



Human Rights Policy

Asphere Innovations Public Company Limited (“the Company”) aims to conduct its business with ethics, holding onto a responsibility to society and all groups of stakeholders. Therefore, the Company has established a human rights policy as a commitment to adhere to, support, and promote the respect and protection of the basic rights and human dignity of everyone involved in the Company's operations. This commitment aligns with domestic legislation, international human rights principles, and best business practices, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Principles of the United Nations Global Compact (UNGC), and the Core Conventions of the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work (ILO).

To ensure that the Company’s business is free from human rights violations, the Board of Directors of the Company believes it is appropriate to define the Human Rights Policy and Guidelines. This will help prevent violations of human rights in every aspect of the Company’s business activities, including its direct operations, suppliers/contractors within the business value chain, and joint ventures.

Scope of Policy

This policy serves as a framework for human rights management and provides guidelines for the Company's operations and its controlled entities in Thailand, and activities related to employees, products, services, and subsidiaries. Additionally, the Company intends to promote adherence to human rights principles among business partners, joint venture companies, and other entities involved in the company's supply chain, both domestically and internationally, as the basis for conducting business.

Definitions

Human Rights are the rights inherent to all human beings, regardless of race, color, gender, language, religion, education, tradition, culture, social status, property, residential territory status, political opinion or any other legal status or binding commitment. All individuals, without any discrimination, are entitled to equality, freedom and the rights to protection against slavery and torture. All have the rights to freedom of opinion and expression as well as right to work with ensuring equal remuneration for a satisfactory standard of living.



Human Rights Policy

The Board of Directors, executives, management and employees at all level shall be aware of importance of, respect human rights of every aspect of everyone including social and community, laws of each country and treaty each country is committed to and:

- treat everyone following human rights principle on equal basis without discrimination,
- avoid any act considered violation of human rights,
- support human rights protection,
- support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any related parties.

Provision in the Human Rights Policy

1. Everyone shall pay respect to human rights and treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without considering differences in physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.
2. Care must be taken when performing duty to prevent any risks in human rights violation in business and committed to preventing all forms of harassment both sexual and other forms of harassment. The Company is committed to non-discrimination, anti-harassment and zero-tolerance policies against all forms of harassment (including sexual and non-sexual harassment) and discrimination dictate that any allegations are taken seriously and handled confidentially and sympathetically. If allegations are confirmed, remedial action, disciplinary action, dismissal, or legal action will be taken.
3. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to employees, suppliers/contractors in the business value chain and those in the joint ventures to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy and regularly check for understanding.
4. Monitor and oversee the respect for human rights, and do not disregard or neglect actions that may be considered violations of human rights related to the Company. It is essential to report such instances to your supervisor or the designated responsible person and actively cooperate in the investigation of



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relevant facts. If you have any doubts or inquiries, please feel free to consult with your supervisor or the designated responsible persons through the specified channels.

5. The Company accepts complaints or reports of human rights violations related to the Company, whether arising from the Company's activities or its business operations. The Company has the authority to address these matters. You can send a complaint to auditcom@asphere.co.

6. Establish a fair and protective fact-finding investigation process for those reporting human rights violations related to the company.

7. The company is committed to communicating, reporting, and disclosing information about its human rights operations, including incidents of discrimination and harassment, to the public in a complete and transparent manner.

8. Regularly review the human rights policy, considering significant changes relevant to the company.