company has published the Anti-Corruption Policy in both Thai and English on the intranet system and the Company's website (www.assetwise.co.th) for directors, executives, employees, investors, interested persons, and stakeholders to use as a guideline for their actions.



Anti-corruption Policy details as follows:
<https://investor.assetwise.co.th/th/corporate-governance/anti-fraud-policy>

• Anti-corruption Policy

“No director, executive, or employee of the Company shall tolerate any form of corruption, whether in respect of governmental authorities, private entities, or persons directly or indirectly involved, to acquire business of the Company or for its own benefits which is not ethically appropriate, namely, promising to give or accept any item, gift, entertainment, donation, or any other benefit from the person in business.”

The anti-corruption and bribery policy covers all business partners, customers, and interested persons of the Company both domestically and abroad. The Company holds an examination on its anti-corruption and bribery policy on an annual basis to assess the employees' understanding of the observance of the policy, and conduct risk assessment in relation to the likelihood of corruption, so as to be able to determine an approach and plan to prevent risks in relation to corruption, as well as to monitor the results of such risk management. The Company also trains employees on the anti-corruption policy and practice of the Company at least once a year.

• Anti-Corruption Guidelines

1. Announce “No-Gift Policy” for festive times such as new year festival or any other occasion to create a good norm in doing business and communicate to directors, executives, employees, and business counterparties and suppliers of the Company.
- 2) Ensure reliable financial reporting, efficient work systems, assessment on corruption risk and bribery in business processes as well as continuous monitoring to promote operational transparency.
- 3) Support and develop knowledge and understanding for employees in the organization especially those who work directly with the Company’s stakeholders in order to foster a good mindset and cultivate an organization culture with zero tolerance towards corruption and bribery.
- 4) Put in place channels for whistleblowing and complaint filing for actions that can lead to corruption and bribery while the Company protects and treats whistleblowers fairly, including employees who reject to be involved in corruption and bribery or those who expose fraud cases related to the Company. Details can be found in Whistleblowing Policy.
- 5) Regard any action, involvement, or act of conniving in corruption and bribery as a misconduct against the Company’s business ethics. Wrongdoers will be subject to disciplinary actions as well as legal actions in case of law violations.
- 6) Guidelines for directors, executives, and employees.
 - 6.1 Directors, executives, and employees must strictly observe “Anti-Corruption and bribery Policy” and shall not be involved in any corruption or fraud activity, either directly or indirectly.
 - 6.2) Directors, executives, and employees of the Company shall not abuse the entrusted power for personal gain or to favor family members, friends or close persons, whether directly or indirectly, including engaging in business activities such as conducting any activity to sell personal products or services to the Company or engage in a business that directly or indirectly competes with the Company.
 - 6.3) Executives and employees of the Company shall not neglect or ignore any incident they witnessed which may be considered Company-related corruption and bribery. It shall be deemed a duty to inform such matters to their supervisor or a person in charge or through the whistleblowing channel, as well as to cooperate in any investigation.



- 6.4 Executives and employees of the Company shall not solicit or receive any undue benefits from the stakeholders of the Company in accordance with the regulations concerning the acceptance and offering of items of value, gifts, or other benefits. The executives and employees shall exercise caution to refrain from providing any hospitality or entertainment to the Company's stakeholders who may gain undue advantage from their performance of duties.
- 6.5) The employees of the Company shall be responsible for informing the Company's stakeholders of the "No Gift Policy" and requesting them to comply with such policy on various occasions such as major festivals.
- 6.6) Executives and employees of the Company shall cooperate with the internal audit and internal control units on the investigation process by providing information when witnessing a corruption or fraud activity and reporting any suspicious activity. The Company will ensure that protection and fair treatment are given to the whistleblowers or complainants and all information are kept confidential.

• General Provisions

This Anti-Corruption and bribery Policy applies to all types of activities undertaken by the Company. Any practice under this Policy shall be implemented according to the anti-corruption and bribery guidelines and other guidelines prescribed by the Company in order to maintain integrity in the performance of activities highly susceptible to corruption and bribery. The Company's directors, executives, and employees at all levels shall carry out the following matters with diligence:

The company has established measures to address issues that may lead to corruption, fraud, and bribery as follows:

1. Acceptance of Gifts and Other Benefits
 - 1.1 The Company's directors, executives, and employees shall refrain from receiving any item of value or other benefits from the stakeholders of the Company, such as gifts, contributions, entertainment, and donations.
 - 1.2 Employees shall be responsible for informing the Company's business counterparties and stakeholders of the "No Gift Policy" on an occasional basis and request the stakeholders to comply with such policy.

- 1.3 In the event that it is necessary or inevitable to receive the gifts or other benefits, such as the supplier is not aware of the "No Gift Policy" and has already brought the gift, or the employee is in a situation in which he/she has to accept the gift for the sake of maintaining a good relationship with an individual or organization, the following practices shall be adopted:
 - 1) Employees at the department manager level or higher shall be responsible for receiving the gift, of which the value must not exceed 3,000 baht. Any gift with the value of more than 3,000 baht shall not be accepted, whereupon the person offering the gift shall be informed of the "No Gift Policy".
 - 2) Employees must report the receipt of gifts/items of value and return the gifts/items of value received to the Human Resources Department immediately to be handled as deemed appropriate. If the gift is a perishable food or an item with a limited shelf life, the human resources manager may distribute such gift to employees as deemed appropriate
- 1.4 Any gift, souvenir, or prize or any other item offered to the Company from winning a competition or entering into a contract with a business partner, or from any activity organized to congratulate or compliment the Company on its achievement, may be accepted in the name of the Company. In such case, an employee at the manager level or higher shall be assigned to accept the gift, and such gift shall be deemed the property of the Company.
- 1.5 The Company permits acceptance of any gift that is worth no more than 500 baht, such as calendars, pens, and notebooks, during traditional festivals, public relations events, or seminars
- 1.6 In requesting a party, training, seminar, study visit or business visit from stakeholder involved in the company's operations to pay the expenses. can't do unless it is appropriate. according to tradition or laws, It is a proposal made between an organization, not an individual, and must be reviewed and approved according to the company's approval authority.

2. Offer of Gifts or Other Benefits
To prevent corrupt activities, the offering of gifts or other benefits to customers, suppliers, business partners, or stakeholders shall be carried out under the condition that it is appropriate to the occasion such as during a traditional festival; it complies with applicable laws; and it does not influence or induce the recipient so as to gain personal advantage. In addition, the executives and employees of the Company shall strictly observe and comply with the regulation concerning the approval authority.

3. Charitable Donation or Sponsorship
The offering or acceptance of donations, contributions, sponsorships, or other charitable grants shall be conducted with transparency and in compliance with law and with reasonable confidence that such sponsorship is not exploited as a maneuver for bribery. In the event of a large amount of donations or sponsorships, the Company shall propose to the authorized person in accordance with the regulation concerning the approval authority.

4. Political Contribution
The Company shall operate its business with political neutrality by not providing any support or acting in favor of any particular political party and shall not provide any funding or resources in support of any political party, politician, or candidate in a political election, whether directly or indirectly.

The Company prohibits all directors, executives, and employees from exploiting their position, property, time, and the Company's facilities to facilitate or support any political activity, political organization, or other political affairs, as well as prohibiting them from abusing their power to induce, coerce, or force their colleagues or subordinates to support any particular political activity.

5. Business Relationship and Procurement
The offering and acceptance of a bribe shall be strictly prohibited when engaging in any business with a business partner, contract party, or public and private organization. All business activities shall be carried out with transparency and in compliance with law.

6. Entertainment expenses and other expenses
Paying for entertainment expenses and other expenses to build business relationships with partners or persons related to the business of the Company is allowed but must be in accordance with the approval authority of the Company. In addition, such entertainment expenses must be subject to the condition that it must not be done in

order to gain any advantage, and/or in exchange for obtaining assistance or benefits improperly, and/or lead to any action that may give rise to bribery or corruption.

7. Facilitation Payment
Facilitation payments are prohibited if they lead to corruption. The Company refuses to give, ask or accept bribes or facilitation fees that may lead to corruption both directly and indirectly, or lead to facilitate business operations of all kinds to the staff and government agencies in any form. The Company has a policy of dealing with the government in a transparent and honest way, in accordance with the procedures set by government agencies and relevant laws.

Treatment for Creditors

The Company has a policy regarding fair treatment and responsibility for creditors, both trade creditors or financial institutions, in repaying outstanding debts on time according to the agreements or contract terms, especially regarding the guarantee conditions and capital management. Default on debt must be avoided to maintain the Company's credibility with creditors and financial institutions so that they consider the Company as an excellent customer to do business with at all times including strictly complying with the conditions set by creditors by adhering to principles of treatment of creditors to ensure fairness for both parties. Therefore, guidelines for creditor treatment have been established as follows:

- 1) Provide accurate, complete and truthful information, sufficient for creditors' needs.
- 2) Provide a fair contract that complies with the law and is without characteristics of taking advantage of the counterparty who is a creditor of the Company.
- 3) Use loans approved by creditors or financial institutions in accordance with the mutually agreed objectives.
- 4) Maintain an interest-bearing debt ratio in accordance with the rate set by financial institution creditors.
- 5) Repay debts to creditors accurately and completely in a timely manner.
- 6) Strictly follow the information disclosure requirements including reporting of important events that occur and may have a significant impact on the financial status and may affect the payment of the Company's debts to creditors as well as finding ways to prevent and mitigate risks and damages that may occur.
- 7) In case the Company faces financial problems or important events that may significantly affect the financial status or ability to repay the debt, the Company will set up a plan to solve financial problems fairly for creditors to strictly comply with the conditions, terms of the contracts specified by creditors or financial institutions especially



guarantee conditions. For capital management, an appropriate structure must be in place to build confidence among creditors regarding the Company's financial position and ability to repay debts including maintaining the quality of assets used as collaterals to be as specified by creditors or financial institutions.

Treatment of the Community and Society

The Company is always aware that it is a part of society, and thus has a responsibility towards society. Such responsibility includes the support of activities of the community to improve the quality of life and economic conditions of the community. The Company believes that to sustainably grow and survive in society, in addition to offering quality products and uphold professional integrity, the Company must also be responsible for the improvement of society at large.

• Strategy for Treatment of the Community and Society

The Company continues to foster sustainable development by focusing on all stakeholders under the strategy for sustainable business operations that covers treatment of the community and society.

1. Consider and mitigate the impacts of business operations on the community and society, from before the construction of the Company's projects until the completion, which must strictly comply with legal requirements while listening to the opinions and concerns of the surrounding community and society that may be affected and taking appropriate action to respond to the needs.
2. Develop the quality of life of people in the community and society by implementing various activities and projects to jointly solve community problems, responding to the needs of the community, as well as supporting the community in various aspects, both in terms of generating income, creating jobs, and benefiting the community in the long term.
3. Make charitable donations and participate in volunteer activities and corporate social responsibility (CSR) activities to raise awareness of employees to continuously create value for the society.

The principles and practices in the community and social aspects are as follows:

1. Adhere to business commitments, taking into consideration the benefits and sustainability of the community and society

2. The company conducts its business with consideration for the community and society, ensuring that its operations related to the business are in compliance with the legal requirements and in accordance with the laws governing the real estate development industry. Additionally, the company ensures that its business operations adhere to environmental regulations and standards to prevent and reduce any potential impact on the community and society.
3. Raise awareness and communicate and educate employees on Community and Society responsibility to employees of all levels.
4. Explore and become acquainted with the relevant rules and regulations to prevent operating business in a manner which impacts social or community way of life. Be respectful of the customs and traditions of each locality which the Company conducts business.
5. Is able to adjust to changes and respond promptly and effectively to situations which impact the environment, the community, life, and property, as a result of Company operations. Cooperate fully with governmental authorities and relevant entities.
6. Continuously organize activities which enhance the community and the environment to improve the quality of life of the community whether by itself or in collaboration with public and private sectors, and the community itself.
7. Adhere to standard safety measure required by law.
8. Develop projects which are able to enhance benefits to the community in a tangible manner. Monitor and conduct assessments in the long term.

Safety, Occupational Health and Work environment

AssetWise is committed to promoting the Company's operations in the value chain according to the safety, occupational health and work environment standards to reduce the risk of loss and create added value for the Company. The Company has established the Safety, Occupational Health and Work Environment Policy for employees, contractors and external parties involved in the Company's operations to be aware of and strictly adhere to with the purpose to operate according to the policy as well as issuing guidelines for risk management and prevention of such matters.

• Safety, Occupational Health and Work Environment Policy

1. Support and place importance on the Company's operations that strictly comply with safety laws and other relevant regulations.

2. Put work safety as the responsibility of employees, contractors and external parties involved in the Company's operations.
3. Establish a management system to improve work processes efficiently, focusing on the development of quality and safe products to deliver to customers.
4. Manage risks to prevent losses from accidents at work to life, property and work processes, as well as promoting good hygiene, occupational health and work environment for employees, contractors, stakeholders and external parties involved in the Company's operations.
5. Establish a business continuity management system to manage the organization in the event of disasters, natural threats, security threats, hazards from infectious diseases and other dangers and set out guidelines for effective management.
6. Prevent and reduce environmental impacts that affect the Company's operations and maintain biodiversity and ecosystems for the Company's projects while focusing on pollution prevention and promotion of the efficient use of resources to achieve the goal of zero greenhouse gas emissions.
7. Support activities that promote safety, occupational health and work environment, which help stimulate, promote and develop awareness among employees, contractors and external parties involved in operations with the Company.
8. Ensure continuous review, improvement and development of the safety, occupational health and work environment management system.

Innovation development

The Company supports innovation that creates business value as well as value to customers, stakeholders, society, and environment. The following methods are used to encourage innovation within the company:

1. Organize activities that allow employees to brainstorm for innovative ideas that add value to the business operation and its products, and apply the innovation to the Company
2. Search for innovation or appropriate technology to help manage business operations or can be applied to the Company's real estate development projects
3. Supports employee education on innovation and new technology for their respective functions and the company's business
4. Corporate with business partners and alliances to search for and create innovation to be used in the Company's business, products, and services

Targets for sustainability management on social dimension

Topic	Indicator	Targets
Human rights	No human rights violation	0
	Training for staff on the human rights policy	100%
Anti-corruption	No anti-corruption and bribery violation	0
	Cost of fines, penalties or settlements in relation to corruption and bribery	0
	Training for staff on the anti-corruption policy	100%
Employees	Employee Engagement	70%
	Accident rate at the workplace	0
	Human resources development (hours/employee/year)	5 Houes
	Employee resignation	15%
Customer	Satisfaction with Products	85%
	Satisfaction with Services	90%
	Net Promoter Score (NPS)	17%
	Satisfaction with after-sales services of the juristic office	85%
	Personal data privacy complaint	0

Topic	Indicator	Targets
Suppliers and business partners	Percentage increase in Green Procurement from the previous year	0
	Violation Suppliers and business partners	0
Creditors	Violation of the terms or financial contract	0
Competitors	Unfair trade practices complaint	0
Community and society	Violation of laws and regulations related to the community and society.	0
	Fines incurred from mitigating damages to communities and society	0
	Community and social projects conducted in partnership with partners	12 Projects

3.4.2 Performance on Social Dimension

Human rights

The Company is committed to conducting business with respect for human rights in accordance with internationally recognized standards and adhering to the Universal Declaration of Human Rights (UDHR) as a guideline for setting human rights policies. To ensure there is no human rights violation to any stakeholder in any part of its value chain. Hence, the Company aims to respect human rights in every part of its value chain, examine human rights impact as part of the operating process, evaluate human rights risk, and set up prevention measures. These initiatives are to ensure that the Company’s operation does not violate human rights and encourage awareness for our suppliers and alliances.

