



(Translation)

Announcement No. LIT 023/2568

Human Rights Policy (Revision No.1)

(Note: This document is an English translation of the original Thai version. In the event of any discrepancy or conflict between the English translation and the Thai original, the Thai version shall prevail in all respects.)

Endorsed by	LIT – Corporate Governance Committee, November 7, 2025
Approved by	LIT – Board of Directors, November 10, 2025
Effective Date	November 18, 2025
Next Review Date	November 18, 2026



Revision History

Effective Date	Significant Changes
November 18, 2025	Human Rights Policy (Revision No.1) - Endorsed by the Corporate Governance Committee on November 7, 2025. - Approved by the Board of Directors on November 10, 2025.



Human Rights Policy (Revision No.1)

Human Rights Policy Commitment

Lease IT Public Company Limited and its subsidiaries (the 'Company') recognize that respect for human rights is a fundamental cornerstone of business operations. The Company has therefore established this Human Rights Policy as a commitment to uphold, support, and promote the respect and protection of fundamental rights and human dignity for all stakeholders involved in our operations. This policy is aligned with national laws, international human rights principles, and business best practices, including the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), and the United Nations Guiding Principles on Business and Human Rights (UNGPs). Business Standards of Conduct for tackling Discrimination based on Gender Diversity. (Based on the Standard of Conduct for Business) issued by the UN Office of the High Commissioner for Human Rights: OHCHR), the Declaration on Fundamental Principles and Rights at Work, the Core Conventions of the International Labor Organization (ILO), and the Children's Rights and Business Principles (CRBP).

Policy Scope

The Company shall implement this Human Rights Policy as a framework for human rights management and as an operational guideline for its business and any entities under its management control, encompassing all activities related to employees or labor, the supply chain, as well as communities and society.

Furthermore, the Company is committed to encouraging joint ventures, business partners, entities under its management control, suppliers, and other stakeholders within its supply chain to operate based on the principles of respect for human rights, by adopting or appropriately applying this policy as a guideline for their own practices.

Definitions

Human Rights refers to natural rights inherent to all human beings, which are indivisible regardless of race, skin color, gender, language, religion, education, customs, traditions, culture, social status, property, residency, political opinion, or any other status as prescribed by law or binding international obligations. Furthermore, everyone is entitled to equality, liberty, and the right to protection from slavery and torture. This includes the right to freedom of opinion and expression, as well as the right to work and receive fair and favorable remuneration that ensures an adequate standard of living for oneself, provided without any form of discrimination.

Discrimination refers to any act of unequal treatment or care through exclusion, restriction, or the denial of equal rights and benefits that an individual is entitled to receive based on established standards.

Harassment refers to any expression of opinion or behavior that is unwelcome or generally recognized as undesirable by the person with whom one interacts. Non-sexual harassment may include actions such as mobbing, vilification, or bullying. Sexual harassment, on the other hand, involves any conduct that contains a sexual element or connotation.

Vulnerable Groups refers to individuals who lack the capacity to protect their own rights and interests due to a lack of power, education, resources, strength, or other factors, and are therefore at a higher risk of human rights impacts. This includes, but is not limited to, women, persons with disabilities, children, indigenous peoples, migrant workers, LGBTQI+ individuals, business partners' labor, business partners, and local communities.



Human Rights Policy Guiding Principles

The Board of Directors, executives, and employees of the Company and its subsidiaries shall respect human dignity and treat all stakeholder groups with equality. The Company provides equal opportunities for all, without discrimination based on race, nationality, skin color, gender, gender identity, sexual orientation, age, religion, language, creed, beliefs, social status, family lineage, disability, political opinion, or any other status as prescribed by law and relevant international human rights principles. Furthermore, the Company prioritizes the protection and promotion of the rights of vulnerable and underprivileged groups who may face risks of human rights violations or unfair discrimination. The Company is committed to conducting its business with comprehensive due diligence to prevent any human rights violations throughout its operational processes, and has established the following key guiding principles:

