



Announcement of
Bangkok Commercial Asset Management Public Company Limited
Subject: Diversity Management Guidelines

As resolved by the Sustainability Governance Committee Meeting No. 4/2025, held on October 30, 2025, the Diversity Management Guidelines have been formally approved in alignment with the Company's Human Rights Policy entitled "Guidelines on Human Rights Practices," dated March 25, 2025, which establishes the principles and operational framework for human rights implementation. In order to effectively implement the Human Rights Policy and promote diversity and acceptance of individual differences in human resource management, these Diversity Management Guidelines are hereby issued, as follows:

1. Executives and employees shall treat one another with fairness and respect, recognizing and valuing diversity as well as accepting individual differences. The Company shall promote open dialogue, encourage diverse perspectives, and foster a working environment and organizational culture that respects diversity and inclusivity.
2. The Company shall ensure non-discrimination throughout the recruitment, selection, and employment processes. Equal opportunities shall be provided to individuals with diverse perspectives, ideas, ages, genders, educational backgrounds, experiences, knowledge, competencies, skills, or other forms of diversity to join and contribute to the organization.
3. The Company shall uphold the principle that all employees are entitled to equal opportunities for personal development, career advancement, and fair remuneration based on performance, without discrimination and with equality of opportunity.
4. The Company shall promote diversity and inclusion by fostering mutual respect, preventing discrimination, and ensuring equal opportunities in professional roles and responsibilities.
5. The Company shall support and promote activities, communication, and awareness initiatives that enhance understanding and appreciation of diversity, equality, and the constructive acceptance of individual differences.
6. The Company shall respect the rights of complainants and ensure protection for employees who report human rights violations. Appropriate protection measures shall be provided to complainants and cooperating parties in accordance with the Company's grievance mechanism and remediation measures.

7. The Company shall periodically review and update these Guidelines on Diversity Management and Acceptance of Individual Differences in Human Resources, taking into account significant changes that may affect the organization.

Announced on January 9, 2026.

Yours sincerely,

- Signed by -

(Dr. Rak Vorrakitpokatorn)

Chief Executive Officer

Human Resources Group

Human Resources Department

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