

## BBGI Labor Practices

BBGI Public Company Limited believes that employees are the key driver of innovation and sustainable growth. The Company is therefore committed to fair labor practices in accordance with human rights principles, applicable laws, and relevant standards\*. This commitment covers key labor-related issues, ranging from the prohibition of child labor and forced labor, the promotion of pay equity, to the creation of a working environment free from all forms of harassment.

The Company has established policies and practices to ensure that all groups of personnel, including persons with disabilities, internship program participants, and individuals with diverse experiences or specific personal limitations, are provided with appropriate and fair welfare, occupational health and safety, working hours, and employment opportunities, while respecting human dignity. In addition, the Company has transparent monitoring mechanisms in place to enhance employees' quality of life and create shared value for society in a sustainable manner. The Company's operations are aligned with the applicable laws and regulations of the country as follows:

Applicable Laws and Regulations	The Company's operations
<p><b><u>1. Child Labour</u></b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act B.E. 2541 (1998) (Sections 44–52)</li> <li>• Key provisions: The employment of children under 15 years of age is prohibited. In the case of persons aged 15–18 years, the labour inspector must be notified within 15 days, and they are prohibited from working in hazardous workplaces, such as slaughterhouses, gambling establishments, dance venues, or places where food, alcoholic</li> </ul>	<p>The Company does not tolerate the use of child labour in any form, covering permanent employees, temporary employees, contractors, subcontractors, and suppliers related to the Company's operations.</p> <p>The Company requires age verification and identity document checks before commencement of work for all personnel and includes requirements on the prohibition of child labour in the Supplier Code of Conduct and relevant contractual terms.</p> <p>The Company will conduct risk assessments and monitoring based on the risk level of each function and business partner, and</p>

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<p>beverages, or tea are served, or from working between 22:00 and 06:00.</p>	<p>provide confidential and secure grievance channels for employees, external parties, and stakeholders</p> <p>In the event of any violation, the Company will protect affected persons, provide remediation, and review control measures to prevent recurrence, as well as report the results of actions taken to management and relevant committees in accordance with the Company's governance cycle.</p>
<p><b><u>2. Forced Labor</u></b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act (No. 7) B.E. 2562 (2019) (Section 9/1) and the Anti-Trafficking in Persons Act</li> <li>• Key provisions: Protect fundamental employee rights, prevent oppression and exploitation, and prohibit the use of bonded labour or forced labour in a manner that constitutes human trafficking.</li> </ul>	<p>The Company prohibits the use of forced labour, bonded labour, human trafficking, or any practices that prevent personnel from working freely and voluntarily, including the retention of identity documents, the charging of recruitment fees, and compulsory overtime without conditions prescribed by law. This policy covers all types of employees, including workers of contractors, subcontractors, and suppliers related to the Company's operations.</p> <p>The Company will assess forced labour risks within its functions and supply chain based on risk level, provide training and communicate relevant requirements to executives, supervisors, and business partners, and provide accessible, secure, and non-retaliatory grievance mechanisms. If complaints or significant indications are identified, the Company will conduct investigations, implement corrective actions, and monitor the results in a systematic manner, as well as report to management and relevant committees.</p>
<p><b><u>3. Promotion of Employment Opportunities for Persons with Disabilities and Groups Requiring Support (Inclusive Employment)</u></b></p>	<p>The Company promotes equal employment and non-discrimination for persons with disabilities, women, and individuals from groups that should be supported, based on capabilities, job</p>

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<ul style="list-style-type: none"> <li>• Law: Persons with Disabilities Empowerment Act B.E. 2550 (2007) (Sections 33, 34, and 35)</li> <li>• Key provisions: Prescribe the employment ratio of persons with disabilities at 100:1. If persons with disabilities are not employed, contributions must be made to the fund, or other forms of support must be provided instead, such as granting concessions or providing space for selling goods.</li> </ul>	<p>suitability, safety, and the provision of reasonable accommodation in accordance with the nature of work.</p> <p>The Company complies with legal requirements related to the employment of persons with disabilities and will monitor structural data, such as employment proportion, retention, and access to career development opportunities, to review the effectiveness of diversity, equity, and inclusion measures. In cases where legal alternatives are used instead of direct employment, the Company will act based on principles that take into account human dignity, economic appropriateness, and verifiable social outcomes.</p>
<p><b><u>4. Employment of Internship Students (Internships)</u></b></p> <ul style="list-style-type: none"> <li>• Reference sources: Guidelines of the Department of Labour Protection and Welfare and the Skill Development Promotion Act</li> <li>• Key provisions: Internship students under an academic curriculum are not considered “employees” under labour protection law, except where the internship is in the nature of disguised employment. However, employers should provide compensation and ensure safety in accordance with occupational health standards.</li> </ul>	<p>The Company requires that interns be appropriately managed in accordance with human rights, safety, and learning principles by providing orientation, clarification of work scope, internship supervisors, and learning plans appropriate to their academic programs.</p> <p>The Company provides compensation in the form of allowances to help support living expenses and prohibits the assignment of work that involves excessive hazardous risks or is inappropriate to the status of interns.</p> <p>The Company will evaluate internship performance, listen to interns’ feedback, and provide safe and non-retaliatory grievance channels to appropriately manage issues related to rights, welfare, and internship experience.</p>
<p><b><u>5. Employee Welfare</u></b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act (Sections 92–99 and Section 107)</li> </ul>	<p>The Company provides employee welfare by taking into account adequacy, safety, actual accessibility, and alignment with the nature of work of employees in offices and plants. This covers health check-ups, access to medical treatment, basic facilities, and</p>