The Company's human rights oversight and human rights operations are carried out by the Corporate Governance Committee, a subcommittee assigned by the Board of Directors, which is integrated as part of the Company's sustainability management process in setting human rights policies and practices, including comprehensive human rights management throughout the Company's value chain. The related duties are allocated to units responsible for human rights operations, such as business groups, human resources, procurement and social enterprise units. In addition, the Risk Management Committee is responsible for overseeing human rights risks, with the Risk Management Department responsible for overseeing different operations to manage and respond to human rights risks.

Human Rights Targets

Targets	Results
No human rights violation	No human rights violation
100% completion for employee training on human rights policy.	100% completion for employee training on human rights policy.

Human Rights Management

The Company has integrated human rights into its business operations throughout the value chain, while also promoting the participation of all stakeholders in respects for human rights principles. In 2024, the Company undertook human rights management efforts as follows:

1. Announced and reviewed human rights policy and put it into practice throughout the organization.
2. Assessed human rights risks and conducted comprehensive human rights due diligence to prevent human rights violations.
3. Set human rights performance goals.
4. Established a mechanism to receive and respond to complaints, including measures to remedy impacts through stakeholder engagement in the event of human rights violations.

5. Communicated and trained employees at all levels in order to raise awareness and promote knowledge and understanding in a continuous manner.
6. Promoted and supported the respect for human rights principles for all stakeholders throughout the value chain.

Comprehensive Human Rights Due Diligence

The Company has reviewed its comprehensive human rights due diligence practice in order to identify and assess potential human rights issues arising from the Company’s business operations, covering all stakeholders throughout the value chain, in order to prevent and mitigate them, and to establish guidelines for managing the risk of human rights violations for effective operations throughout the Company per following:

Human rights impact evaluation	<ul style="list-style-type: none"> - Indicate areas at risk of human rights violation from the Company's operation - Identify stakeholders and affected employees as the result of human rights violation - Evaluate the risk level of human rights violation - Evaluate the potential impact on human rights violation
Effectiveness monitoring	<ul style="list-style-type: none"> - Set up measures to prevent or mitigate the effect of human rights violation - Assign accountability for the measures to prevent or reduce the effect of human rights violation - Track the progress of the measures to prevent or reduce the effect of human rights violation and continuously revise the measures as appropriate
Remedy	<ul style="list-style-type: none"> - Set out remedial measures to provide compensation to those affected by violations of or non-compliance with human rights principles. - Provide remedies for those affected by human rights violations with the high level of risk and severity of the impact first, then follow by those affected in other groups.
Whistleblowing channels	<ul style="list-style-type: none"> - Set up channels for reporting information and receiving complaints regarding violations of or non-compliance with human rights principles according to the whistleblowing policy.
Stakeholder Engagement	<ul style="list-style-type: none"> - Engage with affected stakeholders in the value chain to comply with human rights

Human Rights Risk Assessment

The Company assesses and identifies material human rights issues to consider human rights risks, the likelihood and impact of human rights risks related to the Company's business operations throughout the value chain. The Company conducts risk assessments in conjunction with the annual corporate risk assessment, including risk assessments at key operational stages, such as due diligence, joint ventures, and environmental

impact assessments (EIAs) in project development. Stakeholders affected by human rights issues will participate in the assessment and identification of potential issues, as well as considering the effectiveness of mitigation measures. All risks will be managed by setting measures and management plans to support and respond to risks as appropriate.

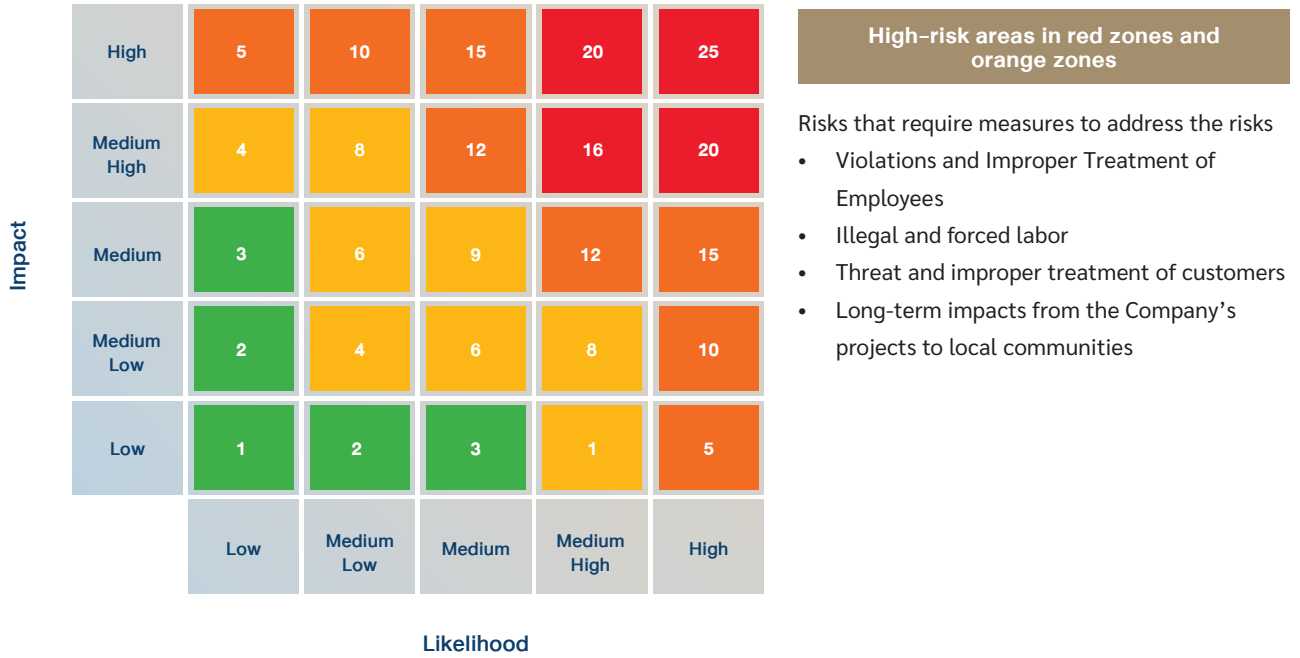
Key Human Rights Issues throughout the Company's Value Chain

Value Chain	Stakeholders	Key Human Right Issues
Land Acquisition	<ul style="list-style-type: none"> • Creditors • Local communities 	<ul style="list-style-type: none"> • Long-term impacts of the Company's projects on local communities • Contract compliance and debt repayment capability
Design	<ul style="list-style-type: none"> • Suppliers 	<ul style="list-style-type: none"> • Long-term impacts of the Company's projects on local communities
Funding Management	<ul style="list-style-type: none"> • Creditors 	<ul style="list-style-type: none"> • Contract compliance and debt repayment capability
Procurement	<ul style="list-style-type: none"> • Suppliers and business partners 	<ul style="list-style-type: none"> • Illegal and forced labor
Marketing and Sales	<ul style="list-style-type: none"> • Competitors • Customers 	<ul style="list-style-type: none"> • Fair competition and non-discriminatory trade • Harassment or improper treatment of customers • Violation of customer personal data
Construction Management	<ul style="list-style-type: none"> • Suppliers, business partners and contractors • Local communities 	<ul style="list-style-type: none"> • Illegal and forced labor • Long-term impacts of the Company's projects on local communities
Quality Control	<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> • Product quality and safety standards
Delivery	<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> • Product quality and safety standards
After Sales Services	<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> • Equitable and equal treatment of customers
Organization Management	<ul style="list-style-type: none"> • Employees • Shareholders 	<ul style="list-style-type: none"> • Violation and improper treatment of employees • Equality of rights of all shareholders

Human Rights Risks

The Company assesses the seriousness of human rights issues, taking into account the impacts on the business and potentially affected stakeholders (including vulnerable groups such as

women, children, local communities, migrant workers, workers employed by third parties, people with disabilities, pregnant women, and LGBTQ people).



Stakeholders affected by human rights risks throughout the value chain



The Company's material human rights risks and human rights impact assessment and mitigation in 2024 that affected stakeholders across the Company's value chain are as follows:

• **Employees**

Risk Issues	Violations and Improper Treatment of Employees
Risk Details	Human rights risks that may arise from employees' work at the Company's workplace, which may be violated, threatened including improper treatment, and discrimination between employees or supervisors.
Risk Response Measures	<p>The Company adheres to human rights respect and protection principles for employees and carried out the following:</p> <ul style="list-style-type: none"> - Established human rights policies and practices, business ethics as guidelines for work practices, which employees must be treated equally without discrimination based on origin, race, nationality, gender, age, skin color, religion, disability, status, family, education, or any other status that is not directly related to work. - Set up a Welfare Committee in the Workplace to represent employees in employee welfare and benefits negotiations. - No forced labor, human trafficking, child labor, or illegal labor in any form. - Ensured proper employment in accordance with the law while compensation is aligned with related labor laws, appropriate for the position and responsibilities of work and is comparable to businesses in the same industry, set appropriate working hours according to the law, maintained a good work environment, and protected work safety. - Protected and cared for human rights of vulnerable groups of employees, including hiring disabled people, taking care of the convenience of work for disabled people and pregnant women appropriately to ensure that all employees have a good quality of working life. - Placed importance on differences and diversity of employees in managing work and providing appropriate and equal welfare for all diverse groups of people as well as accepting all differences.

• **Suppliers, Business Partners and Contractors**

Risk Issues	Illegal and forced labor
Risk Details	Human rights risks from labor toward employees, workers of suppliers, business partners and contractors, which may involve illegal employment, inappropriate and unlawful compensation, forced labor, child labor, inappropriate working hours, including the care of employee well-being and occupational safety.
Risk Response Measures	<p>The Company focuses on engaging with suppliers, business partners and contractors to promote and support human rights undertakings, especially on labor issues by carrying out the following:</p> <ul style="list-style-type: none"> - Established the Code of Conduct for Suppliers by setting human rights issues to promote and support suppliers to treat workers equally, set out labor protection measures in accordance with the law, refrained from using child labor, hiring illegal workers, having unfair dismissal, as well as specifying working hours, overtime work and leaves in accordance with the law while paying wages and benefits to employees correctly, fairly and appropriately for the nature of the work, with wage rates not lower than those stipulated by law. - Conducted an on-site ESG audit with human rights and labor issues as one of the criteria for selecting suppliers, business partners and contractors. - Established respect for human rights and labor practices as part of the criteria for evaluating the performance of suppliers, business partners and contractors. - Provided channels for reporting information and complaints in accordance with the Company's Whistleblowing Policy.



• **Customers (Buyers and Tenants)**

Risk Issues	Threat and improper treatment of customers
Risk Details	Potential human rights risks to the Company's customers may arise from the customers being subjected to human rights violations, including harassment, mistreatment or discrimination by the Company's employees.
Risk Response Measures	<p>The Company places importance on taking care of customers through quality products that are safe and with standards, as well as providing services to customers with respect for human rights and equality. Therefore, the following measures have been implemented:</p> <ul style="list-style-type: none"> - Established principles of treatment for customers in the Code of Conduct, which requires treating customers equally without discrimination or limitations based on customer differences. - Developed projects in accordance with safety standards and other standards specified in the Environmental Impact Assessment (EIA) report in order to deliver quality and safe products to customers. - Ensured that Customer Relations Management Department provided appropriate customer care with respect to equality and equity. - Provided channels for reporting information and complaints in accordance with the Company's Whistleblowing Policy.

• **Local Communities**

Risk Issues	Long-term impacts from the Company's projects to local communities
Risk Details	Real estate development projects in local community areas may incur human rights risks that directly and indirectly affect the well-being and quality of life, health, hygiene and safety of people in local communities in the vicinity of the Company's projects.
Risk Response Measures	<p>The Company is aware of the potential impacts of the Company's project development that may lead to human rights violations of local communities surrounding the Company's project areas. Therefore, the following measures have been implemented:</p> <ul style="list-style-type: none"> - Prepared an Environmental Impact Assessment (EIA) report to analyze impacts and responses to prevent, correct or remedy potential impacts before, during and after the constructions. - Operated in strict accordance with safety, occupational health and work environment standards to ensure health and safety in local communities. - Implemented projects to develop the quality of life of people in the community through projects to support small shops in the community, provided employment to people in local communities, and took care of the environment of local communities, etc. - Initiated corporate social responsibility (CSR) projects continuously.

The Company has established a regular monitoring and review of human rights risks through the Risk Management Committee on a quarterly and annual basis, with the Risk Management Working Group and Risk Management Unit responsible for implementing various measures to respond to risks and regularly reviewing risks in case of any incidents occurring throughout the year.

Human Rights Complaint Management and Remedy

The Company has established a whistleblowing / complaint system for both internal and external parties to cover all stakeholders by issuing a Whistleblowing Policy which includes complaints related to human rights. In addition, measures for

handling complaints are appropriate, clear, transparent and fair, including protection of complainants or whistleblowers, confidentiality of whistleblowers, and appropriate punishment measures for wrongdoers.

In addition, in case of human rights violation, the Company is committed to providing fair and appropriate compensation to those affected while refraining from discriminating or obstructing their rights to claim and access any of the Company's compensation processes. The Company will determine measures and methods for providing compensation to those affected quickly and fairly, both in the form of financial compensation, such as money, expenses for damage, compensation or

assistance, or it may be in kind or as a substitute for the damages that have occurred, and other remedies other than financial compensation such as providing advice, recommendations, and sourcing experts to participate in resolving the impacts.

Human Rights Complaint

In 2024, the company had no cases of complaints or lawsuits regarding human rights violations.

Human rights Complaint and human rights violations

Human rights violations	2022	2023	2024
	0	1	0

Anti-Corruption and Bribery

The Company attaches importance to anti-corruption and bribery. It will conduct business with integrity, honesty, transparency, and fairness, in accordance with good governance principles. The company shall neither engage in nor be involved in any form of corruption or bribery, whether directly or indirectly, and will not accept such practices in any form.

