



Human Resources Management Plan

AIM REIT Management Company Limited
AIM Real Estate Management Company Limited

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1. Vision and Principles of Human Resource Management

As AIM REIT Management Company Limited and AIM Real Estate Management Company Limited (collectively referred to as the “Company” or the “REIT Manager”) aim to be the leading independent real estate investment trust (“REIT”) manager in Thailand to sustainably grow the REITs under their management, effective human resource management is crucial to achieving such goal. This strategy is rooted in the belief that investing in people is the cornerstone of the Company’s success.

Quality personnel individuals with expertise and dedication are invaluable assets and a key driver in creating stable and sustainable value and returns for trust unitholders. The team’s capabilities have been clearly demonstrated through its ability to manage complex capital market transactions and maintain market leadership. Over time, the REITs managed by the Company have experience continuous growth, with their combined asset value increase to approximately THB 18 billion and have undertaken complex capital market transactions, including the conversion of the Pinthong Industrial Park Property Fund (PPF), marking the first transaction of its kind in Thailand. This human resource management plan is an integral part of the Company’s business strategy, designed to build and retain a high-performing team to addressing challenges, maintaining a competitiveness, and achieving strong and sustainable growth. All operational initiatives will be guided by three key strategies, which will be outlined below.

2. Human Resource Management Strategies

To achieve the established vision and support the organization’s substantial growth, the Company has defined three strategies to serve as a framework and guide the development, management, and retention of high-quality personnel, ensuring alignment with business objectives.

2.1 Building a High-Performing Professional (AIM FOR THE A-TEAM)

This strategy focuses on building and retaining a team with deep expertise, emphasizing the development of foundational knowledge, specialized skills, and capabilities in asset management and REIT management across all asset classes. This will serve as a crucial foundation for driving stable and sustainable organizational growth, guided by the following key operational principles:

1) Training to Build Understanding and Expand Business Knowledge

Provide internal training for new employees to establish a solid foundational understanding of the REIT business and its industry ecosystem. Additionally, conduct internal training for current employees to expand upon their existing knowledge and experience by connecting learning to practical application, such as involvement in the company's new projects and investment transactions, to facilitate learning from real-world scenarios. Furthermore, conduct systematic post-mortem reviews of REIT investment transactions to capture insights and lessons learned for knowledge development, process improvement, and the continuous enhancement of REIT management standards.

2) Promoting Lifelong Learning and Development

Promote a culture of lifelong learning by supporting employees in developing their knowledge and professional skills through diverse learning resources both within and outside the organization, including opportunities for further education as appropriate.

3) Personality and Professionalism Development

Provide employees with appropriate training to develop their personality, professional image, and communication skills, tailored to the organizational context, in order to enhance their professionalism and credibility at work.

4) Cultivating Sustainability Concepts

Promote the continuous development and strengthening of personnel understanding in Environmental, Social, and Governance (ESG) principles, to integrate sustainability into the corporate culture and operational practices at all levels.

In 2024, AIMIRT promoted ESG awareness among its personnel through the ESG DNA project organized by the Stock Exchange of Thailand ("SET"), fostering a culture of sustainability throughout the organization. Employees have completed training and meeting the requirements of the ESG DNA project, and AIMIRT was selected for inclusion in the ESG100 list by the Thaipat Institute, an organization that has assessed listed companies for outstanding environmental, social, and governance (ESG) performance for five consecutive years, from 2021 to 2025. This demonstrates a continued commitment to ESG principles.

The Company continues to advance its ESG practices by preparing an ESG performance report in accordance with the SET reporting guidelines and has established an ESG working group to develop policies and drive sustainability initiatives throughout the organization.

5) Executive Succession Planning

To mitigate the risk of personnel shortages in key positions within the organization, the Company has established a succession plan to identify and develop high-potential employees to be ready to assume key positions within the organization.

The plan covers identifying key positions of the organizational, recruiting high-potential personnel, developing the necessary skills and experience, and continuously monitoring and evaluating personnel readiness to ensure the organization's long-term continuity and stability.

Having an excellent team requires fostering a happy and sustainable work environment, which leads to the next key pillar.

2.2 Promoting Employee Well-Being (AIM FOR THE WELL-BEING)

The Company recognizes that the loss of skilled personnel is a significant risk to business operations. Therefore, taking care of employees' physical and mental health is a key factor in fostering employee commitment and reduce voluntary turnover. Investing in employee benefits and well-being is an investment for the organization's long-term stability. Key policies and activities include:

1) Health Benefits

Provide annual health check-ups for all employees and offer comprehensive group insurance covering health and accidents to foster confidence and peace of mind in the workplace. Additionally, support employee fitness expenses to promote a healthy lifestyle.

2) Building relationships within the organization

Organize monthly social events for employees at all levels within each department, and annual company outings or off-site retreats to foster stronger relationships and interpersonal bonding. These activities offer employees opportunities to relax, recharge, and to appreciate their dedication, ultimately promoting teamwork and improving overall efficiency.

Employee well-being directly impacts the working environment and performance, which is a key objective of the final pillar.

3) Investment and Personal Tax Planning Education

Organize educational activities about investment to equip employees with foundational knowledge and understanding of the importance and risks of personal investment. The activities will include an investment simulation allowing employees to practice investing, as well as training on proper personal tax planning to help them achieve sound financial standing and build long-term personal wealth.

2.3 Enhancing Work Efficiency Towards Excellence (AIM FOR INTERNAL GROWTH AND EFFICIENCY)

The Company fosters a work culture centered on streamlining workflows and leveraging digital technology, enabling employees to achieve optimal performance. This integration of employee capabilities with business strategy drives organizational excellence.

3. Goals and Key Performance Indicators

To ensure the human resource management plan is implemented effectively, the Company has defined measurable goals and key performance indicators (KPIs) to guide operations and track progress on a regular basis. The goals outlined in the table below are subject to review and adjustment to reflect changing conditions.

Metric	Goals	Description
Voluntary Turnover Rate	Not exceeding 20% per year	Retain talented and experienced personnel within the organization over the long term to reduce the risk of losing skilled personnel.
Training and Development Hours	At least 12 hours per year	Promote continuous learning and skill development to help employees adapt to market and technological changes.
Workplace Safety	Zero Work-related Fatalities	Ensure that all employees work in the safest possible environment, which is fundamental to responsible operations.
Labor Disputes	Zero Cases	Focus on treating labors fairly in accordance with the law and human rights principles to create a positive working environment and mitigate risks to reputation and performance. Further details on employee treatments can be found in the Company's human rights policy.