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<ul style="list-style-type: none"> <li>• Key provisions: If there are 50 or more employees, a “Welfare Committee in the Workplace consisting of at least five employee representatives” must be established to discuss with the employer the provision of welfare for employees. The employer shall arrange for employees’ health check-ups and submit the examination results to the labour inspector.</li> <li>• Law: Ministerial Regulation on the Provision of Welfare in the Workplace</li> <li>• Key provisions: Provide necessary welfare, such as drinking water, toilets, first aid supplies, and medical treatment necessities.</li> </ul>	<p>welfare related to the quality of life of employees and their families as determined by the Company.</p> <p>The Company provides a Welfare Committee in the workplace or an equivalent mechanism to listen to opinions and suggestions from employees, and regularly reviews welfare by referring to utilization data, complaints, and employee satisfaction surveys.</p> <p>The Company will monitor the effectiveness of employee welfare and employee well-being to support continuous improvement and disclosure at an appropriate level in accordance with the Company’s sustainability reporting framework.</p>
<p><b><u>6. Working Hours</u></b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act (Sections 23–27)</li> <li>• Key provisions: * <ul style="list-style-type: none"> <li>○ General work: not exceeding 8 hours per day and not exceeding 48 hours per week.</li> <li>○ Hazardous work: not exceeding 7 hours per day and not exceeding 42 hours per week.</li> <li>○ A rest period of at least 1 hour must be provided after 5 consecutive hours of work.</li> <li>○ The employer may require an employee to work overtime only after</li> </ul> </li> </ul>	<p>The Company determines working hours, holidays, rest periods, and overtime in accordance with applicable laws and the nature of work of each function, taking into account employees’ safety, health, and readiness to perform their duties, particularly for shift work and work in plant areas.</p> <p>The Company will monitor working hours and overtime through the HRIS system or verifiable data to monitor risks arising from prolonged continuous work, insufficient rest periods, and fatigue risk.</p> <p>Overtime must be subject to approval criteria, employee consent as required by law, and supervision by supervisors. The Company will regularly review overtime data, exceptions, and irregularities to determine preventive measures and improve workforce planning.</p>

Applicable Laws and Regulations	The Company's operations
<p>obtaining the employee's "consent" in advance.</p> <ul style="list-style-type: none"> <li>o Overtime work and holiday work combined must not exceed 36 hours per week.</li> <li>o In cases where overtime work continues from normal working hours for not less than 2 hours, the employee shall be given a rest period of not less than 20 minutes before commencing overtime work.</li> <li>• Law: Labour Protection Act (Sections 28–36)</li> <li>• Key provisions: <ul style="list-style-type: none"> <li>o The employer must provide weekly holidays of not less than 1 day.</li> <li>o The employer shall determine traditional holidays of not less than 13 days, including National Labour Day, and notify employees in advance at least 30 days.</li> <li>o An employee who has worked continuously for 1 full year is entitled to annual leave of not less than 6 days.</li> <li>o An employee is entitled to sick leave for the actual period of illness. For sick leave of 3 days or more, a medical certificate must be provided.</li> <li>o An employee is entitled to sterilisation leave for the period prescribed by a physician.</li> </ul> </li> </ul>	