Anti-Corruption and Bribery Tagets

Tagets	Results
No anti-corruption and bribery violation	0
Cost of fines, penalties or settlements in relation to corruption and bribery	0
Training for staff on the anti-corruption policy	100%

The company's board of directors has established an anti-corruption policy, which has been approved by the Corporate Governance committee. The company regularly reviews its policies to ensure their appropriateness and has established practices to combat corruption and bribery, aiming to ensure clarity and alignment with relevant guidelines, criteria, and standards. In 2024, the company reviewed its anti-corruption policy, including the measures to prevent corruption and bribery, to ensure alignment with the company's current business operations by the meeting of the Corporate Governance Committee No.2/2024 on 12 December 2024 approved the review of the anti-corruption policy and The Board of Directors meeting No. 5/2024 on 12 December 2024 resolved to approve the review of the anti-corruption policy.

The company communicates its anti-corruption policy and practices to individuals associated with the company, its subsidiaries, joint ventures, other companies under the company's control, business partners, allies, stakeholders, and the public through various communication channels, including letters, emails, websites, social media, intranet systems, seminars, public relations materials, and various activities, to ensure that all stakeholders are informed and adhere to the company's guidelines and practices.

The company is committed to continuously implementing its anti-corruption and anti-bribery policies and practices, resulting in the company being certified as a member of the Thailand's Private Sector Collective Acton Coalition Against Corruption (CAC) On December 30, 2023, to demonstrate its commitment to addressing the issue of corruption through the efforts of the business sector in Thailand.



In addition, the Company has stipulated that anti-corruption and bribery are part of the Company's business strategy under good corporate governance according to corporate governance principles for sustainable growth and responsibility towards stakeholders. Therefore, the anti-corruption and bribery has

been set as one of the Company's sustainable development goals in 2024. The Company must not commit any wrongdoings related to corruption and bribery and must not have any legal disputes regarding corruption and bribery. The Board of Directors supervises the adoption of the anti-corruption policy, measures and guidelines for preventing corruption and bribery. In 2024, the Company did not commit any wrongdoings related to corruption and bribery nor any legal disputes regarding corruption and bribery.

No Gift Policy

The Company has announced the “No Gift Policy” on every festival continuously every year until today and issued the guidelines on offering and receiving gifts, entertainment or other benefits which are in line with the Company’s Anti-Corruption Policy in order to build good standards for employees not to expect any benefits in return for any occasions to create a transparent culture free of corruption within the Company. The policy applies to directors, executives, employees, suppliers, and alliances – who are communicated through email, intranet, the Company’s website, internal communication posters at the headquarters and Company’s construction projects.



Communicate and train employees on anti-corruption and bribery

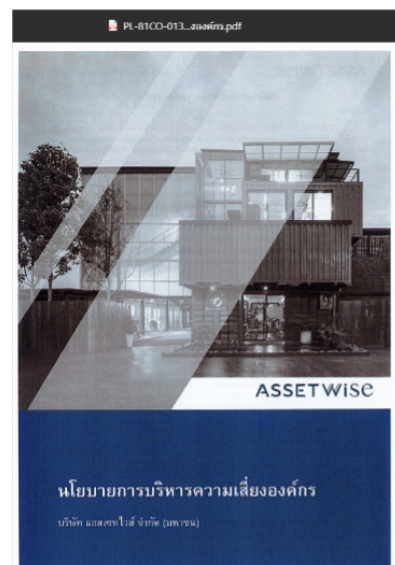
The Company continuously organizes training to provide knowledge to employees on anti-corruption and bribery so that employees truly understand the anti-corruption and bribery measures including the penalties in case that they violate such measures through various training courses as follows:

- Monthly anti-corruption orientation for new employees
- Anti-corruption policies training for all employees on anti-corruption policies and best practices

In terms of dissemination and communication, the Company has communicated its Anti-Corruption Policy and various measures to prevent corruption and bribery through internal communication channels, such as the intranet (assetwise.sharepoint), email, and the Company's Line Group.

The Company encourages employees at all levels to understand and be aware of compliance with the Anti-Corruption Policy and to adhere to the guidelines for actions that may lead to corruption and bribery risks. All executives and employees must sign to acknowledge the Company's Anti-Corruption Policy and related measures. In 2024, 100 percent of executives and employees acknowledged the Company's Anti-Corruption Policy and related measures.

In addition, the Company has organized a test on knowledge of business ethics and anti-corruption for all executives and employees every year. The test will be reviewed annually to be consistent with the roles, operations or processes that are likely to pose a high risk of corruption and bribery. In 2024, executives and employees of the Group participated in the test and passed the test criteria at 100% and had an average knowledge test score of 18.57 points out of a full score of 20 points.



CG & ANTI CORRUPTION DAY

The Company put efforts in promoting and encouraging all employees in the Company to be aware of corporate governance principles, business ethics, corruption and bribery in a tangible way by organizing the “CG & Anti-Corruption Day” activity annually at the Company’s head office. In 2024, the Company organized the activity on January 22, 2025 to encourage executives and all employees to realize the importance of and adhere to the correct practices according to the Anti-Corruption Policy. The activity demonstrated the Company’s commitment to conducting business fairly and free from corruption and bribery in all forms, aiming to become a sustainable, transparent and accountable organization.

Note that the activities included communicating knowledge about corporate governance principles, business ethics, corruption and bribery, as well as a quiz game to win prizes and souvenirs.



Anti-Corruption and Bribery Performance of Suppliers and Business Partners

The Company places importance on anti-corruption and bribery as well as encouraging and supporting the Company’s suppliers and business partners to conduct business with honesty, integrity, transparency, fairness and accountability under the principles of good governance and anti-corruption and bribery, which are consistent with the Company’s policies and practices.

- Communicated the Anti-Corruption Policy to suppliers and business partners via the Company’s website (www.assetwise.co.th) in both Thai and English so that the Company’s suppliers and business partners are aware of and comply with the Company’s guidelines.

- Issued a policy for suppliers and business partners to refrain from offering and receiving gifts or presents or any benefits during all festivals, along with establishing appropriate guidelines for implementation.
- Announced the No Gift Policy to prohibit acceptance of gifts during all festivals and informing suppliers and business partners of such policy so that suppliers, business partners, or individuals who conduct transactions with the Company strictly adhere to the policy under good standards of work while Company will not expect any benefits in return which may lead to the risk of corruption and bribery.
- Encouraged and supported suppliers and business partners to join the Private Sector Collective Action Coalition Against Corruption (CAC) to demonstrate their commitment to conducting business transparently and free from corruption and bribery.
- Specified the topic of anti-corruption and bribery as part of the assessment of the Company’s suppliers and business partners, both in the form of a self-assessment and an assessment by a third party in the form of an on-site ESG audit.
- Provided whistleblowing channels for reporting information and filing complaints related to corruption and bribery, including any actions that do not comply with the principles of good governance. Suppliers, business partners and external parties can report the matters to the Company through the whistleblowing channels

Corruption and Bribery Risk Assessment

The Company assesses its corruption and bribery risk holistically, at every step of its value chain, according to the Company’s risk assessment processes, to analyze which step is at risk, set preventive measures, and operate under an acceptable level of risk.



Corruption and bribery risk assessment process

1. Objective setting	Set objectives for the work or process that might be at risk of corruption for assessment. Specify stakeholders involved to ensure that the corruption risk will be appropriately managed
2. Risk identification	Identify any risk factor that might hinder the ability to achieve the objectives, its sources, the reasons of risk from the risk database to help indicate risk accurately
3. Risk analysis	Analyze the factors that cause risk, both positively and negatively, as well as likelihood and degree of impact
4. Risk assessment	Combine the likelihood and impact from the analysis to evaluate the risk level of each factor and prioritization according to potential responses and tracking
5. Risk management plan	Stakeholders responsible for the Anti-Corruption Policy revise the efficiency of the existing measures. In case of insufficiency, new anti-corruption measures must be supplemented
6. Risk monitoring and review	After completing the process of corruption risk management plan, the progress of management results, risks, problems, obstacles, and any changes to risk levels must be reported

In addition, the Company has established a prevention system to reduce and control risks for executives and employees at all levels to use as guidelines to prevent corruption and bribery risks. The Risk Management Department will conduct assessments, provide advice, and monitor the performance of corruption and bribery risk management on a regular basis.

In 2024, the Group has assessed corruption and bribery risks in accordance with the organization's risk management process. The processes with potential high risk of corruption and bribery are those involved by multiple agencies in both the public and private sectors. This includes the process of establishing business relationships or procurement with suppliers and business partners. The Company has conducted an assessment to identify and indicate events that may lead to corruption and bribery and has determined management approaches to mitigate and control risks appropriately.

Corruption and Bribery Risk

Corruption and Bribery Risk	Risk Management
The Company's business operations are related to many agencies in both the public and private sectors, including processes related to suppliers and business partners in building business relationships or procurement, which may result in a high risk of corruption and bribery and may be a channel for obtaining any benefits, whether in form of items or other benefits, soliciting items or any other benefits, entertainment, giving or receiving bribes, providing financial support, etc.	<ul style="list-style-type: none"> Required business conduct under corporate governance principles and anti-corruption and bribery as part of the Company's business strategy. Formulated the Anti-Corruption Policy and practices to combat corruption and bribery, and communicated to employees, suppliers, business partners, stakeholders, and relevant parties to be aware of and adhere to appropriately. Promoted concrete anti-corruption and bribery actions through becoming a member in the Thailand's Private Sector Collective Action Coalition Against Corruption (CAC). Reviewed regulations, manuals, and work guidelines to ensure clarity in operations and prevent corruption and bribery in each of the Company's work processes, especially processes that may pose high risks, such as procurement processes, processes for contacting and coordinating with government agencies, etc. Ensured that the Audit Committee oversees compliance with anti-corruption and bribery measures in accordance with the principles of adequacy of internal control systems as well as monitoring the management of corruption and bribery cases. Provided whistleblowing channels for exposing information and filing complaints related to corruption and bribery, including setting a fair complaint management process and issuing measures to protect complainants and whistleblowers.

Whistleblowing channels for report and complaints to corruption and bribery

The company has established channels for reporting tips and complaints related to corruption and bribery from employees and all stakeholders. These channels serve as a means to report any observed actions that may involve corruption and bribery, in accordance with the policy for handling complaints and whistleblowing on misconduct.

Whistleblowing Channels for report and complaints to corruption and bribery



Complaint box



A sealed letter to the authorized recipient of complaints, namely the Chairman of the Audit Committee or the Chief Executive Officer or the Head of Internal Audit, addressed as follows:

To: The Chairman of the Audit Committee or the Chief Executive Officer or the Head of Internal Audit No. 9, Soi Ramintra 5, Yaek 26, Anusawari Subdistrict, Bang Khen District, Bangkok 10220



An email to the Corporate Governance Division at CG@assetwise.co.th or an email to the authorized recipient of complaints:

- Chairman of the Audit Committee: kriengkrai.cg@assetwise.co.th
- Chief Executive Officer: kromchet.cg@assetwise.co.th
- Head of Internal Audit: 80ia@assetwise.co.th

Whistleblowers should report relevant facts or demonstrate that they have reasonable grounds to suspect misconduct or violation of the Company's policies, regulations, or business ethics. All whistleblower reports will be kept strictly confidential and can be submitted through more than one channel.

Upon receipt of a complaint or allegation, the Company will conduct an investigation according to the nature of the complaint. In the event that the complaint is serious and complicated, an Investigation Committee will be appointed to carry out an investigation and resolve the complaint.

Complaints Handling Procedure

- 1) The Chief Executive Officer and Head of Internal Audit are responsible for receiving complaints and discussing appropriate actions in response to the complaints at least once a week.
- 2) In case of a complaint against the Chief Executive Officer, the Head of Internal Audit shall forward such complaint to the Audit Committee for investigation and determination of appropriate actions.
- 3) Any other complaints not involving the Chief Executive Officer shall be addressed and handled by the Chief Executive Officer. Specifically, the Chief Executive Officer shall determine appropriate actions to respond to such complaints and/or appoint a relevant person or agency to investigate the complaints.

- 4) The Investigation Committee shall be appointed by the Chief Executive Officer and shall consist of at least the Internal Audit Unit, the Human Resources Department, and the parties related to the matters raised in a complaint.
- 5) The Investigation Committee or the appointed person/ agency shall conduct investigations in a fair manner and compile all relevant facts and evidence, as well as reporting to the Chief Executive Officer the investigation findings, responses to complaints, and corrective actions taken (if any).
- 6) The Head of Internal Audit shall monitor the status of complaints and report the outcomes thereof to the respective whistleblower.
- 7) The Head of Internal Audit shall prepare and deliver to the Audit Committee, on a quarterly basis, a report summarizing the outcomes of complaints.

Investigation

- 1) The Investigation Committee or the appointed person/ agency shall investigate complaints and relevant evidence and report the investigation findings, responses to complaints, and corrective actions taken (if any) to the Chief Executive Officer for consideration.



- 2) In case of an anonymous complaint in which additional information cannot be sufficiently obtained, the Investigation Committee or the appointed person/agency shall report the investigation findings to the Chief Executive Officer for determination of appropriate actions. If the Chief Executive Officer perceives that actions cannot be taken in response to the complaint, the Chief Executive Officer will close the case, whereupon the Head of Internal Audit shall report such outcome to the Audit Committee.
- 3) Upon investigation of a complaint, if the Investigation Committee or the appointed person/agency found that the accused person is not guilty due to unsubstantiated allegations or misunderstanding and has advised the accused person to comply with the code of conduct, the Investigation Committee or the appointed person/agency may close the case without imposing any corrective action by requesting the Chief Executive Officer for approval of the case closure and notifying the Head of Internal Audit of the complaint outcome to be reported to the whistleblower and the Audit Committee.

Protection of Whistleblowers

- 1) The Company will maintain confidentiality of personal information and identity of a whistleblower and person accused of misconduct.
- 2) Information will be disclosed only to the extent necessary by taking into consideration the safety of, and risk of retaliation to, a whistleblower or any other person implicated in a complaint or allegation.
- 3) Appropriate and fair procedures will be adopted to remedy the harm caused to any person affected by a retaliatory action.
- 4) Any persons who believe that they may be subjected to retaliation as a result of whistleblowing or cooperating in an investigation, may request the Company to establish appropriate protection measures. Alternatively, if the Company detects cases that present a significant risk of retaliation, the Company may implement protection measures without their request.
- 5) The Company will not tolerate any unjustified actions taken against whistleblowers or persons who have cooperated in an investigation, including but not limited to unjustified reassignment to another position or office, modification of duties, suspension, threat, harassment, or dismissal.

In 2024, the Company had no cases of wrongdoing related to corruption and bribery, no complaints and legal disputes regarding corruption and bribery, nor fines or expenses incurred from corruption and bribery offenses.

