

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

Policies and practices regarding respect for diversity, equity, and inclusion (Diversity, Equity, and Inclusion: DEI) of the ALLY Freehold and Leasehold real estate investment (the "REIT") and ALLY REIT Management Co., Ltd. as the REIT manager (the "Company")

Policy

The REIT and the Company operate with the awareness that creating a work environment that supports equal treatment, respects diversity, and embraces mutual differences helps attract and retain potential executives and employees. It also fosters engagement and unity, making work efficient, innovative, and capable of delivering diverse and quality products and services, leading to sustainable business growth in accordance with international standards.

1. United Nations Business Standards of Conduct to Reduce Discrimination and Inequality for People with Diverse Sexual Orientations (Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People Standards of Conduct for Business)
2. Women's Empowerment Principles – WEPs UN Women
3. The Convention on the Rights of Persons with Disabilities aims to promote equality, diversity, and coexistence, ensuring that all personnel have equal opportunities throughout the recruitment process, selection, and hiring of staff, development of knowledge and skills, performance evaluation, provision of benefits and access to benefits, promotion, transfer, and termination, as well as listening to feedback, complaints, and providing remedies.

Practice guidelines:

The REIT and the Company have established and supported the following joint practice guidelines.

Practice guidelines

1. Treat all personnel equally, respect diversity and differences, create a work environment that fosters equality, including the promotion of women in the workplace, without discrimination, bias, or any actions that create inequality.
2. Respect for differences in attitudes, cultures, beliefs, languages, races, nationalities, genders, sexual orientations, gender identities, abilities, health, social status, skills, and other personal characteristics.
3. Ensure equal protection in terms of health, well-being, and safety for all personnel.
4. Provide equal opportunities and consider diversity in recruiting, hiring, selecting, and employing personnel by evaluating qualifications, knowledge, skills, and experience relevant to the job without bias and without judging based on personal characteristics.
5. Provide opportunities for diverse applicants by using neutral language in job postings, job descriptions that are easy to understand, and translations into other languages, including local dialects.
6. Consider the issues of diversity and equality in conjunction with providing benefits and welfare to personnel.
7. Provide opportunities for all personnel to transfer and grow in their career paths equitably.
8. Consider the qualifications, knowledge, skills, work-related experience, and diversity in the appointment, promotion, or transfer of personnel.
9. Provide equal opportunities for all personnel to receive training and skill development in their work.
10. Encourage executives at all levels to communicate and promote operations that respect diversity, equality, coexistence, and the equal promotion of women in the workplace.
11. Monitor, evaluate, and review the company's operations in accordance with the policies on diversity, equality, and coexistence.
12. Open channels for all personnel at all levels to express opinions, complaints, and grievances equally, in order to gain diverse and different perspectives, and to protect whistleblowers and complainants.
13. Ensure a transparent and fair investigation process with appropriate remedies, without discrimination.
14. Support and collaborate with government agencies, non-governmental organizations (NGOs), educational institutions, and communities. and other stakeholders to implement projects supporting diversity and equality in coexistence, including promoting women in the workplace equally.
15. Disclose the performance results on diversity, equality in coexistence, and the promotion of women in the workplace equally through annual reports or sustainability reports (if available) to stakeholders regularly every year.

This policy will become effective on January 1, 2025, and afterward.



Mr. Kavin Eiamsakulrat

Chief Executive Officer (CEO)

REIT Manager Company

(29 November 2024)