Applicable Laws and Regulations	The Company's operations
<ul style="list-style-type: none"> <li>o An employee is entitled to leave for necessary personal business in accordance with the work rules.</li> <li>o An employee is entitled to leave for military service for readiness testing as required by law.</li> <li>o An employee is entitled to leave for training or knowledge development in accordance with the criteria and procedures prescribed by the Ministry.</li> </ul>	
<p><b><u>7. Minimum Wage</u></b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act (Sections 89–90) and the Wage Committee Notification (latest edition)</li> <li>• Key provisions: The employer must pay wages to employees at a rate not lower than the minimum wage rate prescribed under the applicable Wage Committee Notification in each area. The latest rate under the Wage Committee Notification on Minimum Wage Rates (No. 14) has been effective from 1 July 2025 onwards. The applicable rate by province/area where the business establishment is</li> </ul>	<p>The Company pays wages at a rate not lower than the applicable statutory minimum wage in each area and will regularly review wage rates and compensation structures by considering relevant legal requirements, labour market conditions, and cost of living factors.</p> <p>The Company aims to promote fair wage practices by monitoring internal data necessary for assessing the appropriateness of compensation, such as the ratio of average wages to minimum wages, the alignment of wage structures, and exceptions that require timely corrective actions.</p> <p>For workers of contractors and business partners working on the Company's premises, the Company will require compliance with</p>

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<p>located should be verified before disclosing the information.</p>	<p>wage laws and relevant contractual terms, as well as monitor risk issues based on the risk level of work and business partners.</p>
<p><b>8. Sexual Harassment</b></p> <ul style="list-style-type: none"> <li>• กฎหมาย: พ.ร.บ.คุ้มครองแรงงาน (มาตรา 16)</li> <li>• สำคัญ: ห้ามนายจ้าง หัวหน้างาน หรือผู้ควบคุมงาน กระทำการล่วงเกิน คุกคาม หรือก่อความเดือดร้อนรำคาญทางเพศต่อลูกจ้าง หากฝ่าฝืนมีโทษทางอาญาและทางแพ่ง</li> </ul>	<p>The Company does not tolerate sexual harassment, abuse, or any conduct that creates an unsafe working environment or fails to respect human dignity, whether occurring among employees, supervisors, contractors, customers, or other stakeholders related to work.</p> <p>The Company provides policy communication, training, orientation, and multiple grievance channels that are safe and confidential, and establishes processes for receiving, investigating, and considering protective measures for complainants and related persons under the principle of non-retaliation.</p> <p>The Company will monitor the effectiveness of these measures through training data, complaints, complaint handling time, and review of lessons learned to support prevention and continuous improvement.</p>
<p><b>9. ค่าตอบแทนที่เท่าเทียม (Equal Remuneration)</b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act (Section 16)</li> <li>• Key provisions: Employers, supervisors, or work controllers are prohibited from committing sexual abuse, harassment, or causing sexual nuisance to employees. Any violation shall be subject to criminal and civil penalties.</li> </ul>	<p>The Company determines compensation based on the principle that work of equal value must be compensated fairly and without discrimination, taking into account job value, duties and responsibilities, skills, capabilities, and performance, under a verifiable compensation structure.</p> <p>The Company will regularly review the alignment of salary structures and related compensation to monitor unjustified differences, including issues related to gender or other factors that may lead to discrimination.</p>

Applicable Laws and Regulations	The Company's operations
	<p>The Company will use relevant internal data to support governance, improvement, and disclosure at an appropriate level in accordance with the Company's sustainability reporting framework.</p>
<p><b><u>10. The Freedom of Association and The Collective Bargaining</u></b></p> <ul style="list-style-type: none"> <li>• <b>Law:</b> Labour Relations Act B.E. 2518 (1975)</li> <li>• <b>Key provisions:</b>  <b>Collective Bargaining</b>            Section 13: The rights of employers and employees to submit "demands" in writing to change or agree on employment conditions.            Section 18: Once an agreement has been reached, it must be made in writing and "registered" with the government authority in order to have legally binding effect.</li> </ul> <p><b>Freedom of Association</b>            Sections 86 and 89: Recognize the rights of employees to "establish and become members" of a labour union to protect their interests in relation to employment conditions without obstruction.</p>	<p>The Company respects employees' rights to freedom of association, membership in employee organizations, and collective bargaining in accordance with labour relations laws, based on the principles of non-interference, non-discrimination, and non-retaliation against employees who lawfully exercise such rights.</p> <p>In cases where there is no labour union within the organization, the Company provides employee engagement mechanisms, such as a Welfare Committee, communication forums with management, and channels for suggestions or complaints, to enable employees to raise issues related to employment conditions, welfare, and the working environment in a safe and verifiable manner.</p> <p>The Company will monitor the effectiveness of such mechanisms through feedback data, management responses, and issues that have been resolved, and will continuously review practices to ensure alignment with applicable laws and relevant human rights principles.</p>
<p><b><u>Employment of Female Workers</u></b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act (Sections 38-43)</li> <li>• Key provisions: Pregnant female employees are prohibited from</li> </ul>	<p><b>Maternity Leave</b></p> <ul style="list-style-type: none"> <li>- Pregnant female employees are entitled to leave for prenatal medical check-ups, childbirth, and childcare for each pregnancy for a period not exceeding 120 days, with wages paid for 60 days.</li> </ul>

