
Human Rights and Labor Practices Policy

Astra Enterprise Public Company Limited (the “**Company**”) recognizes the importance of respecting human rights and upholding fair labor practices across all aspects of its business operations. The Company is committed to the principles of equality, fairness, human dignity, and non-discrimination in its treatment of directors, executives, employees, workers, business partners, contractors, migrant and foreign workers, customers, consumers, communities, and all stakeholder groups.

Accordingly, the Company has adopted this Policy by consolidating the key principles of relevant policies and practices, namely: (1) the Human Rights Policy; (2) the Fair Labor Practices Policy; (3) the Child Rights and Anti-Child Labor/Forced Labor Policy; (4) the Labor Standards Policy; and (5) the Policy Supporting Freedom of Association and the Right to Collective Bargaining of Employees. These principles are integrated into a single coherent and comprehensive policy that can be applied consistently across the organization. This Policy has been prepared with reference to internationally recognized human rights principles and labor standards, as well as the good corporate governance practices of leading companies, with a view to ensuring responsible, transparent, and sustainable business operations.

1. Objectives

This Policy is established to:

- 1) set out principles and practices for respecting, protecting, and promoting human rights and fair labor practices as a consistent guideline across the organization;
- 2) prevent, mitigate, and manage human rights and labor-related impacts that may arise from the Company’s business operations, business activities, supply chain, and business relationships;
- 3) promote fair employment, appropriate compensation and benefits, workplace safety and occupational health, employee capability development, and the well-being of employees at all levels;
- 4) declare the Company’s commitment to opposing the use of child labor, forced labor, and human trafficking in all forms, both in the Company’s own operations and throughout its supply chain; and
- 5) support employees’ freedom of association and right to collective bargaining as prescribed by law and recognized under international standards.

2. Scope of Application

This Policy applies to directors, executives, employees, and personnel at all levels of the Company, including its subsidiaries or group companies over which the Company has supervisory authority, as appropriate. It also serves as a guideline for encouraging business partners, contractors, service providers, business agents, and relevant stakeholders throughout the supply chain to observe human rights principles and labor standards in a manner appropriate to the nature, risks, and context of their business operations.

3. Definitions

- Human rights means the fundamental rights and freedoms to which all human beings are entitled equally and without discrimination.
- Child labor means the employment or use of persons below the minimum age prescribed by labor protection law, or work that is harmful to a child’s health, safety, or development.
- Forced labor means any labor or service performed under threat, coercion, deception, or restriction of liberty without the person’s voluntary consent, including all forms of human trafficking.
- Freedom of association and collective bargaining means the right of employees to voluntarily assemble, establish, or join their own organizations in order to collectively bargain with the Company on employment conditions, without interference or discrimination.

4. Principles, Policy, and International Reference Frameworks

The Company conducts its business in accordance with international principles and standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights, the core conventions and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO Core Conventions), the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises, the Sustainable Development Goals (SDGs), as well as Thai labor laws and other applicable laws.

The Company is committed to avoiding causing, contributing to, or being directly linked to adverse human rights impacts, whether directly or indirectly, and will take appropriate measures to prevent, mitigate, and remedy any such impacts that may arise.

5. Practices

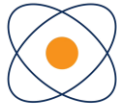
5.1 Non-Discrimination and Promotion of Diversity

The Company shall not discriminate against or treat any person differently on the basis of sex, age, race, nationality, skin color, religion, belief, political opinion, disability, social status, educational background, marital status, gender identity, sexual orientation, or any other status unrelated to job performance. This applies to all employment-related processes, including recruitment, employment, promotion, performance appraisal, training, compensation, and termination of employment. The Company shall also promote employment opportunities for disadvantaged groups, as appropriate.

5.2 Fair Employment and Employment Security

The Company shall conduct recruitment, employment, transfer, workforce restructuring, and termination of employment fairly, transparently, and in strict compliance with applicable labor laws and human rights principles. Employment contracts shall be clear, understandable, and free from any conditions that are contrary to law. In the event of organizational restructuring, the Company shall carefully consider the potential impact on employees and support transparent communication in advance, as appropriate. The Company shall not use corporal punishment, intimidation, harassment, abuse, or any other form of inhumane treatment against employees.