Treatment of stakeholders

Treatment of Employees

The Company considers employees to be the most valuable resources and is a key factor to the success of the Company. As such, the Company is committed to develop and foster a good corporate culture and working environment in addition to promoting teamwork, love, and unity within the Company. The Company has taken steps to ensure that the employee can grow with the Company in sustainable manner.

The Company places importance on diversity in its employee from age, gender, sexual orientation, nationality, race, ethnicity, religion, disability and political views. Therefore, the Company has taken action to promote diversity in the employee group in order to have diverse work operations as necessary for the nature of the work. Diversity will lead to the exchange of knowledge, culture, perspectives and experiences, which will result in creativity and innovation that benefits the Company. The Company provides equal opportunities and no discrimination in terms of hiring, suitable positions, compensation, welfare and benefits, development of knowledge and skills for career growth, expressing opinions and suggestions in work, and fair performance evaluation.

The Company sets policies and practices for employees, adhering to strict compliance with labor standards and related labor laws. They are also included as part of the Company's Code of Conduct in both Thai and English, and communicated to employees through new employee orientation, annual company policy training, and dissemination via the Company's intranet system.

In addition, the Company provides whistleblowing and complaint channels in case employees are subject to inappropriate behavior, such as being bullied, threatened, or having their rights violated. Complaints can be filed directly to the Chairman of the Board of Directors, the Chief Executive Officer, or the Head of Internal Audit via the Company's whistleblowing channels, which are in accordance with the Whistleblowing Policy. At the same time, a management process is in place to investigate the facts of each complaint in a systematic and transparent manner as well as setting out measures to protect the whistleblowers from being negatively affected or damaged in the performance of duties or personal safety. The Company must also provide guidelines for prevention and resolution of problems that occur to prevent recurrence.

In 2024, the Company had no incidents of non-compliance with labor standards, labor laws and other relevant laws while there was neither labor cases nor lawsuits.

• Employment

The Company has a guideline for recruiting and hiring employees through a systematic recruitment and selection system. Equal employment is practiced in accordance with labor laws and other relevant laws. There is no illegal employment, no use of illegal labor or no forced labor of any kind, including child labor.

The Company follows guidelines in employee recruitment and hiring by considering the qualifications suitable to the job position without discrimination on the basis of diversity of the

individual such as age, gender, sexual orientation, race, nationality, religion, disabilities, or political beliefs. The recruitment and selection process are fair and equal. Consideration is given to knowledge, capabilities, work experience, and attitude suitable to each job position.

In 2024, the Company hired 613 employees, whereby 242 are male and 371 are female. The diversity to provide equal opportunities and reduce discrimination as follows.

Proportion of employee	Amount (persons)	Percent
Total employees	613	100
By gender		
Male	242	39.48
Female	371	60.52
By level		
High level management	6	0.98
Mid-level management	56	9.14
Manager and up	293	47.80
Operational	206	33.60
Contractors or temporary staff	52	8.48
By age		
46 years and above	92	15
31- 45 years	420	68.52
Lower than 30 years	101	16.48

In addition, the Company has organized a youth promotion project by creating networks with various universities through the internship program that is open to students from various universities to join so that they can have the opportunity to learn and gain experience from working in the field they have studied and prepare for their future work.

The Company also considers the current domicile of applicants for positions that require the Company's projects to be in the area of the Company's existing projects. The willingness of applicants to be assigned to specified areas or provinces the

Company's projects are located is also considered in order to align with family needs. This leads to the creation of sustainability in employees' tenure with the Company in the long term, as well as promoting local employment.

Employment of the Disabled

The Company promotes the employment of the disabled by hiring the disabled to work with the Company to provide opportunities for the disabled to demonstrate their abilities and generate income for themselves and their families, in accordance with the Promotion and Development of the Quality of Life of Persons with Disabilities Act B.E. 2550 and its amendments. In 2024, the Company hired 6 disabled persons, or 0.98 percent, in accordance with the law.



Voluntary resignation rate of employees (Turnover rate)

Voluntary resignation rate of employees (Turnover rate) in 2024 hired 13 percent as follows:

Proportion of employee	Amount (persons)	Percent
Number of employees resigned (Turnover rate)	79	13
By level		
High level management	-	-
Mid-level management	8	10.13
Manager and up	30	37.97
Operational	31	39.24
Contract-based	10	12.66
By work period		
5 years and above	6	7.59
3 - 5 years	8	10.13
1 - 3 years	65	82.28

• Setting the Working Hours

The Company sets appropriate and not excessive working hours for employees so that employees can allocate work and personal matters appropriately to balance their lives. Employee working hours must comply with the Labor Protection Act. The Company clearly set the days and hours of work for employees.

- Head office:
Working Day Monday to Saturday, alternating with Monday to Friday (with Saturdays off every other week)
Working hours 08:00 AM – 05:00 PM, with a break from 12:00 PM – 01:00 PM
- Project Office:
Working Day Monday to Saturday
Working hours 09:00 AM – 06:00 PM, with a break from 12:00 PM – 01:00 PM

Regarding overtime work, this must also comply with the Labor Protection Act. Employees can only work overtime if they have agreed on overtime work with their supervisors, or in urgent cases where overtime work is required. The Company must always receive prior consent from the employees in order to reduce excessive working hours of employees, which may affect the balance of personal life and may adversely affect the employees' health. The Company pays overtime compensation to employees in a manner that is fair to employees and in accordance with the law.

• Employee development

The Company attaches important to continuously developing the skills, capabilities, and potential of employees in all levels in a manner which is appropriate to their positions to meet the business needs and to prepare for business growth. The Company is therefore committed to development personal in all professions and all levels, combing the development of skill, knowledge, and capability, as well as cultivate organizational culture and ethics simultaneously, so as to be in line with the Company Group's business strategy and operational approach.

In 2024, the Company aimed to develop its human resources and organized, both internal and external, 5 hours per person per year with a target to encourage, educate, develop experience, skills, expertise in respective areas of work (up-skilling and re-skilling). The intention is to create awareness, a new attitude needed for the modern workforce for any level of employment as supportive and in alignment with the strategy of the business, increase career development and employee engagement which results in the unity to succeed as an organization.

Taget	Unit	Result
Human resources development	hours/employee/year	5

Employee Training Details

In 2024, the Company organized the development of employees' knowledge, skills and capabilities through various courses, divided into different types of training as follows:

New employee orientation

New employees are required to undergo orientation before commencing work. Orientation allows the employees to understand the fundamentals of the Company, such as the structure, work systems, rules and regulations, important policies, business operation, and products and services of the Company. The different units are also introduced to the new employees for convenience in contact and coordination.

In 2024, the Company organized 12 new employee orientations, and 157 new employees attended the orientations.

Annual employee development and training plan

The Company has a Training and Development Plan and Career Development Plan for executives and employees to grow in the organization and utilize their full potential in the performance of work, as well as create engagement with the organization, in order to meet the main strategies and goals of the Company in an effective and efficient manner.

The Company sets human resources development framework to select appropriate development and training for its employees and any level, internal or external, according to the following targets:

- Organizational strategies and targets
- Training based on need using 360 Multi-rater, engagement survey, and/or applied leadership behavioral surveys
- Direction from the senior management
- Trends in human resources development and relevant external organization leaders
- Use blended learning solution according to the need of each talent group

The Company has launched the following internal training courses:

- Compulsory Work Practice Course (ASW Compulsory School)
- A compulsory course that focuses on basic knowledge and skills for employees at all levels to help them work in accordance with the specified standards.
- Leadership Development Course by Job Position Level (ASW Leadership School)
- A course that focuses on developing personnel's potential to have leadership skills to enable them to effectively manage their work and teams and lead the organization to success.
- Knowledge in Duties and Responsibilities course (ASW Be Wise School)
- A course that focuses on increasing knowledge and skills in the respective work, especially in professional fields, for in-need employees in various fields to help them become more specialized in their professional work.
- 4D Life Skills Course (ASW 4D Life School)
- A course that focuses on enhancing life skills for employees to lead to the development of abilities in other areas of life which can also be applied to work.

To allow employees and executives to discharge their functions in coherence with the corporate culture, with skill, and professional capabilities in respect of the work responsibilities, with leadership and capability in management, to prepare for simultaneous growth along with the Company.

High potential development

The Company's management policy for high performer and high potential employees considers curricula and training according to the need for leadership, equivalent skills, knowledge, talent, modern leadership potential, development process, and progress tracking of the high potential group. The target is to widen career opportunities and build the next generation's confidence to mobilize the organization.

Succession Planning

The Company has a succession planning policy with respect to key management positions in the Company Group with respect to positions of chief executive officer, deputy chief executive officer, and chief operating officer, under the supervision of the Company directors, executive board of directors, and the selection and remuneration committee, and the chief executive officer. There is a clear framework for the succession plan, from the analysis and assessment of the work force to be in line with business operation and strategies of the Company Group, a plan in identifying and developing, as well as determining the qualifications and capabilities which is suitable for each position, and determine an individual development plan. A selection, performance and potential assessment will be carried out to identify the successors, to prepare for handover and study of work. Continuous development and assessment will be conducted to ensure that such successor will be able to succeed as expected.



“Always Learning” Educational Channel

The Company encourages on-demand self-learning and provides channel for employees to learn via the “Always Learning” section on the Company’s intranet with the following curricula:

- ASW Compulsory School
- ASW Leadership School
- ASW Be Wise School
- ASW 4D Life School



Employee development Information

Employee development	Units	Result
Employees development	Persons	500
Total time on employee development	Hours	2,798
Average development hours per employee	hour/person/year	5.60
Average development day per employee	hour/day/year	0.7
Training and development costs	Baths	8,002,125.61

• Compensation and welfare benefits

Employee Compensation

The Company places importance on compensation in the form of salary by setting a policy and salary structure that are appropriate for the labor market in the similar type of business to promote and support the cost of living of employees to cover and be sufficient for the basic needs of both employees and their families. The compensation must be adequate for living, allowing employees and their families to have a good quality of life and have enough money left for a proper level of savings. The Company will consider salaries based on the potential, duties, responsibilities, knowledge and abilities of employees in each position at a rate higher than the minimum wage rate stipulated by law to be appropriate, fair, equitable and consistent with labor laws.

The Company is determined to consider the adjustment of annual salary and bonus rate for employees based on the annual performance evaluation and the Company's performance by specifying a clear evaluation system and performance indicators for all employees which are fair to employees.

The Company communicates and disseminates the policy and principles of paying compensation, wages or salaries to employees, both at the orientation of new employees, communication via the intranet system, including when executives and the HR Department explain the principles of adjusting the annual salary rate for employees.

In 2024, the Company's total employee compensation amounted to THB 636,250,000.43 Details are provided below:

Type of Compensation	Amount (THB)
Salary	455,976,071.62
Bonus	63,646,133.19
Commissions and incentives	69,194,460.23
Provident fund	13,846,196.99
Benefits and others	31,628,781.63
Shifts and overtime	1,323,356.77
Retirement benefit	635,000.00

Ratio of compensation of male and female employees

Type of Compensation	Amount (THB)
Compensation of female employees	359,753,502.82
Compensation of male employees	274,846,497.61
Ratio between female and male employees' compensation	1.31: 1



Welfare and Benefits

The Company provides various forms of welfare and benefits, designed to be appropriate and comprehensive for all employees with the purpose to enhance the stability of employees' livelihoods and ensure that the benefits cover basic human needs. The company has determined a suitable and fair welfare benefit for all employees in all levels, to take care of both short term and long-term employees as follows.

Accident insurance and health insurance	For all employees in all levels. Employees will be entitled to benefits in accordance with the insurance policy the Company has determined for each job position.
Provident fund	Employees may opt to join the Company's provident fund after the probation period on a voluntary basis. The Company's contributions will be in accordance with the employee's years of service.
Annual health check-up	To promote health and wellbeing of the employees. Employees with at least 1 year of service is eligible for the annual Company-organized health checkup.
Employee uniform	The Company determines a uniform for employees every year on the basis of suitability for each type of work.
Monetary assistance	The Company provides monetary assistance to employees in various cases, namely, <ul style="list-style-type: none"> - For marriage, - To show condolences I case a family member of the employee passes away
Employee gift baskets	Employees that are in-patients at the hospital or those who have given birth will receive gift baskets.
Employee birthdays	The Company allows an additional day off for employees on their birthdays. The employee is able to exercise such right within their birth month.
Paternity leave	Make employees whose wives have given birth are entitled to 15 days of paternity leave. The leave must be within 90 days of the day of giving birth. The leave may be in a consecutive or non-consecutive manner.
Leave for marriage	Employees with at least 1 year of service may apply for leave for marriage purposes for not exceeding 5 days with pay.
Leve for funeral	Employees may apply for leave to attend the funeral of their legal parent, spouse, and child for 5 days each without pay.
Employee child tuition assistance	A child of an employee who qualifies as per the Company's requirements is entitled to scholarship from the Company twice a year, for 5,000 THB each per child. The maximum number of children eligible is 2 children per 1 employee.
Annual party	The Company holds an annual party to foster relations and to allow employees to relax from work.
Fitness center	The Company provides a fitness center for employees to exercise before and after work.

Welfare Committee in the Workplace

The Company respects and supports the right to freedom of association. In order to comply with the Labor Protection Act B.E. 2541 (1998), the Company has established a Welfare Committee in the Workplace, where employees participate in the election of the committee to voluntarily form a representative group of employees to negotiate or express opinions on benefit policies and care for employees' well-being, as well as proposing guidelines for preventing and solving labor problems that may occur to employees within the Company.

The Welfare Committee in the Workplace has the following scope of authority:

- 1) Participate in discussions with the employer to provide welfare and benefits for employees.
- 2) Provide consultation and suggestions to the employer in providing welfare and benefits for employees.
- 3) Audit, control, and manage welfare and benefits that employer provides to employees.
- 4) Give opinions and guidelines for providing welfare and benefits for employees to the Labor Welfare Committee.

Provident Funds

The Company set up provident funds for employees to encourage savings habits, build financial security for employees and their families, and provide employee tax benefits. Provident funds operate on a voluntary basis – employees can choose to participate and select investment plans, and the Company will contribute according to each employee's length of service.

Participation in provident funds

Name of Company	No. of employees participating (Persons)	Percent (%)
Assetwise PLC.	299	52.73%
Treasure M Company Limited	8	36.36%
Asset A Plus Company Limited	5	29.41%
Digi Tonize Company Limited	1	50.00%
WHB Company Limited	3	60.00%
Rhom Pho Property PLC.	82	59.85%
Other Company	24	53.33%

Employee Joint Investment Program (EJIP)

The Company aims to encourage employees to have a part in the ownership of the Company and be loyal to the organization, as well as promoting savings and investments in various forms for employees. The Board of Directors' Meeting No. 4/2024 on November 7, 2024 resolved to approve the first joint investment program between the Company's employers and employees (Employee Joint Investment Program "EJIP" No.1) for a period of 3 years, from January 1, 2025 to December 31, 2027, for permanent employees of the Company and its subsidiaries (except Rhom Bho Property Public Company Limited, its subsidiaries and associated companies) which employees can voluntarily join the program. The objectives of the program are:

- 1) To provide compensation to employees of the participating the Company to retain employees to work with the Company in the long term through the implementation of the employee share accumulation program with the Company.