Applicable Laws and Regulations	The Company's operations
<p>working between 22:00 and 06:00. Pregnant female employees are entitled to maternity leave of 120 days, and the employer shall pay wages for working days for a period not exceeding 60 days. The employer is prohibited from terminating the employment of a female employee on the grounds of pregnancy.</p>	<ul style="list-style-type: none"> <li>- Female employees taking maternity leave are entitled to continuous leave for childcare in cases where the child has an illness that poses a risk of complications, has abnormalities, or has a disability, for a period not exceeding 15 days continuously from the maternity leave period, with wages paid at 50% of wages for the leave days. The employee must provide a medical certificate issued by a modern medical practitioner to support the leave.</li> <li>- Pregnant female employees are entitled to request the Company to temporarily change their duties before or after childbirth by providing a first-class medical certificate issued by a modern medical practitioner certifying that they are unable to continue performing their original duties, and the Company will consider assigning suitable work to such employee.</li> <li>- Pregnant female employees should notify the Company of their pregnancy.</li> <li>- Miscarriage before 28 weeks of pregnancy shall not be considered maternity leave and shall be treated as sick leave due to injury. However, miscarriage after more than 28 weeks of pregnancy shall be considered maternity leave.</li> </ul>
<p><b><u>Controls</u></b></p> <ul style="list-style-type: none"> <li>• Law: Labour Protection Act (Sections 108–110 and Sections 112–115)</li> <li>• Key provisions: <ul style="list-style-type: none"> <li>○ Employers with 10 or more employees must prepare work rules in Thai and announce them within 15 days. In cases where the work rules are</li> </ul> </li> </ul>	<p><b><u>Work Rules</u></b>  BBGI Public Company Limited  Announced the revision on 17 December 2025</p> <p><b><u>Employee Register Report under the Labour Protection Act</u></b>  BBGI Public Company Limited</p> <p><b><u>Payroll Register Report</u></b></p>

Applicable Laws and Regulations	The Company's operations
<p>amended, the amendments must be announced within 7 days.</p> <ul style="list-style-type: none"> <li>o Employers with 10 or more employees must prepare an employee register in Thai within 15 days from the date the employee commences work and retain it for not less than 2 years from the date of termination of employment.</li> <li>o Employers with 10 or more employees must prepare documents relating to the payment of wages and overtime pay, and retain such documents for not less than 2 years from the date of payment.</li> </ul>	<p>BBGI Public Company Limited</p>
<p><b><u>Personal Data Protection</u></b></p> <ul style="list-style-type: none"> <li>• Law: Personal Data Protection Act B.E. 2562 (2019) (PDPA)</li> <li>• Key provisions: The organization must protect employees' personal data.</li> </ul>	<p>Policies and Guidelines for Compliance with Personal Data Protection Laws or PDPA</p> <ul style="list-style-type: none"> <li>• Data Protection Policy BBGI Public Company Limited</li> <li>• Guidelines for Compliance with the Data Protection Policy BBGI Public Company Limited</li> <li>• Announcement on the Appointment of the Data Protection Officer (DPO) and the Appointment of the Working Group to Support the Data Protection Officer (DPO Office)</li> <li>• Announcement on the Recording of Personal Data through Closed-Circuit Television (CCTV)</li> <li>• Privacy Notice BBGI Public Company Limited</li> <li>• Consent Request Form BBGI Public Company Limited</li> </ul>

Applicable Laws and Regulations	The Company's operations
	<p>“Personal Data Protection of Employees and Consent Request (Consent Form)”</p>

**Note for Public Disclosure.** The information in this document has been prepared to communicate an overview of the Company's labour practices. The accuracy of laws, minimum wage rates, and relevant regulations should be verified again with the regulatory authorities before publication, as applicable laws and related announcements may be amended from time to time.

**References**

**Primary Law:** Labour Protection Act B.E. 2541 (1998)

**International/Thai Standards:** TLS 8001-2020 (Thai Labour Standard)

**Employment of Persons with Disabilities:** Persons with Disabilities Empowerment Act

**Latest Wage Rates:** Notification of the Wage Committee (Ministry of Labour)