

Announcement of
Bangkok Commercial Asset Management Public Company Limited
Subject: Human Rights Policy

As resolved by the Board of Directors Meeting No. 1/2023, held on January, 12 2023, the Board approved the Human Rights Policy. This policy is designed to ensure that the Company's operations align with the Principles of Good Corporate Governance and promote sustainable business practices that uphold Human Rights and prevent their infringement, ensuring transparency and auditability. The policy also seeks to ensure that the actions of all Stakeholders comply with relevant laws and international standards. Accordingly, the Company hereby announces its Human Rights Policy, which will serve as a guiding framework for the Company's operations and its relationships with Stakeholders, as outlined below:

1. Principles and Rationale

The Company is committed to operating with integrity, social responsibility, and Stakeholder engagement, adhering to Principles of Good Corporate Governance and sustainable business practices. To ensure alignment with human rights principles and the United Nations Framework and Guiding Principles on Business and Human Rights, the Company has established a Human Rights Policy. This policy aims to prevent Human Rights violations and mitigate or address any negative Human Rights impacts arising from the Company's operations and those of its Stakeholders.

2. Purposes

2.1 To promote the respect for Human Rights and ensure that all Stakeholders are treated with fairness, and equality.

2.2 To promote and support awareness among Stakeholders about human dignity, freedom, and Non-Discrimination.

2.3 To prevent and mitigate the risk of Human Rights violations arising from the Company's operations, which may affect Stakeholders throughout the entire supply chain.

2.4 To ensure that all Directors, Executives, and Employees are aware of and comply with this policy.

2.5 To support the implementation of Good Governance Principles and sustainable business practices.

3. Definitions

“The Company” refers to Bangkok Commercial Asset Management Public Company Limited (BAM).

“Director” refers to member of the Company’s Board of Directors and a Director serving on the Company's Sub-Committees.

“Executive” refers to the Chief Executive Officer and Employee holding the position of Deputy Manager and higher.

"Employee" refers to any individual employed by Bangkok Commercial Asset Management Public Company Limited, as defined in the Regulations on Employee Work Conduct concerning the Employment of Personnel of Bangkok Commercial Asset Management Public Company Limited B.E. 2562 (2019).

“Human Rights” refers to the fundamental rights, freedoms, and equality inherent to all individuals, ensuring protection from Discrimination based on race, religion, gender, skin color, language, ethnicity, or other statuses.

“Stakeholder” refers to any person, group, or organization that may impact or be impacted by the Company's operations or activities, whether beneficially or detrimentally. Stakeholders may include shareholders, employees, executives, customers, suppliers, surrounding communities, and others.

“Discrimination” refers to the unequal treatment of individuals, either by imposing additional burdens or withholding benefits that should be fairly accessible. Discrimination may manifest as harassment and disregards the fair treatment deserved by each individual.

"Harassment" refers to the expression of unwelcome opinions or actions or generally recognized as inappropriate by the person toward whom they are directed. Non-sexual harassment can include group intimidation, condemnation, or bullying, while sexual harassment involves actions with a sexual component.

“Vulnerable Group” refers to individuals who may lack the ability to protect their rights and interests due to limited power, education, resources, or strength, placing them at a higher risk of rights infringements. This group includes, but is not limited to, women, individuals with disabilities, children, indigenous peoples, migrant workers, and people of diverse gender identities.

4. Human Rights Policy

The Company’s Directors, Executives, and Employees are committed to upholding the protection of Human Rights, recognizing its fundamental importance. They will ensure that all Stakeholders are treated with fairness and equality, fostering an environment free from Discrimination and Harassment, particularly for Vulnerable Groups. Furthermore, the Company has implemented mechanisms to address any Human Rights violations that may arise from its business activities, ensuring strict adherence to applicable laws and international Human Rights standards. The Company will not tolerate any actions that infringe upon Human Rights in its operations.

This policy applies to all activities under the Company’s control and is designed to encourage compliance from Stakeholders in areas where the Company holds authority.

5. Roles and Responsibilities

5.1 Directors, Executives, and Employees must fully adhere to the principles outlined in this policy.

5.2 All supervisors are responsible for ensuring that their subordinates understand the importance of, and comply with, this policy.

5.3 The Compliance Department is responsible for communicating this policy, developing specific guidelines to drive effective implementation, addressing any questions or doubts, and overseeing and monitoring the implementation of the policy.

Violations of this policy, including acts of Discrimination or Harassment, will be treated as breaches of conduct and may result in legal consequences. Executives and Employees found in violation may also face disciplinary actions in accordance with the Company's internal regulations.

6. Policy Review

The Compliance Department shall be responsible for reviewing this policy at least once a year. In the event of any revisions, the updated policy shall be submitted to the Sustainability Development Working Group/ Corporate Governance Committee for Sustainability for evaluation and refinement, and subsequently presented to the Board of Directors for final approval.

Announced on January 31, 2023

Yours sincerely,

- Signed by -

(Mrs. Tongurai Limpiti)

Chairman of the Board

Corporate Governance and Risk Management Group

Corporate Governance and Compliance Department

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