- 2) To promote employees' sense of joint ownership with other shareholders of the Company.
- 3) To enhance the business competitiveness of the Company by motivating employees to improve their work efficiency to achieve sustainable growth and achieve business goals in the future.
- 4) To promote financial discipline for employees.

In addition, the EJIP Talk event was organized by executives who are experts in finance and investment to provide knowledge and advice on investing in the Company's Employee Joint Investment Program (EJIP) and to answer questions and concerns of employees to building confidence in investing in the project. This will help promote the program and provide employees with knowledge to make decisions to invest in the program.

Participation in employee joint investment program (EJIP)

Name of Company	No. of employees participating (Persons)	Percent (%)
Assetwise PLC.	124	28%
Treasure M Company Limited	5	36%
Asset A Plus Company Limited	-	0%
Other Company	50	48%

Promotion of Saving and Financial Security Planning for Employees

The Company promotes saving, investment and financial stability for employees to serve as a guideline for long-term financial management by providing training to promote knowledge and understanding of financial management appropriate to their income, age groups and risks that may occur through the following training courses:

- Employees' visit to the Investment Learning Museum at the Stock Exchange of Thailand to promote investment and financial planning learning through various activities at the museum.



- Talk event “Plan Your Future Investment with ASW Debentures”, with representatives from Asia Plus Securities Co., Ltd. providing knowledge and advice on investment planning for employees.



- Fin Talk activity “Provident Fund: How to Adjust the Provident Fund to Gain Maximum Benefit” along with recommendations for interesting funds for employees, by representatives from Bualuang Asset Management Co., Ltd.



- **Safety, Occupational Health and Work environment**

The Company has established a policy on safety, occupational health and work environment as a policy of the Group covering all employees, contractors, related persons and stakeholders of the Company. This is to demonstrate its commitment to the implementation and management of risks in terms of safety, occupational health and work environment. In 2024, the Company implemented the policy on safety, occupational health and work environment as follows:

- Issued the Safety, Occupational Health and Work environment Policy that covers all employees, contractors, stakeholders and those involved in the Company's operations throughout the value chain and ensure strict compliance with relevant safety laws and standards.
- Stipulated safety as part of the corporate level performance indicators and included it as one of the performance indicators of the CEO.
- Managed risks to prevent losses from accidents that may cause death, property, work processes, including promoting good health, occupational health and work environment of employees, contractors, stakeholders and related parties.
- Organized training and communication about safety, occupational health and work environment to employees, contractors, stakeholders and related parties for continuous understanding and awareness.
- Stipulated safety, occupational health and work environment as part of the Code of Conduct for Suppliers. All contractors must acknowledge, understand and strictly comply with the code.

The Company is committed to managing work to prevent accidents from the Company's operations, whether to employees, contractors or persons related to the Company as well as external parties. Therefore, the target for work-related accidents is set as part of the Company's sustainability goals, which are included in the corporate performance indicators to measure the performance of the Company's executives.

Indicator	Unit	Target
Accident related to work of employees and related parties	Time	0

Safety, Occupational Health and Work environment Management

For what concerns the headquarters, the Company regulates workplace safety, determines a repair plan of the building, office equipment, electricity and lighting system, and fire pump system on an annual basis. The working environment is tidy and clean for good quality of work. Various sports activities are held to promote the health and wellbeing of employees, and employees are trained in safety, fire drills, and fire evacuations.

Safety, Health and Work Environment Training

The Company provides training courses for employees on safety, health, hygiene and work environment, both in accordance with the law and according to training needs on a continuous basis.

Employee Training	Unit	Performance
Number of employees who received training on safety, occupational health and work environment	Person	173

หลักสูตรการอบรมด้านความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน

Training Course	Number of staff trained (Persons)	Satisfaction rate
Basic training on firefighting, Class 1	47	94.90%
Basic training on firefighting, Class 1	56	95.06%
Stress Management Training through Mindfulness Activity, Class 1	37	89.93%
Stress Management Training through Mindfulness Activity, Class 2	33	91.93%

Basic training on firefighting

The Company organizes basic firefighting training to equip employees with work safety knowledge and prepare them in case of fire. There are also practical training sessions to help employees know what to do in real situations.

In 2024, the Company organized 2 batches of firefighting training at the headquarters. A team of experts trained the employees. There were 103 employees participating in the training and the satisfaction score of the training was 94.98%.



Stress Management Training through Mindfulness Activity

The Company has offered stress management courses to provide guidelines for employees in dealing with and managing stress that may occur both at work and in daily life especially employees in departments that must work under high pressure. There were organized 2 batches of training and 70 employees participating in the training and the satisfaction score of the training was 90.66%.



Communication, Participation and Consultation on Safety, Occupational Health and Work environment

The Company arranges for the communication of the safety policy annually, including as part of the communication of the Code of Conduct while all executives must be responsible for communicating to their subordinates about health and safety measures. Executives responsible for the Company's construction projects are also required communicate to contractors and representatives of construction workers on health and safety at work as well as providing advice and strictly monitoring the implementation of the goals of safety, health, hygiene and work environment.

The Company provides opportunities for employees, contractors and stakeholders to participate in making suggestions, comments, consultations and complaints about suspicious incidents or concerns regarding the Company's management of safety, health, hygiene and work environment through various channels, ranging from safety meetings in each construction project of the Company, the Company's whistleblowing system, the Company's contact center, to direct complaints to executives or supervisors, or to the Company's Human Resources Department.

In addition, the Company places importance on taking care of the health and hygiene of its employees as well as the workplace to create a suitable and safe work environment through various actions and activities in 2024 as follows:

Employee Healthcare

- Provided health and life insurance for employees, covering medical treatment for employees from illnesses or diseases, including coverage in case of physical and life harm.
- Provided annual health check-ups and flu vaccinations for all employees to check and plan for employee healthcare and reduce the risk of future diseases.
- Launched initiatives to promote physical exercise for employees by organizing Fit Fun Firm Dancing Body Combat by experts to train employees and providing a fitness room for employees in collaboration with Rocket Fitness, a fitness center of the group of companies, to use free of charge.
- Offer dental delivery service in collaboration with Bangkok Smile Dental Clinic to provide a dental mobile vehicle to take care of employees' dental health at the Company's head office.
- Provide a massage service to help employees relax the body and mind from work by arranging experts in relaxing massage to offer services to employees every week.
- Collaborated with Vitala Physical Therapy Clinic, a physical therapy service provider of the group of companies, to provide healthcare services for employees, where employees can try out the services without charges supported by the Company's group insurance for employee treatment.



Workplace and Environmental Management

- Install air purifiers in conference rooms and common rooms to help absorb air pollution and small dust particles or PM 2.5.
- Arrange pest control to get rid of termites, ants, mosquitoes, and other insects in areas throughout the head office on a monthly basis.
- Clean and wash air conditioners in every office room and meeting room at the head office on a monthly basis.
- Communicate public relations to employees to comply with safety and security measures are put in place during holidays to prevent any loss of possession and life

ASSETWISE
มาตรการความปลอดภัย
เทศกาลสงกรานต์ 2567
 บริษัท แอสเสทไวส์ จำกัด (มหาชน) สำนักงานใหญ่

ตามที่ทางบริษัทฯ ประกาศหยุดงานช่วงเทศกาลสงกรานต์ ตั้งแต่วันที่ **13-16 เม.ย. 67**
 ขอให้พนักงานทุกท่านปฏิบัติตามมาตรการความปลอดภัย และหยุดงานฉุกเฉิน ดังนี้

SAFETY FIRST

- 1 ปิดแอร์ ปิดไฟ ถอดปลั๊กเครื่องใช้ไฟฟ้า ปิดประตู/หน้าต่าง ให้สนิทก่อนออกจากห้อง
- 2 HR ตรวจสอบความเรียบร้อยอาคาร วันที่ 12 เม.ย. เวลา 17.00 น.
- 3 ให้เจ้าหน้าที่รปภ. เข้มงวดในการตรวจสอบบุคคล/ยานพาหนะ ที่ผ่านเข้า-ออกในพื้นที่
- 4 จัดเจ้าหน้าที่รปภ. ดูแลตลอด 24 ชั่วโมง กลางวัน และ กลางคืน
- 5 มีระบบกล้อง CCTV ทำงานตลอด 24 ชม.
- 6 หากมาทำงานวันหยุด ต้องแสดงบัตรพนักงาน และลงชื่อในสมุดบันทึก ที่นิคมรปภ. ระบุชื่อ และหน่วยงานให้ชัดเจน ก่อนเข้าออฟฟิศ

เบอร์ติดต่อกรณีเกิดเหตุฉุกเฉิน

HR	
คุณรัตติกาล รอดสัน (ต่อ)	081-110-0301
คุณเสกษาย กามวงศ์ (แจ้ง)	065-525-5219
รปภ.	
คุณสมหมาย ไชยจันทน์ (หมาย)	080-834-9313 (กลางวัน)
คุณสมศร น้าหอม (ออส)	094-663-9670 (กลางคืน)
แม่บ้าน	
คุณนัยนา พลอุบล (นา)	096-786-991
คุณยุพิน ห่วงชาย (อิม)	091-871-5215
คุณวิภาวรรณ วัฒนา (อิม)	091-724-2353

สายด่วน

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สถานีดับเพลิงบางเขน	02-521-0397
เหตุฉุกเฉินเหตุร้าย	191
สน.บางเขน	02-521-2232
เจ็บป่วยฉุกเฉิน	1669
โรงพยาบาลศิริราช	02-552-8777
โรงพยาบาลภูมิพลฯ	02-534-7000

Icons: ปิดไฟ, ปิดแอร์, ปิดน้ำ, ปิดประตู, ถอดปลั๊ก

Regarding construction projects, all projects must comply with the Ministerial Regulation of the Ministry of Labour on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment in Relation to Construction Work, B.E. 2551 (2008), the Ministerial Regulation of the Ministry of Labour on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment in Relation to Construction Work, B.E. 2564 (2021) and other applicable laws by arranging for safety officers (SO) to be stationed in construction project areas to supervise and ensure strict compliance with safety measures.

Safety practices within construction sites

Common accidents that can happen during construction include falling from a height, uncareful work, broken tools, fire accidents, and etc. Injury and accidents can happen during construction, therefore, the Company partners with contractors who have holistic safety and preventive measures for accidents, fire, security staff stationed at the construction site to help monitor construction workers closely.

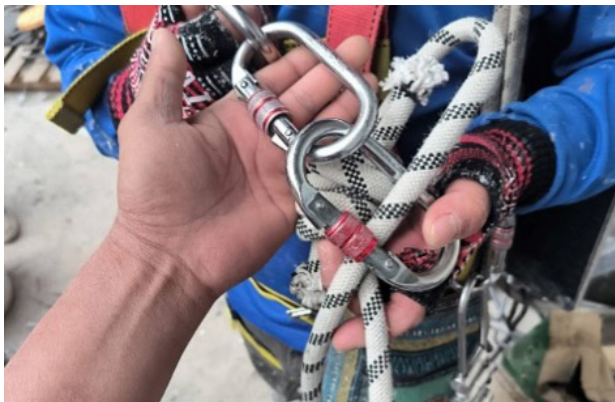
The safety and preventive measures within construction sites are as follow:

- Metal sheet fencing is installed at the construction site, the fence must be high enough, and labeled for no trespassing. The fence belongs to the construction project and shall stay within the project area. Construction materials are strictly prohibited from being placed outside of the project fence
- For high-rise building construction, chain links are extended from the building under construction to prevent materials from falling to the ground. Chain links must be regularly checked throughout the construction period, should there be any repairment needed, the repair must be done immediately
- For high-rise building construction, tower cranes must be evaluated by professional licensed engineers according to the Labor Department’s regulations.
- For high-rise building construction, every 2-3 floors scaffolding and safety net must be installed to construct exterior walls
- Check condition of any machine before use to prevent accidents
- Use arm driven type cranes and maintain the crane arms within the construction project area, not extended out to the surrounding areas, within the safe zone, and located outside the line of high-voltage electric poles according to the Electricity Generating Authority of Thailand's regulations
- Provide a first aid room with basic first aid tools
- Arrange for safety officers to supervise the project area 24 hours a day
- Supervise the use of electricity and provide necessary fire extinguisher and equipment
- Provide legal liability insurance against the life, body, and property of third parties
- Install 24 hours CCTV security cameras above the project fence to maintain security within the project and nearby areas

- Provide adequate lighting at night around the construction site
- Measures to prevent the effects of fire accidents are as follows:
 - Prepare chemical fire extinguisher in case of a fire
 - Arrange for inspection of the fire prevention and warning system to ensure good working conditions. If it is found to be damaged or inoperable, immediately take corrective action
 - Place how-to-use labels wherever the devices are mounted so that anyone near the accident can use the devices immediately
 - Organize training and drills to evacuate people in case of fire

Measures to monitor and inspect safety impacts within the construction project area are as follows:

- Provide whistleblowing channels for receiving complaints and find ways to solve problems immediately
- Compile accident statistics and results to assess the effectiveness of preventive measures on safety and continuously revise measures as appropriate
- Arrange for inspection of fire extinguishers to always be in good working condition. If it is found to be damaged or inoperable, repair or replace immediately



Measures for Safety, Occupational Health and Work environment in the Event of an Epidemic or Emerging Infectious Disease

With regard to the COVID-19 pandemic, the Company has emphasized healthcare and epidemic prevention by setting guidelines for the event of an epidemic or emerging infectious disease to respond in such events to take care of the health, occupational health and safety of employees and workers in the Company's workplace, including the potential impacts on the business operations and society as a whole. Therefore, measures for infection prevention and management related to health must be prepared, such as the use of personal protective equipment, control of the spread of infection and care for a safe work environment. This is considered a guideline for executives to help them deliberate and decide on measures to respond to the outbreak of an emerging infectious disease in compliance with the announcement of laws, guidelines and standards from the Department of Disease Control, Ministry of Public Health and relevant government agencies. The objectives are to mitigate potential impacts from such event and allow the Company to continue its business and resume to normal conditions in the event of an epidemic in an effective manner.

Safety, Occupational Health and Work Environment Risk Assessment

The Company monitors the status of safety operations, compliance with safety, occupational health and work environment policies and practices and continuously emphasizes safety management improvement by analyzing, identifying and assessing various potential risks that may cause losses to the Company, leveraging its risk management process. Risk assessments and reviews are conducted annually to serve as a

framework for monitoring safety operations to be consistent throughout the organization and cover all areas of the Company's operations.

