 Asian Sea Corporation Public Company	Human Rights Policy	
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Human Rights Policy

Asian Sea Corporation Public Company Limited and subsidiaries (the “Company”) comply with applicable laws and are firmly committed to respecting human rights in accordance with internationally recognized standards.

The Board of Directors requires directors, executives, advisors, and employees at all levels to recognize the importance of and respect human rights in all aspects, in compliance with laws or treaties binding upon each country. The Company adheres to the principle of equal treatment of all people based on human rights without discrimination, avoids actions that may constitute human rights violations, and promotes human rights in accordance with the following guidelines:

1. Treat one another with respect and dignity, and treat all stakeholders, including vulnerable groups, fairly and equally without discrimination, regardless of physical or mental condition, origin, race, gender, age, skin color, religion, education, economic status, social status, culture, traditions, or any other differences.

2. Exercise due care in performing duties to prevent risks of human rights violations in business operations, and commit to preventing all forms of harassment, including sexual harassment, whether verbal or physical, that cause discomfort, humiliation, or insecurity to others of any gender, as well as other forms of harassment.

3. The Company does not support and strictly prohibits forced labor, including coercion, threats, or violence causing physical or mental harm, or assigning employees to unsafe or hazardous working conditions without justifiable reasons.

4. The Company imposes no financial penalties on employees, such as unfair debt obligations, nor creates binding conditions by delaying wage payments.

5. The Company prioritizes occupational health, safety, and a safe working environment to ensure employees’ physical, mental, and property safety throughout their employment.

6. The Company strictly opposes all forms of child labor and does not employ workers below the legal working age, and carefully verifies age information during recruitment.

7. Non-Discrimination


1) Recruitment, selection, training, development, performance evaluation, compensation, and promotion are conducted fairly and equally without discrimination.

2) The Company requires employees at all levels to treat all stakeholder groups of the Company equally and without exception, and to refrain from providing unfair or unjustifiable preferential treatment to any particular stakeholder group or individual for unacceptable reasons.

3) A welfare committee shall be appointed to represent employees and ensure fair treatment at all levels.

8. Employees must thoroughly understand the laws directly related to their duties and responsibilities and strictly comply with such laws. In cases where employees are required to perform duties overseas, they must study and understand the applicable laws, customs, traditions, and culture of the respective country prior to undertaking any activities related to the Company’s business, in order to ensure compliance and avoid any violations.

9. The Company shall establish a Workplace Welfare Committee to serve as a central body representing employees in jointly addressing, monitoring, and mitigating significant issues or incidents, in order to ensure that the Company treats and cares for employees at all levels and positions fairly and comprehensively.

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10. Directors, executives, advisors, and employees of the Company shall treat all stakeholders with courtesy, respect, and dignity at all times, and shall refrain from any actions that may constitute an infringement of stakeholders' rights, such as creating unnecessary obstacles to accessing information that the Company is required to disclose to the public, which could result in certain stakeholder groups being unable to access the Company's information on an equal basis.

11. The Company shall not cause negative impacts on surrounding communities, including pollution or excessive noise.

12. The Company promotes continuous monitoring of compliance with human rights requirements within the organization. Employees shall not neglect or ignore any acts that may constitute human rights violations related to the Company and must report such matters to their supervisors or responsible persons and cooperate fully in fact-finding or investigation processes. In the event of any doubts or inquiries, employees are encouraged to consult with their supervisors or responsible people through the designated channels.

13. The Company shall establish modern and effective channels for whistleblowing and complaints, ensuring fairness and protection for individuals who report human rights violations related to the Company or who cooperate in reporting such violations, in accordance with the Company's Whistleblowing Policy.

14. Human rights violations, including acts of discrimination or harassment, shall be subject to corrective measures and/or disciplinary actions in accordance with the Company's regulations, and may also be subject to legal action if such acts are in violation of applicable laws.


15. The Company shall continuously develop and implement a comprehensive Human Rights Due Diligence (HRDD) process in line with ESG principles and the United Nations Guiding Principles on Business and Human Rights (UNGPs), to identify, assess, prevent, and mitigate actual and potential human rights risks and impacts arising from the Company's operations and value chain. The process shall include the identification of affected stakeholders, the integration of findings into risk management and decision-making, the implementation of preventive and corrective actions, ongoing monitoring and evaluation, and the provision of appropriate remediation and grievance mechanisms where human rights impacts occur.

16. The Company shall communicate, report, and publicly disclose information on its human rights performance, including mitigation and remediation measures, as well as cases of discrimination and harassment, in a comprehensive, accurate, and transparent manner.

17. The Company shall communicate and disseminate this policy, provide education and guidance, and offer appropriate support to employees, suppliers, and business partners throughout the value chain to promote ethical business practices, respect for human rights, and compliance with human rights principles in accordance with this policy. The Company shall regularly assess understanding and awareness, and provide human rights training, including training on non-discrimination and workplace harassment, to all employees and relevant parties.

Human Rights Policy and its implementation guidelines apply to all business activities under the Company's management and control, with the objective of preventing human rights violations across the Company's value chain. The Company also encourages business partners beyond its management control, including associates and joint ventures, to support and comply with this policy as part of responsible and sustainable business practices.

This policy applies exclusively to the Company and its subsidiaries operating in Thailand.

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This policy was reviewed and approved by the Board of Directors at the Board of Directors' Meeting No. 4/2025, held on 13 November 2025, and shall be effective from 13 November 2025 onwards.

(Mr. Suriya Prasatbuntitya)

Chairman of the Board

Asian Sea Corporation Public Company Limited