

HUMAN RIGHTS POLICY

ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST

ALLY REIT MANAGEMENT CO., LTD. recognizes the equal value and dignity of all human beings and supports and respects human rights as stipulated in relevant laws, regulations, and national and international human rights standards. The company places great importance on promoting and protecting the human rights of employees and all stakeholder groups, considering this a fundamental ethical principle in working and coexisting together. Accordingly, integrity and ethical conduct have been established as part of the organization's desired behaviors. The company is committed to ensuring that its business operations and employees' conduct are based on mutual respect for each individual's dignity and equality.

Definition

Company	means ALLY REIT MANAGEMENT CO., LTD.
REIT	means ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST.
Employees	means all employees of Ally REIT Management Company Limited who perform their duties under employment contracts at all positions.
Suppliers	means individuals, groups, or organizations that provide project management and various supplementary services to the Company and the REIT
Business Partners	means individuals, groups, or organizations that distribute goods and services of the Company and the REIT.

Guidelines for Practice

To promote respect for human rights throughout the organization and ensure that all employees and stakeholders are treated fairly, protected, and respected in their fundamental rights, the company has established policies and management principles covering key areas. The human rights policy includes the following guidelines:

Labor Rights

The company treats employees fairly, embraces diversity, and values differences without discrimination. Discrimination against employees or job applicants based on age, physical or mental disabilities, ethnicity, gender, skin color, religion, beliefs, nationality, citizenship status, sexual orientation, or marital status is strictly prohibited. All individuals are treated with dignity and respect for their privacy. The company supports measures to eliminate forced labor, involuntary labor, and child labor.

Customer Rights

The company places great importance on safeguarding customer privacy. We are committed to developing specific standards for protecting customer data and communications to ensure maximum efficiency. Policies regarding internal data use, internal controls, and data security serve as guidelines for these practices.

Rights of Partners

The company provides goods and services in compliance with international standards and promotes transparency. As a business partner, the company upholds the highest standards of business ethics, personal dignity, and compliance with laws and regulations for suppliers and partners. A sustainable procurement policy is in place, which is communicated to partners and suppliers as a framework to prevent involvement in operations that may lead to or be linked with human rights violations. The company strictly enforces compliance with human rights laws and regulations throughout the supply chain and encourages business partners to conduct their operations ethically and responsibly to foster a culture of mutual respect and continuous competitive development.

Community and Environmental Rights

The company is committed to responsible business operations that consider the community, society, and the environment. The environmental policy guides the company to minimize adverse impacts on communities, society, and the environment by strictly complying with relevant laws, regulations, and environmental requirements in all company activities. Additionally, the company maintains stakeholder engagement policies that emphasize the rights of all stakeholders, respect those rights, and ensure fair treatment to protect them from potential human rights violations.

The company regularly conducts human rights due diligence (HRDD) by monitoring, assessing risks, and evaluating impacts. Appropriate risk management measures are established, with each department responsible for overseeing risks within its scope. The company has developed two-way communication channels to enhance understanding and compliance with human rights principles, while providing opportunities for employees and stakeholders to voice opinions, report issues, and submit complaints regarding potential human rights violations.

This policy shall be effective from January 1, 2025 onward



Kavin Eiamsakulrat

Chief Executive Officer (CEO), REIT Manager Company

(29 November 2024)