Apart from the risk assessment in every process along the Company's value chain, the Company has also assessed safety risks and set safety standards for all projects that must comply with the Environmental Impact Assessment (EIA) report for projects under construction that may have high risks in terms of safety, occupational health and work environment. In collaboration with contractors in each project, a safety officer (OSA) is assigned to the construction site to supervise and ensure strict compliance with safety measures, prepare construction project safety reports, conduct safety inspections, provide knowledge, advice and help resolve work conditions that may cause danger, to ensure safety in various aspects during construction. This includes maintaining cleanliness and hygiene within the construction projects and the communities surrounding the construction projects appropriately.

Additionally, the Company has fostered a safety culture throughout the organization focusing on the participation of employees and contractors to control, prevent and reduce risks that may directly affect the Company's employees and contractors. The Company raises awareness and promotes safety behavior through policy formulation, manuals, practices, training and activities continuously, including monitoring and following up on work-related accidents to regularly review work safety measures.

Safety Performance Results

Safety-related statistics

Safety information	Unit	2022	2023	2024
Number of accidents	Time	4	2	0
Number of fatalities				
Employees	Person	2	0	0
Work-related contractor	Person	0	0	0
Third party	Person	0	0	0
Number of injuries				
Employees	Person	0	2	0
Work-related contractor	Person	5	0	0
Third party	Person	0	0	0



Safety information	Unit	2022	2023	2024
Lost-time incident rate (workdays lost due to work-related injuries)				
Employees	Day	0	0	0
Work-related contractor	Day	0	0	0
Third party	Day	0	0	0
Persons on leave from work-related injury				
Employees	Person	0	0	0
Work-related contractor	Person	1	0	0
Third party	Person	0	0	0

In the event of a work-related accident, after receiving a report of the accident, the line manager or supervisor of the employee or the person responsible for overseeing the safety of the construction project has the authority to immediately stop the dangerous work and notify the responsible executive to discuss with the CEO to consider establishing an investigation committee to investigate the facts of the accident and provide compensation or remedy measures for those damaged by the accident as soon as possible. Then, measures and guidelines must be reviewed and issued promptly to ensure the safety of the operations of employees or contractors.

In 2024, there were no safety, health, occupational health and work environment incidents involving employees and contractors or third party, that lead to injury or fatalities and

there was no lost-time incident rate, meaning the number of workdays lost due to work-related injuries.

- **Business Continuity Plan (BCP)**

The Company has prepared a business continuity plan as a guideline for situations of crisis or emergencies whether caused by natural disasters, accidents, or malicious actions against the Company Group without allowing such crisis or emergency situations to result in the Company Group having to stop its operations or to not be able to provide continuous services.

The business continuity plan of the Company is used to address situations of crisis or accidents in the Company's office area or within the Company group as can be summarized below.

Event of crisis	Impact				
	Buildings/main work location	Important materials and equipment	Information technology and important information	Main personnel	Business partners/ service providers/ interested persons
Fires	✓	✓	✓	✓	✓
Floods	✓	✓	✓	✓	✓
Pandemics	✓	✓	✓	✓	✓

In addition, the Company prepared a Business Continuity Management Procedure for Information Technology) to respond to situations during crisis that may occur to the Company's information technology to maintain information and related systems and ensure they continue to work properly as well as ensuring recovery process that are correct and appropriate.

In 2024, the Company reviewed, improved and developed the Business Continuity Management Plan and the IT Business Continuity Management Plan, as well as setting measures to support emergencies from such disasters to be consistent with the current situations as well as communicating them to employees throughout the organization.

- **Employee Engagement**

For employee engagement in 2024, the Company participated in an employee engagement survey with a consulting company by conducting a survey on engagement of employees with the organization based on the concept of the Employee Experience Model that affects the behaviors that employees show when they are committed to the organization. These behaviors will

help drive business results in many dimensions whether it is personnel management, operations within the organization, customer focus and organizational performance. The employee engagement survey was undertaken based on the following questions:

Say	Stay	Strive
How do employees mention positively about the organization, collaboration, their potential and customer responses	How do employees want to be part of the organization?	How motivated and committed are employees to dedicate themselves to the organization's success?

In addition, the Company has set the employee engagement score target as an organizational-level indicator and communicated it to executives to raise awareness and encourage commitment to build employee engagement with the organization, along with setting a plan to further enhance employee engagement with the organization.

Indicator	Unit	Target
Employee engagement	Percentage	70

Employee Engagement Survey Results

Employee engagement survey	Unit	2022	2023	2024
Number of employees participated in the survey	Percentage	N/A	95	93
Employee engagement	Percentage	78.30	60	79

Improving Employee Engagement

After receiving the survey the company look the feedback to analyze and create internal processes to cater to employees' needs with the following plan:

Key Drivers	Detail
REWARDS	Enhanced communication channels with subordinates to promote acceptance, understanding and appreciation for the dedication and work that has been accomplished together, in addition to the compensation and benefits provided (Recognition Reward).
OPPORTUNITIES	Created a career path for target employee groups, including promoting potential development for employees to clearly see their career tracks.
WORK	Established a work system that promotes cooperation both within and between departments, with clear steps and processes to enable efficient system development and organizational culture in a continuous manner, as well as providing sufficient equipment and technology support to help employees to be able to work at their highest efficiency.



Ensured comprehensive human resource management which includes providing an integrated employee care system, along with a development plan to enhance employee engagement with the organization. As a result, employee engagement score was at 78.60 in 2024.

Treatment of Customers

The Company Group aims to create and develop real estate projects to deliver products and services that are diverse and suitable for customers to the greatest extent possible. The Company believes that customers are key in our creation and development of good residences which are able to fulfill all the needs of the residents. Under the concept of “We Build Happiness”

Project Design and Development Concept

- **Projects in prime locations:** Easy to travel, near transportation hubs and surrounded by conveniences including basic utilities.
- **Happy living experience** with continuous customer care and after-sales services.
- **Unique design for every project:** Many types of rooms that understand the lives of residents with beautiful designs and decorations as well as cutting-edge living technology focusing on comfort and safety in living.
- **Common areas supporting everyone's lifestyles:** Allocation of large and diverse common areas completed with various amenities to meet the living and lifestyle needs of residents.

In addition, the Company emphasizes continuous customer care to maintain relationships with existing customers and create new customer bases to build trust in the Company through various operational approaches and activities to ensure long-term sustainability of the Company.

Product and Service Quality Development

The Company focuses on continuous product and service design and development, taking into account the quality of products and services under construction standards, environmental impact assessment measures and strict legal standards, regulations and requirements including customer treatment policies in order to deliver quality products and services to customers.

The Company has upgraded from the Quality Control Department to the Quality Management Department to emphasize the development of product and service quality in the group of companies. During the past year, the Company set a plan for product and service quality development with the following actions:

- Continuously organized the "Quality Forum" activities to develop the quality of the Company's products and services, participated by relevant departments to communicate the quality development policy and jointly set clear work standards to operate under the same standards. In 2024, there were 6 “Quality Forum” activities with more than 250 employees participating.
- Continued the improvement of Project Quality Development by defining the topic of quality development from pre-construction, construction to post-construction to be used as a checklist for quality development in every stage of project development; for example, defining guidelines for controlling standards and quality for pre-construction phase; defining processes and standards for quality construction, adding processes for checking the quality of rooms, starting from checking before closing the ceiling and checking tile work to reduce problems that may occur in living, or regarding the matter of collecting details of finishing precast work, identifying standards to solve leakage problems in the long term, and communicating to all relevant parties to ensure a common understanding to operate in the same standard in an efficient manner for construction phase. As for post-construction phase, the Company analyzes information on issues emerging from common area usage and living conditions to find problems and causes before finding solutions and further improving service quality.
- Set standards for controlling typical detail of architectural work and system work for construction projects (high-rise) to ensure collaboration between designers, contractors, project consultants, Quality Management Department and other related departments to be accurate and meet the same standards.

Development of Safe and Hygienic Products

The Company aims to improve the quality of living in its real estate projects by developing quality products along with the safety of products and services to promote health and well-being through the design and construction of projects that strictly comply with building safety standards, as well as related laws and regulations.

The Company establishes safety standards and promotes good health and well-being for customers, starting from the procurement process in selecting construction materials that are safe for residents, effective waste and wastewater management for the projects, management and control of pollution emissions to comply with legal standards, and inspection of building safety systems from electrical systems, fire prevention systems, to fire extinguishing system. This is undertaken by responsible parties to ensure that every building in the Company's projects is safe, of good quality and meets the specified standards before being handed over to customers.

The Company places importance on the health of customers and residents in the Company's projects as health is one of the major components of happiness, especially at present that health becomes a priority for everyone. The operations are divided into 4 areas:

1. **Healthy Living:** Creating projects that are living friendly, starting from project design, from the arrangement of common areas, wind and light directions, ventilation, materials used, to the selection of practical technologies, as well as providing personnel training to be able to offer assistance to residents in emergency situations safely.
2. **Healthy Privilege:** Offering special privileges for AssetWise Club members from a variety of services that meet all lifestyles to ensure that good health is attained.
3. **Health Activity:** Organizing health activities that cover all aspects of good health, including physical exercise, healthy cooking workshops, CPR training, etc.
4. **Virtual Health:** Supporting the use of simpler online health services instead of in-person doctor visits and hospital services.

“Health Station that Truly Cares for Residents”



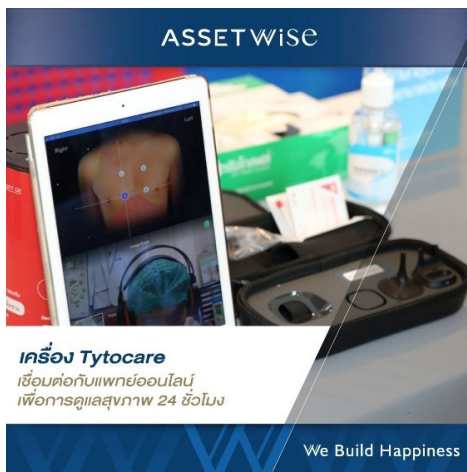
The Company has raised the bar of the level of healthcare for residents in the project by creating a “Health Station” or health check-up area within the common areas of its condominium projects. The Company prepared complete equipment for basic health check-ups so that residents can access and receive healthcare advice from leading hospitals according to their needs conveniently and quickly without having to travel to hospitals.

The equipment provided at the Health Station includes:

- Body Mass Index (BMI) meter, which is a device that calculates body weight balance to identify the BMI value and the amount of excess fat that the body has stored, which is considered a basic risk assessment from body weight. This value can be measured for people aged 20 and above.
- Arm-type blood pressure monitor for measuring blood pressure and heart rate in a convenient, quick, and accurate manner.
- Tytocare device for basic patient health check-ups in a modern, portable form, designed for everyone to use at home and easy to clean by wiping with alcohol before and after use. The device is connected to the Virtual Hospital system, allowing conversations, consultations, photo taking, and video recording. This helps doctors know the patient's symptoms online in real time 24 hours a day. Residents can download the application to contact the hospital promptly.
- Automated external defibrillator (AED) which is a portable electronic device that can automatically diagnose life-threatening arrhythmias and provide treatment by defibrillating the heart.

In addition, residents are also entitled to special privileges to use various services from leading partner hospitals, including online health consultations by specialists, off-site blood sampling services, off-site vaccination services, postal medicine delivery services, pressure ulcer and chronic wound care services, and off-site physical therapy.

The Company provides contact channels in case customers, residents, or residents wish to complain or express their opinions about the safety of the Company's products and services through various channels, including the Company's whistleblowing channels, Call Center (02-168-0000), official website (www.assetwise.co.th), Facebook: AssetWise, E-Mail: contactcenter@assetwise.co.th, and the repair notification application.



Confidentiality of Customers

The Company is fully aware of the protection of customers' personal data that the Company holds. It is required that the use of customers' personal data must comply with the Personal Data Protection Policy, which is in accordance with the Personal Data Protection Act. The Company has appointed a Personal Data Protection Officer to oversee compliance with the policy, law, and guidelines for protecting customers' personal data. The Company also established a Personal Data Protection Working Group to set guidelines for the protection of customers' personal data, inspect operations, discuss solutions and prevention, and provide recommendations for proper and appropriate operations.

In addition, the Company has communicated the Personal Data Policy to all employees via the Company's intranet system and email. In particular, the Company emphasizes that employees who are responsible for monitoring and maintaining customers' personal data must adhere to the strict compliance with the policy and requires them to sign to acknowledge the policy. All employees of the Company already signed to acknowledge the Personal Data Protection Policy with 100 percent rate.

In 2024, the Company had no complaints regarding customers' personal data.

Business Innovation

As different innovations and technologies play an increasing role in business operations, the Company places importance on developing and implementing innovations or technologies to facilitate and respond to changes in consumer behavior, including promoting employees to be aware of the importance of using innovations to further develop products, services, and

work processes within the Company. In 2024, the Company provided employees with knowledge in innovation and work process development through training courses as well as encouraging employees to adopt artificial intelligence (AI) technologies as a tool to help develop their respective work.

AI for Architecture and Interior Design Course

A course for employees in positions related to project design to apply AI for architectural work, including building design, interior design and decoration, and landscape design for the

projects. There were 15 project design and development staff who participated in the training while the satisfaction assessment result for the course was 92.68%.



AI for Real Estate Course

A course for everyone to enhance their knowledge in using AI to further develop and improve work within the organization, leading to increased work efficiency and speed. 36 employees

participated in the training and the satisfaction assessment result for the course was 85.78%.



The Company promotes self-learning through the Company's intranet system under "Wise.Ai" which is a channel for providing knowledge about AI, including introducing AI tools that are useful for work, in order that employees can study and apply them to benefit their respective work with the Company.



In addition, the Company has incorporated innovation into the design and development of the Company's projects and has developed innovations in customer care and after-sales services, aiming to deliver products and services that meet the needs of modern customers.

"KAVALON 3 Smart IoT"

Kavalon project is a campus condominium project located near the university. The Company intends to create a new form of innovative residence to provide customers with a good experience under the concept of "The Journey Is Yours, Endless Imagination". AssetWise has designed Futuristic Living, a condominium that is more than just a residence, for creative living which reflects every identity without limits for the new generation of students and working people. The arrangement of common areas and complete facilities are combined with cutting-edge innovations.

AssetWise is committed to developing the innovation "Kavalon 3 Smart IoT" for the Kavalon project, which is in line with the concept of "The Journey Is Yours, Endless Imagination", to allow residents to experience the convenience of modern living that is more than just a typical residence.

"Kavalon 3 Smart IoT" is an innovation that the Company aims to create to take care of and facilitate customers and residents in the common areas of the project. This helps meet the needs of the new generations with an emphasis on convenience with modern and easy-to-use convenience technology.



Smart Access

A recognition system for entry and exit of the project, for convenience in entering and exiting the project



Smart Booking

A booking system for limiting the use of common areas to enhance the privacy of the common area.



Smart Secure

An SOS emergency alert system for the safety of residents.

