



Human Resources Management Policy

KCG Corporation Public Company Limited

KCG Corporation Public Company Limited (the "Company") recognizes that its people are a vital resource in driving sustainable growth. The Company is committed to fair and transparent human resources management, respect for human dignity, and the development of employees at all levels. It strives to provide a safe, diverse, inclusive, and supportive workplace that promotes employee well-being while strengthening organizational competitiveness and long-term sustainability.

Objective

This Policy establishes a framework for sustainable social development through human resources management across the Company and its subsidiaries. It aims to ensure fair and equitable treatment of employees; uphold human rights and labor rights; develop employee capabilities and engagement; safeguard health, safety, and well-being; and foster an ethical, transparent, diverse, and inclusive organizational culture.

Scope

This Policy applies to the Board of Directors, executives, and employees at all levels of the Company and its subsidiaries. The Company also expects its suppliers, contractors, subcontractors, and business partners to observe applicable labor and human rights principles.

Policy and Guidelines

To provide a framework for implementation, the Company has established the following principles and guidelines:

1. Equal Opportunity and Non-Discrimination

The Company promotes equality, diversity, equity, and inclusion and does not tolerate discrimination in recruitment, employment, development, performance evaluation, promotion, compensation, or any other employment practice on the basis of gender, sexual orientation, age, race, nationality, religion, disability, political opinion, or any other status protected by applicable law.

The Company is committed to maintaining a respectful workplace free from harassment, bullying, intimidation, or any other form of inappropriate conduct.

2. Respect for Human Rights and Labor Rights

The Company respects internationally recognized human rights and supports internationally accepted labor standards, while complying with applicable labor laws and regulations. The Company:

- Prohibits child labor and the unlawful employment of young workers.
- Prohibits forced labor and all forms of unlawful labor.
- Respects and supports the rights to freedom of association and collective bargaining, in accordance with applicable local laws.
- Provides accessible grievance and whistleblowing channels and ensures that employees may raise concerns without fear of retaliation.

3. Recruitment and Employee Development

Consistent with its commitment to equal opportunity and non-discrimination, the Company promotes employment and vocational training opportunities for disadvantaged persons, vulnerable groups, and students, while ensuring that recruitment practices comply with all applicable laws and regulations.

The Company is committed to developing its workforce to enhance professional capabilities and strengthen employees' competencies in support of the Company's business strategies. The Company also promotes integrity, ethical conduct, teamwork, innovation, and the effective application of technology and digital solutions to create value for stakeholders.

The Company supports continuous learning and employee development through training programs, skills enhancement, succession planning, and career development opportunities to prepare employees for evolving business and technological environments.

4. Fair Compensation and Benefits

The Company provides fair, competitive, and appropriate compensation, benefits, and employee welfare, taking into account job responsibilities, performance, competencies, market conditions, and applicable legal requirements. The Company seeks to support employees' basic living needs through its overall remuneration and welfare framework.

5. Occupational Health, Safety, and Well-being

The Company places the highest priority on occupational health, workplace safety, and employee well-being. It takes appropriate measures to prevent work-related accidents, injuries, and illnesses and establishes working hours and rest periods in compliance with applicable labor laws and regulations. The Company also promotes employees' physical and mental well-being and supports a healthy work-life balance.

6. Employee Engagement

The Company encourages employee engagement by providing opportunities for open communication, constructive feedback, suggestions, and grievances. The Company also supports employee participation in organizational activities and continuous improvement initiatives to foster an open and collaborative workplace culture, strengthen employee engagement, and promote long-term employee retention.

7. Personal Data Protection

The Company recognizes the importance of maintaining the confidentiality and protection of employees' personal data and manages such information in accordance with applicable personal data protection laws and relevant standards.

Governance and Monitoring

The Human Resources Department is responsible for implementing this Policy through appropriate procedures, practices, and performance indicators, and for regularly monitoring and reporting implementation progress to management.

The Company will periodically review this Policy to ensure alignment with applicable laws, international standards, and relevant sustainability practices.

Disclosure

The Company will disclose material information relating to human resources management through its Annual Registration Statement/Annual Report (Form 56-1 One Report), Sustainability Report, corporate website, and other appropriate communication channels, in accordance with applicable laws, regulations, and reporting standards.

This Policy is hereby announced for acknowledgment and compliance by all concerned and shall take effect on 10 August 2026.

Signed -Damrongchai Vipawatanakul-

Damrongchai Vipawatanakul
Chief Executive Officer and Managing Director