Compliance with Corporate Governance Policy and Guidelines Year 2025

The Company places strong emphasis on good corporate governance by establishing relevant policies and guidelines within its Corporate Governance Policy and Business Code of Conduct. Furthermore, the Company actively promotes practical adherence to instill confidence among all stakeholder groups and rigorously monitors operations to ensure strict compliance with good corporate governance standards.

In addition, the Company actively tracks adherence to good corporate governance principles across 4 supplementary areas, outlined below:

1. **Policy on Conflict of Interests**

   The Company places high emphasis on preventing conflicts of interest and has formalized this key policy as follows:

   1) **Board of committees and managements**

Consider conflict of interest regarding the related transaction between the Company and the Subsidiaries as well as the other related parties according to the regulations of the Stock Exchange of Thailand with honesty rational and independence within the framework of good ethics by taking into account the interests of the company's primary focus to ensure that the transaction is reasonable and for the benefit of the company.

   2) **Audit Committee**

The Audit Committee are responsible to ensure the related transactions or transactions that may have conflicts of interests are complied with the law and the regulations of the Stock Exchange of Thailand, are reasonable and for the Company’s benefit.

   3) **Employees**

- Employees should avoid any action that is contrary to the interests of the Company whether arising from contact with the Company's operating related parties such as business partners, customers, competitors, or from using opportunities or information obtained from being an employee for personal benefit or from doing business in competition with the Company.
- Employees must protect the interests of the Company with full capacity.
- Employees must not do anything else that is contrary to the interests of the Company, whether directly or indirectly.
- Employees must not be involved in any other business which may affect the benefits of the Company or competition with the company.

In addition, the Company requires directors and executives to report their conflicts of interest to the Company Secretary to provide the Company with necessary information for handling connected transactions, which are transactions that may lead to potential conflicts of interest, in compliance with the Securities and Exchange Act.

The Company oversees and monitors all directors, executives, and employees to ensure strict compliance with the Conflict of Interest Policy. In addition, the Company provides education to directors, executives, and employees regarding conflict of interest prevention by disseminating policies and guidelines via the Company's Intranet and sending email notifications to ensure that everyone reads, understands, acknowledges, and agrees to comply with the policy. Furthermore, an online training course, namely "Conflict of Interest Prevention," is organized through the Company's E-Learning system.

For the year 2025, no incidents of non-compliance or violations concerning conflicts of interest were reported among directors, executives, or employees."

2. Supervision on the Use of Internal Information

The Company sets out the policy on a supervision on the use of internal information and complies with the policy in a strictly manner and public the policy on a supervision on the use of internal information through Intranet and E-mail Informed all employees to study and comply that policy. In addition, the company provide knowledge to all new employees 1 time per month, total 12 times per year. In addition, the Company conducted an online E-Learning training module titled 'Insider Trading Policy Awareness' for educational purposes.

Details of the policy can be summarized as follows:

1) The information is provided only to relevant parties while at the same time emphasis is made to the officers to retain the information cautiously. If the information is required for disclosure, report or disclosure of such internal information can be made only by the assigned person.
2) Notification must be made to all directors and management of the Company pertaining to their duty and responsibility on the internal information by not using internal information for their personal interest, including securities trading.
3) Every director and management of the Company is made aware of their duty and responsibility in providing a report of change in securities holding by themselves, by their spouses, minority and by other parties related to directors and/or management, pursuant to Section 258 of the Securities and Exchange Act B.E. 1992, within 3 days from the date of a change in holding of the Company's securities. Such requirement is in compliance with Section 59 of the Securities and Exchange Act B.E. 1992. In addition, the Board of Directors sets the policy that all directors have to inform the change in shareholding by sending the copy of the report to the Company Secretary in order to inform in the next Board of Directors Meeting.

4) Directors, management and employees in the division receiving internal information are recommended to avoid or suspend their trading of the Company’s securities for a period of 1 month prior to the disclosure of financial statements to public. These persons have to sign the acknowledgement of restrain the internal information.
5) Disciplinary penalty is determined should the policy be violated. Punishment will be determined based on the intention of the action and the severity of such wrongdoing.

The guidelines for governing the use of inside information are as follows:

1) Directors and executives are obligated to report their holdings of the Company's securities in compliance with the relevant regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).
2) The Company and its subsidiaries must adhere to laws governing insider trading to ensure fair and equal treatment of all shareholders. In order to prevent illegal conduct by personnel at all levels and their family members who have access to or may potentially access undisclosed material information, the Company strictly prohibits these individuals from purchasing, selling, or soliciting any transactions in the Company's securities, whether personally or via a brokerage, while in possession of such non-public information. Both the Company and the Stock Exchange of Thailand regard securities trading under these circumstances as speculative activity intended to create an unfair advantage for a particular group.
3) The Company maintains workplace security systems to safeguard confidential files and documentation, strictly restricting access to non-public material information to authorized personnel on a need-to-know basis only. Consequently, owners or custodians of undisclosed inside information are responsible for ensuring that all involved parties adhere strictly to security protocols. Any violation of inside information usage policies shall be subject to disciplinary and/or legal actions as applicable.

The company has strictly followed up the policy on the use of inside information. Rights of access to information are clearly defined according to their relevance. The company secretary will send an e-mail to remind management of the trading halt period.

In the year 2025, the Company has not committed an offense from using inside information.

3. Anti-Corruption

The Company operates business with integrity according to good corporate governance and adhere to responsibility to social and all stakeholders by establishing the Anti-Fraud Policy to identify the responsibility and practices for fraud prevention as clear guidelines for business operations which develop corporate sustainability. The Company received the Approval of certified membership of Thailand’s Private Sector Collective Action Coalition Against Corruption on August 18, 2017 and has been continuously re-certification membership in the CAC. In 2023, received the approval of 2nd re-certification of membership on September 30, 2023 for period of three years (2023 - 2026).

