



– Translation –

ASIANSEA 016-2021

Human Rights Principles and Law Compliance Policy

(Revised edition B.E. 2566)

Asian Sea Corporation Public Company Limited and its subsidiaries (the “Company”) shall treat all employees with respect to the equality of their prestige and dignity. The following are the key practices:

1. The company’s personnel must thoroughly understand all laws related to their duties and responsibilities and strictly follow such laws. If there is any query, they may seek advice from their supervisors.
2. When the company’s personnel are on duty overseas, they must study the relevant laws, traditions, customs, and culture of that country before making any business for the company to avoid the violation of such laws, traditions, customs, and culture of that country.
3. To support and respect the human rights protection and to ensure the company’s non-involvement in the human rights violation such as not supporting the utilization of forced labor or opposing the utilization of child labor.
4. To respect and treat all stakeholders with equitability based on human dignity, with no discrimination, no distinction between birth origin, race, gender, age, skin color, religion, physical condition, status, or family background.
5. Executives and employees shall not perform any act that violates or harasses, verbally or physically, others in a matter of race, gender, religion, age, physical or mental disability.
6. To support monitoring for compliance with the human rights regulations within the company and ensure all stakeholders follow the international standard of human rights regulations.

This policy was considered and approved in the Board of Directors Meeting No. 6/2023, dated 7 December 2023, which shall come into effect from 7 December 2023 onwards.

– **Mr. Suriya Prasatbuntitya** –

(Mr. Suriya Prasatbuntitya)

Chairman of the Board

Asian Sea Corporation Public Company Limited