The Kavalon project is currently under construction and development and has opened for sale to interested customers.

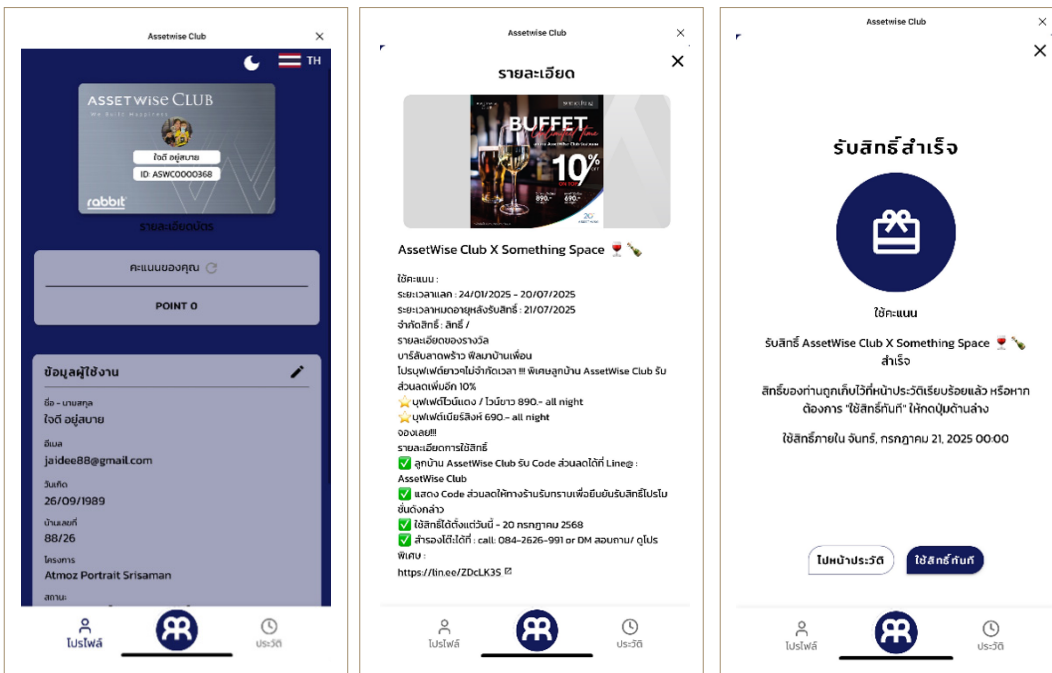
ASSETWISE CLUB “Privileges Program”

AssetWise is committed to creating a good experience for living in the Company’s projects and after-sales services to achieve the highest satisfaction for customers. Therefore, the Company has developed the AssetWise Club “Privileges Program” by incorporating a Customer Relationship Management (CRM) system into the Line OA to facilitate customers in providing special privileges for AssetWise Club residents. They can conveniently access privileges from many shops and services in collaboration with the Company by simply signing up to become a member and showing the received codes to obtain special privileges provided by the Company.



In addition, the AssetWise Club “Privileges Program” also has a function for communicating news and activities for customers, along with a continuous notification system for news and

activities. With this function, residents can receive news, privileges, and activities regularly and can select services according to their interests promptly.



In 2024, 2,026 residents have registered as members of the AssetWise Club “Privileges Program”, with 44 participating shops and services, clearly reflecting the benefits and convenience that customers can receive from such services

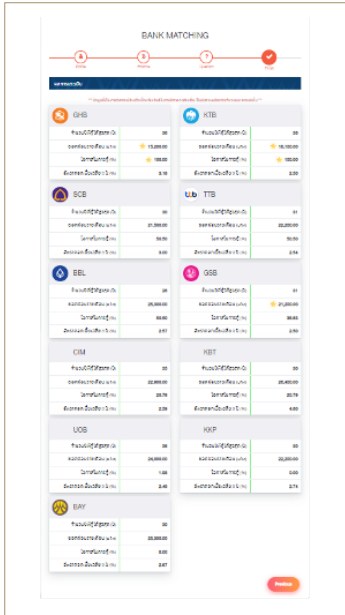
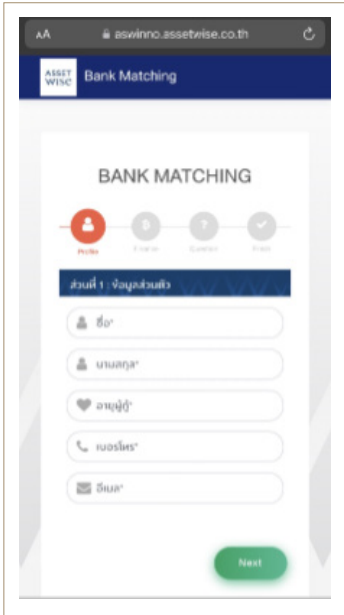
while the Company will continue to focus on the development of AssetWise Club “Privileges Program” to ensure the best customer care.

“Bank Matching”

The Company develops “Bank Matching” to assure buyers, whether houses or condominiums, of how much they are able to apply for a bank loan and how much money will be needed to buy the desired houses and condominiums.

“Bank Matching” tool assists in sales, transfers ownership, reduce stress from applying for bank loans, and shorten the bank loan processing time which results in a smoother and faster sales revenue

To use “Bank Matching”, buyers can simply register at www.aswinno.assetwise.co.th, The program will analyze the buyer’s registration data to display available banks loans, the amount of loan, chance of receiving loan, monthly installment amount, and average interest rate.



การสร้างความสัมพันธ์กับลูกค้า

The Company focuses on promoting customer satisfaction by considering customer satisfaction as an important factor in the Company's business operations, reflecting the quality of products and the Company as well as the Company's response to products and services to customers under the increasingly competitive industry with the purpose to maintain and take care of the Company's customers.

The Company provides various forms of Customer Relationship Management processes, such as organizing continuous customer relationship building activities, taking care of customers, continuously implementing sales principles, surveying customer satisfaction, receiving customer suggestions and complaints, and establishing a process for responding to customer suggestions in a timely manner.

Customer Satisfaction Survey

The Company includes customer satisfaction as part of the Company's sustainability goals, which are set as organizational indicators that measure executive performance and are also cascaded to employees at the individual level.

Indicator	Unit	Target
Satisfaction with Products	Percentage	85
Satisfaction with Services	Percentage	85
Net Promoter Score (NPS)	Percentage	17

The Company's customer satisfaction survey uses a questionnaire that assesses the Company's project customers on key topics, including product satisfaction, service satisfaction, and good reputation (Net Promoter Score). The survey results show customer satisfaction data and help the Company compare its performance with other real estate development companies.

Customer Satisfaction Survey Results	หน่วย	ผลความพึงพอใจของลูกค้า
Satisfaction with Products	Percentage	85
Satisfaction with Services	Percentage	85
Net Promoter Score (NPS)	Percentage	17

The Company's continuous development of various aspects of its operations has resulted in customer satisfaction that achieves its set goals at a level comparable to other real estate development businesses in Thailand.

The Company continuously improves and develops products and services, including setting customer satisfaction as one of its corporate strategies as well as performance indicators at both the corporate level and individual employee level. A customer satisfaction development plan is also developed to respond to customer needs in both the short and long term, while creating sustainable growth for the Company.

Customer Satisfaction Enhancement

- **Product and Service Quality Development**

In 2024, the Company has continuously developed the quality of products and services, in the form of organizing the “Quality Forum” activity to communicate the quality development policy, jointly setting clear work standards, and operating under the same standards of the agencies involved in improving the quality of products and services. In addition, the Company clearly defines the Project Quality Development quality development in every project construction process and strictly controls and inspects quality under the standards to find ways to develop and solve product quality problems before delivering them to customers.



- **ASSETWISE CLUB**

ASSETwise CLUB

AssetWise Club offers more than just living experiences to members under the concept “Extra Ordinary Day” with the motto “Ordinary day.... extraordinary” that every moment is a memorable story through many activities and privileges.

Let every day be a good day.

- First to receive special privileges such as special movie screenings, etc.
- More special from collaborations with leading brands to organize diverse activities and offer multiple privileges.
- New experiences with special activities such as difficult-to-reserve restaurants with Michelin stars.
- Special discounts for travel services that offer a special experience for members.
- Privilege management system that meets lifestyle needs with a variety of privileges, facilitating members by connecting via Line OA while data can be used for analytics for the customized designs of products and services that suit your needs.

AssetWise Club : Extraordinary Day

Food	Movie	Travel	Adventure	Entertainment	Sports
Dine at a famous restaurant with a top chef.	Watch special movie screenings, press screenings and the first Saturday.	Exclusive travel with KOL famous.	x-treme activities for someone like challenges.	Ticket to famous concerts.	Football or sport tickets, special seats.

AssetWise Club Customers Activities in 2024

- A variety of privileges, totaling 8 activities, including tickets to see popular concerts such as Mini Concert Tor Saksit, Concert Unifest Sky Music Fest; tickets to watch important football matches of national clubs in the AssetWise's Let's Cheer activity, participation in creative social activities in conjunction with the Company's GrowGreen activities, discounts on Rocket Fitness services, and a chance to win prizes from activities in each important festival, including Mom's Moment of Joy and Happy Halloween Day.



- Special activities according to important traditions and festivals at the Company's projects, totaling 4 activities which are Songkran Day, Halloween Day, Loi Krathong Day, and Embrace The Joy of December.



- Housewarming activity to welcome residents to the project with a warm and impressive atmosphere for all 9 projects which are Atmoz Serene Sriracha, Atmoz Portrait Srisaman, Modiz Rhyme Ramkhamhaeng, Kave Town Colony, Atmoz Flow Minburi, Atmoz Oasis Onnut, Atmoz Kanaal Rangsit, Kave Seed Kaset, and Kave Universe.



- Workshops to create various crafts and creative items for special festivals and as interior decorations for rooms or houses, totaling 9 activities as follows: Happy Valentine's Day, Terrarium Workshop, Art Toy Chain Workshop, Wine Tasting Workshop, Marbling Art Workshop, Giant Yarn Bag Workshop, Delightful Sunday Spell Jar & Iron Patch Bag Halloween, Halloween Candle Workshop, and Jelly Bag Workshop.



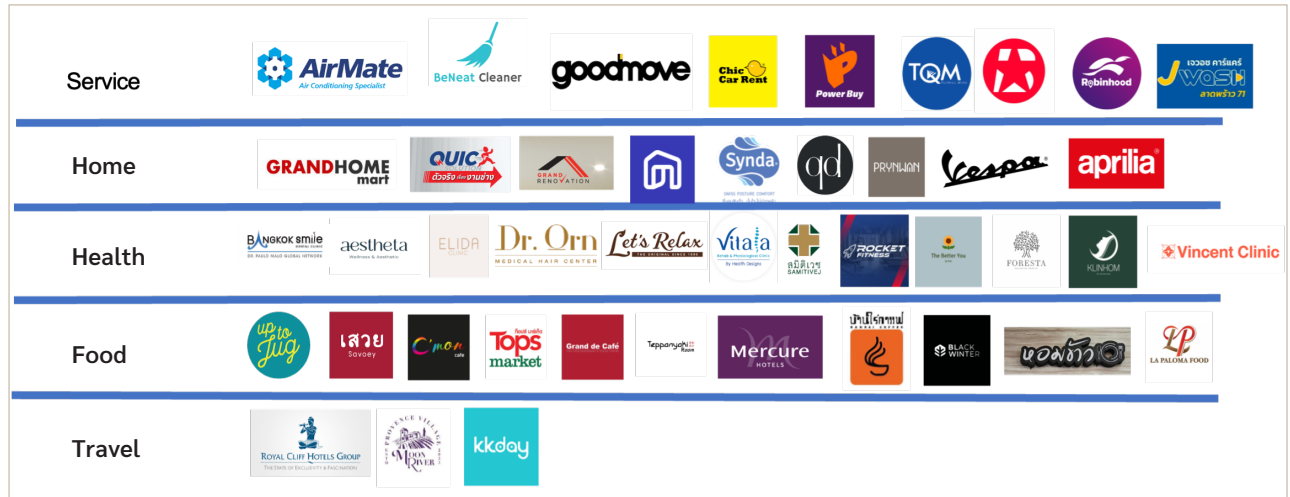
- Happy Day activities by AssetWise Club which offered a special day for residents to have a good experience in living in the Company's projects, with 3 activities which include flower delivery to show love for the Happy Valentine's Day activity, Happy Movie Day for residents to be invited for movies, and Fit Day activity to promote good health for residents.



• **ASSETWISE Privilege**

The Company continuously delivers good living experiences to project residents under the concept of “The Ultimate Living Experience Privilege” in collaboration with partners in various groups by offering special privileges to residents ranging from health, food, housing, tourism and other services in a comprehensive way.

In 2024, the Company and its partners provided various privileges to project customers, totaling 44 items.



Channel for customers to provide opinions, report complaints, or make suggestions

The Company provides the opportunity for customers to express their opinions, report a complaint, or make recommendations to the Company whereby the Company will analyze the comments or recommendations to develop and improve products and services to achieve maximum customer satisfaction.

Channel to provide opinions, report complaints, or make suggestions

- Call Center: 02-168-0000
- www.assetwise.co.th
- Facebook: AssetWise
- Line OA : AssetWise.co.th
- E-Mail: contactcenter@assetwise.co.th

In 2024, the Company received 839 complaints from customers through the available channels, with details of important matters as follows.

- Employee-related complaints: 410 cases, comprising 406 cases of AssetWise Public Company Limited employees and 4 cases concerning employees from the Company Group.
- Project related complaints: 420 cases, comprising 382 cases of complaints about the project, both in respect of the unit and the surrounding area of the project, such as repair notifications, delayed repairs, parking problems and

problems related to the community surrounding the project, and 38 cases of complaints about advertisement billboards.

- There were 9 complaints related to the Company’s shopping malls (Mingle Mall / Mingle Market), divided into 4 cases on accidents in the shopping malls and parking areas, 2 cases on playing loud music, 1 case on the cleanliness of the shop, 1 case on parking, and 1 case on groups of people using the area to do activities that obstructed the walkways in a shopping mall.

After receiving complaints from customers, the Company has established the following procedures to address the complaints.

- The unit which received the complaint coordinated with relevant parties to contact customers.
- Follow up on the conclusion of complaint resolution from related parties after receiving complaints for the purpose of recording and following-up on the results of complaint resolution in accordance with the respective remedial plan.
- After resolution of the complaint, the unit that notified the evidence of correction to the unit which received the initial complaint to close the complaint in accordance with the period confirmed with the complainant.
- Incorporate the complaints into a Q&A to communicate in the event such incident arises again in the future.

Treatment of Suppliers and contractor

Suppliers are one of the Company’s stakeholders – main contractors, subcontractors, and trading partners, all working together to support each other and deliver the best products and services to customers. The Company and its suppliers work to improve the quality, troubleshoot issues, and grow together in the long-term. Channels are also provided for the Company suppliers to voice their opinions or file complaints to continuously improve the Company and their work together as suppliers.