Furthermore, the Company encourages its business partners to declare their intention or certify as members of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) initiative.

The Company has strictly implemented its Anti-Corruption Policy and actively educates directors, executives, and employees through the corporate Intranet, alongside email notifications prompting all personnel to review and comply with the policy. Furthermore, the Internal Audit Department regularly conducts anti-corruption training sessions to ensure employees fully understand and correctly adhere to the policy guidelines. This training is delivered through 5 online E-Learning modules: 1) Anti-Corruption in the Organization; 2) The Company's Anti-Corruption Policy; 3) Anti-Corruption and Internal Controls for Operational Work; 4) Anti-Corruption and Corruption Case Studies; and 5) Corruption Case Studies and Internal Controls. Additionally, the Company incorporates anti-corruption training into the orientation program for all new hires, held on a monthly basis, totaling 12 sessions per year.

In addition, the Company also pays attention to other related matter which is the prevention and suppression of Money Laundering. The Company has organized training courses on the law on Anti-Money Laundering, Anti-Money Laundering laws, and suppress financial support for employees. In 2025, 10 courses were held, totaling 60 hours.

The Company conducts corruption risk assessments and establishes risk management measures across various business processes. The assessment evaluates both Impact and Likelihood, rating each on a scale of 1-5. These scores are multiplied to determine the overall risk score. The process for managing corruption risks is structured as follows:

Risk Score	Operations
Very High	Establish process control measures and monitor closely
High	Establish process control measures
Medium	Monitor
Low	-

In 2025, the Company reported no cases of fraud or corruption.

4. **Whistle Blowing**

The Company has established a Whistleblowing Policy, with details as follows:

Asia Sermkij Leasing Public Company Limited (the "Company") and its subsidiaries (the "Group") are committed to conducting business with integrity and in accordance with good corporate governance principles, while remaining steadfast in their responsibility to society and all stakeholders. To this end, the Company has established a Whistleblowing Policy to provide a dedicated channel for directors, executives, employees, and all stakeholder groups to report complaints or disclose information regarding significant, severe, or concerning acts of fraud and misconduct—such as illegal acts, violations of regulations or company policies, and breaches of the Code of Conduct or business ethics—in order to collectively ensure corrective action, appropriateness, transparency, and fairness. All information pertaining to the whistleblower and the reported matter shall be kept strictly confidential to safeguard against potential infringements of rights.

Procedure

1) Any staff/ outsider with concern may report such concern through the Company's Head of Internal Audit. All allegations raised should be made in writing and finally sent to the Company's Head of Internal Audit. The Head of Internal Audit shall make preliminary study to decide whether the raised allegation is a suspected fraud event and an investigation is necessary.

   Details of complaint and whistleblowing channels are as follows:

   (1) Internal Audit First Vice President

   Name : Mr. Kaweewat Chouthong

   Telephone: 0-2030-0999, 0-2679-6226 and 0-2679-6262

   E-mail address: kaweewat.ch@ask.co.th

   (2) Regular mail: Internal audit First Vice President

   Adress: No. 129, JLK Tower, 20 Fl., Sukhumvit Rd., Khlong Toei Nuea, Watthana, Bangkok 10110

   Facsimile: 02-679-6241-3

2) In case that the allegation does not stand for a suspected fraud event and no investigation is needed, the Internal Audit Vice President will inform the initiator who raises the concern of the reason not to start an investigation.
3) If the suspected fraud event is a subsidiaries' case and without concern of materiality or interest conflict, the Head of the subsidiaries concerned will be informed of the case.
4) As the suspected fraud event is considered material or concerned with interest conflict or considered the Company's case, the Internal Audit Vice President is responsible for carrying out the subsequent investigation and reporting to the Audit Committee and MD of the investigation result. The MD is to instruct the actions to be taken and inform the Audit Committee.
5) If the suspected fraud event involves senior management of the Company, the investigation report will be submitted to the Audit Committee.
6) The Human Resource Department shall be responsible for the subsequent disciplinary meeting as instructed by the MD of the Company.
7) The summary report of a material case shall be informed to Audit committee.
8) As the case is closed, the Internal Audit Vice President may inform the initiator of the result.

9) Principles

(1) The allegation should be raised in good faith, not for personal gain.

(2) Anonymous Event Note will not be considered and no action will be taken.

(3) All participants in a fraud investigation shall keep the details and results of the investigation confidential.

10) Contact Information will be accessible on the Company's Web site: www.ask.co.th. The record of each allegation and related documents shall be kept by the Internal Audit of ASK confidentially. The retaining period should not be less than three years

11) Approval and review, these procedures shall be reviewed periodically and amended if necessary.

<u>Protection Measures for Complainants or Whistleblowers</u>

Employees or external parties who submit complaints or report tips in good faith shall receive appropriate protection from the Company as follows:

1) The Company shall keep all information and identities of complainants, whistleblowers, and accused individuals strictly confidential.
2) In cases where disclosure of information is deemed necessary, the Company shall disclose only essential information, taking into account the safety and potential harm or damages to complainants and whistleblowers.

For the year 2025, no whistleblowing reports or complaints regarding misconduct were submitted to the Company.

This outcome is attributed to the Company's proactive measures to prevent misconduct and complaints by strictly monitoring adherence to regulations, business ethics, and the Anti-Corruption Policy. These controls effectively safeguard against fraud, illegal acts, regulatory non-compliance, and ethical breaches that could otherwise prompt whistleblowing reports.