



Labour Practices Policy

Objective

Starflex Public Company Limited (the “Company”) recognizes the importance of respecting human rights, human dignity, freedom, and equality. The Company has therefore established this Policy to ensure responsible business conduct and compliance with human rights laws, as well as fundamental human rights principles recognized by international organizations. These principles serve as guidelines for human rights management and are applied consistently throughout the organization, while also contributing to the management of potential human rights impacts throughout the supply chain.

Scope

This Labour Practices Policy applies to all operations of the Group and its subsidiaries, including activities undertaken by employees and business partners.

Practices

1. Forced Labour

The Company shall neither engage in nor support the use of forced labour in any form. The Company shall not request or accept deposits for identification cards or any other personal identification documents from employees, either at the time of employment or thereafter, or as a condition of employment, except where permitted by law. The Company shall also prohibit the use of physical punishment, threats of violence, or any other forms of physical, sexual, psychological, or verbal abuse as disciplinary or control measures.

2. Child Labour

The Company shall not employ or support the employment of children under the age of 15. The Company shall not assign or support child labour in performing work that may be hazardous to health or in working conditions that may pose risks to health, safety, and well-being.

3. Employment of Female Employees

The Company shall not assign female employees to work that is hazardous to their health or physical well-being as prescribed by law.

The Company shall provide pregnant employees with work and working conditions that do not pose risks to their health, safety, or pregnancy. The Company shall not terminate employment, reduce positions, or reduce benefits of female employees on the grounds of pregnancy.

4. Lawful Employment of Migrant Workers

The Company conducts its business ethically and responsibly, particularly with respect to migrant workers employed by the Group and its business partners. The Company requires compliance with applicable laws concerning employment contracts, work permits for migrant workers, wages, and safe working conditions, with the objective of enhancing the competitiveness of the Group and its business partners and promoting sustainable growth together.

5. Non-Discrimination

The Company shall neither engage in nor support discrimination in employment, wages and remuneration, employee benefits, opportunities for training and development, promotion, appointment to positions, termination of employment, or retirement. The Company shall not interfere with, obstruct, or take any action that adversely affects employees' exercise of their rights or practices on the grounds of differences in nationality, religion, language, age, gender, marital status, personal views regarding sexual orientation, disability, trade union membership, employee representative status, or political party affiliation.

6. Freedom of Association and Collective Bargaining

The Company shall respect employees' rights and freedom to join or not to join associations, trade unions, federations, and other organizations, as well as their right to engage in collective bargaining. The Company shall not obstruct the activities of trade unions or labour federations, nor interfere with employees' exercise of their right to become trade union members. The Company shall provide appropriate facilities and shall treat employee representatives equally with other employees.

7. Working Conditions and Quality of Working Life

The Company is committed to ensuring that all employees of the Group work in accordance with established standards and to promoting appropriate employment conditions. The Company shall maintain a safe working environment to support employees' quality of life and enable them to perform their duties without adversely affecting their physical or mental health. The Company is committed to maintaining high standards of occupational health and safety and places strong emphasis on preventing accidents, injuries, and work-related illnesses. The Company shall ensure protection and fair treatment based on social principles and in accordance with applicable labour laws and regulations concerning labour protection, employee welfare, labour relations, occupational health and safety, and working environments, as well as relevant procedures. These practices shall be regularly reviewed, developed, and improved as appropriate.

8. Prevention of Harassment and Sexual Harassment

The Company promotes a respectful working environment and has measures in place to prevent employees of the Group from being subjected to harassment or sexual harassment, whether through verbal expressions, gestures, physical contact, or any other means, including violence against women. If an employee is subjected to harassment or sexual harassment, the Company shall take strict disciplinary action against the perpetrator in accordance with the Company's work rules and regulations.

9. Compensation and Remuneration

The Company shall pay wages, remuneration, and overtime compensation to employees at no less than the rates prescribed by law. The Company shall provide employees with written information regarding all wages and remuneration received during each pay period, in a manner that enables employees to understand the details and components thereof, including statutory severance pay and benefits to which employees are legally entitled.

10. Working Hours

The Company shall not require employees to work beyond the hours prescribed by law, including overtime work and work performed on holidays. Normal working hours shall be clearly specified, including employees' scheduled starting and ending times, and shall not exceed the maximum working hours prescribed by law for each type of work. The Company shall provide appropriate rest periods and meal breaks and shall provide employees with statutory leave entitlements, including annual leave, personal leave, and other types of leave as prescribed by law.

11. Termination of Employment and Severance Pay

The Company complies with the Labour Protection Act B.E. 2541 (1998), which prescribes the duties of employers and the rights of employees in cases of termination of employment. The Company also applies principles established under the conventions of the International Labour Organization (ILO), as follows:

- 11.1. The Company shall not terminate the employment of an employee without reasonable grounds related to the employee's capabilities or conduct.
- 11.2. Employees shall be notified in advance of termination or shall receive severance pay in accordance with applicable labour laws, except in cases where the employee has committed serious misconduct.

12. Practices for Business Partners in the Supply Chain

The Company supports the observance of human rights principles by its business partners, including the prevention of involvement in human rights violations and the mitigation of potential human rights impacts. To ensure that all business partners conduct their business based on respect for human rights, they are required to strictly comply with the Group's human rights policies and practices, as follows:

- 12.1. Conduct business based on legality, honesty, integrity, transparency, and ethical principles.
- 12.2. Strictly comply with labour laws and international labour rights standards, including labour protection, the prohibition of forced labour, and fair working hours and remuneration.
- 12.3. Respect equality and avoid discrimination and any employment practices that result in inequality on the grounds of age, race, religion, disability, gender identity, or sexual orientation.
- 12.4. Respect employees' rights concerning trade union membership and political interests.
- 12.5. Support good employment conditions for employees and maintain a safe working environment.
- 12.6. Comply with applicable environmental laws and regulations to ensure that all business partners can control and prevent environmental impacts arising from their business operations.

The Company shall continuously monitor and assess its business partners to evaluate potential human rights performance and impacts through various mechanisms, including customer risk assessment forms, unannounced on-site inspections, and reports received through the Company's grievance channels.

Communication and Implementation

This Labour Practices Policy constitutes an important foundation that employees at all levels are required to acknowledge and understand. The Group is therefore committed to communicating this Policy and its underlying principles to all employees and the Company's business partners through the following channels:

- Employee orientation programs
- Communication through the Company's management
- Communication through the Human Resources Department via the Intranet and Website
- Communication through relevant departments that conduct business with the Company's business partners

This Policy shall be effective from **25 February 2026 onwards**.

Starflex Public Company Limited