5.3 Compensation, Benefits, and Working Hours



A S T R A

The Company shall determine and administer wages, compensation, welfare, and employee benefits fairly, at no less than the minimum rates and standards prescribed by law, and in a manner consistent with duties, responsibilities, and performance. The Company shall prescribe working hours, holidays, leave, and overtime in accordance with labor laws, and shall not require employees to work overtime beyond the limits permitted by law or without their voluntary consent.

In addition, the Company supports the principle of equal pay for work of equal value.

5.4 Opposition to Child Labor, Forced Labor, and Human Trafficking

The Company expressly affirms its commitment to opposing child labor, forced labor, and human trafficking in all forms, both within its own operations and throughout its supply chain, including relevant business partners and contractors, as follows:

- The Company shall not employ persons below the minimum age prescribed by labor protection law and shall strictly verify age confirmation documents prior to every employment.

- Where minors of an age permitted by law are employed, the Company shall provide special protective measures, such as limiting working hours, prohibiting hazardous work, and prohibiting night work, as required by law.

- The Company shall not use forced labor in any form, shall not unlawfully retain employees' or workers' identity documents or passports, shall not charge recruitment fees or related costs to workers, and shall allow all workers the freedom to resign or terminate employment in accordance with law.

- The Company shall treat migrant workers or foreign workers fairly and equally with other employees, respect their fundamental rights, and shall not exploit workers in any form.

- The Company shall encourage business partners, contractors, and service providers to comply with the above principles and may consider including such principles as part of the criteria for the selection and evaluation of business partners, as appropriate.

- The Company shall not pass on recruitment fees or recruitment-related expenses to workers, in accordance with the Employer Pays Principle.

5.5 Freedom of Association and the Right to Collective Bargaining

The Company respects and supports employees' rights to freely assemble, establish, or join employee organizations for the purpose of consultation and collective bargaining with the Company on employment conditions, as follows:

- The Company shall not interfere with, obstruct, or discriminate against employees who exercise their freedom of association and right to collective bargaining.

- Where there is no formal labor union or employee organization, the Company shall provide appropriate alternative channels, such as a workplace welfare committee or employee feedback channels, so that employees can communicate and participate in matters relating to employment conditions.

- The Company shall negotiate in good faith with employee representatives who have been elected or appointed in accordance with the law.

- The Company shall allow employee representatives to perform their duties free from intimidation, discrimination, or retaliation.

5.6 Safety, Occupational Health, and Working Environment

The Company shall provide a safe, hygienic, and appropriate working environment consistent with the nature of its business operations. The Company shall comply with applicable safety and occupational health laws and standards, establish measures to prevent work-related accidents and illnesses, promote safety awareness through communication and training, and support the reporting of unsafe incidents or conditions without retaliation. The Company shall also promote the physical and mental well-being of employees.

5.7 Employee Training and Capability Development

The Company promotes employee learning and capability development through training programs and learning activities related to work skills, digital skills, personal development, reskilling and upskilling, as well as human rights and labor standards knowledge necessary for job performance. Appropriate monitoring and evaluation shall be conducted as a basis for workforce development planning in line with the Company's business direction.

5.8 Respect for Human Rights Throughout the Value Chain

The Company shall encourage business partners, contractors, and service providers to conduct business with respect for human rights, treat workers fairly, refrain from using child labor or forced labor, and comply with applicable laws and ethical standards. The Company is also committed to developing and delivering quality and safe products and services to customers, appropriately protecting customers' personal data, and conducting business with consideration for impacts on communities, society, and the environment.

6. Human Rights Due Diligence

The Company is committed to conducting human rights due diligence (HRDD) in order to identify, prevent, mitigate, monitor, and manage human rights impacts that may arise from its business operations. This covers the operations of the Company, its subsidiaries, or group companies over which the Company has supervisory authority, as appropriate, as well as business relationships and the value chain, taking into account the relevant level of risk and business context. The Company shall conduct this process on an ongoing basis through the following steps:

(1) Identification of Human Rights Issues (Identify)

Identify issues, risks, and stakeholders who may be affected by human rights impacts arising from business operations, projects, business activities, business relationships, and the value chain, with consideration given to vulnerable groups or those who may be particularly affected.