The Company has established a Code of Conduct for Suppliers and communicated it to suppliers to be aware of and strictly adhere to while this was also communicated to customers, along with the Anti-Corruption Policy and guidelines. In 2024, all suppliers of the Company were informed of the Code of Conduct for Suppliers, the Anti-Corruption Policy and guidelines, to comply with as a framework for operations in the same direction as the Company.

Capability Development for Suppliers and Contractors

Contractors are considered important partners for the Company in the work process along the value chain of the Group. The Company and its suppliers operate construction projects according to standards in its quality of construction, length of time, progress, issues and troubleshooting, safety, hygiene, good working environment, knowledge exchange, talents, and innovation relating to the Company’s construction projects.

Capability Development of Contractors in 2024

- Joint meetings between project contractors and consulting companies to discuss project construction operations and cooperate in developing quality construction work that complies with relevant standards.
- Participate in inspecting constructions according to construction standards of the Company to jointly plan work, create mutual understanding and find ways to develop construction work properly together including summarizing problems that occurred during construction and finding solutions.
- Provide training to educate contractors on construction processes and standards in terms of structural work, building service system, electrical system work, sanitary system, etc., in order to develop professional skills for contractors so that they are able to work according to the requirements and standards of the Company.

Note that from the cooperation to develop the capability of contractors to focus on quality development of construction projects in 2024, complaints about the projects in the residential areas and surrounding areas decreased from 2023 of 488 cases down to 382 cases, demonstrating the potential for good work and higher quality standards between the Company and contractors. This also includes plans to enhance the capability of suppliers and contractors to achieve greater efficiency.

customers complaints	Unit	2023	2024
Number of customers complaints the projects in the residential areas and surrounding areas	Cases	488	382

Developing the Quality of Life of Workers in Construction Projects

- **Quality of life care in construction projects: Building Social Impact (BSC)**

A project that focuses on improving the quality of life of workers and making them happy at work, such as public utilities, cleanliness, and safety, as well as taking care of workers' dependents (if any) in terms of rights such as children's right; for example, creating an understanding of basic rights, pushing children into the education system, or creating a safe space for children while their parents go to work in the projects. AssetWise has collaborated with the Baan Dek Foundation (under collaboration with UNICEF) to provide advice and knowledge to construction contractors who are AssetWise's partners in operating to achieve the goal of sustainable labor, reducing labor shortages in the long term, and having a positive impact on skills and expertise related to work.



Continued operations since 2023 to the present, with 2 companies participating out of the 4 target companies, in which the Baan Dek Foundation has provided advice and trained those involved in the work sites to understand the tools used in implementing the projects to meet the standards continuously. The Company has also joined the network for sustainable development in the real estate sector to exchange ideas and jointly develop sustainable quality of life.

- **Cold water dispenser welfare initiative for construction projects**

The Company recognizes the importance of water, which is an important factor for basic human consumption. Therefore, the Company joined forces with main contractors to provide cold water dispensers in construction projects so that workers can drink clean and cold water that meet quality standards. The goal is for every project to have a drinking water dispenser to help reduce the burden of expenses for workers and operators and reduce the use of plastic bottles. The Company has encouraged contractors



to be responsible in the arrangement and provided support along with contractors for 2 additional projects in 2024: Modiz Vault Kaset-Sripatum and Modiz Avangarde.

Procurement of Products and Services

The Company provides opportunities for those who are interested in becoming a business partner of the Company to register as a new business partner of the Company on the channel www.procurement.assetwise.co.th



The Company has established procurement practices to ensure that the Company's suppliers and contractors are under the same standards, to be able to effectively manage and control procurement, as well as conducting business sustainably alongside its suppliers and contractors.

Throughout the Company's business operations, the Company has worked with a number of quality and reliable suppliers and contractors to provide a variety of products and services that meet the Company's needs. At the same time, the Company has continuously built good relationships with suppliers and contractors to avoid misunderstandings or disputes. In addition, the Company has always treated all suppliers and contractors transparently, equally, fairly, and without discrimination for any reason.

- **Selection of suppliers, contractors, workers, service providers and vendors**

The Company has set clear criteria for selection where all suppliers, contractors, workers, service providers, and vendors must have qualifications according to the criteria specified in the procurement practices and has organized a strict review process by the Procurement Committee. The criteria for consideration include service quality, service capability, overall reliability, payment terms, performance guarantees, financial potential and stability, past experience or performance and ability to deliver work.

In addition, the Company has taken sustainable business operations into consideration as part of the selection of suppliers, contractors, workers, service providers, and vendors,

who must have no history of human rights violations, unfair labor reporting, employment of child labor or illegal labor, failure to comply with occupational safety standards, corruption, and social and environmental disputes.

The Company also emphasizes the procurement of environmentally friendly products (Green Procurement) to aim at becoming an organization that reduces greenhouse gas emission and therefore set the criteria for selecting only vendors who have passed environmental quality standard certifications including ISO 14001, Green Label, Green Industry, or other relevant standards.

Green Procurement Target

Target	Unit	Target
Percentage increase in Green Procurement from the previous year	percent	5

In 2024, the Company has considered selecting 18 suppliers for Green Procurement to purchase 25 items of Green Procurement products and services.

Procurement	2023	2024
List of environmentally friendly products are services (Green Procurement)	23	25

In 2024, the Company's Green Procurement list increased from 2023 by 8.70 percent, exceeding the target of 5 percent.

- **Performance Evaluation of Suppliers, Contractors, Workers, Service Providers and Vendors**

The Company evaluates the performance of suppliers, contractors, workers, service providers and vendors by setting scoring criteria, which must be at least 60 points to be considered passed. In case that suppliers, contractors, workers, service providers and vendors do not pass the evaluation criteria, the Company will remove them from the Company's approved vendor list. The Company will send the evaluation results to be acknowledged and used as a guideline for further development of quality and work efficiency.

Regarding performance evaluation criteria of suppliers, contractors, workers, service providers and vendors, the Company will consider past performance in terms of product and service quality and the delivery that must meet the specified standards as specified in the contract. In addition, the Company has considered ESG performance evaluation by organizing an On-Site ESG Audit evaluation, setting criteria for consideration that covers responsible business operations and ensuring strict compliance with the Code of Conduct for Suppliers and anti-corruption practices, including compliance with human rights principles and legal and fair employment, compliance with safety, occupational health and work environment standards. This includes undertaking environmental operations that are in accordance with specified legal standards, providing measures to care for and reduce potential impacts, managing and alleviating global warming from greenhouse gas emissions, managing the impact of operations on communities and society, and participating in sustainable community and social development.

Treatment of The Community and Society

The Company has set a plan for community development, especially communities surrounding the Company's project areas, to take care of and control potential impacts on the community, build good relationships with the community, listen to the opinions and concerns of the community, participate in improving the quality of life of the community, foster sustainable

economic growth, and support businesses that benefit society. In addition, the Company has extended the principles of caring for and developing communities and society to other communities and societies nationwide through the PUNN By AssetWise project and various activities under the concept of sustainable growth alongside society.

Target	Unit	Performance Results 2024
Violation of laws and regulations related to the community and society.	Case	0
Fines incurred from mitigating damages to communities and society	Bath	0

Taking care of communities surrounding the Company's projects

Prior to the development of every project, the Company Group has taken account in the impact to the nearby communities by following the guidelines in the EIA report, from analyzing the impact caused by construction to the nearby community by conducting a survey to gather opinions and needs of the community, planning to prevent the potential impact that may occur from the community, setting guidelines in remedying the damage caused to the community, in addition to improving and promoting the nearby community's quality of life.

From the Company's operations in 2024, all projects of the Company were carried out in accordance with the requirements of relevant laws and regulations in order to prevent potential impacts from the Company's operations.

Development of the Quality of Life of Communities around the Projects

- Employment of People in the Community**

- Employment of volunteers in the community project
Since the Company joined the community to provide knowledge and develop skills for people in the Phahon Yothin 45 community, which is a community next to the Modiz Vault Kaset Sripratum project, on waste separation at events under the concept of Separate, Pour, Dry to aim for zero waste event, starting from 2023 to the present. This created new jobs and generated income for the community, resulting in a better quality of life from the beginning to the present. There were 20 skilled and income-earning community members, with a total income of 28,200 baht in 2024.

- Local employment project

When a construction project is launched, employment of local people or communities surrounding the project will be considered first, in order to provide local people with jobs and income, which is listed as one of the company's organizational indicators according to the Company's policy of taking care of the community and its people. Employment includes jobs such as housekeepers and security guards at the sales gallery and construction sites to facilitate customers and the project construction areas, until the projects are completed and residents moved in. For example, at Atmoz Season Ladkrabang, the Company employed 2 local people, generating 342,000 baht in income for them.



- **Quality of Life of People in the Community**

AssetWise emphasizes good quality of life, safety and sustainability in every part of its supply chain. Therefore, the communities around the projects are one of the target groups that the Company always pays attention to. The Company works together with contractors (partners) of each project with the following examples of community development around the projects:

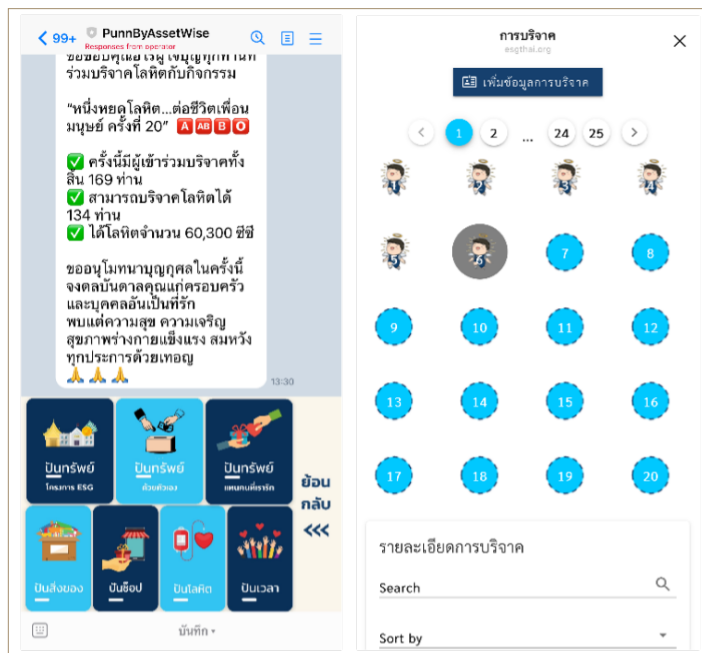
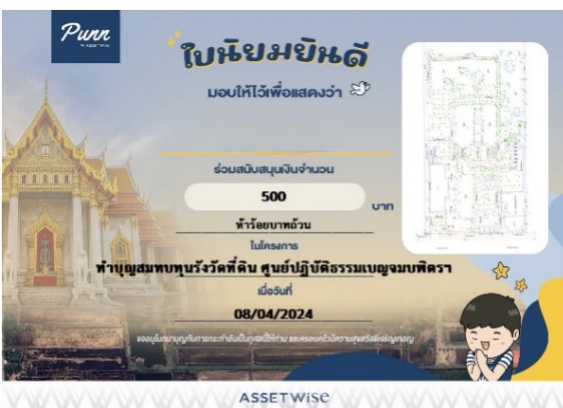
- Atmoz Season Ladkrabang: The Company carried out an initiative to take care of the quality of life around the project, surveyed various risks in the community, supported flood and fire prevention equipment for their safety in the community (Soi Chalong Krung 43 community). There were 49 households in the community who benefited from this initiative.
- Modiz Avantgarde: The Company implemented a sustainable community initiative in collaboration with Pathum Thani Model, supporting coin-operated washing machines and coin-operated dryers for Pathum Thani Model as start-up capital for use in the community. This can generate income for sustainable development within the community where 182 households benefited from this initiative.



- **Community Economy**

Support for Shops Around the Head Office and Around the Projects

The Company has developed a program via Line Official called PunnSook to record good deeds and participate in activities by using points and certificates (appreciation certificates, congratulations certificates) as rewards while giving satisfaction to participants in social activities. Donation was among activities organized for the initiative and participants can record various donations or record hours of doing good deeds by themselves.



- **“One Drop of Blood Extending the Lives of Fellow Human Beings.”**

The Company partnered with Bhumibol Adulyadej Hospital to offer blood donation points through “A Drop of Blood for a Friend’s Life” campaign and invites its employees, suppliers, residents in the area near the headquarters, and

the public to donate blood. In 2024, the Company hosted 4 events that attracted 521 participants and collected a total amount of 234,450 cc of donated blood and the blood donation was recorded through Line OA: PUN Blood



In addition to setting up a blood donation point at the head office, the Company extended the scope by further accepting blood donation at Mingle Mall. The Company also supports the use of Line OA: @PunnbyAssetWise which is a tool for recording blood donation activities of students of Samutprakan Technical College. Blood donors will receive coins to exchange for coupons to buy meals or school supplies at the cooperative shops at their college.



- **Donation of Computers for Educational Institutions**

The Company delivered computers, notebooks, and other unused equipment to Samut Prakan Technical College to support and promote educational readiness for youth.



Participation with Partners in Community and Social Care

- **Promotion of Employee Participation with Partners in Community and Social Care**

The Company has set operational goals to encourage its employees and partners to participate in community and social work through various joint projects.

Target	Unit	Target
Community and social projects conducted in partnership with partners	Projects	12

In 2024, the Company collaborated with partners to implement 18 community and social care projects.

Projects	Number of Project
AssetWise Beauty Run 2024	1
PUNKAN Auction	2
Blood donation to Phumipol Hospital	4
Taking care of communities surrounding the Company's projects with Contractors	11
Total	18

Pankan Shop X AssetWise Project

The Group places highest value on the society and the environment and that is the reason we joined forces with Pankan Shop by the Yuvabadhana Foundation to accept donations of items in good condition to be sold to fund scholarships for youth across the country. Besides the scholarships, this project also helps reduce waste from clothing as these sharing activities were organized at the head office every 6 months and opened “Pankan Shop” at Mingle Mall shopping center in October 2022 until today. During 2024, total sales topped 1,339,771 baht which can be converted into 191 scholarships.



This is an activity to promote sharing both inside and outside the organization by encouraging employees and partners to bring used items in good condition for an auction. All proceeds from the auction will be donated to Pankan shops under the Yuvabadhana Foundation to be converted into scholarships for underprivileged children. Those who brought items to donate and were auctioned received a tax deduction certificate from the Yuvabadhana Foundation.

In 2024, the Company set up employee donation points at the Company's head office twice, with employees fully cooperating with the activities.

Donations for Community and Society

In 2024, the Company made donations to registered charities and non-profit organizations to support the community and society as follows.

Number of donations (Times / Year)	Total Amount of donations (Bath)
10	424,253.40