

Human Rights Policy

Objectives

Advice IT Infinite Public Company Limited and its subsidiaries (“the Company”) are committed to conducting business ethically, transparently, and sustainably, recognizing that human dignity and respect for human rights are fundamental to responsible business operations and long-term sustainable growth.

The Company has established this Human Rights Policy as a framework for its business operations, aiming to promote respect, protection, and fair treatment for all parties with equality and without discrimination. Furthermore, this policy seeks to prevent, mitigate risks, and avoid human rights violations that may arise from the Company’s business activities.

This Policy serves as a guideline for the Board of Directors, Executives, Employees at all levels, affiliates, and subsidiaries. The Company also expects its business partners, suppliers, and all relevant parties throughout its value chain to uphold and adhere to the same human rights principles.

Principles and Rationale

The Company operates by respecting and protecting the human rights of all stakeholder groups across the business value chain, including shareholders, employees, business partners, customers, communities, and society. We adhere to Good Corporate Governance, Business Ethics, and Corporate Social Responsibility as our core operational guidelines.

The Company promotes an organizational culture that respects differences and embraces diversity. We treat individuals with fairness and non-discrimination, regardless of race, religion, gender, age, nationality, disability, or any other differences. We prioritize labor rights protection in accordance with laws and relevant standards, strictly opposing child labor, forced labor, or any actions that violate fundamental human rights. Additionally, we promote a safe and hygienic working environment conducive to the well-being of our employees.

The Company recognizes that its business operations may directly or indirectly impact stakeholders. It therefore seeks to avoid any business conduct or decision that may lead to human rights violations and places significant importance on the management of human rights risks by integrating such issues into the Company's enterprise risk management process. This enables the Company to appropriately identify, assess, and establish preventive or mitigation measures for potential impacts.

In addition, the Company values listening to the opinions and concerns of all stakeholder groups by promoting appropriate communication and engagement, enabling the Company to recognize relevant issues and continuously improve its business practices in alignment with the expectations of society and the capital market.

The Company also ensures that its business practices are aligned with the laws and labor standards of Thailand, as well as internationally recognized frameworks and guidelines, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Business and Human Rights guidelines of the Stock Exchange of Thailand, in order to promote responsible and sustainable business conduct.

Whistleblowing Channels and Remedy

The Company provides accessible, secure, and confidential channels for receiving complaints or reports concerning human rights violations. All reported matters will be investigated fairly, carefully, and with due consideration for the impacts on all parties involved. Where a human rights violation is found, the Company shall establish appropriate corrective, preventive, or remedial measures. Complaints and whistleblowing reports may be submitted through the Company's Whistleblowing channel on the corporate website.

The Company shall protect whistleblowers or complainants acting in good faith and shall not retaliate against, harass, or unfairly treat such individuals, whether directly or indirectly.

Roles and Responsibilities

The Board of Directors is responsible for overseeing that the Company conducts its business with respect for human rights, in accordance with good corporate governance principles and this Policy. The Board delegates the Corporate Governance and Sustainable Development Committee to further supervise, monitor, and review the Company's human rights performance to ensure appropriateness and alignment with good corporate governance practices and the Company's sustainability goals.

Management is responsible for driving, supporting, and establishing practical implementation guidelines, as well as ensuring that appropriate processes, measures, and monitoring mechanisms are in place so that human rights operations are carried out effectively.

Employees at all levels are responsible for studying, understanding, and strictly complying with this Policy, while also cooperating in fostering an organizational culture that respects human rights, equality, and fairness for all parties.

Communication and Awareness Building

The Company shall communicate this Human Rights Policy to internal personnel and relevant stakeholders through appropriate channels and formats in order to strengthen knowledge, understanding, and awareness of the importance of human rights in business operations.

Policy Review

The Company shall review this policy on a regular basis, at least twice a year, or upon significant changes in legislation, international standards, business contexts, or stakeholder expectations. This ensures that the policy remains appropriate, up-to-date, and consistently aligned with the Company's sustainable business practices.

Effective from 25 March 2026



(Mr. Nath Natnithikarat)

Chief Executive Officer

Advice IT Infinite Public Company Limited

Advice