(2) Assessment of Human Rights Impacts (Assess)

Assess human rights risks and impacts, both actual impacts and potential impacts, and prioritize issues according to severity, likelihood, and scope of impact in order to determine appropriate management approaches.

(3) Prevention and Integration of Measures (Prevent and Integrate)

Establish preventive measures and integrate human rights risk management into business operations, risk management, governance, human resources management, procurement, and value chain management processes to prevent human rights violations.

(4) Mitigation and Remediation of Impacts (Mitigate and Remedy)

Where an impact is identified or there is reasonable cause to believe that a human rights impact may occur, the Company shall take appropriate, timely, and fair measures to mitigate, correct, and remedy the impact, including measures to prevent recurrence of similar incidents.

(5) Monitoring and Review (Monitor and Review)

Regularly monitor, evaluate, and review the effectiveness of human rights management measures, based on relevant information, complaints, audit results, and indicators, in order to continuously improve operational effectiveness.

(6) Communication and Disclosure (Communicate and Report)

Communicate and disclose information on management approaches, progress, and human rights performance to stakeholders appropriately, transparently, and in accordance with laws, regulatory requirements, and relevant disclosure standards.

7. Grievance Channels and Remediation

The Company shall provide accessible, appropriate, and fair channels for receiving suggestions, complaints, or whistleblowing reports relating to human rights violations or unfair labor practices through the channels prescribed and announced by the Company. Reports may be submitted either with or without disclosure of the reporter's identity. The Company shall maintain the confidentiality of complainants and relevant persons, as appropriate, shall not retaliate against, dismiss, demote, intimidate, or harass any complainant who acts in good faith, and shall conduct fact-finding investigations, corrective actions, remediation, or mitigation of impacts in an appropriate and timely manner.

8. Roles and Responsibilities

- The Board of Directors and senior executives are responsible for establishing the policy, overseeing implementation, and supporting the resources necessary to ensure effective implementation of this Policy.
- The Human Resources Department and relevant departments are responsible for communicating, implementing, monitoring, and reporting on significant related matters.
- Executives, supervisors, and all employees are responsible for strictly complying with this Policy, respecting the rights of others, reporting identified issues or risks, and jointly fostering an organizational culture that respects diversity, equality, and human dignity.
- Business partners, contractors, and service providers should cooperate in complying with the principles of this Policy and may be subject to assessment under the Company's business partner management, procurement, or risk management processes, as appropriate.

9. Communication and Awareness Raising

The Company shall communicate this Policy to directors, executives, employees, business partners, and relevant persons to ensure broad awareness. The Company shall also provide training or guidance to relevant personnel to support effective implementation of this Policy in practice.

10. Monitoring, Evaluation, and Reporting

The Company shall regularly monitor and evaluate the implementation of this Policy by considering relevant information, such as employee numbers, workforce restructuring, compensation and benefits, turnover rates, safety and occupational health data, human rights and labor-related complaints, and human rights due diligence results. The monitoring results shall be used to improve relevant work plans and may be disclosed in the Company's sustainability report, as appropriate.

11. Policy Review

The Company shall review this Policy at least annually or whenever there is any significant change, including changes in laws or regulatory requirements, international standards, corporate governance and sustainability practices, organizational structure, business strategy, nature of business operations, risks, or stakeholder expectations. This is to ensure that the Policy remains appropriate, up to date, aligned with the Company's business operations, and supportive of good corporate governance on an ongoing basis. Any amendment to this Policy must be approved in accordance with the authority levels prescribed by the Company before becoming effective.

12. Disclosure

The Company shall disclose human rights and labor information through Form 56-1 One Report, the sustainability report, the Company's website, or other appropriate channels, taking into account accuracy, transparency, and regulatory requirements.

13. Approval and Effective Date

This Policy has been considered and approved by the authorized person of the Company and shall become effective from the effective date specified below. The Company shall review this Policy at least annually or whenever there is any significant change to ensure continued alignment with applicable laws, regulatory requirements, international standards, and the Company's business context.

This Human Rights and Labor Practices Policy was reviewed and approved by the Board of Directors at Meeting No. 7/2026, and shall become effective from August 13, 2026 onward.

- Mr. Chatchaval Jiaravanon -
Chairman of the Board of Directors
Astra Enterprise Public Company Limited