1. The Company strictly prohibits the employment of child labor by adhering to the minimum age requirements and conditions established by the labor protection laws of each country. To respect and promote children's rights, the Company avoids any business operations that may negatively impact children and actively supports child development through responsible business practices.
2. The Company promotes fair employment practices by treating all employees and workers, including migrant labor, with fairness, equality, and transparency across all workplaces. Employment terms and conditions shall be clearly defined and mutually agreed upon by both parties, covering wages and benefits, working hours, overtime, holiday work, sick leave, and annual leave, without any unauthorized deductions from wages or compensation. All holidays and other benefits shall meet or exceed legal requirements. Furthermore, the Company protects the maternity rights of pregnant employees and workers, providing maternity leave that includes the postpartum period. Employees and workers shall receive wages and/or compensation during maternity leave at a rate no less than that prescribed by law, along with the right to return to their original position upon the completion of such leave.
3. The Company is committed to ensuring fair and equal compensation and remuneration, without discrimination based on gender or age. The Company strictly complies with minimum wage laws and provides all benefits as required by law. Furthermore, the Company supports the provision of compensation that is sufficient and appropriate for an adequate standard of living.
4. The Company defines working hours in full compliance with labor laws, by establishing maximum working hours and limiting overtime within the legal framework. This is to prevent excessive overtime and to promote a healthy work-life balance and overall quality of life for its employees.
5. The Company strictly prohibits all forms of forced labor by adhering to the labor protection laws and employment terms and conditions. The assignment of duties to employees and workers shall be based on individual capability and mutual consent. Furthermore, the Company opposes human trafficking and labor exploitation that violates human rights, whether in the form of prison labor, bonded labor, or any other type of forced labor intended for exploitation within the Company's operations, its supply chain, and all entities under its control or management.
6. The Company respects the rights and freedoms of all employees and workers to participate or refrain from participating in any activities on a voluntary basis. This includes the freedom of opinion and expression, provided that such actions do not conflict with the law or public morality.
7. The Company respects and supports the freedom of association, including the right to collective bargaining for all employees and workers. The Company provides opportunities for employees and workers to communicate and express their opinions to management regarding welfare and working



conditions in an appropriate manner, free from any form of intimidation, harassment, or discrimination.

8. The Company promotes and supports occupational health and safety operations covering the Company's personnel, assets, employees, workers, relevant stakeholders, entities under the Company's management control, and its supply chain. We are committed to creating a safe and standardized working environment by establishing protective measures, prevention systems, and risk surveillance protocols in strict accordance with relevant occupational health and safety laws.
9. The Company opposes and shall not engage in any form of discrimination, intimidation, harassment, bullying, or violence. This includes unwelcome mockery or comments regarding individual differences, as well as sexual harassment through physical conduct or verbal remarks. Any inappropriate workplace behavior that implies sexual harassment or causes an individual physical or mental humiliation, thereby violating human dignity and safety is strictly prohibited.
10. The Company respects the rights of indigenous peoples in all areas of its operations. We are committed to recognizing, protecting, and promoting the customs, traditions, way of life, local wisdom, and cultural heritage that constitute the inherent rights of indigenous communities.
11. The Company supports the equal development of quality of life for people in communities and society without discrimination. We promote access to educational opportunities, internships, vocational training, and the provision of appropriate job placements to enhance professional experience and foster sustainable integration into the labor market.
12. The Company shall establish a process for assessing and identifying potential human rights risks and impacts. This enables the Company to effectively plan and determine appropriate measures for remediation and prevention of human rights violations.
13. The Company provides channels for filing grievances or reporting human rights violations related to the Company's activities, entities under its management control, and/or its supply chain through the Company's whistleblowing channels. The Company ensures fairness and protection for any individual who files a grievance or reports a violation, in accordance with the protection measures specified in the Code of Conduct. All received information shall be kept strictly confidential, and the identity of the complainant or any personally identifiable information shall not be disclosed.
14. In the event that the Company causes or contributes to a human rights violation, the Company shall provide appropriate, timely, and effective remediation and assistance to the affected parties. Furthermore, the Company shall take disciplinary action against the perpetrators and establish preventive measures to ensure that such incidents do not recur.
15. The Company is committed to cultivating an organizational culture that respects human rights by maintaining active oversight and not ignoring any human rights violations in any case. Furthermore, the Company will continuously communicate, disseminate information, and provide education and training on human rights to its Board of Directors, executives, and employees, as well as to entities under its management control and throughout its supply chain. These efforts aim to build awareness and understanding of the Company's human rights policy and to strengthen the capacity to prevent and respond to relevant incidents appropriately.
16. The Company shall conduct a review of this Human Rights Policy on an annual basis or upon the occurrence of significant events. This ensures that the policy remains consistently aligned with legal requirements, international standards, and the evolving business environment.
17. Any individual who commits a human rights violation is considered to be in breach of the Company's Code of Conduct and this Policy. Such actions shall be subject to disciplinary proceedings in accordance with the Company's regulations. Furthermore, if the action constitutes a legal offense, the perpetrator may also be subject to legal penalties as prescribed by law.



This Human Rights Policy (Revision No.1) was approved by the Board of Directors at Meeting No. 9/2025 on November 10, 2025, and shall be effective from the date of announcement onwards.

Announced on November 18, 2025.
Police General Jate Mongkolhutthi
Chairman of the Board
Lease IT Public Company Limited